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Your Monthly Newsletter from the SCFA

ON STREAM

SCFA COMMITTEE VACANCIES: A FEW SPOTS LEFT TO FILL!

Are you interested in union work? Do you want to get more involved? A few committee positions still need to be filled at the AGM on May 2nd:

- Women and Gender Equity (1 position still open)
- Non-Regular (should be filled by someone who is not yet regularized)
- Health & Safety: rep needed in Nelson
- SCOPE Committee (2 positions)

Standing committees meet at least twice a year. Most committees meet face to face in Vancouver in the fall and spring whereas others meet once in Vancouver and once or more online. For more information about these positions, you can contact anyone on the executive or consult FPSE's website:

<https://fpse.ca/committees>

The SCOPE Committee meets locally and does the fun, heartwarming work of collecting support letters for SCFA members who are nominated for the award.

You can nominate yourself before the AGM by emailing lrethoret@selkirk.ca

WORDS FROM YOUR PRESIDENT: 3 REASONS YOU ARE IN GOOD HANDS

It has been a great privilege to serve as President of our union, Local 10. The SCFA is in good hands, and it is functioning well because of the support of our members and the relationships we have built. I will focus on three areas rather than provide a comprehensive reflection.

First, in the seventeen years that I have been at Selkirk, we have never had better labour/management relationships as we have enjoyed over the last few years. There is true dialogue and consultation. This makes me optimistic that our committee on workload will yield results. Second, after a very successful round of bargaining, we are already preparing for the next round. We have a head start because we have several experienced people, willing, ready, and able to contribute to the next round, and several new volunteers who are also willing to help. We have learned valuable lessons from the previous round that should help us with the next one, not only from our own work but from the comprehensive evaluation of how FPSE helped the coordination of bargaining. Finally, the work of decolonizing our thinking, our relationships, and our curriculum is very promising.

I was disappointed and surprised that the government (via PSEA) did not support our efforts to decolonize our collective agreement. However, our employer seems genuinely willing and supportive of efforts to decolonize the culture of our college community. In other words, decolonizing means building new and more democratic, respectful, reciprocal, and relational ways of thinking. There is lots of work to do here; reconciliation will not happen without truth, and it will not happen until governance is not driven by power, privilege, and inequality. Imagine a "contributive governance" where leadership is made up of those who don't seek office but rather are encouraged by others to serve; leaders who are best suited to make contributions to the well-being of our community. It is a tremendous shift from colonial practices that were aimed at cultural genocide to those that recognize how Indigenous ways of being, doing and researching can benefit us all. The work has only just begun.

In solidarity,

Victor Villa
Your outgoing SCFA President

FROM YOUR CHIEF STEWARD: VACATION AND YOUR RIGHTS



Greetings from your Chief Steward!

As the school year winds down, what are we thinking about? Vacation, of course!

So, let's talk for a minute about vacation and your rights.

Did you know that our language around vacation is actually pretty straightforward? That's a relief! But, alas, the college has set up a system that makes it complicated, so let's get clear.

First, remember that our language in the Collective Agreement trumps all policy and any system the college sets up, so going there first is always a wise decision.

Article 11 says that full-time faculty will "accrue vacation credits at the rate of four (4) days of paid vacation for each month worked to a maximum of 40 days." Simple! If you're not full time, things begin to get a bit more complicated, but not overly. We simply get 4 days per month worked multiplied by the appointment %. Okay, so we got that, right?

Unfortunately, when you go to record your vacation in the college's system, what do you find? Hours! That's right, despite the fact that the college negotiated vacation based on days/month, they set up their system to record hours. So, you're immediately forced to figure out how many days you have by going some math.

Or you could just use what's there and hope for the best. And, of course, as busy and trusting people, that's what most of us do. Really, there's nothing wrong with that, as long as the college hasn't made a mistake.

Do they make mistakes? Of course! Now and then it happens, so my advice is to avoid blindly using up your hours without at least asking yourself if they seem to match what you've earned in days.

If you're a faculty assistant, things get even more complicated as your vacation is tied to length of service, so be sure to look over Article 11.2.

If you're on a short-term appointment, you don't accrue vacation, you're paid in lieu. This is fine, but there is one little line in Article 11.4.1 that I want you to be aware of. You'll get 8% in lieu if your contract is less than 6 months. Beyond that it goes up to 16% and 12% for faculty and faculty assistants respectively.

