

**SCFA Contract Negotiations Report, 2007
Tuesday, April 03, 2007**

Dear Members:

Last year was a busy one with our latest contract coming up for renewal (less than two years from the signing of the last one). Committee meetings and provincial-wide planning commenced even before I took over the position in late August.

The provincial, or sectoral, bargaining started in earnest in December. We tried to find solutions to problems common to all B.C. colleges, including higher wages, more release time for chair positions, more rights for non-regulars, and academic freedom, among many others. Unfortunately, we could not meet all these goals, and finally came to an agreement with the government in mid-February that provides a modest salary increase, a \$4000 signing bonus, as well as an improvement in vision care and a rollover of any unused portion of the 0.6% PD fund (an ongoing problem at most colleges). We were also successful in rejecting some of the more egregious concessionary demands of the employer, including weakened language on regularization and contracting out.

While negotiations were on hold in Vancouver, local bargaining for Selkirk College was underway, with the support of Lui Marinelli, Sally Glock, Tracy Puchard, and David Piasta from the FPSE office. Bargaining locally proceeded much smoother than it had provincially, and was concluded in a few weeks. Gains were made in removal of letters of discipline and unsatisfactory evaluations from personnel files. Several Letters of Understanding were incorporated into the body of the agreement, and clearer methods of calculating on-line workloads and union release times were agreed to. An agreement was signed in early March which only awaits union ratification.

In all, it was a hectic few months; frustrating one day, then satisfying the next when the latest impasse was resolved. While we did not achieve all the gains we were hoping for, I do believe it is a deal we can live with for the next three years.

respectfully submitted,

Doug Henderson
VP Contract Negotiations

**Selkirk College Faculty Association
Annual Report
BOARD OBSERVER Report
2006-2007**

This has been an active year for members of the Board. A number of new people have joined; the Chair is now C. Schadendorf. Two students, A. Dhillon and

D. Grof, as well as B. Heflin, S. Fischer, B. Roberts, and S. Lehman are new members of the Board. I have had the privilege of being an observer at the public Board meetings during the past year. I have been welcomed and treated respectfully at each meeting. The package of pre-reading material sent to me prior to the meetings has been helpful in preparing me for what was to be discussed. Bill Winegarden represents the BCGEU and SCFA on the Board and the EDCO Chair presents a report at each meeting.

As decided by the Board, a report on one of the strategic directions of the college has been included at the beginning of each meeting. There have been presentations related to Teaching and Learning (A. Graeme), Employees (L. McLaughlin), Internationalization (V. Kalesnikoff), and

Leadership (M. Luscombe). It has been informative to see and hear what has been accomplished following through with these goals.

Each meeting features an agenda which includes 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.

Highlights of Board business during the past year have included reports of the following:

- work of the Development Committee which included examination and revision of board policies about meeting agendas, membership, orientation, assessment, professional development, communication
- review and approval of the 2005-2008 College Service Plan
- 2% increase in tuition fees and 2% increase in supplementary fees for 2007-2008
- Environmental Sustainability committee which recommended the Board demonstrate environmental responsibility by example
- activities of the President of the college, including ongoing involvement on the Association of Canadian Community Colleges Board
- 40th anniversary celebration and Hockey Day in Canada celebration
- implementation of the Regional Innovation Chair in Rural Economic Development Research
- renovations of the Mir Centre and openings of the Jill Harrop Centre for Nursing Arts and the Nakusp Centre
- input to Geoff Plant at the Thinking Ahead: Campus 2020 Provincial Symposium
- ongoing review of the President's goals and objectives
- ongoing relationship-building with organizations and municipalities in the region such as Celgar, Interior Health Authority
- draft program Advocacy Plan
- Land Use Plan

An added bonus for being the SCFA Board Observer has been the receiving of copies (in booklet form) of all printed articles published locally, regionally, and nationally in which Selkirk College has been mentioned (and it's a bundle)!

respectfully submitted,
Pat Gibson
April 3, 2007

March 26, 2007
Report from Disability Management Review Committee

We continue to meet on a monthly basis and have a very good working relationship. Clearly, as we each understand our roles and each other, the functioning of the committee improves. The committee continues to be made up of the Benefits Coordinator and two faculty members, Sally Glock and myself. If we have particularly complicated situations we consult other management and faculty members.

