

## **ONSTREAM LITE**

### **November, 2003**

Our On Stream editor, Tracy Punchard, is away on maternity leave, and no volunteers came forward to replace her, so I will be providing you with more informal newsletters like this one for the rest of my term of office.

Our Advocate, Monica Vogler, has recently sent out her own on-line update to you and will continue to do so when she deems it appropriate. As the bargaining process starts to be activated, our SWCC Chair, Bev Onischak, will be sending out her own bargaining bulletins in the months (years?) to come.

If you would like to put out a message or opinion piece under the SCFA banner, please let me know, and I will incorporate it in a future issue of this missive, if you'd like.

#### **C-IEA NEWS**

For the past few months, C-IEA has been pre-occupied with two major activities (besides the specific problems of 20-odd locals):

- Bargaining preparation for the 2004 round, whether common table or co-ordinated bargaining
- Working with its political partners, such as the BCTF, CUFA, CAUT, BCGEU, BCFed etc. to lobby the current provincial (and federal) government on a wide range of educational and labour relations issues and to organize a movement for political change in the next provincial election.

In addition to these major thrusts, C-IEA has also been engaged in

- Improving/sustaining our Pension Plan, including supporting our trustees in the lawsuit against the Plan filed in the Supreme Court by a small group of retirees
- Getting the new C-IEA office in the BCTF building fully functional

The SCFA has been receiving diligent labour relations advice and services from our C-IEA Staff Representative, Jeff MacKeil (who also represents our neighbours working at the Kootenay School of Art).

You will be receiving an update on C-IEA's activities in the next issue of Profile coming out soon.

#### **LOCAL ISSUES**

Besides bargaining preparations to be reported on by the SWCC Chair and specific grievances and cases dealt with by the Advocate, the SCFA has been dealing with the following challenges:

- Monitoring the College's "restructuring" initiative to see that the operation of the "SCFA Schools" and the roles of the School Chairs and Co-ordinators conform to our expectations of collegiality and effective representation of our bargaining unit's members.
- Defending our English instructors from an arbitrary and un-negotiated increase in workload (and corresponding reductions in faculty) as a result of the unilateral change in UT English delivery hours from the traditional four to three per week.
- Implementing, in collaboration with the College, a new student feedback form that is fair and reliable. Monica Vogler and Gord Gibson our two Evaluation Committee reps have been engaged in this endeavour for over a year, but report the new form is now in place.

- Reaching agreements with the College at the SCFA Labour/Management Committee on a number of clarifications of the Collective Agreement, often in the form of Letters of Understanding (LOU's) to be attached to our contract. Matters where agreements have been achieved or are in progress are:

First Rights to Work, Annualization, Preparation Time, Review of the Expertise Review process.

However, the College has refused to pursue an LOU on the matter of English instructional hours and workload.

- Conducting with the College the "labour adjustment canvas" required under the Common Agreement before notice of a layoff can be given. In this case, one individual member in one discipline was targeted for a reduction in appointment. As an indirect result of this process, the extent of the reduction was significantly reduced before notice was given.
- Responding to concerns about SCFA members doing PPWC work, specifically regarding the submission of grades electronically and of retrieving class lists on-line.

### **SCFA BUSINESS**

Your SCFA Executive meets every two weeks for two hours (or more). Besides dealing with the matters listed above, the Executive has been examining the internal workings of the organization—as directed by the membership at General Meetings—and has:

- developed policies for honoraria, gifts, and donations
- added replacement members—Linda King and Janet Mayr—to fill Executive vacancies
- received reports and presentations from SCFA/C-IEA committee chairs or representatives
- is considering models for its own "restructuring" to reflect the need for a "steward system" that reflects the School structure of the College

### **WHAT'S AHEAD**

After a relatively quiet fall semester, we can expect union activity to pick up in the winter as we deal with the next financial crisis the College will claim to be facing and as we prepare for and perhaps begin the 2004 round of negotiations, whether provincial, local or both.

We will be holding a winter General meeting in January or early February. The agenda should include a proposal for the "restructuring" of the SCFA. This meeting may also deal with bargaining issues and decisions though Bev Onischak may call a special meeting or meetings for that purpose.

On behalf of the SCFA Executive and myself, I wish you a satisfying and productive conclusion to the semester and, unless we communicate again this way before then, a happy and pleasant Christmas break.

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