

Selkirk College Faculty Association
FPSE local 10

Annual Reports

April 2009

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President's Report

This past year saw a number of dramas unfold that occupied my time as president. First, we had to deal with another projected budget deficit of \$700,000; this after the College took care of a larger deficit the previous year by making several program cuts. After months of discussions as to how best to make the cuts, a large sum of money was given to Selkirk just before the provincial election. Management then trumpeted the fact that no layoffs would be needed for the coming year. While no permanent employees were laid off, it should be noted that numerous employees with short term contracts either did not have them renewed, or had them renewed at a lower rate. Numerous course sections and labs were cancelled for next year. In talking to my fellow faculty association presidents, I've learned of several program cuts at other colleges in spite of the newfound money. The government's projected spending on the college system will essentially flat-line after next year, so more budget crises are sure to follow in the years to come.

More recently, pensions became an issue when it was announced that benefits for retirees would no longer be covered, and inflation protection would be capped in a few years. Both these actions contradict the policies of the Federation of Post-Secondary Educators (FPSE), but the Pension Board felt that immediate action was needed to keep the inflation adjustment account from being drained. These topics will be addressed next year during our contract negotiations.

At the upcoming FPSE AGM, the proposed budget will include a proposed dues increase of 0.05% of gross salary (from 0.85% to 0.90%). This is the first increase in dues that FPSE has asked for, and is due to increased legal fees tied to arbitrations. The SCFA believes we have enough revenue to absorb this increase without passing it along to our members, but we will keep an eye on our accounts in case any increases are warranted in the future.

I was personally involved for several months with one of three Task Forces that were asked to come up with recommendations to address the College's poor performance in last summer's Mercer Report. I worked on the Employee Development committee, and I feel that we came up with some valuable suggestions for senior management to consider. Of course, almost every recommendation requires additional cash, so many might not be implemented in these times of fiscal restraint. I'd like to take this time to thank all SCFA members who worked on the three committees for their valuable time and input.

I'd also like to thank those members who serve on the SCFA Executive, SCFA appointed committees and those who represent our interests on FPSE standing committees. It is critical work which, for the most part, goes unrewarded. This work will be even more important as we head into our next bargaining round next year.

Respectfully submitted,
Doug Henderson

VP Contract Administration report 2008-09
Annual General Meeting: 2th April 2009

There has been some changes in senior management and more to come. Angus is the new VP Academic and Rhys a new Dean. Louise will be retiring this fall and will be replaced with an HR Director...one less VP salary. So far, Angus seems to be a reasonable person to work with, someone who is at least willing to listen and has a history with the college so doesn't need to be educated about the college and/or SCFA/management relationships.

Here are a few issues I have been involved with this past year....

1. Contract additions. In the past, when regular employees were given short term work, it was considered an increase to the contract for the year and treated as if, for that year, you had a regular contract of a greater proportion. Management came up with a wacky method of backdating a contract not given before the beginning of the academic year...and it was to our benefit. However, they were told by Revenue Canada and the Pension Board that they couldn't do that and now they have to come up with a different plan. So, not sure when they will implement this, but when you get a short term contract for 1 term, lets say, you will get a bump in pay for that period, your vacation accrued from that short term contract will be paid out at the same time and when it is done, your contract will revert back. Back to the up and down pay in a year so if you're one of these people, pay attention to you pay check...accidents can happen.
2. Calling in sick. This has been an issue of sorts for management but it isn't clear why. In my time at the college, they have never requested that we document and count our sick days. Management says it is to our benefit to document this with regards to "starting the clock" if the sickness were to be long lasting and move to short term and long term disability. Also the carrier is requesting this type of data. We have argued that if they want to document the sick days then they should also count the extra time that most members put in to get caught up because of the sick days? Also, does it even count as a sick day if the work missed is addressed at a later date? Management seems to have left this one alone for now although I've heard that some members are being asked each month about the number of sick days over the previous month.
3. 0.6 PD fund – For the most part, the fund is not being used. The money rolls over each year so we aren't losing it. We have discussed at the last 0.6 PD fund meeting the idea of combining these funds with the other PD fund. They will get back to us on this. In the meanwhile, there is this additional money available to all members for PD. The 0.6 PD fund provides up to \$2500 for a single event.
4. Other tidbits – we've had discussions around online evaluations. Our members are doing more and more online courses and we have an approved evaluation form but it seems somewhat outdated. Also, management is wanting to piggy-back their "online experience" evaluation with the course evaluation which is currently problematic. Committees will be struck, reports will be written, tears will be shed.