We currently have four members on claim. At the moment two of the four faculty members are working in a reduced capacity and on LTD for the remainder of their contract. One faculty member is working a reduced load and is in the application of LTD with hopes of returning to work fulltime in the fall. The other member is on LTD, hoping to return to work in the fall. Generally, we keep in touch with members on claim by telephone and this seems to be working well.

Respectfully Submitted

Linda Gomez

Education Policy Committee Rep Report
By Don Parks
April, 2007

As the SCFA representative to the FPSE Education Policy Committee I attended the two meetings of this committee in 2006/2007. 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 gathering local information relevant to post-secondary issues.

At the October, 2006 meeting the committee discussed FPSE's fall campaign "Better Funding, Better Futures" where 90% of survey respondents believe that the BC government should invest more in post-secondary education. The committee was given an overview on Campus 2020, the province wide public and closed sessions that looked at post-secondary education in BC. The overall feeling was that the government agenda was to push distance education at the possible expense of face to face instruction and small campuses. The committee received information on ABE/ESL funding and decided to facilitate an ESL conference in January, 2007. Local reps provided a brief overview of online learning at their respective institutions. Unfortunately, many reps reported that their institutions had little or no data on online learning. Data on completion rates and grade distribution for online courses versus classroom based courses were not available. Reps reported that any information available was primarily based on course instructors' impressions. Finally, the committee provided feedback on the CAUT stress survey questionnaire.

The February, 2007 meeting was run in conjunction with the FPSE spring conference. At the conference members heard a presentation from a political panel on possible issues in the next federal election. A presentation was also made on the BC Health Sciences Association's program on funding projects in developing countries in partnership with local organizations. At the Education Policy Committee meeting members heard a report on scholarly teaching, a report from the ESL conference held in January, a bargaining update, a very general summary on online learning experiences at FPSE locals (with a recommendation that FPSE run a workshop on online learning at the AGM in May), and received a request to gather data from their respective locals on participation and completion rates for entry level trades training and apprenticeship programs (that data has been sent for Selkirk College).

EFAP report 2006-2007

The EFAP committee met with HR in July to receive information on the new carrier and to discuss strategies for informing the college employees. The Warren Sheppel Company sent a representative to another meeting in August at which time we received the orientation on their services. We set the October dates for the information sessions to the rest of the college. On Apr. 19, 2007, we will meet to discuss the report of the first six months of utilization.

Since I am stepping down as chair of the committee, the SCFA does need another member on the committee. It has been a pleasure to be involved with the EFAP over the years.

respectfully submitted,
Donna Van Vliet

Human Rights report to the SCFA General Meeting, April 2007

As SCFA rep to the FPSE Human Rights & International Solidarity Committee, I've attended 2 meetings & the spring conference over this academic year. But I stepped down as Chair of HRISC at the February 16-17th meeting, thus opening the way for a new SCFA representative to HRISC. This FPSE Committee has had an active year, recommending to Presidents' Council several policy changes and responses to provincial / national / international issues. An exciting development is that our February 17th meeting approved a draft proposal for an International Solidarity Fund, which will come to the floor at the AGM in Cranbrook.

This year again, I worked voluntarily with the World Views @ Noon work study / student coordinator to organize events around human rights and social justice issues. I also worked with the Amnesty International student coordinator, who held bi-weekly urgent action letter writing sessions in the Pit, some in conjunction with WV@N events. WV@N contributes to the college mission of "empowered, effective citizens." Thank you to everyone who found the time in your busy schedules to support these activities. Hopefully, next academic year, there will be a weekly 2-hour mid-day block reserved for student-led events, as there had been in the past few years, to provide a slot for scheduling WV@N, AI, and other activities.