And here's the key: you should be paid that extra from the beginning of your contract *retroactively*. This is often forgotten or missed by HR, so please be aware of it.

If you have questions or think you may not have gotten your proper time or in lieu, do reach out.

Meanwhile, have a great vacation and I'll see you at the upcoming AGM!

In Solidarity, Rebecca

EMPLOYEE SPOTLIGHT: JOEL FOUNTAIN



Joel Fountain, on drums, on stage with SCFA faculty Jill McKenna, David Restivo, and visiting musician Mark Lettiere (guitarist from Snarky Puppy)

Hi!

My name is Joel Fountain, and I teach in the Music & Technology Department in Nelson BC. Dave, who is our fabulous custodian over at Tenth Street campus (and one of my favorite people) says my office is the messiest he's ever seen, and I'm OK with this ☺.

I have two drum kits in my office, plus random piles of audio equipment, books, sheet music, drum paraphernalia, and even more drum paraphernalia. Somehow all this equipment fits around the two drum sets, and I'm still not sure quite how. The students don't seem to mind too much however, as they mostly play drums in my office and we focus on that. I teach private drum lessons at Selkirk, but I also teach Computer Applications to Music (MUSC 160, 161), Recording Techniques (MUSC 270, 271), I run an ensemble every semester (this semester we performed the music of Led Zeppelin), I also teach instrumental Labs, organise our music 'forum' class (MUSC 100), and in the Winter semester I teach another class called Survey of Recording Techniques (MUSC 262), Phew! Last year I also taught Arranging (MUSC 170, 171), but thankfully this year I didn't have to teach that. As we all are aware, life as an instructor in a small-ish department is busy, really busy, and my life since moving to Nelson two years ago seems to revolve around teaching and all the various administrative and organizational duties that surround this job. If I'm lucky I'll find time to practise an hour or so in the evening to maintain a modicum of my musicianship. I also book the visiting guest clinicians, and here is a picture of me playing drums with guest clinician Mark Lettieri (incredible guitarist from Snarky Puppy), and this photo also includes our great music faculty Jill McKenna on Bass and David Restivo at the keyboards.

If you are ever at the Tenth St Campus, please come say hello, and enjoy a visit to my messy office. ☺

Joel Fountain

THE FINAL WORD: MEMBER NEWS AND ANNOUNCEMENTS



Ellen Strelaeff and Marla Gonzalez Plasencia (pictured left) are currently in New Zealand on Special PD for an ECE study tour organized by Hilltop Children's Centre out of Seattle, WA. ECE professionals have the opportunity to explore biculturalism, formative assessments, dynamic indoor and outdoor environments, family connections, and risk-taking during their stay. The experience is designed to foster informal learning and collaborative Communities of Practice, creating a space where participants can reflect on their own contexts and brainstorm ways to positively transform their communities.

- **Leeza Perehudoff** (Selkirk Innovates) was awarded a \$17,500 Canada Graduate Scholarship – Master's by the Social Sciences and Humanities Research Council of Canada for her thesis research. She is studying in the Master of Arts in Interdisciplinary Studies program at Royal Roads University. Leeza's research explores the role of applied research partnerships in driving sustainable community development in rural Canada. She hopes to highlight the impact of community–post-secondary partnerships in addressing local issues through a case study of Selkirk College.
- **Matty Hillman** was awarded a research fellowship through BCCampus. His applied research project aims to provide a small group of diverse post-secondary instructors with information and skills on trauma-informed education. The participating instructors will compose a community of practice, together learning, integrating, and reflecting on various teaching practices and philosophies foundational to student-centred, trauma-informed education. He will be looking for volunteers for the community of practice in the fall so stay tuned!

UPCOMING SCFA EVENTS:

- **Annual General Meeting**
Thursday, May 2nd, 4-6 PM: SEN-219 or online
- **We encourage in-person attendance** (come for the food and good company) but will have a hybrid option. There will be elections for numerous positions, so be sure to come and make your vote count!
- Note: **Lunch Club** is now on hiatus until the fall semester. Thanks to everyone who dropped in this winter and spring!

REMINDERS:

- On Stream is always on the lookout for **submissions** relevant to our work, professional development, interests and well-being. Send your ideas and/or member news at the beginning of each month to idean@selkirk.ca.

LOOK FOR MORE SCFA NEWS IN MAY'S ON STREAM!