



SCFA
FPSE LOCAL 10

Selkirk College Faculty Association
FPSE local 10

Annual Reports April 2008

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**President
Doug Henderson**

The year began rather unexpectedly when my VP Liaison position was quickly changed to that of President when Tracy had to go on medical leave at the end of the summer. I was at my first Presidents' Council meeting in a matter of weeks helping to plan courses of action to help ensure a better future for educators, students, and the college system as a whole.

In the fall, we concentrated on trying to stop as much of the Campus 2020 report from being implemented as possible. The report featured such recommendations as stripping all colleges of degree granting rights, severely restricting the amount of research that could be done outside the big 3 universities in Vancouver and Victoria, and shifting much of the decision-making process from the colleges to the Lower Mainland. To date, the only part of the report that has been implemented is the cancellation of ABE course fees, which was the one point in the report that the Presidents agreed with. We even took our message directly to the Minister of Advanced Education at a meeting in October.

The new year was proceeding relatively smoothly until we received news of a \$1.2 million deficit that quickly grew to \$1.8 million, thanks to a 2.6% cut in funding. Unfortunately, at the time of this writing, we still don't know how the college plans to handle this deficit, but cuts are definitely coming. As I stated in my commentary in the latest OnStream, we cannot simply point the finger solely at management for the latest cuts (though you can be sure they will not suffer the same level of cuts as the rest of the college) but also to the provincial government. We were under-funded to begin with, then had an additional \$600,000 taken away with little time to scramble to fund the latest cuts. The end result will be that whole programmes will be cut, which will lead to fewer students choosing Selkirk in the future, which will lead to less money from the government and another round of cuts.

As the year ends on this uncertain note (though the cuts/layoffs should be decided upon in the next week), I'd like to thank the SCFA executive (both current and former) for all their help as I navigated my first year as President.

Vice-President Contract Administration

Based on the foundation that has been laid from previous SCFA Presidents and VP Contract Administrators, we all, and me in particular, benefit from a pretty good relationship with management. From what I have heard from a variety of other colleges, we have a lovefest here and I'm thankful for that fact. All that to say that we have had a relatively problem-free year.

At various levels, we have discussed issues with management, be it in Labour Management meetings or at "1 on 1" meetings with Louise or some other management representative.

1. EI rebate. The SCFA executive had presented this issue to the members previously, looking for direction as to what should be done with the rebate. The amount is relatively small (in the ballpark of \$50/year). Management offered up 1 potential option in lieu of paying the money back directly, using the money as a whole to funding a different benefit.

For a number of years, not sure nor is management just how long this has been going on, they have been providing banded life insurance. Banded life insurance provides greater payout the younger you are when you "cease to be". Our contract language currently says we all get 3X our annual salary when this unfortunate event happens. Management has been providing greater coverage...starting at 4X if you die between the ages of 30 – 35 and moving to 3X as you get older. The 'threat' was if we take the money, we lose the benefit.

At a previous meeting with the members, we all choose to take the money and let management do what ever it plans on doing with regards to the benefit. Management wanted the executive to sign a letter that states that the SCFA, by choosing to take the rebate, forfeited the banded life insurance. The executive choose not to sign as the two events are only linked because management linked them.

2. 0.6 PD fund – The focus of the funds has changed a bit since last year. Currently at each meeting we recommend funding for group and individual PD activities and the third category, top-up funding, is funded only if money is available at the of the fiscal year. Previously, it was individual and top-up which was left to the end. As you know, the fund now rolls over any unused funds each year and this year, we have around \$17K left of our original \$50K.
3. Layoffs – Unfortunately, we have lost some FTE's during the latest cutbacks. In the process, I consulted with management with regards to canvassing and we have identified some "problems" with the process. One has to do with how much information is provided to the members receiving the canvas. There is an issue with sensitivity to those receiving the layoff but also there should also be recognition that those receiving the canvas may feel the effects of the layoff via bumping and as such should have a right to know more. This will be address at a future labour management meeting

So there you go, another year in the can. With regards to grievances, this has been another quiet year and I'm thankful for that

Lui Marinelli

Vice-President Contract Negotiations
Lori Barkley

I've been in the position for 3 months now & am just getting my Union legs back.