One issue of concern to me as the Human Rights rep. is that the College has not reinstated the position of Human Rights Advisor since it was vacated by Liana Zwick when she moved to other employment. The lack of a Human Rights Advisor may indicate that the work is no longer being seen as a priority, that the work is not being completely done (e.g. pushed aside for other job requirements), and that preventive / education activities are no longer taking place. The Human Rights Advisor chaired the Presidents' Advisory Committee on Human Rights, a college-wide committee, which now has not met for a year. Among other things, this Committee had discussed bringing a Safe Spaces campaign to the College, but the momentum for the campaign is lost without a leader. It would appear that we are not meeting the obligations outlined in the College Human Rights policy. I would recommend that SCFA emphasize the importance of the Human Rights Advisor in future labour-management discussion.

It has been a pleasure to serve as the SCFA Human Rights rep. Thank you for your support.

respectfully submitted,
Liz Ball
April 2, 2007

**Selkirk College Faculty Association
Pension & Retirement Issues Annual Report
Submitted by Ross Bates
April 2007**

I represented the SCFA at the FPSE Pension Advisory Committee (PAC) meeting in October. I was unable to attend the meeting in February due to the cancellation of flights from Castlegar. I also responded to a number of inquiries about pension and retirement issues raised by individual SCFA members throughout the year. In December a survey was distributed asking if members were interested in the ability to have some of their RRSP funds managed by bclMC, who currently invests our pension plan funds. There was insufficient interest within the post-secondary system for such an option.

An item of interest at PAC meetings has been an ongoing discussion about the current and future state of the Inflation Adjustment Account (IAA). Although your basic pension is guaranteed, under our current plan, inflation protection is not. Inflation protection is subject to the availability of sufficient resources to fund the necessary adjustments. Current economic forecasts now make it clear that the plan, as currently structured, will soon lose its ability to fully protect your pension from inflation. Changes to the plan rules and/or additional sources of funding are needed to address this problem. If not, the purchasing power of your pension will slowly and significantly be eroded over the course of your retirement. As this was a bargaining year, it had been hoped that some additional funds might be forthcoming from the government. Sadly, this does not appear to have come to pass. This certainly shortens the timelines for making the necessary changes to the plan structure, and will likely lead to increased contribution rates at some point for those of us who currently pay into the plan.

Some post-retirement health benefits (EHB, Dental, etc.) are currently provided free or at a nominal cost to our retired members. These are funded from the employer's contribution to the IAA and are not guaranteed. As our plan matures with more and more retirees, the ability of the plan to continue to provide this extra service is eroded. Eventually retired members will need to pay for most/all of these benefits directly. At the October PAC meeting we compared the College Pension Plan versus similar post-retirement benefit plans such as the one offered by the Canadian Association of University Teachers (CAUT). The conclusion was that comparable benefits could be provided to retired members by the College Pension Plan at a much lower cost than for other existing plans. Watch for future changes as the plan moves to charging retired members something closer to the actual costs of these extra benefits.

An actuarial evaluation of the College Pension Plan is done every three years. Contribution rates are largely determined by the outcome of these evaluations, since any unfunded liabilities must be covered according to pension legislation. The latest evaluation was completed this past August 2006, with the results expected to be released this spring. Early indications are that the plan is in a much better position than it was in August 2003. Nevertheless, more realistic assumptions about rates of return used by the actuary could result in higher contribution rates starting later this year. These may be required to fund the guaranteed portion of your pension, and would not address any inflation protection concerns. Whether or not this type of increase occurs is still an open question, but you should be aware of the possibility for financial planning reasons as it could affect your take-home pay.

(Bye-bye bonus?)

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 SCFA currently provides the first year's membership free to our retirees.

