



On Stream

Newsletter of the Selkirk College Faculty Association

March 2016

Message from the President

Duff Sutherland

The work of the SCFA continues. The executive is focusing on several broad areas this winter.

We continue to work on the implementation of the new collective agreement. The agreement is now available on SCFA.ca, and My Selkirk. If you want one, I also have hard copies. Our VP-Contract Administration, Lui Marinelli is leading the effort to ensure that the new contract language around regularization is properly implemented. Many members were regularized as part of the new deal but our goal remains to fight against the system-wide pressure to reduce costs through short-term, temporary contracts. We object to the college characterizing long-term work as uncertain and paying it on short-term contracts. If you have questions about your contract or workload, please contact Lui or me.

We are also working on other issues that came out of bargaining. These include the discounting of workload for online courses, evaluation forms and processes, and the proper classification of the work of researchers and research assistants, and the implications of the new Academic Freedom language.

Advocating for accessible, affordable post-secondary education is second area of concern. The provincial government's failure to properly fund post-secondary education means our college continues to raise student tuition and has now imposed an additional fee for services. According to the Selkirk College Student's Association, the increase adds up to 4.5% for students next year. The college is not as accessible as it once was. As part of provincial FPSE campaign, "Open the Doors", the executive is planning a Fall event to highlight just one of the financial burdens of our students, the high cost of

**SCFA GENERAL MEETING
THURSDAY, MARCH 3 11:30-
12:30 ROOM L14
JOIN US FOR LUNCH AND DISCUSSION
OF CHANGES TO PD FUNDS. MARK
YOUR CALENDARS FOR APRIL 7, SCFA
AGM AND SOCIAL**

textbooks. Watch for more information about this. We will need your help.

We also want to continue to build the faculty association through member involvement and events. We want to connect with and involve members new and old in the SCFA. Involvement means attending the meetings and events of our local, working on our standing committees, going to the events of our provincial body, the Federation of Post-Secondary Educators, and sitting on our executive. There is work for everyone. If you want to get involved, please contact me or any executive member. As our AGM approaches, we will be looking to fill vacancies on the executive and standing committees. Here is a list of upcoming SCFA events:

- 3 March, SCFA General Meeting to discuss changes to the Professional Development Funds
- 8 March, International Women's Day, "Women of Selkirk" Event
- 15 March, FPSE retirement seminars
- 22 March, FPSE Human Rights Committee speaker tour, featuring Chief Arthur Manuel
- 7 April, SCFA Annual General Meeting

CHANGES TO PD FUNDS AT SELKIRK COLLEGE

SCFA members have access to PD support from two separate sources: The SCFA PD Fund chaired by Rebecca Jacobson and the Common SCFA PD chaired by Tracy Punchard. The SCFA PD fund is governed by our Collective Agreement. The Common SCFA PD fund is governed by our provincial, aka common agreement. Each fund has its own committee, its own terms of references, and its own rules. Both funds are making changes to their terms of reference.

Below are the proposed changes to the SCFA PD fund. These changes will be discussed at the GM on Thursday, March 3. They will be voted on at the AGM on April 7.

The SCFA PD Committee recommends the following:

1. Increase regular PD from \$1500.00/year to \$2000.00/year AND
2. Increase special PD from \$2500.00 to \$3500.00 for which members are eligible every third fiscal year AND
3. Limit the number of special PD approvals to 8 per year (2 per quarter) AND
4. Limit the number of tuition support approvals to 2 per year AND
5. Disallow combining tuition support with regular PD

Note that this is a yes/no recommendation; either all of the changes are approved or none of them, as each one depends on the other to make this plan viable.

The following changes have been made to the terms of reference for the Common PD fund. These changes have been approved and are not voted on by the SCFA membership.

NEW: All requests for Individual PD must first be directed to the SCFA PD fund chaired by Rebecca Jacobson. If the application is approved by SCFA PD and the amount requested exceeds the SCFA PD limit, the application will be forwarded to Common PD for the additional funding up to \$2000. This has resulted in third priority, top-up funding being removed from the terms of reference.

Individuals who have used their SCFA PD funds may then apply to Common PD to fund further PD activities. The

maximum amount one person can receive for individual PD events in a fiscal year is \$2000.

Group PD events still receive priority consideration over individual requests. The criteria for Group PD remains the same and is summarized below:

Note: Group PD does not mean that a group of people are traveling to an event such as a conference. To be considered for Group PD, the PD event must have an impact beyond the individuals applying for the funding. There are two types of group PD:

The first type of Group PD involves events such as bringing in a guest speaker or facilitator who will present to a group of people, lead a workshop, train employees, etc. Applications for this type of group PD must be supported by the school chair/department head and at least one other SCFA member.

