

SCFA Annual General Meeting

Committee Reports

Tuesday, April 04, 2006

Disability Management Rehabilitation Committee Report

PD Committee Report

Standing Committee on Professional Excellence (SCOPE) Report

VP Contract Administration Report

VP Negotiations Report

Education Policy Committee Report

SCFA President's Report

Status of Women Report

Board Observer Report

Occupational Health & Safety Report

Social Committee Report

Employee & Family Assistance Committee Report (to be presented at AGM)

Human Rights and International Solidarity Report (to be presented at AGM)

SCFA Pension & Retirement Issues Annual Report

SCFA FPSE Non-Regular Faculty Committee Representative Report

March 10, 2006

From: Linda Gomez, DMRC Committee

The Disability Management Rehabilitation Committee membership is Sally Glock, Noella Desaulniers and the head Human Resources and me. We will be very sorry to see the retirement of Noella in 2006. We continue to meet on a monthly basis to discuss claims and how we may be of assistance to those on short and long term disability. We continue to have few claims, even when compared to colleges of equal size, as became evident in the Feb 06 meetings in Vancouver. We currently have four people on short term disability, one or two of whom may move to long term disability. This committee functions very well, in that it is a very friendly committee and Noella has been wonderful about following up with faculty to ensure they are receiving the support they need. Sally and I call on an *ad hoc* basis.

There continue to be two meetings at the FPSE offices in Vancouver per year, one in the Fall, one in the Winter. I attended the Feb 06 meeting and found it very useful.

If you require further information, please let us know. My local is 471.

cheers

Linda Gomez

Draft Review of 2005/06 PD Budget

Carryover, from PD account for 2004-05	\$206,016.68
College Contribution to PD Fund for 2005-2006	\$147,583.00
Total Revenue as of Feb. 28, 2005	\$353,599.68
Expected to end of year	13,416.67
Projected Total	\$367,016

Budgeted Expenses	2005-06 Budget	2005-06 Expenditures as of Feb. 28, 2005
Short-Term PD	\$65,000	52,784.07
Special PD Fund	40,000	18,641.36
Sec'l Help	6,200	2,764.92
Assisted Leaves Salaries	75,413	75,413.58
Workshops	30,000	4,060.67
Photocopying & Printing	1,500	511.38
Misc.	1,500	112.54
Tuition Support	15,000	16,144.23
Reserve	25,000	0.00
Assisted Leave Accrual	70,000	0.00
Tuition Support Accrual	35,000	0.00
Total YTD	\$364,613	\$170,432.75
Expected to end of year		20,650.00
Projected Total		\$191,082.75
Projected Carryover		\$175,933.60

In 11 months,

- Short-Term PD -- 68 recipients (including 21 for multiple short-term activities)
- Special PD -- 11 recipients
- Tuition Support -- 5 recipients
- Assisted Leave – Bob Gurney, Trish Foy, Delia Roberts
- Workshops: Macromedia Training, Nursing Faculty Writing Workshop, Nursing Faculty Patient Simulator Training, Computing Services

Factoid:

Analysis of Short-Term PD expenses over previous year showed that roughly half of \$60,636 in expenses went to direct event costs. The other half included travel, accommodation, meals, etc.

prepared by Rita Williams, Chair
SCFA PD Committee
April 7, 2006

Draft Review of 2006/07 PD Budget

Carryover, from PD account for 2005-06	\$175,933.60
College Contribution to PD Fund for 2006-2007	\$152,000.00
Projected Total	\$327,933

	2005-06 Budget	2006-07 Budget
Short-Term PD	\$65,000	65,000
Special PD Fund	40,000	40,000
Sec'l Help	6,200	6,200
Assisted Leaves Salaries	75,413	18,020
Workshops	30,000	20,000
Photocopying & Printing	1,500	1,000
Misc.	1,500	1,500
Tuition Support	15,000	15,000
Reserve	25,000	25,000
Assisted Leave Accrual	70,000	72,080
Tuition Support Accrual	35,000	35,000
Total Budgeted	\$364,613	\$298,800
Projected Carryover		\$29,133

prepared by Rita Williams, Chair
 SCFA PD Committee
 April 7, 2006

SCOPE Annual Report to the SCFA

We had five successful candidates receive long-term exceptional performance awards last year. These were: Almeda Glenn Miller, Daryl Jolly, Tracy Punched, Monica Vogler, and Ruth Dubois. Each candidate received a cash award of \$1000.00, a certificate, and a commemorative pen set at a reception in October 2005. The SCOPE deadline for nominations this year is April 7th. The current account balance for awards and operation is \$3427.84, with the annual \$4000.00 college contribution to be added in the early spring.

