



SCFA

FPSE LOCAL 10

Annual General Meeting

May 1, 2025

Castlegar Visitor's Centre – Confluence Room

1995 6 Ave, Castlegar

Zoom: <https://selkirk.zoom.us/j/61773462773>

4:30-6:30 pm

(followed by retirement dinner 6:30-8:00 PM)

Agenda

In attendance in-person: Coby Vandergaast, Jonathan Buttle, Renee Harper, Ellen Strelaeff, Jocelyn Schroeder, Elizabeth Ferguson, Katie Comrie, Dylan Sargent, Kim Verigin, Victor Villa, Jonathan Vanderhoek, Takaia Larsen, Doug Henderson, Leesa Dean, Ines Schrottenbaum, Kim Pham, Celina Duarte, Shannon Shah, Allyson Perrot, Jason Da Costa, Jason Nickel, Jose Padilla, Brendan Wilson, Duff Sutherland, Paula Vaananen, Stephen Seaborn, Deanne Stevens, Danica Weager, Shawn Curran

In attendance on Zoom: Theresa Southam, Josh Massey, Ryan Bradshaw, Leanne Reitan, Erin Rodier

1. Territorial Acknowledgment – Dylan Sargent (Chairing)
2. Additions to/Approval of Agenda
3. May 1st – The International Day of Labour - Pablo Pastor
4. Officer & Committee Reports
 - a. President's Report
 - i. Layoffs - Expertise Reviews, Bumping happening now
 1. 19 FTEs SCFA layoff out of 160-170; 30 people impacted
 2. No exempt layoffs yet
 - ii. Closure of Kaslo & Nakusp campuses
 1. How much \$ is being saved? Numbers have not been shared
 2. No SCFA members impacted, those were BCGEU
 - iii. FPSE AGM – Thank you to delegates – May 12-15
 - iv. SCFA Members on Governance – need SCFA representation on governance
 - b. VP Negotiations (Bargainer) Report

- i. PPT
 - 1. Survey 60-70% members replied
 - 2. Local Review (review previous local rounds)
 - 3. Provincial Partners (shared provincial concerns)
 - 4. FPSE Staff Rep & provincial bargaining coordinator
 - 5. Theme 1 – Compensation; Theme 2 – Workload; Theme 3 – Benefits; Theme 4 – Job Security (i.e. micro credentials); Theme 5 – Working conditions (i.e. artificial intelligence)
- ii. **Motion:** The SCFA moves to adopt, for the upcoming round of collective bargaining, the goals and priorities presented by the VP Negotiations on behalf of the Bargaining Committee. **JV put forward, Kim Pham seconds. Motion approved by consensus.**
- c. VP Contract Administration (Chief Steward) Report
 - i. Stewards Committee – next meeting is May 6th @ 9 AM
 - ii. Spoke against campus closures
 - iii. Layoffs
 - iv. In 2020, agreed practice of 95%-105% work will be calculated at 100%
 - v. Co-Chair FPSE CARC
- d. VP Liaison (Member Engagement) Report
 - i. T-shirts
 - ii. OnStream, working with Daryl Jolly
 - iii. Lunch meetings, Member features, Academic Freedom meeting, Standing Committee meetings
 - iv. Collecting non-Selkirk emails
- e. Treasurer's Report - Kim Verigin
 - i. In good standing in accounts – Steller Vista accounts
 - ii. Consistently overbudget and underspend, so can reallocate some funds as necessary
 - iii. [2025 SCFA AGM Finance Report.docx](#)
 - iv. **Motion:** The SCFA moves to approve the [FY 2026 budget](#) as presented. **Leesa put forth, Jonathan Buttle seconds. The motion passed unanimously by consensus.**
 - v. Looking at new templates for audit to make it more user friendly
 - vi. Set up E-Transfer with Steller Vista. Can E-transfer FPSE fees, etc.
 - vii. SCFA Treasurer guide for succession planning. Content backed up offline.
 - viii. Standing Committee rarely spends its money. Encouraged to use it.
- f. PD Committee Update – Jason Nickel
 - i. Updated PD ToF Handbook – amounts adjusted, edited the process, etc.

