



ACADEMIC GOVERNANCE
THERESA SOUTHAM

CLIMATE ACTION WORKSHOPS
LAUREN RETHORET

BARGAINING UPDATE
JONATHAN VANDERHOEK

On Stream

FEBRUARY/MARCH 2026

Selkirk College Faculty Association

A LOCAL AND PROVINCIAL SNAPSHOT

by Takaia Larsen, SCFA President

As we look ahead to the final weeks of the semester and the coming spring, I hope you are finding ways to relax and have some fun amid the seemingly endless conflicts and tensions that are shaping our world. As far as an update about where the college is at with workforce reductions and layoffs, responses to the canvass have been received and offers of Early Retirement Incentives (3 FTE in total) have been sent out. Other canvass offers have also been either accepted or rejected, but some still hinge on ERIP responses and how those impact areas where labour force adjustments are anticipated. The process is a long one. If you did reply to the canvass and have not heard a response, please reach out so that we can look into it for you. It is our understanding that the college plans to issue layoff notices in mid-March. Should you receive a notice of layoff, you have the right to an SCFA representative at your meeting in order to take notes and help with Collective Agreement questions. We are here for you and will make sure a representative can attend these meetings with you.

At the provincial level, things have been very busy as FPSE locals are trying to navigate a number of challenges including looming

layoffs, internal FPSE considerations, the current round of bargaining, and the Post Secondary Review being undertaken by Don Avison. Thanks to those who came to our SCFA lunch where we discussed the Avison review. I did join another call with Avison and other

be available to the public in early April. I will share it once it becomes available.

At the President's Council (PC) meeting in February, we took part in a combined workshop with members of the Decolonization,

Reconciliation and Indigenization Standing Committee (DRISC) in order to "engage in a relational governance process grounded in the principles of Two-Eyed Seeing" (Amy Tucker, 2026). The workshop was the result of a motion passed at the FPSE AGM in 2024, directing the two groups to come together in such a way. The experience was constructive and enlightening and resulted in commitment from both groups to continue to build relationships and incorporate a two-eyed seeing approach into our future work at FPSE. If you would like to learn more about this, please let me know. I would be happy to chat further about this work anytime.

Thank you for taking time to read this. I know how valuable your time is, and I appreciate you sharing some of it with me.

In solidarity,

Takaia



Members of the DRISC Committee with Elizabeth Ferguson at last year's AGM, before her retirement.

FPSE Presidents and Leadership, but there isn't much to report on at this point. He was simply collecting information and said he will be writing the report over the next few weeks. He also made sure to point out that his report will only result in recommendations, and then it will be up to the government and the Ministry to decide how to act on them. The report should

UPCOMING CLIMATE ACTION WORKSHOPS: LAUREN RETHORET



Please join FPSE's Climate Action Standing Committee for a two-part webinar series examining how climate change and green transitions are reshaping jobs, politics, and education. Bringing together experts in labour, policy, and green economics, the series explores both opportunities and challenges for workers and communities in the context of a changing climate and shifting economic baseline.

Webinar 1 - "Political, Economic and Social Challenges for a Green Transition"

Date: March 11, 2-3 pm

Speakers: Seth Klein, John Calvert, Megan Gordon

Theme: This webinar investigated how shifting politics, economic restructuring, and social inequality shape the possibilities for a green transition. Speakers will consider what it will take to align climate goals with decent work, strong communities, and space for inclusion.

Note: this webinar has already taken place, but please reach out to Lauren Rethoret if you are interested in this topic.

Webinar 2 - "Green Jobs, Skills, and Sector Transitions"

Date: April 15, 2-3 pm

Speakers: Scott Lunny, Jim Stanford, Ben Simoni

Theme: Focusing on concrete changes in workplaces and industries, this webinar explores how green transitions are transforming employment across sectors.

Panelists will discuss emerging green jobs, evolving skill demands, and the roles of unions, employers, and educational institutions in supporting workers through rapid sector transitions.

Registration link: [Here](#)

Note: March marks the return of certain birds to the trails around the Castlegar campus, including the blue warbler (top left) and the violet green swallow (below). Photos by Sarah Fawcett.



FPSE



SCFA
FPSE LOCAL 10

BARGAINING UPDATE: MONETARY PROPOSALS HAVE BEGUN JONATHAN VANDERHOEK

The SCFA bargaining team spent five days at the table with the employer from February 23-27. We tabled proposals focusing on benefits and workload, and the College also presented their monetary package. The negotiations will resume in the first week of June, and we are anticipating a fulsome response to our package at that time.

An important question throughout the post-secondary sector remains how much money is actually available beyond the general wage increase as part of a flexible allocation for making

improvements at local tables under the government's "Balanced Measures Mandate." The BCGEU and HEU were the first groups to settle in the public sector, and they appeared to receive more money as part of a flexible allocation than have since been offered to other labour groups. Other groups have had talks break down where the unions engaged in some political friction and even took some strike votes. Several of the groups have subsequently come to tentative agreements. We are waiting on further analysis to gauge how much money they may have received

as part of flexible allocation to make improvements and the reasons why. The government appears to be maintaining pressure that similar amounts of money are not available for improvements in our sector despite education and health being priorities this round.

If you have any questions about bargaining, feel free to reach out to me directly.