Over the past year, we had several nominations that were for short term employees that did not meet the 3 year employment period criteria. We have started discussions around creating a new category to recognize the contribution and achievement of these members. Information on this will be presented to SCFA members at a meeting next fall for general discussion.

The SCFA members of SCOPE for the 2005/2006 term are:

Year 1	Year 2	Year 3
Liz Ball	Brendan Wilson (chair)	Carrie Bowen
	Allyson Perrott	Joanne van der Ham

Administration members are: Neil Coburn, Angus Graeme.

submitted by Brendan Wilson

VP Contract Administration report 2005-06

Luckily, this past year has been a relatively quiet year. This is a good thing all around...for me as this is my first year in this position and for the members not being bothered by problems of language interpretation. From the few dealings I've had with various levels of management, I believe that I have developed a good working relationship.

One of the big changes at the college is presence of an HR Director, who at the time of writing this report is still here (cross your fingers). We had an HR Director in the summer for a few months, but life happened and Jack left. During the time before and after Jack, the responsibilities of the HR Director were delegated to various people and not always administered well, but then again, it wasn't originally a part of their job title. But then again, that's management's issue...unfortunately, some of our members have felt the effects of not having a full time HR Director. Hopefully, professionalism and consistency will now prevail in the HR Director position. Tracy and I have had some dealings with Linda McLaughlin, the new HR Director, and see her, so far, as being fair, a good listener, and probably someone with whom we can work.

Last year, the union started the ball rolling on the payroll review. In the past, there have been numerous payroll mistakes that caused undue hardship and concern to members. The union provided the college with the opportunity to get to the bottom on the problems and address them before all the members were made aware of the situation. Part of the time that the review was to be done was also the time when Jack was here and then not, so further delaying the process. Tracy was hot on their case on this one and we finally met to review the results. Tracy has provided the membership with the results of that meeting. Now, although management seems confident that Hal the HR computer program now has everything under control, there are still examples of errors occurring post-program. As always, be vigilant when there is a change in your contract. Also, pay attention to your earnings statement...make sure you understand what every line means and look for changes...do they make sense? If not ask me or call someone at payroll.

Members of the executive have met a number of times with management in our labour management meetings to resolve outstanding issues from the previous round of negotiations. We have dealt with some of those issues, not all yet, and others that have arisen. Three things in particular to talk about, leaves, short term contracts, and class room size.

Scheduling leaves – we have had a few issues this last year where members have returned from leaves and due to a lack of build up of vacation or PD time, management felt they did not owe members a salary for a portion of the year. For example, if you have an ongoing contract, worked the fall term, but requested and received an unassisted leave for the winter term that ended April 30th, then you would have earned 20 days of vacation for the fall work, but none for the winter. If you come back in April, there is still 4 months of time to account for, only some of it are “taken care of” by vacation, PD, and assigned duties.

So, when asking for an unassisted leave, management will factor-in the additional time associated with the leave (i.e., vacation, PD, assigned duty) and tack those on if not already considered. For example, if you ask for the winter term off, and to return April 30th, management may come back to you with a different return date, such as June 15 to account for the month of vacation not accrued and the 11 days of PD not “earned”. This will apply to all leaves. Certainly, if you are involved in this process and don’t quite understand how management has calculated your return date, come see me.

Short-term contracts – for members with ongoing contracts, when offered additional short-term work at some point in the year, the work will be rolled into your annual contract for that particular year. This is a good thing for us. So, if you have an 80% ongoing contract and then in November are offered an additional 20% for the winter term, your contract for that year will be reworked. In this example, the average for the year would be 90%. Your contract would be changed in November to reflect the new annual average (i.e., 90%) and you would receive back pay for the 10% you did not receive for August to October.

Class room size – generally, we are not overwhelmed by students in all classes. Management is constantly having to answer to the board to defend what we currently have, but the word is that this can’t go on forever. Management has asked the SCFA to be involved in discussions around small class sizes. Generally this means what can we give to keep those classes running. So far, we haven’t gone very far with this but what was clear was the concern that if low enrolment continues, the options to address small classes will be out of our hands when the slashing comes. So, we need to think about our options and to try to stay in front of the curve.