- ii. Approx. \$300 K in fund.
 - iii. Regular PD \$3000
 - iv. Tuition support \$7500 for 2 years
 - v. Assisted Leave – 100%
 - vi. **Motion:** Members can apply for regular pd funds for software that supports their professional development. Members must re-apply annually for subscription-payment software, and provide a rationale for how a second, third, etc., year of subscription continues to support their professional development. Software that is primarily intended to be used 'in the classroom' to enhance student learning (for example, YouTube), and software that should be covered by the College or department, is not eligible for PD funding. **JV moves, Kim Pham seconds. Approved by consensus.**
 - 1. Discussion – What about hardware? Is there a ceiling (can it be full amount)? Is this software that could be used on college equipment and what is the stance of IT? Or only for personal devices? Can the Employer provide us with laptops? TL – This is being discussed at the JLM table. Mention of porting system, etc.
 - vii. Coby – points out discrepancies in PD use and potentially needing to revisit allocations – ACTION – Committee will discuss and review
- g. Job Action Committee Update – Jonathan Buttle
 - i. Education about spectrum of job action (not just full strike)
 - ii. Strike-pay – Our local policy needs updating. We will put together language for motion to increase the strike pay from \$80/day for 10 weeks to \$150/day for 5 weeks

5. Elections - (2-year terms unless otherwise noted)

Nomination Committee - Kim Pham

Executive Positions

- a. Secretary – Celina
- b. VP Contract Administration (35-50% release) - Shannon Shah
acclamation
- c. VP Liaison (25% release) - Leesa Dean
- d. College Board Observer – Pablo Pastor
- e. Retirement Issues Officer (1-year term) - Jessica Ardian

Standing Committee Vacancies

- a. Decolonization, Reconciliation & Indigenization Committee - Danica
- b. Human Rights and International Solidarity Committee – Pablo Pastor & Sahana
- c. Disability Management Committee – Angella Kelly
- d. One SCOPE Representative – Sahana
- e. Katie Comrie is asking about joining the PD Committee? Approved. TL

6. New business

- a. FPSE AGM (May 12-15) – Delegates: Takaia, Pablo, Jonathan V., Elizabeth F.; Observer: Leanne Reitan. Alternate: Shannon S.
- b. SCFA Awards Fund
 - i. **Motion:** the SCFA moves to change the terms of reference for the Selkirk College Faculty Association Awards Fund so that bursaries and scholarships, when possible, go to dependents of SCFA members.
 1. Discussion – Who would administer this? How would we know?
Some members don't like the idea of taking something away.
Would this interfere with the tuition waiver bargaining point?
Would it create further inequity for international students?

No decision was made. Motion tabled for a future meeting.

7. Adjourn – Elizabeth Ferguson, Dylan Sargent
8. Honour Retirees!

VP Chief Steward Report, May 1, 2025, AGM

Shannon Lanctot-Shah RN-C, MSN, DHSc, CCNE

- I have been in this role since August and am looking forward to continuing as your steward following the election. I can honestly say I have learned a lot in a very uncertain and fast paced change at Selkirk this year. Thank you to everyone who has included me and supported me to learn the many items that can support our members. I am so grateful for your trust and amazed with your continued commitment to Selkirk College students
- I am excited to continue to build on the Steward committee. We have face-to-face and on-line opportunities to connect. We also have space for more members if you are interested in connecting. Next meeting is May 6 at 0900 for a webinar Becoming Conflict Resilient: Embracing Conflict for Stronger Relationships in S118.
- This spring I have requested and joined several planning meetings and am scheduled for more. It is great to meet everyone and hear about areas of concern and clarification as to our roles and how we are conducting a positive relationship with our Leadership team to seek solutions.
- We continue to work on the SCFA lay off's and support our other union members at BCGEU and PPWC. We spoke against the plan to close Nakusp and Kaslo's campus locations and have asked to be a part of the revised plan to support these amazing communities.
- The system of lay off is complex and all members are entitled to an informed decision and time to determine their best course of action. We are aware it has been a slow and stressful situation and shared that message with our Leadership.
- We are currently working to create a much more robust and accessible history, data base and record of events and resolutions.
- I have accepted the interim co-chair role for our provincial FPSE-CARC and am looking forward to learning from a great group of Stewards with amazing knowledge and understanding of the process.

Thank you for your trust in me, I very much appreciate it and will do my best to support you. Please feel free to reach out with any questions or concerns, sshah@selkirk.ca