I attended the FPSE Scholarly Activity Conference at the end of March. The focus was on rethinking what is meant by Scholarly Activity and how this relates to scholarship and professional development. It looks like this could be an aspect of the next round of bargaining as traditional ideas about what we do change as does the kinds of work we do.

Vice-President Liaison

I returned to the Executive in the role of VP Liaison in January. There were a few tasks to catch up on for last year's retirees including their donations and memberships to the BC Retired Teacher's Federation. I got *On Stream* back on track and published two issues this semester. I consulted with standing committee reps and facilitated their reporting to the Executive and to members via *On Stream*. I comprised the nominating committee for this year's AGM and took part in labour-management issues when the need arose. The SCFA website is now up and running and decorated with our new logo. I have made arrangements to produce an SCFA brochure for new faculty to be ready by Fall 2008. I am very happy to be back!

Respectfully Submitted,

Tracy Punchard

Disability Management Rehabilitation Committee

The Disability Management Rehabilitation Committee continues in its make up of Linda Gomez, Michele Lauren and myself. Recently, Liana Zwick has joined the committee and is an asset to the group. We generally meet on a monthly basis to discuss claims and how we may be of assistance to those on short and long term disability. We currently have three members on either sick leave or short term disability. We continue to have five members on varying degrees of LTD, with accompanying GRTW.

This committee functions very well, in that it is a very friendly committee and we work well together. The atmosphere within the committee is one of collegiality. Michele has been wonderful about following up with faculty to ensure they are receiving the support they need. We share the task of calling members on an ad hoc basis just to check in and see how they are doing and also to ascertain if we can help them in any way.

There continues to be two meetings at the FPSE offices, in which I attended in the fall and Sally attended in the winter. .

If you require further information, please let us know. My phone # is 250- 365-7292(471). Sally's is 250-365-7292 (459)

Sincerely

Linda Gomez and Sally Glock

Joint Occupational Health and Safety Committee

Robert M. Macrae

Over the past year or slightly more, there has been considerable change affecting the Selkirk College JOH&S Committee. Mickey Kinakin took early leave in March, 2007 and Peter Leach has filled Mickey's role as half-time health and safety co-ordinator and half time maintenance worker since last fall. To Peter's credit, he has accomplished much in the short time that he has held the health and safety co-ordinator position. The senior administrator overseeing the JOH&S Committee has changed from George McIvor, to Linda McLaughlin, to Louise Krohn over a period of just over one year.

Regular work place inspections are occurring again. Regular JOH&S meeting are being held. And a review of OH&S policy and procedure is occurring.

The College experienced an increased number of successful WCB claims by injured employees. This has resulted in a substantial increase in fees paid by the College to WCB for workplace accident insurance coverage. Most of the accidents were slips resulting in injury and lost time. Expect to see initiatives to reduce slipping and lowering the cost of WCB accident insurance coverage over the coming months.

In the mean time, please tread carefully during the winter, wear non-slip shoes inside and outside the college, and advise me or other members of the JOH&S Committee if there are places that required hand rails or improvements to reduce the risk of slipping.

Continue to exercise and remain fit and flexible.

My single accomplishment for the year was to request reimbursement for my flu shot from petty cash. This was denied, but I was advised to request reimbursement from Manulife. My request to Manulife was successful. This is good news. Not many benefit plans include preventative health coverage. Curiously, insurers prefer to wait until people get sick and then pay considerably more for the cost of treatment and cure. So, please take advantage of this benefit, and next year get a flu shot, submit your receipt to Manulife, and worry less about missing a week of work with a rotten flu.

If you have any questions or comments on this or other aspects of the College JOH&S program, please advise.

In solidarity,

Professional Development Committee

The first part is a recap of a report that I prepared on Feb. 29-- updates are bolded.