With regards to grievances, it has been a relatively quiet year. We had one dispute, which revolved around different interpretations of layoff language, sent to arbitration. In the end, we settled before presenting to the arbitrator. Currently we have a single case which has now moved on to Stage 4 that involves justice delayed. Management sat on information for what we believed to be an excessive amount of time before they doled out their justice.

Last point is the welcoming of KSA faculty to the SCFA. We have created an LOU to bring in them into the fold, recognizing their unique previous arrangements and how KSA has worked in the past.

So there you go, most of the year wrapped up into a nutshell. Like I had said, it has been a relatively quiet year and a great introduction to the job for me. With any luck, next year will be the same or even quieter.

Lui Marinelli
VP Contract Administrator

Annual Report from VP Negotiations, March 2006

Since my last report we proof read, printed and signed the 2004-2007 Collective Agreement .The rest of the year focused upon analyzing the process of bargaining and preparing for the 2007 negotiations.

In September I attended the Bargaining Coordination & Review Committee (BCRC) of FPSE. At that meeting we got reports from unions who either did not participate in provincial bargaining or whose negotiations ended in arbitrated settlements . At that meeting we also examined the process of provincial bargaining and reports from Faculty unions.

It would appear that the people who were able to complete their negotiations at the Provincial table achieved better settlements than those who went to arbitration. The discussion of the common table bargaining revealed what many of us believed; the process was too long and there were too many items. In addition, many employers were absent. This lack of employer presence further served to prolong the process.

At the September meeting the BCRC strike a subcommittee (of which I was a member) to make recommendations for the 2007 bargaining. We forwarded a report which contained over 20 recommendations .Two of the recommendations that I personally support are some form of provincial bargaining along with the local table. We will be discussing these at upcoming SCFA member meetings.

In January Sally Glock represented us at the BCRC meeting. A lot of time was spent discussing first, each local's current situation in terms of bargaining (2004-2007 collective agreement),and secondly the 20 recommendations made for the next round of bargaining. The recommendations were then forwarded to Presidents' Council..

In March Sally Glock , (standing in for me) along with Lui Marinelli and Tracy Punched attended the FPSE Bargaining conference. Here a variety of union representatives spoke about public sector bargaining . This group included Jim Sinclair ,the President of the BC Federation of Labour, Debra McPherson of BC Nurses union .and David Strebb of the BCGEU. The general message from these reps was that it is important to stick together in bargaining, and that this is the time to bargain for compensation and leveling with colleagues in other provinces.

As I write this we are keeping our eyes on the Public Sector settlements as our 2006 salary increases are tied to them. We also need to consider how SCFA is going to approach bargaining the next Collective Agreement.

My recommendation is that we continue with two-tiered bargaining, provincial and local. We are a small faculty association and the government has legislated that the employers bargain as one group, PSEA. It is difficult for us to go up against a large employer's council. We need the strength of numbers that comes from bargaining with a group the size of the FPSE.

I will not be running for VP Negotiations this year for personal reasons. However, I am willing to stay on the committee to provide continuity and history. I wish the new bargainer well in their endeavours.

In closing I would like to thank the bargaining team of 2004-2007. Thanks go to Sally Glock, Janet Mayr, Sue Meredith, Paris Voykin , Judy Deon and our FPSE staff rep, Jeff McKeil.

Respectfully submitted,

Bev Onischak
VP Negotiations.

Education Policy Committee Rep Report by Don Parks

As the SCFA representative to the FPSE Education Policy Committee I attended the two meetings of this committee in 2005/2006. The committee's terms of reference include advising the Presidents' Council on education policy issues, reviewing literature on post-secondary trends, monitoring education policy of similar labour organizations, analyzing federal and provincial initiatives that impact on post-secondary education, and recommending specific education policy to the Presidents' Council.

At the October, 2005 meeting the committee discussed the BCTF labour dispute, the FPSE Day of Dialogue (the meeting of FPSE local presidents with local MLAs), FPSE's presentation to the government's Finance Committee, the declining enrollment in developmental education programs resulting from government policy decisions, and the need for better information on enrollments. The committee felt that there is a need for reliable, biased free, comparable data on enrollment, finances and other relevant statistics related to the BC public post-secondary system. The committee recommended to the Presidents' Council that FPSE hire a research officer to obtain or develop such data.

