



SCFA
FPSE LOCAL 10

On Stream

Newsletter of the Selkirk College Faculty Association

October 2013

SCFA Fall General Meeting
 Wednesday November 13, 2013
 4– 6 p.m., K-10
 Castlegar Campus

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SCFA Special PD Deadline
January 15, 2013

PD review dates for Special PD are July 1, October 1, January 15 and April 1. Information and Eligibility criteria for all SFCA PD activities are found online [here](#).

“Right to Work” Legislation and you

It’s creeping northward and you need to be aware of it. See page 3

Save the Date:
Academic Freedom Special Guest Speaker and Discussion

Thursday November 28, 2013
 4:00pm

Castlegar Campus, Room K10

VP NOTES

Elizabeth Lund
VP Liaison

Dear fellow members,

Somehow it's nearly the end of October and fall is truly upon us.

Although it's late for a welcome back...welcome back to all former members and hello and welcome to all new SCFA members.

This issue of On Stream is quite a bit shorter than previous editions, but definitely worth a peek. I am including information and any announcements I think might be of interest to you. I hope you find it useful.

Please don't forget to come out for the **SCFA Fall General Meeting Wednesday, November 13 from 4-6 pm in room K-10** on the Castlegar campus. I hope to see you then.

Salary increases and Retroactive Pay should have shown up in your account. Please be sure to check your pay slips through the Star Garden employee portal <https://ess.selkirk.ca>. If not please contact Janine Hendry at 250.265.1241.

If you have **concerns about your contract**, and issues around placement on scale, calculation of workload, classification of work as short-term, annualized, or regular, etc., please give Lui Marinelli, our SCFA VP Contracts a call at 250.365.1584 or send an email to lmartinelli@selkirk.ca.

In September Danielle Cossarini attended a one-day symposium in Cranbrook sponsored by the Canadian Labour Congress on the (CLC's) **"together FAIRNESS WORKS"** campaign and has provided a written report for everyone (see page 3).

The SCFA, with generous help from the Federation of Post Secondary Educators (FPSE) is sponsoring a lecture and discussion on **academic freedom** with Professor Emeritus William Bruneau, Thursday November 28 at 4 pm in K-10. Please join us.

The Canadian Labour Congress's "together FAIRNESS WORKS" Initiative

Danielle Cossarini
Board of Governors Observer

Conservative minded politicians are attacking unions and talking about how laws need to be changed to fundamentally alter the balance in labour relations. To counter this anti-union sentiment, the Canadian Labour Congress has launched the "together FAIRNESS WORKS" initiative - the largest ground-level campaign ever undertaken by the labour movement - with the goal to have three million conversations with union members on the value of union membership.

Your Selkirk College Faculty Association Executive, with the support of the Canadian Labour Congress, wants to re-connect with its membership. We want to find out what matters to you and work with you to build stronger connections to our Faculty Association. Your Executive sees value in our union, but do you? Let's talk about it!

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Your Executive sees value in our union, but do you?

Let's talk about it!

Why "together FAIRNESS WORKS" now?

We are facing an unprecedented level of coordinated threats against unions. They come in the form of provincial legislation, attacks in the media on unions and union members' benefits, and bills in the House of Commons that are presented by private members, but in fact are directed by the Prime Minister's Office.

These attacks include:

- Bill C-377, with its financial disclosure requirements for unions;
- Bill C-525, which would make it harder for workers to form unions;
- Bill C-60, which puts Treasury Board employees at the table for collective bargaining between Crown corporations and unions;
- Omnibus labour bill in Saskatchewan;
- Tim Hudak's promise of anti-union legislation in Ontario (dressed up as "labour flexibility"), if he is elected;
- Negative public image (e.g. references to "gold plated pensions" and "union bosses");
- Right to Work legislation in the United States, which differs by state, but which often makes union dues optional for members.

It might seem like a stretch to connect these bigger picture issues with what is happening at our small local, but the reality is this: We need to create personal and on-going connections with our members in order to create the conditions that will build union support here at Selkirk so that we can be an effective unit, working together to achieve our goals, contractual or otherwise. The real strength of any union is its membership.