1. Our paid employee has been offered full-time employment by the college, and this has precipitated reposting the job. **Third interview is scheduled for Monday, April 07, 2008.**
2. I am hopeful that the position will be filled within a week. If not, we will need alternate plans. In the meantime, I will be carrying out minimal clerk duties. **As of April 7, we have not employed a clerk.**
3. We are redesigning the most commonly used forms as pdf forms with the assistance of Word Processing. We would like to place these at the SCFA PD website. Initially, members may have to download and print them, but we intend that members should be able to submit them electronically. I have asked Colin McClure if the college has plans to place the Travel Request forms online and await his reply. **“... the answer is yes we are looking at Web reports that would be fillable ... - no time frame was given as to when they may be available.”**
4. Internally, we have piloted changes to our approval process. Instead of duplicating requests and distributing a copy to each PD Committee member, our clerk scans the documents and attaches the pdf files to email messages. **We received 21 requests in March. Duplicating scanned them for me; this has been very helpful. We now assign a number to each request.** The next step is to scan the files and store them in a Moodle forum. **I set up a pilot site, but have been unable to carry on. Derek Marcoux will work on this project.**
5. We continue to depend on two Quattro Pro spreadsheets for our financial reporting. Earlier attempts to convert to Excel were not satisfactory. Conversion of a third spreadsheet was successful and has been used for several months. **I have created a new spreadsheet to track the numbered requests through various stages of processing. This has been helpful in organizing the work and when checks are required by our members.**
6. The Handbook revision has stalled several times, but I think we are close to a new release. The latest version is being reviewed by the committee. **Stalled, once again.**
7. With Laura White's help, I have scheduled a meeting at KSA to talk about PD benefits and the process-- tentatively set for April 24. **Confirmed: April 24, 10AM**
8. Many of you know that the FPSE committee has changed its name to include scholarly activity. **The FPSE committee is: Professional and Scholarly**

Development Committee. What meaning does that have for us at Selkirk? **The executive completed a survey on the state of scholarly activity for SCFA members. Lori Barclay volunteered to attend the Scholarly Activity Conference on March 29.**

**PD Committee Report
FY 2007-8
Part 2
April 10, 2008**

Uncertainty of FY2007-8 CarryOut Amount

- Assisted Leave underspent by 3 months
 - Journal Voucher for $\$6,087 \times 3 = \$18,261$ less to carry out
- Volunteer effort absorbed by clerical vacancy leaving little time for analysis

Clerical support

- Current outlook for support is to fill position in October
- Please be patient– especially this summer

Changes to come

- Terminology
 - Short-Term will become Regular PD
 - Textual will become Reference
- New handbook by Fall
- New forms that can be downloaded from the SCFA website this summer

Advice

- Travel to establish relationships with organizations – facilitate internationalization – is not PD
- You need receipts for everything except per diem and mileage
- Travel outside of province should be requested early enough to get College President signature **before** you travel. PD time is considered as work time, especially when your travel request is approved. There may be an insurance consequence for you.

Budget

- You can see that we spent more in Regular PD than was in budget. Many new members are taking advantage of Regular PD
- This increase was offset by lower budget and spending in Assisted Leave than normal, because one leave was for 6 months instead of 12.

At this meeting, I usually encourage everyone to take advantage of this benefit. This year, I have to tell you that we are going to have to start turning down requests for lack of funding.

Assisted Leave

- Budget consequences
 - Largest category
 - Largest reserve
- Embedded in contract that members are eligible after 3 years of full-time, but not how often we must offer it
- Some schools have 1 leave every other year

“Not enough \$ for major conferences”

- The committee has considered this complaint and considered changing maximum payouts to allow up to \$4,000 in a two year period. We're not sure we can afford this.

Let's hear the voice of the members!

- How important is it for us to offer Assisted Leave?
- Does Assisted Leave need to be offered every year?
- Do we increase the payout for Regular or Special PD but not offer as many?

Financial summary

2007-8 Planned vs. Actual

| | |
|------------------|---------|
| CarryIn | 144,702 |
| Expected Revenue | 165,048 |
| Total | 309,750 |

| | Budget | Spent Feb. 29 |
|--------------------------|---------|------------------|
| Short-Term PD | 50,000 | 68,226 |
| Special PD Fund | 40,000 | 24,712 |
| Sec'l Help | 6,200 | 6,029 |
| Assisted Leaves Salaries | 56,080 | 27,106 |
| Workshops | 2,500 | 0 |
| Photocopying & Printing | 1,000 | 455 |
| Misc. | 1,000 | 0 |
| Tuition Support | 30,000 | 16,207 |
| SubTotal | 186,780 | 142,735 |
| Est. to pay | | 15,000 |
| Total Est. expenditures | | 157,735 |
| Estimated CarryOut | | 152,015 |

| Reserves | |
|-------------------------|---------|
| Reserve | 15,000 |
| Assisted Leave Accrual | 72,065 |
| Tuition Support Accrual | 15,000 |
| | 102,065 |

Standing Committee on Professional Excellence

Award recipients for the 2007/2008 term were:

- Lori Barkley
- Garth Forsyth
- Toni Hoyland
- John Josafatow
- Jose Padilla
- Peter Schroder
- Brendan Wilson

Each of these individuals was awarded \$1000.00 for Exceptional Performance –Long Term. Half of this award money was contributed by the SCFA. This practice will no longer continue and future awards will be limited to the \$4000.00 as identified by the collective agreement.