YEAR IN REVIEW: MEMBERSHIP ENGAGEMENT

Leesa Dean

- We started the year with our first annual Labour Day picnic for members which we hope to continue moving forward.
- In the Fall semester, we offered 3 Lunch Club events, including an “SFA presents” special topic event which was a reading/presentation by Teresa Southam on her recently published book, Transforming Trauma Through Social Change. We offered it as a hybrid event which increased attendance.
- We held another 3 Lunch Club events in the winter, including a Town Hall that was attended by over 60 members and a special topics event on academic freedom that could be attended virtually.
- I worked with Tanmay Desphande and Daryl Jolly to make some structural changes to our website, update information, and pull old content. This work will continue over the next year as we move towards an entirely new website design and potentially a new web server. My next project is a total revision of the website’s FAQ which is quite underdeveloped and outdated.
- Daryl Jolly and I have been collaborating together to create a new template I can use moving forward for the SCFA newsletter, On Stream. I am grateful for the time and training he has put into this project with me and for the improvement of SCFA communication channels over the past year.
- We offered for the first time in years an appreciation dinner for all standing committee reps and people who serve on governance committees. We will continue offering this event moving forward but aim to host separate meetings (working group style rather than celebration) throughout the year for SC reps and those sitting on governance committees.
- I worked with CEES to secure funding to supervise 3 arts students who worked on different projects for the SCFA: one created a Pride parade banner and tote bags we can give out as gifts, another created 48 beautiful mugs that are given out in draws, as gifts, etc, and we will soon have SCFA T-shirts for the 94 members who ordered them and some surplus for future hires, whenever we start hiring again.
- I plan to expand the door to door outreach I began this March where I visited members who typically don’t attend meetings or events and gave them a membership pamphlet and an SCFA sticker.
- I am always open to your suggestions on how to expand our members’ engagement, improve communication between the Exec and members, and plan activities that would be of interest to you.
- Reminder: standing committees have \$300 discretionary funds they can use for projects, supplies, etc. You just need to submit your receipts to Kim, Treasurer.

SCFA AGM 2025 – Finance Report

April 30, 2025 – Kim Verigin , Treasurer

Current Financial Position (see Income Statement and Balance Sheet tabs)

We had a \$41,828 surplus for Fiscal 2025 (April 1, 2024 – March 31, 2025). This mostly in part due to more SCFA Dues being paid than expected and several areas we either underspent or overbudgeted.

All accounts are currently in good standing and we are in a solid position financially. Our StellarVista account balances are:

Debit Purchases = \$107.37

Service Plus (operations account) = \$103,252.42

Advantage Commercial (savings and strike fund) = \$540, 548.58

Budget for Fiscal 2026 – April 1, 2025 – March 31, 2026 (see Budget tab)

I allowed for approximately 10% of a reduction in SCFA Dues due to layoffs and then also reduced several areas where we consistently underspend or overbudget. What is currently presented is a balanced budget but we have run a surplus for the past 3 years so I feel we have some flexibility to adjust things if necessary.

Audits:

Ellen S. and Allison L. gracious took on and successfully completed the audit for Fiscal 2024. We met to discuss, and they have some great recommendations that can be implemented right away. Others may require membership approval and will be presented when possible. They have agreed to continue with the Fiscal 2025 audit and have it completed by the Fall GM.

Other Notables:

1. We are now setup to e-transfer to any email address or phone number, much the same as you would complete personal e-transfers. Two signatures (online approvals) are still required. Manual cheques can still be provided upon request or when it is the only option. It is preferred members with expense needs pre-arrange the best method.
2. An SCFA Treasurer guide continues to develop as we work through making things easier for the next person.
3. All Treasurer files are located in the corresponding fiscal folders on the main shared site. Files are regularly backed up on an external hard drive.
4. We are now doing online transfer/top-ups for the debit account (card) up to a pre-approved \$500. This account is separate from our operating and savings accounts.
5. We've rediscovered the SFCA Awards, Scholarships and Bursaries and learned they are still given out each year but the criteria might be refined to better suit SCFA members and their dependents.
6. It was noted standing committees rarely spend their money.

That's it for now.

Thanks,
Kim

PD Committee – Jason Nickel

Motion:

Members can apply for regular pd funds for software that supports their professional development. Members must re-apply annually for subscription-payment software, and provide a rationale for how a second, third, etc., year of subscription continues to support their professional development. Software that is primarily intended to be used 'in the classroom' to enhance student learning (for example, YouTube), and software that should be covered by the College or department, is not eligible for PD funding.

Elizabeth Ferguson

I created this drum with my PD funds and support from the SCFA common fund. I have donated it to the Elders room at Rosemont Silver King campus as a retirement gift to the college. It was created with the guidance of Elder Josie Ahearn and my son Adrian Ferguson who built the frame and came to my rescue with ratchets when I did not have enough strength left to mold the hide to the frame. This is a Buffalo drum and has a beautiful deep bass sound. For us, the drum is the heartbeat of all humanity and Mother Earth. We did ceremony in my last class, and the students led the awakening of the drum ceremony. None of this have been possible without the support of the SCFA common fund who provided funding for expenses above my PD fund. I am deeply grateful that I was able to complete this project.