The February meeting was run in conjunction with the FPSE spring conference. At the conference members heard a presentation from Seth Klein, director of the Canadian Centre for Policy Alternatives, on the importance of public post-secondary education and an overview of an alternative provincial budget. This presentation was followed by a panel discussion on academic freedom and student rights. I attended a workshop on the impact of government policies on enrollment in developmental education programs and lobbying efforts to improve access to such programs. At the Education Policy Committee meeting members discussed the skills shortage public campaign meeting held at TRU, the CAUT stress survey (members were asked to provide feedback to help in the modification of that survey for possible FPSE use), the BCCAT transfer system expansion (the system is becoming quite large and more complicated), and the degree quality assessment procedure where concerns were expressed over the procedures and the make-up of the assessment board.

FPSE is conducting a review of the relevancy of the Education Policy Committee with an evaluation as to whether the committee should continue to function in its present format.

SCFA President's Report:

This past year the SCFA has been active provincially, regionally, and locally.

Provincially, we supported our teachers during their job action. The Federation of Post Secondary Educators raised over \$200,000 for a Feed the Teacher's Fund, a gesture which has received widespread gratitude from teachers and labour activists across the province. Closer to home, SCFA members showed their support by donating \$2500 towards the Solidarity with Teachers Bursary.

Regionally, we negotiated an agreement that will see faculty from the Kootenay School of the Arts joining the SCFA as of June 30, 2006. A Letter of Understanding was created for current KSA faculty to make the transition into the SCFA. In the future, any new faculty hired into this School will come in under our agreement. Much of the talks centred on how to maintain the "working artist" culture of the KSA and how to maintain some flexibility in the students' choice of studios. At KSA's insistence, students have an opportunity to try a variety of studios before declaring a major. This makes it difficult then, to predict how many students will enroll in any given studio. Provisions have been made for the College to not run unsubscribed courses without having to go through full layoff strategies. If the course remains un-enrolled for over two-years, however, the layoff process where applicable will begin. There are also limits to how many "core" courses one instructor can teach in order to ensure variety of instruction to, and exposure for, students.

It is difficult in these situations to predict every possible scenario and outcome, but we were all pleased to have reached an agreement and I'm optimistic this will prove to be a beneficial union for everyone involved.

At the local level, the SCFA concluded its investigation into payroll practices. This action prompted a thorough review of payroll processes resulting in a number of changes. Time will tell whether these changes are successful or not.

The Executive experienced some changes as well. This was the first year the Executive had a VP Liaison in place. I am grateful for all the work Sally Glock took on--serving on committees, attending meetings, organizing events, and communicating with members on a regular basis via *On Stream*. I would also like to congratulate Lui Marinelli on a successful first year as VP Contract Administration. And it has been a pleasure to work with Pat Gibson, Rob Macrae, Ross Bates, John Stegman, and Bev Onischak.

That's the year in review in brief. As for the future? The arrival of the new HR Director will hopefully ensure some processes are handled more expediently. As we enter into another round of bargaining, I suspect that despite promises of salary increases, we will continue to be pressured to "do more with less". We hear that we need to do things creatively and differently. For some reason this seems to entail providing exemptions from our collective agreement. We need to be very careful about signing away hard won rights in the name of new programming. As enrollment initiatives are taken up, we will be under pressure to alter our workload calculations. Perhaps it is time to do so, but we need to keep the future in mind and the possibility of a thriving, fully enrolled Selkirk College that offers a variety of programming.

With that happy thought, I conclude my report and my two-year term as President of the Selkirk College Faculty Association.

respectfully submitted,

Tracy Punchard

Status of Women Report

Status of Women Committee co-chairs , Paris Voykin and Janet Mayr, continued the tradition at Selkirk College (with the help of Women's Studies students) and organized the Day of Remembrance Memorial service (December 6) and International Women's Day celebrations (March 8). We were unable to attend the meeting of Status of Women Committee last October, however, communication is held via email. A couple of issues this year. First, a Standing Review Committee has been organized to provide feedback to George Davison on the function of the committee, how the committee advances the FPSE principles, focus and activities of local committees, and how the committee contributes to FPSE. The second issue involves a number of locals "debating" over a name change of our committee. The argument being that "women" assumes that somehow women are all alike. Any comments?

Board Observer Report

2005-2006

I have attended all of the public open meetings of the College Board but two during the past year. The reading material distributed prior to the meetings helps alert me to what is to be discussed. By attending I have gained an understanding of the activities in which the College is involved.