The second type of Group PD involves an applicant(s) attending an event such as a conference or workshop so that the applicant(s) can facilitate a training event upon their return. In this case, the designation of Group PD refers to the training event that will happen when the applicant(s) of the funding return. Each of the following must be included in the application for it to be considered as Group PD:

A proposal that outlines a) how attending the PD event will support a specified initiative identified by the school or department; and b) upon the applicant's return, the event(s) in which the applicant(s) will be training other employees or hosting a workshop. This proposal must include an agenda and specific outcomes for the training event, the date and location, and the names of people who have committed to attend. Applications for this type of group PD must be approved by the school chair/dept head and include a letter of support signed by SCFA members who are committed to attending the training event(s) proposed. The number of signatures must be greater than the number of employees requesting to attend the event. If funding is received, the follow-up report must provide feedback on the event, date, duration, number of attendees and outcomes of the event.

FPSE Spring Conference 2016

A number of our standing committee reps attended this conference in Vancouver. Below are impressions from two of our faculty.

Robert Macrae

Here are my thoughts on the 2016 Selkirk College Discovery Day and the 2016 FPSE Spring Conference.

The former required considerable logistics such as closing campuses to permit all Selkirk College staff to gather. Regrettably, once gathered, the event was disappointing. While it was wonderful to see so many colleagues, to chat informally, to play, and to create pipe cleaner dioramas, the event lacked a serious, thoughtful, adult component. Too much ying and not enough yang.

It was a lost opportunity to bring us up to speed on the college's progress with its strategic direction, to hear senior management's vision, to listen to the message Selkirk College is advocating in Victoria, to learn of challenges and opportunities presented by the provincial and federal governments.

There were two TED talks. One explained "Lollipop Moments," those times when unwittingly we say something encouraging. The other was a slick presentation on the need to rebuild education on an entirely new model without elaborating on what that model might look like. The argument was built on premises I consider flawed or outright false - for example education is solely about job training and we study the humanities only to appreciate aesthetics.

In contrast to Discovery Day, I attended the 2016 FPSE Spring Conference (Feb 19 - 20). I've attended others and I've never been disappointed. In attendance are faculty from BC's colleges and teaching universities. I met an instructor from Capilano University who had majored in religious studies and philosophy. He recommended "What Money Can't Buy: The Moral Limits of the Market" by Michael J. Sandel. I'm looking forward to this book which may provide a thoughtful dose of yang.

As for the formal events, George Davison, FPSE President opened with a well-reasoned analysis of BC's recent

budget and its probable impact on post-secondary education. He presented disturbing statistics on the decline in operating grants from Victoria. Langara, for example now only receives 41% of its operating funds from Victoria. The balance is from tuition and other fees collected directly from students.

FPSE staff reps presented workshops. *I learned that occupational health and safety "right to know legislation" trumps "protection of confidentiality legislation."* I attended a workshop on Section 12 of the Labour Relations Act - the regulation that allows a unionized worker to claim unfair representation by their union, and a second on communications and organizing campaigns.

FPSE has launched an ambitious campaign to raise the profile of post-secondary education in BC so it becomes an election issue in the next provincial election forecast for May, 2017.

There was a social after the workshops with plenty of ying.

I returned to Selkirk College marveling at how FPSE works so hard to advocate for post-secondary education, how knowledgeable FPSE is with regard to bargaining, collective agreements, academic freedom, and the nitty-gritty surrounding the value of education, and how fortunate I am to have FPSE advocating for values I share.

Takaia Larsen

Recently, I was given the opportunity to attend my first FPSE event as a replacement for Mary Ann Morris, as our Human Rights and International Solidarity Representative at the Spring Leadership Conference in Vancouver. I found the weekend to be both informative and inspiring and I'm grateful I was able to attend.

I thoroughly enjoyed the meeting with the HRISC members on Friday night and it would be difficult NOT to be inspired by the work being done by these members on their campuses. We had lots of discussion regarding the ongoing implementation of recommendations coming out of the Truth and Reconciliation Commission and the continued fight against Bill C-51.

The highlight for me was the keynote speaker, Dr. Larry Savage from Brock University. Dr. Savage is the Director

of the Center for Labour Studies at Brock and his work is primarily concerned with rethinking the labour movement in the context of neo-liberalism in Canada. I particularly like the way he presented his findings on the make-up of union members in today's labour market. Basically, he argued that the majority of union members are either "happy" or "unhappy" with their unions, but not "strongly" in either camp. He argued that in order to increase the effectiveness of union activity, union organizers should focus their efforts on how to get the majority of members who are in the "middle" engaged, rather than disengaged. I thought this was an insightful way to present the current state of unionism to the audience especially because so often we focus on those who are loudly "happy" or "unhappy" and in that sense, already engaged, rather than the majority of members, who aren't.