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 President
2006/07 Report**

Needless to say, bargaining took up a lot of my time and energy this year. It was an interesting round politically. In the last round, the stipend issue created a division within the bargaining units—those with stipend and those without. With that difference that the "carrot and stick" approach to bargaining from Carol Taylor, we had some strategies to consider: How will we bargain with our brothers and sisters in the BCGEU? What will be the impact of the bonus? How much leverage do we have, given that so much of the public sector had already settled? Should we compare ourselves to the BCTF? And sure the ferry workers got an 11% raise but they also gave away their right to strike.

In the end, we got what we predicted we'd get, although not all that we had hoped for. We got some money and held off on all concessions. Personally, I found the concession strategy quite distressing. The employers had to know this was not a concessionary round and yet they insisted on revealing to us what they would do to us if they could—severely reduce regularization and start contracting out. Great. Now we know what they really think and how they would like to treat us. I may have more money in the bank but I do not have an optimistic view of labour relations for the future. I don't think the Olympics are going to change that.

The local table was more cooperative. We did not face concessions from the employer and even made a few gains. Evaluation was a big topic with the SCFA refusing to agree to yearly student evaluations of faculty. While we agreed that a shift towards more formative evaluation might be beneficial, the collective agreement is not the appropriate vehicle for changing attitudes. We believe that faculty members are professionals and should be in control of their own professional development.

If and when we ratify the agreements, I'll breathe a sigh of relief. But I also know the SCFA will be kept busy next year. Enrollment issues continue to encroach upon workload issues and the Executive finds itself having to predict how things will look from the Board's point of view as we make our decisions. It's a balancing act that starts to feel like a juggling show—how to hold on to rights and working conditions, improve the quality of the learning environment and keep jobs, knowing that the government will continue to peck away at the College's funding and operating grants and in turn the employer will continue to peck at....peck at.....well that's what keeps us on our toes.

I'd like to thank Doug Henderson for doing a fabulous job in bargaining, Sally Glock who is stepping down as our first VP Liaison, Lui Marinelli for keeping up on all of our contract issues, and Pat Gibson for serving as Board Observer. And of course my thanks to the rest of the Executive and the membership who shows so much support.

respectfully submitted,
Tracy Punchard

SCFA FPSE Non-Regular Faculty Committee Representative Report 2006 - 2007

I attended two FPSE NRFC meetings in Vancouver. As can be expected in a bargaining year, bargaining issues dominated both sessions. Our primary concern was that the rights of non-regular staff could be reduced or that predicted salary gains would not be distributed evenly. The latter concern was partly based on the result in the last round where all salary gains were given to top-of scale regular staff.

During the bargaining process the employer's group did attack non-regular status by raising the red-herring of "over-regularization". The NRFC responded by coining its own Newspeak-terminology: "over-non-regularization" – the use of non-regular status for most new hires, and "under-regularization" – the situation in many locals where there is no regularization language or process. In the end this proposal was removed and wage gains were reasonably well distributed across the salary scale, although top-of-scalers still received more gain in each year of the proposed agreement.

For the first time in recent memory, HR at Selkirk supplied a breakdown of staff numbers by status:

I have been able to retrieve the numbers you were looking for. Please note that there are employees that have regularized, continuous and short term contracts and fall under both categories. This would then result in some employees falling under both the non-regular and regular categories. This report is based on all active employees as of October 16, 2006.

The numbers are as follows.

- 40 employees have been regularized
- 74 employees are continuous
- Total Regular Employees 114
- 35 employees have been annualized
- 45 employees have short term contracts
- Total Non-Regular Employees 80

Email from Karen Zwick, 10 Oct 06.

Based on these numbers, non-regulars now represent 41% of staff at the college, the highest recorded level. Non-regular status is basically a means for management to create a situation where some faculty receive have 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.