The only way any union has ever been able to make real gains has been when its members have stood behind it. We need our members. We've talked at you, shouted at you, stood on our soap-boxes with our fists raised telling you about the value of the union, the historical gains they made for labour, how much worse-off we would be without the union... But now, rather than talking *at* you, we want to hear *from* you. I believe that unions bring fairness to the workplace. I believe that decent wages, paid vacation, maternity leave and pensions are fair.

What do you think?

FINAL THOUGHTS

Elizabeth Lund

VP Liaison/purveyor of this year's ON STREAM

EDUCATING OURSELVES

In SCFA member academic freedom has consistently ranked as one of the most important issues for our members. In last spring's edition of On Stream, the President's message included academic freedom as one of issues that would form the core of the SCFA's agenda as we move forward.

As a reminder these were:

- (1) to resist any erosion of regularization rights and to improve regularization for some members who are marginalized by the type of work they do;
- (2) to deal with the many inequities created by our arcane workload system;
- (3) to ensure that we have the academic freedom to teach and speak the truth;
- (4) to resist the intrusion of corporate management styles into what has been traditionally and for good reason the domain of academic governance.

We are entering into another round of bargaining beginning in the New Year. For more than a decade the SCFA has consistently asked that academic freedom language be included in our collective agreement (CA). An example of academic freedom language suggested by the Canadian Association of University Teachers (CAUT) and available on their website, is given below.

“Society benefits from the search for knowledge and its free exposition. Academic freedom is essential to both these purposes in the teaching function of the College as well as in its scholarship and research. Every faculty employee is entitled to exercise academic freedom in the performance of their duties.

Academic freedom is the freedom to examine, question, teach, and learn and it involves the right to investigate, speculate, and comment without regard to prescribed doctrine. Academic freedom ensures the following:

- a. freedom in the conduct of teaching;
- b. freedom in undertaking research and making public the results thereof;
- c. freedom from institutional censorship.

Academic freedom carries with it the duty to use that freedom in a responsible way and in a manner consistent with the scholarly obligation to base teaching and research on an honest search for knowledge and the obligation to follow the curriculum requirements of the instructional assignment.”

Modified versions of this statement are present in over 2/3 of the collective agreements negotiated by other FPSE locals in BC. Here at Selkirk College we were, once again, unsuccessful in our attempt to negotiate academic freedom language into our own collective agreement, which runs from April 1, 2012- March 31, 2014.

After repeated attempts to include academic freedom language into our CA through many rounds of collective bargaining, it has become apparent that at our local level there are very different interpretations as to what academic freedom means, and why we need it in our collective agreement. It seems then like a perfect time to take the opportunity to educate ourselves around this important issue. To that end the SCFA, with generous help from the Federation of Post Secondary Educators (FPSE), is sponsoring an internationally acclaimed speaker on academic freedom, UBC Professor Emeritus William Bruneau.

Dr. Bruneau will give a presentation on academic freedom, followed by a discussion of local issues and a question period on **Thursday November 28 at 4 pm in K-10**. This is not an SCFA-only event. All members of the College community are most welcome and encouraged to attend. Please spread the word.

Please note that Dr. Bruneau will be available on the Castlegar campus Friday morning from approximately 9:00 am until noon-ish. If you have a class during that time and would like to invite Dr. Bruneau as a guest speaker, or if you would like to speak with him further, please contact me as soon as possible.

End Note

If you have any questions you want answers to, or explanations for whatever's foggy in SCFA/FPSE-land please drop me a line at elund@selkirk.ca and let me know. 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 an inbox near you.

See you at the fall GM.

Elizabeth

Your SCFA Executive

President: David Feldman
VP Contract Administration: Lui Marinelli
VP Liaison: Elizabeth Lund
VP Negotiations: Doug Henderson
Secretary: Stephen Seaborn
Treasurer: Mike Konkin
College Board Observer: Danielle Cossarini
Retirement Issues Officer: Duff Sutherland

Your SCFA Standing Committee Representatives

Bargaining: Douglas Henderson
Contract: Lui Marinelli
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