The SCOPE Nomination Form for the 2008/2009 year has been revised to include clearer terminology and selection criteria. The deadline for nominations is April 17, 2008. Our budget at this time is: \$4000.00

SCOPE members for the 2007/2008 term were:

- Rebecca Jacobsen,
- Tiffany Snauwaert
- Joanne van der Ham (Acting Chair)
- Neil Coburn
- Angus Graeme

SCOPE members for the 2007/2008 term are:

- Lori Barkley and Linda King (in 3rd year of term)
- Rebecca Jacobsen (Chair)and Joanne van der Ham (in 2nd year of term)
- Allison Lutz and Frank Fowler (in 1st year of term)
- Neil Coburn
- Angus Graeme

Submitted by: Joanne van der Ham (Acting Chair 2007 - 2008)

Status of Women
Leanne Reitan and Janet Mayr

Our Status of Women Committee, in conjunction with Selkirk's Amnesty International, held a December 6th day of memorial/remembrance. Women's Studies students participated by making posters to commemorate the day, and we had guest speakers from the community. Leanna Kozak, the Castlegar RCMP's Victim Services Coordinator, updated us on the services available in our area. The Trail Family and Individual Resource Center (FAIR) was represented by Anne Godderis, who spoke about issues in our community as well as global issues of violence. Our 2007 fundraiser was collecting used cell for the FAIR center, for use by women needing emergency 911 access- the response was great, we gathered approximately 25 cell phones.

One of Selkirk's SWC reps, Leanne Reitan, was able to attend BC Fed's Summer Institute for Union Women courtesy of FPSE. This 5-day institute was held on-campus at the University of Victoria in early July, and was a powerful and inspiring experience.

Neither of Selkirk's SWC representatives could attend the fall or spring FPSE Committee Meetings in Vancouver. Our attendance at the fall meeting was precluded by responsibilities here at Selkirk College, and the spring meeting saw Leanne, along with many other SCFA representatives, stalled at the Castlegar Airport first by mechanical difficulties, then by a short, but ill-timed snowstorm. Reports were submitted and minutes of these meetings received via e-mail.

Within the larger FPSE Status of Women's group, we are undertaking many different projects. We are in the process of gathering information for an Equity Audit within the FPSE, looking at the gender breakdown in continuing versus term instructors. We are also looking at the presence or absence of Women's Centers across our workplaces, and examining the role of SWC representatives within our local executive committees. At this time, the SWC reps are not a part of the SCFA (FPSE Local 10) Executive, although this is not the case on other campuses. We are looking at Health & Safety issues that affect women in the workplace, specifically campus security (its effectiveness or lack thereof), and policies related to employees working alone.

Elected College board Member

Editor's note. Pursuant to the College and Institute Act there 4 elected to college boards, The Educational Council Chair, 2 students, and one instructional staffmember. The EdCo Chair has voice but no vote, the other members have both. Brother Bill Winegarden is a member of the BCGEU.

I just wanted to drop a line to all faculty regarding the upcoming Board of Governors Faculty rep elections.

First, I would like to thank everyone for allowing me the privilege of being the faculty rep for the last 3 years. It has been a real learning experience for me and, I trust, will be likewise for the next rep. I have done my best to bring the 'faculty voice' to all Board deliberations.

Next, I would remind everyone of the equity agreement between the two faculty groups. That is, whenever possible, the groups share this position by 'taking turns'. I would certainly recommend we continue that informal agreement. The SCFA member that becomes the next Board of Governors faculty rep will have my full support and I will gladly offer whatever assistance that is asked of me. I received the same welcomed offer from the rep before me, Larry Dickerson.