I was also intrigued by his presentation of the present state of Canadian society in which a growing number of Canadians do not have access to union membership and the benefits that membership provides including health benefits and pensions and as a result, ***those of us who benefit from the protection of unions are increasingly demonized by capitalist interests which benefit from a lack of worker solidarity.*** I've included a cartoon he showed that illustrates both his points and approach that I found so enjoyable.

And on that note. . .



**FUNDING YOUR FUTURE:
RETIREMENT WORKSHOP
MARCH 15
CASTLEGAR 12-1 ROOM K10
TENTH STREET 3:30-4:30 ROOM P 303
EVERYONE IS WELCOME**

David Feldman, your Pension Advisory representative has organized this workshop **delivered by Dennis Anderson of the College Pension Plan Retirees Association and sponsored by the SCFA.**

This workshop is designed for plan members who may have a number of years before considering retirement but is an excellent primer for those getting closer to retirement as well. It is about the benefits of a fully funded defined benefit pension plan.

The content includes the effects of matching contributions, compounding interest on investments, inflation protection, future payback, and a whole bunch of things that most members don't usually know about our pension plan. ***It is especially important right now given the information (and misinformation) that is flooding the media about pension plan losses, folks having to put off retirement, taxpayers having to bail out public sector plans, etc.***

Dennis Anderson is a former Selkirk College employee who spent 29 years in the Post-Secondary education systems of Ontario, Alberta, and BC. He is the past President of the Post-Secondary Branch of the BC Retired Teachers Association and was a founding executive member of the association formed out of that organization to specifically lobby on behalf of College Pension Plan recipients, the BC College Pension Plan Retirees Association. He served for 6 years as the retired appointee to the College Pension Plan Board of Trustees.



SCFA Member Sally Glock: In Support of the HEU Laundry Worker's Last Protest

On October 30th I stood with the HEU in their final protest over the possible closure and contracting out of the hospital laundry services (who also do the laundry for 22 other facilities in our region) causing the loss of 17 jobs.

These workers were first notified of the possibility that their jobs and services would be contracted out November, 2014. The final decision was to be made September, 2015 and was then delayed until December 2015. Now it has been delayed again until March 2016. The IHA said it was too expensive to run the laundry and maintain their machines. The HEU did their own research and calculations and wonder how a private company could do it for less than they do it for.

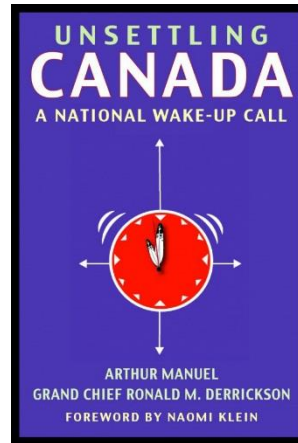
I support them not only because they are a fellow union but because I have received a pink slip once from here and once from a different private college. I have also been called in for a few "work reduction" notifications, which are partial pink slips.

I know how they are feeling and the long term effects it can have on every aspect of their lives as well as their mental health.

The HEU's precarious situation has made me empathetic towards them and others who may be in the same situation. I appreciate my employment and never for a day forget how fortunate I am to be in a union.

The FPSE Human Rights and Solidarity speaker series presents Chief Arthur Manuel at Selkirk College on March 22. Specific details will be available soon.

Arthur Manuel is the co-author of *Unsettling Canada: A National Wake-Up Call* published in 2015. He was four times elected chief of his Neskonlith Indian Band (1995–2003) and three times elected chair of the Shuswap Nation Tribal Council (1997–2003). He also served as spokesperson of the Interior Alliance of B.C. Indigenous nations and he co-chaired the Assembly of First Nations Delgamuukw Implementation Strategic Committee (DISC).



On the international stage, he served as co-chair of the Global Indigenous Caucus at the U.N. Permanent Forum on Indigenous Issues and he is currently co-chair of the Forum's North American Caucus. Since 2003, he has served as spokesperson for the Indigenous Network on Economics and Trade (INET). Three of INET's amicus curiae briefs were accepted by the

World Trade Organization and one by the North American Free Trade Agreement showing how Canada's failure to recognize and compensate Aboriginal people for the lumber taken off their traditional lands was a form of subsidy to the lumber industry. Arthur Manuel is a member of the board of directors of the Seventh Generation Fund for Indigenous Peoples and a spokesperson and one of the founders of the Defenders of the Land.



SCFA members walked in support of Nelson Cares on the Coldest Night of the Year Event. With your support we contributed over \$400 to assist renovations to the Ward Street residences.