Jonathan Vanderhoek

UPDATES ON THE CANVASS: SHANNON SHAH

In this traditionally busy midterm time, I want to express my continued appreciation for your excellent teamwork and support for each other. As we heard in January, there will be additional layoffs based on projected workload for next year. Following this announcement, a canvass was offered to provide ways to reduce the loss of work. We have reviewed the canvass results with leadership and agree that the process, while complicated, has been effective in many ways. We expect the lay-off meetings will begin in mid-March. We encourage those affected to have an SCFA executive

member join you for that meeting. We will offer support and take notes for you. We can also debrief the conversation and explore your options.

Once a layoff notice is given for partial or full loss of workload, we enter a 30 day period where members can exercise their seniority rights and request an expertise review for SCFA work. The first step is to speak with the Dean of the school you are interested in and determine if there are potential opportunities. We will support all SCFA members

in this process.

I would appreciate everyone looking at the seniority list from January 2026 to confirm the information is correct. I am also seeking information from non-regularized members. As stated in the collective agreement, you need to work for 2 years at 50% or greater either as a faculty member or a faculty assistant and have work going forward to be regularized. Please reach out with any questions or concerns.

Thanks everyone for the great work you do, and I hope to see you at the GM April 1st.

ACADEMIC GOVERNANCE: THERESA SOUTHAM

FPSE Standing Committee | *Hot Topics* on Academic Governance

The FPSE Academic Governance Standing Committee meets twice a year. Below is a summary of the 4 central topics discussed at the February 2026 meeting. I am also including a link to a survey that will gauge SCFA members' interest in the issues discussed at our most recent meeting, and you might also share topics you'd like to see discussed at a future meeting. This is an abridged version of the meeting notes; the extended version will be available as an attachment to On Stream.

Take the survey academic governance survey here before Monday, March 23rd: <https://www.menti.com/all1to81ecpgf>

Hot Topics Summary

1. Concerns about the [Post-Secondary Education Review](#) should be a priority.

There were concerns that the review appears to prioritize efficiency, labour market alignment, and short-term responsiveness, while leaving unanswered questions about access, equity, and the broader public purpose of post-secondary education. Concerns were also raised about weakening academic governance and adverse affects on rural communities.

2. Importance of Faculty Engagement in Academic Governance

Faculty need to be engaged in EDCO and the Board at a time when these bodies are being asked to respond to increasingly complex, high-stakes decisions, such as program or policy decisions.

3. Handling of Program Suspensions and Cancellations

Recent experiences blur the distinction between the two, with programs sometimes suspended while described as "not cancelled," despite no clear pathway for return.

Many policies do not clearly define the roles of Education Councils or Senates in program suspension or cancellation, nor do they specify what information must be provided to support meaningful, informed advice.

4. Faculty Representation as Potential Conflict of Interest

The committee also examined how conflict of interest is increasingly invoked in ways that appear to silence or marginalize faculty voices. Members from different locals described situations in which elected faculty representatives were accused of being in conflict for representing faculty interests, communicating with their faculty union, or raising academic concerns. Members emphasized that advisory and representative roles are not, in themselves, conflicts of interest, and that clearer education is needed about what constitutes an actual conflict versus legitimate advocacy. The imbalance between administrations that have access to legal counsel and academic bodies that do not was also raised as a serious concern.

I hope you will take the time to complete the survey, and I invite you to contact me if you would like to discuss matters of academic governance.

Theresa Southam
Academic Governance Standing Committee





ANNOUNCEMENTS

NEWS - EVENTS - MOVERS - SHAKERS

» The Gender Equity Working Group would like to invite you to attend our *Affirming Gender Diversity: A Professional Learning Series* starting with an online training opportunity (to be completed any time from March 1-29) and concluding with two days of workshops March 30 and 31st. This is open to both employees and students, so please feel free to share with your classes.

This *three-part, two-day professional development series* is designed to support participants in deepening their understanding of gender identity, sexual orientation, and self-exploration, moving beyond binary frameworks toward inclusive, affirming practices through meaningful discussion and collective reflection. To get started, visit [Trans Care BC](#) and begin the free courses *Intro to Gender Diversity - Expanded* (1 hour), and *Indigenous Gender Diversity* (3 hours).

Further information on how to register for these events at the end of March will follow in the Employee Communications email, on our Events calendar, posters and social media. The Gender Equity Working Group looks forward to welcoming all participants for this amazing opportunity.

» All SCFA members are invited to attend *Leesa Dean's book launch* at the United Church in Nelson, BC on Sunday, March 30th (7-8:30 PM) for a celebration of her third book, *Interstitial*.

The event includes readings by six local authors including SCFA member *Renee Harper*, two current students (*Ana Camila Cano Bates* and *Logan Hale*) as well as 4 alumni of the college's Creative Writing Program. Reserve your free tickets [here](#).



What are you lookin' at?

Sarah Fawcett recently took this wonderful picture of a cedar waxwing.



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On Stream

is the official newsletter of the SCFA, keeping members informed and connected. Whether you're new or a longtime member, this is your space to stay engaged.

Published monthly, we welcome submissions from all members—share your stories, photos, ideas, and achievements.

Submit your ideas to:

Leesa Dean, Editor
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