Ian Parfitt
SCFA NRFC Representative

**VP Contract Administration report 2006-07
Annual General Meeting: 3rd April 2007**

In the world of a contract administrator...this again has been a relatively quiet year. Overall, there were fewer issues that went to arbitration than last year. In the 2 full years since I started this job, I have yet to actually go to arbitration...a settlement or arrangement normally has ended the dispute before we faced an arbitrator.

I spent a better part of this year in bargaining the local agreement with Doug, Tracy, and Sally. One of my goals was to try to get LOUs from the current agreement into the body of the agreement. LOUs can be created during bargaining or during the life of the contract and are created to establish a written record of the current understanding between management and the union on a specific issue. LOUs expire with a contract and are allowed to expire, are rolled over, or written into the body of the agreement. Generally, putting language into the collective is done very carefully as it is a lot harder to get it out later. We were quite successful in getting the majority of the current LOU's into the new local collective agreement.

Labour management met only a couple of times this year as this was a bargaining year. One of the things that we attempted to hammer out was the 0.6 PD fund. This is a bargained benefit from the last round that did not get taken care of in the previous year primarily because management was dragging it's feet on getting a committee organized. We finally worked out some language, protocols, and forms for the members to use to get access to the fund.

Monica Vogler and I were the union representatives on the 0.6 committee along with 2 deans. At these and at labour management meetings it was argued that we should have access to the funding from both years. A call had been put out to all members to use this money or lose it as it wouldn't be rolled over at the end of the year. (The lack of roll over was changed at the common bargaining table...unused funds from each year are now rolled over into the next fiscal year.)

After multiple meetings, the 0.6PD committee was able to recommend the spending of all of the moneys from this year and only some of last year's money. If we would have had additional applications, we would have likely been able to recommend the spending of even more of last year's money. The applications were for group events (i.e., bring in a speaker or members return from events and present to a group at the college), individual PD events (just like our SCFA PD events), and some for topping up of previously funded PD events (...Yahk ain't cheap).

At our last meeting, management had proposed some changes to the process for this management controlled fund. Most changes were minor. The limits of the individual PD events have been established at \$2500 and the top-up funding at \$500. Also, top-up requests will be evaluated as they come in but will only be fulfilled if funding is available at the end of the fiscal year. So, potentially each member could have available \$1500 from the SCFA PD fund, \$2500 from the 0.6 fund, and \$500 as a top-up. There is less money available in the 0.6 fund and it likely will be used up sooner than the SCFA PD fund. It is a first come, first serve process so if you want access to additional PD funds, apply early.

So there you go, another year in the can. I had comment last year that with any luck, the next year would be nice and quiet and for the most part it has been.

Lui Marinelli
VP Contract Administrator

SCFA Occupational Health & Safety Representative Report
Tuesday, April 03, 2007

Regarding the Selkirk College Castlegar campus Joint Occupational Health & Safety Committee, a number of outstanding issues appear to be on the verge of resolution with the new local agreement. Scheduling meeting times when SCFA OH&S reps are available to meet has been an issue, as has recognition of time spent doing OH&S work on the College's Joint Occupational Health and Safety Committee as part of faculty workload. It appears the latter will now be recognized as assigned duty.

Health and safety is one of those things often overlooked that score low on the glamour scale. Progress tends to be in small increments. Specific health and safety issues under consideration are asbestos awareness, a province-wide initiative to ban all smoking on BC's college campuses, and a ban on cosmetic pesticide spraying on BC's college campuses. As well, the OH&S committee would like to see flu shots provided for all faculty, and a greater emphasis on wellness education for faculty and all college employees.

respectfully submitted by
Robert M. Macrae

2006/07 PD Planned VS. Actual

Carryover, from PD account for 2005-06	\$142,813
College Contribution to PD Fund for 2006-2007	\$143,509
Total Revenue as of Feb. 28, 2007	\$286,312
Expected to end of year	13,046
Projected Total	\$299,368