Each meeting features an agenda including reporting of the College's financial status and enrolment figures; committee reports; Board Chair, College President and Education Council Chair reports; and a report of the important events happening at the College e.g. convocation, Ministry official visits, employee awards, new programs, etc. A mandate of the Board this year has been to receive a presentation each meeting related to one of the strategic directions; these have been well-received.

Business highlights presented at the Board meetings this year included information about the following:

- implementation of the Regional Innovation Chair project
- integration of the Kootenay School of the Arts
- amalgamation of the Selkirk College Foundation Board with the College's Board of Governors
- tuition fee increases
- review of the President's goals and objectives
- discussion with the Student Association
- development of the MIR Center
- ongoing relationship building with organizations and municipalities in the region

The Board continues to implement a Best Practices Plan to guide its conduct as an organization providing quality service.

Student representatives continue to place the needs and views of College students on the table for consideration by the Board in decision-making.

Upcoming events include the celebrations of the College's 40th Anniversary.

Again, I have been welcomed by Board members as an observer and have been offered the opportunity to add information from SCFA if desired.

respectfully submitted,

Pat Gibson, April 5, 2006

Occupational Health & Safety Report

The Castlegar campus Joint Occupational Health & Safety (JOH&S) Committee continues to meet on a monthly basis. Ian Dawe and I share the task of representing the SCFA. We attend meetings as available, participate in workplace inspections, attend FPSE OH&S functions (Ian has attended both during the past academic year), and meet with SCFA members concerned about issues that may have OH&S implications.

Workplace JOH&S committees are a legal requirement of all workplaces in BC. It is the employer's responsibility to ensure that a JOH&S Committee exists and operates as stipulated in Occupational Health & Safety Regulations. A personal on-going concern is that SCFA members, and in fact all FPSE members who serve on a JOH&S Committee, are not receiving release time for than work nor are they receiving their annual legally entitled OH&S training. I spoke briefly to Louise Krohn in this regard last spring, but we came to no agreement on how to quantify or recognize release time for this work other than agreeing that JOH&S meeting must be scheduled at times when SCFA members are available to attend. This is an issue I believe that needs to be negotiated at the provincial table since it pertains to provincial legislation. Unfortunately, I have been unsuccessful in convincing FPSE of the need for OH&S language in the common collective agreement.

I would like to see a motion from the SCFA to be presented at the FPSE AGM to make negotiation of release time for FPSE members serving on JOH&S committees a bargaining priority.

Locally, there are several areas where OH&S is relevant to SCFA members. Wellness programs like back care, ergonomic, stress recognition and release, fitness, and diet clinics would all be of benefit to SCFA members. Free on-campus flu immunization clinics for faculty would be beneficial. Perhaps under the direction of the new director of human resources, these initiatives may be undertaken.

A current local health & safety issue of importance to our co-workers in the maintenance and aviation shops is a safe place to apply solvent based paints and cleaners. The current facilities are unsafe.

There have been two recent cases where SCFA members applied for WCB compensation and their applications were declined. It is more difficult to qualify for WCB compensation by appealing a declined application than by submitting a successful application. If you are seeking WCB compensation for a workplace injury or illness, ensure that you follow all reporting requirements, keep detailed records, and seek expert advice in the preparation of your application.

respectfully submitted,

Robert Macrae

Social Committee Report

Like Rip Van Winkle, the Social Committee awoke last year after a long slumber. SCFA committee members are Paris Voykin, Patricia Gibson, Doug Henderson, and Rob Macrae. In addition, Heather Shannon and Ruby Chambers are Social Committee members.

The Social Committee held three fabulously successful events: a dinner and dance with a live band last fall, a Christmas social, and the sensational St. Patrick's day / Purim social.

The Social Committee through generous support from the SCFA is trying to organize activities that will allow SCFA members and other college employees to gather informally to socialize.

Overcoming inertia and encouraging people to attend social functions remains a challenge, but the St. Patrick's day / Purim social was a break through event – over 50 people attended and the word is out that Social Committee functions are fun.

The Social Committee will be grappling with big issues over the coming years. What kind of activities would SCFA members like - curling, bowling, card playing, square dancing, winery tours, dinners at Scholars?

Are people willing to contribute 50¢ per pay cheque to the social committee?

Rip has been snoozing for too long and he's ready to party so watch out for more from the Social – not Socialist – Committee.

