



On Stream

Newsletter of the Selkirk College Faculty Association

February 2013

Latest Bargaining News Inside

FPSE Template Table reached agreement (details inside) and local bargaining is scheduled to begin March 18-22, 2013

Help us Help You

If you have a contract that includes multiple work classifications (e.g. Regular, Short Term or some combination) please let us know. Please email Tracy Punchard (VP Contracts) with your info tpunchard@selkirk.ca.

A Call to Every Member

We need an alternate email address from you.

We are working to update your contact information. Please send an email from an alternate email account (not your @selkirk.ca address) to presidentSCFA@selkirk.ca asap This becomes critically important in the event of job action.

Ponderings from the President

David Feldman
President, SCFA

Greetings to all SCFA members new and old!

There appears to be a flurry of activity already in this young year. First, and most notably, the FPSE template table met and the bargaining there was probably as successful as it could have been. Our chief bargainer, Doug Henderson, earned special mention for his help in costing proposals and verifying numbers. Read on for Doug's summary of the outcome of the template table and what it means for you. We will be moving into local bargaining as soon as possible!

The results of the Pension survey are in - and they are about as complicated as the survey itself was. The simplest version would be that the top four options were in **decreasing order of popularity:**

- (1) Eliminate inflation protection below age 60 to pay for inflation protection from age 60 and up;
- (2) Eliminate the bridge benefit and applying savings to increasing the accrual rate;
- (3) Increase contribution rates by 1% to fund inflation protection; and
- (4) Change early retirement reduction to 6% for each year below age 62 and apply the savings to the accrual rate.

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The next step at FPSE will be for the Presidents to decide what, if anything, to recommend to the pension partners.

I had the pleasure of attending the Bursary tea this weekend and meeting the recipient of the SCFA bursary for this year: Radek Drogosz, a first-year aviation student. I also had the chance at the tea to see some familiar SFCA faces including that of Bev Onischak.

I will be heading down to the coast for a President's Council meeting next month, and not too long after that we will be looking for people interested in attending the FPSE AGM which will be held in Nanaimo the week of May 14th.

I'd like to remind you that as 2012 is over, it might be worthwhile to check that your annual pay was calculated correctly since we had the change-over to bi-weekly pay. Payroll and the finance office does terrific work and I don't anticipate any problems, but there is no harm in doing a double-check for yourself.

Finally, Tracy Punchard has agreed to serve as the Contracts Administrator while Lui is on leave. We are lucky to have her as she brings much valuable experience to the job. You can contact her with any contract questions.

All the best, and wishing you an enjoyable transition from winter into spring!

Yours,

David Feldman
President, SCFA

Bargaining Update

Doug Henderson
VP Bargaining

Our Chief Negotiator, Doug Henderson, has provided a summary of the template agreement from the FPSE bargaining held last week in Vancouver.

Hello fellow SCFA members,

Before we get to the main points of the template agreement please note that this is a template agreement on some shared provincial issues and not a contract. Any contract will have to be presented and ratified by you, the membership. Local bargaining is scheduled to begin March 4, 2013.

Salary:

The template provides for four separate 1% pay increases to be applied on January 1, 2013, April 1, 2013, September 1, 2013, and January 1, 2014. All but the September 1st dates are fixed. The September 1st increase would be postponed if we had not reached a local agreement before that date.

Non-Regular Faculty:

The template includes an agreement to form a provincial joint labour management committee to investigate the numbers and patterns of non-regular members.

Expedited Arbitration:

The template includes an agreement to an expedited arbitration process for certain minor grievances. A complete list of exceptions that will be dealt with through the existing procedure is available.

Respectful Workplace Environments:

The template includes an agreement that employees would participate in training focused on reducing workplace harassment. This would occur during regular working hours and be paid time.

Common PD Fund (0.6% Fund):

The template includes an agreement to return any 0.6% PD fund surplus to the college starting with the 2012-2013 fiscal year (rather than retain it for future

years). Note that this only applies to the 0.6 fund (also referred to as the common or group fund) and not to our long-standing PD monies, which remain under our control. In the last fiscal year our members used up this fund completely and no money would have returned to the College in this case.

Pharmacare Formulary:

The template includes an agreement to have discussions at the provincial level regarding the Pharmacare formulary. No changes to the formula are agreed to – just discussion.

What this means is that our common agreement (the provincial agreement that we share with other Faculty Associations) will be updated to reflect these changes and we will have the chance to ratify the common agreement along with our local agreement once local bargaining has reached that point.