Budgeted Expenses	2006-07 Budget	2006-07 Projected Expenditures Base: Feb. 28, 2007
Short-Term PD	\$65,000	\$57,551
Special PD Fund	40,000	38,221
Sec'l Help	6,200	4,226
Assisted Leaves Salaries	75,413	49,901
Workshops	30,000	0
Photocopying & Printing	1,500	644
Misc.	1,500	515
Tuition Support	15,000	9,978
Reserve	25,000	0
Assisted Leave Accrual	70,000	0
Tuition Support Accrual	35,000	0
Projected Total	\$364,613	\$160,836
Projected Carryover		\$138,532

In past year:

- Short-Term PD -- 60 recipients
- Special PD -- 17 recipients
- Tuition Support -- 4 recipients
- Assisted Leave – Trish Foy, Myler Wilkinson
- Workshops: none

prepared by Rita Williams, Chair
 SCFA PD Committee
 April 3, 2007

SCFA Status of Women's Committee, 2007 AGM Report

I am pleased to be able to submit this report, my first as a co-member of the SCFA's Status of Women's Committee. Looking back, it has been a pretty full year!

I started out by attending the Fall Meeting in Vancouver Oct 20 & 21, 2006. This was the first meeting that I attended as a Selkirk College representative to the FPSE Status of Women's Committee. Accordingly, much of my time at this meeting was spent observing how the committee operates, getting to know the other representatives, and gathering information about the activities of SWCs at other institutions. It was good to meet women from other institutions & hear about their Locals' problems and solutions.

As a newbie, I was glad that the SWC Resource Manual, which apparently has been in the works for some time, was being distributed to committee members at this meeting. The manual is chock-full of information, which I am slowly working my way through.

In my opinion, Selkirk College compared favourably with the other institutions represented at the fall meeting – it seems we have a pretty respectful place here at Selkirk College! The one area where we appeared to fall down was around the issue of Campus Security, perhaps as a function of our rural location & laid-back Kootenay attitudes. Windows in office doors are not, and will never be, a replacement for dedicated security personnel and an employee personal safety plan.

As was appropriate to the timing of the meeting, much talk centered on the various Locals' plans for December 6th (the Day to End Violence against Women) events. The Code Blue for Childcare postcard campaign & Work for Change placards were decided upon as new promotional materials, these were printed, sent to each institution & made available to attendees of the event. Our December 6th event at Selkirk College was once again a success. We had a mixed gathering of students and staff, who came together to remember the past, and hope and plan for the future. We were serenaded by a very talented student who sang & played the guitar for us. We listened to speakers, including Janet Mayr, and Leanna Kozak, Program Manager with the Castlegar RCMP Victim Services Program. The event was attended by a reporter from the local newspaper, who took photos & made mention of our gathering in the Castlegar News.

In February, I attended the Spring Committee Meetings, once again held in Vancouver. The SWC meeting was quite subdued – many of the members were sick, and others were under considerable stress and quite disheartened with happenings such as the cuts to Care Resource & Referral funding, and the quickly approaching daycare-funding cuts. It can be really hard on a person to work so hard for so long on these important issues only to have those efforts thwarted and devalued from so many of those in positions of power.

Committee members talked about plans for International Women's Day (March 6th), which at Selkirk College ended up being a display in the corridor outside G-wing. Although I received positive feedback about this display from members here at Selkirk College, I would like try to go back to an event next year, as I think awareness is better raised in that manner.

On Friday, March 31st I attended a childcare funding rally organized by the BC Federation of Labour, entitled "Bridging Our Communities." Bev Onischak & I carried the SCFA banner – our presence was much appreciated as it was, unfortunately, a pretty small crowd.

And, finally, I just found out that I have been selected by the FPSE SWC to attend the BC Fed's Summer Institute for Union Women in Victoria, July 4-8, 2007. This should be a great opportunity to learn more about how a union operates, and to look at union issues from a female perspective.

Thanks to SCFA for supporting me in my new role on the FPSE SWC.

Respectfully submitted by Leanne Reitan