SCFA Pension & Retirement Issues Annual Report Submitted by Ross Bates, April 2006

I represented the SCFA at the FPSE Pension Advisory Committee (PAC) meetings in October and January. I attended a pension forum in December put on by the Shareholder Association for Education and Research (SHARE) and the BC Federation of Labour. I also responded to a number of inquiries about pension and retirement issues raised by individual SCFA members throughout the year.

An item of interest at both PAC meetings was an ongoing discussion about the current and future state of the Inflation Adjustment Account (IAA). Educating members about this aspect of their pension plan has become more of a priority for the committee for a number of reasons. Although your basic pension is guaranteed, under our current plan, inflation protection is not. It is subject to the availability of sufficient resources to fund the necessary adjustments. Current economic forecasts now make it clear that the plan will eventually lose its ability to fully protect your pension from inflation. Changes to the plan structure along with additional sources of funding are needed to address this problem. As this is also a bargaining year, an opportunity exists to obtain the funds necessary to move in the direction of guaranteed inflation protection for your pension. Your PAC representatives will be making presentations to the bargaining conference and at the FPSE AGM.

Some post-retirement health benefits (EHB, Dental, etc.) are currently provided to our retired members. These are funded from the employer's contribution to the IAA and are also not guaranteed. In response to funding shortfalls arising from increased costs, some of these benefits were eliminated two years ago (MSP premiums no longer paid, increased deductibles, etc.). As our plan matures with more and more retirees, a similar funding shortfall is expected in 2009. Since these benefits are not guaranteed, the plan trustees will be forced to reduce costs. They are seeking your advice as to what changes should be made in these areas when the time comes. Should deductibles be changed? Should spouses still be eligible? Which if any benefits should be dropped? Please pass your comments on to me and I will take them back to the PAC next fall.

Retiring members are encouraged to join the post-secondary branch of the BC Retired Teacher's Association (BCRTA). This is a service and lobbying organization for retired educators. It also offers

access to some post-retirement group benefit plans. The post-secondary branch is asking the BCRTA to consider affiliation with the College and University Retiree Association of Canada (CURAC). Your pension trustees are also currently examining the benefits plan offered by the Canadian Association of University Teachers (CAUT).

David Moulton from Moulton Toft Inc. presented the BC Securities Commission's workshop on Investor Protection at the October PAC meeting. If there is interest from the SCFA membership, we can arrange to have the presentation delivered locally. At the January PAC meeting, an educational workshop on "Principles of Socially Responsible Investing" was presented by Peter Chapman, Executive Director of SHARE. I also attended a number of talks/workshops at the pension forum related to pension and investment issues/trends, pension plan funding, CPP, OAS, and the assault on defined benefit pensions.

The membership is reminded that when returning from an unpaid leave of absence, the purchase of "pensionable service" is simpler from a tax perspective if it is done by April 30th of the year following the year in which the leave ends.

SCFA FPSE Non-Regular Faculty Committee Representative Report
Ian Parfitt, SCFA NRFC Representative

I attended two FPSE NRFC meetings in Vancouver. The first was held just prior to the Great Teacher's Strike of 2005 at the FPSE offices, which is in the BCTF building in Vancouver. Security was high (Amber Alert) and traffic bad (Canucks game). In the meeting we discussed past meetings, current status at the locals, and plans for the upcoming Fair Employment Week (held in October). During FEW I held a few low-key events such as affixing Mystery Faculty posters at various locations around Castlegar campus and manning an information table. At the second FPSE NRFC meeting in Vancouver we again discussed the situation at various locals and put forward a number of bargaining positions.

In general the situation for non-regular faculty at Selkirk College seems better than at most colleges in BC, with the notable exception of Douglas College where about 96% of staff are regular. Only 65% or so of Selkirk's faculty are regular, although this number is not well documented. In fact the documentation of non-regular faculty and their fate (at what rate do they become regularized, become disillusioned and drop out of the work force etc) is not done very well at Selkirk compared to other institutions: most track this quite carefully. Non-regular status is basically a means for management to create a situation where some faculty receive less security and receive fewer benefits than others. In this way it undermines solidarity and provides a method for management to erode working conditions – a method that is used with some success and aggression at various locals around the province and the world. SCFA faculty should improve the tracking of non-regular status and should work to reduce its use in order to ensure that job security and benefits for its members exist into the future. After all, without secure, well paid faculty, our future pensions will be in peril!