Thanks,
DH

Selkirk College HRISC Fall Report

**Mary Ann Morris
Human Rights Representative**

The focus of my efforts in conjunction with others at Selkirk College this fall was the tour of Eliane Laberge from FECQ. It was truly a pleasure to work with members from the Student Union and from my Association. The highlight of course, was to collaborate, albeit briefly, with a young woman with such a clear analysis and appreciation for the purpose of education. We were also graced with Eliza Gardiner’s presence as she accompanied Eliane and visited our campus en route to a weekend with friends – what a fine gift!

Eliane’s agenda included a visit with members of the Selkirk College Student Council, tour of the newly completed Aboriginal Gathering Place that included a

discussion of the vision and programming with the Aboriginal student coordinator, VP, and coordinator of the teaching/learning institute, a lunchtime rally, and two smaller presentations with students in a Cultural Geography and a Renewal Resources class.

Throughout the day, it was fascinating to watch her at work as an organizer. Rather than bang pots and call upon people to join us for music, free lunch (provided by the Student Union), and Eiane’s presentation, she simply began working the cafeteria where she approached students at their tables, engaged them in discussion, and invited them to the Pit. She was direct, calm, polite, engaging, and sure enough, students came to hear what she had to say. Following the presentation, she continued to proactively introduce herself to students and chat with them. She clearly understood the value of inspiring rather than simply informing people of issues. As one of the teachers wrote me, “students were very impressed with the student leader from Quebec. Although few of them could tell me the

message, most of them spoke glowingly about her & that she was a fantastic speaker--my guess is that she was very charismatic...A good chance to talk about the cost of an education & the importance of political participation in my classes though.”

The presentation also afforded us the opportunity to showcase messages of solidarity from the Student’s Union Council, the President of the SCFA, Michelle Mungall, Advanced Education Critic NDP MLA, and Alex Atamanenko, Federal NDP MP. The Tour culminated with Eliane meeting with some members of the Selkirk College Faculty Association for dinner and attending a Mir Centre for Peace Café presentation on the Palestine/Israeli conflict where she shared greetings on behalf of FECQ.

Thank you to everyone for making this tour possible. It was timely, appreciated, and served to ... inspire – all important as we strategize to put postsecondary education on the BC Election Agenda. I close with a

link to an interview with Eliane on the value of education which took place at Selkirk College.

“Do you think post-secondary education provides critical thinking skills? What do you think about Eliane Laberge's comments about why she is fighting for reasonable tuitions in Quebec? See my YouTube channel and select 4:33. Elaine Laberge on "Why Post-Secondary Education?"

http://www.youtube.com/my_videos?feature=mhsn

Respectfully submitted,
Mary Ann Morris

Report from our SWC Representative

Robin Higgins
Status of Women Representative

This year for the Dec. 6th commemoration I talked with various staff and students about ways to include men's voices and insights in the conversation. The Aboriginal Advisor and I had discussions with some groups of students about the factors leading to healthy or unhealthy relationships.

Here is a blog post about some of those discussions:
<http://tenthstreetdinner.wordpress.com/2013/02/02/am-i-in-a-healthy-relationship/>

This blog was started by a student as a way to share info about health, recipes etc. Please feel free to share it with your college communities.

We would love to see some dialogue occurring on topics or people sending in recipes, links etc.

Sincerely,
Robin Higgins

Your SCFA Executive

President: David Feldman
VP Contract Administration: Tracy Punchard
VP Liaison: Elizabeth Lund
VP Negotiations: Doug Henderson
Secretary: Victor Villa
Treasurer: David Feldman
College Board Observer: Danielle Cossarini
Retirement Issues Officer: Duff Sutherland

Your SCFA Standing Committee Representatives

Bargaining: Douglas Henderson
Contract: Tracy Punchard
Disability: Sally Glock/Mark Spielman
Education Policy: Victor Villa
Human Rights: Mary Ann Morris
Non-Regular: Doris Hausleitner
Pension: Duff Sutherland
Professional Development: Rita Williams
Status of Women: Robin Higgins
Health Safety: Robert MacRae

Final Thoughts

Elizabeth Lund
VP Liaison/purveyor of this year's ON STREAM

As you can see, we've gone paperless. If you have any concerns or comments regarding this change please email me at elund@selkirk.ca.

If you have any questions you want answers to, or explanations for whatever's foggy in SCFA/FPSE-land please drop me a line and tell me about it.

I will do my best to find an answer for you. If it's of interest to a number of members you will see the reply right here in the next installment of our very own ON STREAM—coming soon to a mailbox and inbox near you. Watch for it!

Thanks,
Elizabeth