Finally, I would encourage all faculty, from both bargaining units to consider running for this position sometime during your career. You get a chance to look at the College from a whole different perspective. I can tell you all that the present Board is a very intelligent and engaged group that are serving because they sincerely wish the College to succeed and thrive. They rely upon contributions from all members and they honour and respect all viewpoints. It is truly a great group to work with.

Thank you and warmest regards to all,

Bill Winegarden

**Selkirk College Faculty Association
Treasurer's Annual Report
Prepared by John Stegman**

April 2008

The Selkirk College Faculty Association's financial position at the end of the 2007/2008 fiscal year (March 31, 2008) is summarized in the two attached documents. The first document is a summary of the operating results for the past year, with a proposed budget for 2008/2009. The second document is a balance sheet listing the assets and liabilities of the association.

Although a few minor invoices & revenue statements are still outstanding, the preliminary totals for the 2007/2008 fiscal year are essentially complete and I do not anticipate the final totals for most categories to change significantly. Release time for the past year has been invoiced, and approximately half (\$20,000) has been paid. The support pay reserve increased by \$5400.

The SCFA donates at least \$2500 annually to the Selkirk College Foundation in order to qualify for matching funds. These donations are added to the principal of two SCFA endowments that provide scholarships and bursaries to Selkirk College students. The SCFA currently provides two \$750 scholarships and two \$750 bursaries each year through the Selkirk College Foundation. At present, the interest from the endowments is not sufficient to fully fund these awards. In addition to the basic \$2500 donation, the scholarship expense budget line provides \$1500 extra to help fund these awards. Any portion of the additional \$1500 not needed is added to the endowment principal. For 2007/8 the usual amount has not yet been donated, but will be shortly.

John Stegman, Treasurer SCFA

Report from the Education Policy Committee

At the November 16 and 17, 2007 meeting of the Education Policy Committee (EPC) a number of educational issues were discussed. Regarding International Education, the following motion was passed: “that the Education Policy Committee recommends that FPSE advise locals of the potential that their faculty who may be doing voluntary work in other countries may in fact be displacing local faculty from paid employment opportunities.” In regards to the BC Campus, discussion focused on the problems that have arisen as a result of competition among institutions for FTEs of students taking online courses. The committee felt that there is a need for better collaboration among institutions in the allocation of FTEs and the sharing of information on student registration. The committee received a report from FPSE staff rep Phillip Legg on a meeting with the Deputy Minister of Advanced Education regarding adult literacy. The meeting was convened to discuss a proposal supported by both Literacy BC and FPSE to have regional literacy coordinators adequately funded by the Ministry. The proposal would require about \$1.5 million per year and would ensure that adult literacy is “repatriated” by the college system.

Other highlights from the November meeting included the following:

- There are problems with TRU being called a university. TRU administration wants all research faculty to apply for research funding yet only about 5% of provincial research funding goes to TRU, UNBC, and Royal Roads; the other 95% goes to the big three universities.
- College of the Rockies recently ended its partnership with a private training entity since significant problems have arisen with the private entity’s business practices. The college, however, is moving ahead with a private partnership with the Interior Health Authority.
- Concerns were expressed by the Malaspina rep about the impact on faculty workloads if and when the institution becomes a university. There is also concern about the growth of administration versus faculty. As a result of the ensuing discussion EPC passed the following motion: “That the EPC recommends to Presidents’ Council that FPSE conduct a study on the growth rate of college administration relative to the growth rate of faculty and students since 2000.”
- Kwantlen is concerned about the prospects of receiving adequate research funding if and when the institution receives university status.
- Douglas College is offering business degrees to students enrolled in joint programs in Shanghai and Harbin, China. There is concern that a number of students are graduating with a Douglas College degree but have very poor English skills. The issue of language competency has not been resolved.
- Nicola Valley Institute of Technology has taken over operations of the Institute of Indigenous Government. NVIT began offering courses at this Vancouver site in September, 2007.

Due to bad weather I was unable to attend the February meeting of the EPC. All flights out of Castlegar were cancelled.

- Don Parks, SCFA Rep to the EPC.

Other Reports

The following reports were not available at press time. They will be available at the AGM and posted on the SCFA web site.

Retirement Issues Chair

Representative to College Board – This position is vacant and thus there is no report.

Human Rights and International Solidarity – This position is vacant.

Non-Regular Faculty