We haven't had to be a part of an expertise review for quite a while and it seems most people are out of practice as to how it should be done. Management did a couple last summer and we worked together to document what worked and what didn't for future reference. This is ongoing.

Lastly, HR is in the process of switching over to a new HR program which they keep telling me will save us all. Currently, I continue to be told of problems people are having with their pay...so, as always, check your pay checks periodically. If you're not clear on anything, ask me and I will try to help figure it out.

Lui Marinelli
VP Contract Administrator

2009 Report from the SCFA VP Liaison

As VP Liaison, I continued to help the SCFA President conduct the business of the Association. I communicated with various committee members, participated in labour-management meetings, and published On Stream. I attended the fall meeting of the Human Rights and International Solidarity Standing Committee on behalf of Daryl Jolly and continued to represent faculty on matters related to instructor evaluations.

My most significant contribution time-wise was to chair the President's Task Group on Communications. Over a series of meetings this group interpreted the results of the Employee Engagement survey, identified major issues emerging from the survey, desired outcomes and objectives, existing barriers to those outcomes, and recommendations. Our report is now available on the college website and I presented our findings to the College Board of Governors. I am pleased with the work of this committee and our report. The issue of follow-up is now the college president's responsibility and I will continue to work on behalf of the task group to bring about positive changes to the culture of communication at Selkirk.

Finally, I will not be seeking any new position on the SCFA executive. I have been involved with the executive in one way or another for 10 years now. For five of those years I was President and/or VP Liaison. I learned and changed (for the better I think) as a result of the experience. It brought me into contact with so many people from all levels of the college in ways that just would never have happened had I not branched out from my role as an instructor. I am leaving simply because it is time to do. I want to thank all SCFA members for their support and words of appreciation and encouragement over the years.

Respectfully submitted,
Tracy Punchard

VP – Negotiations, Lori Barkley

I was able to make it to 1 partial meeting of the Contract Review Committee—the others were missed as a result of flight cancellations and delays. The meeting was informative in getting a sense of the issues beyond Selkirk. Provincial bargaining this round will incorporate issues related to the creation of BC's new Universities. For example, governance is a subject of concern and is still being worked out and new templates will be required. Although this isn't specifically related to Selkirk, how academic institutions are run and the role of faculty in the decision-making process will certainly be relevant. On an even grander scale, it will be interesting to see how the current financial crisis and bargaining in an Olympic year will shape this round of bargaining.

On the local level, a number of people have been recruited to a bargaining committee, but broader cross-School representation would be a welcome addition as the issues related to our working conditions are varied between Schools, as well as within them. Even if you have a small amount of time and a specific interest, please contact me with your bargaining ideas. I've started a file of issues members have raised. The next year will be a busy one as this is when the real work begins. If you'd like to be involved, I can likely find a task suited to your interests and time!

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

April 2009

The Selkirk College Faculty Association's financial position at the end of the 2008/2009 fiscal year (March 31, 2009) 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 2008/2009 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 paid. The invoice for the current year has not yet been received. 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 2008/9 the usual amount has not yet been donated, but will be shortly.

John Stegman, Treasurer SCFA

SCFA Balance Sheet

(Includes unrealized gains)
As of 27/03/2009

27/03/2009

Account	27/03/2009 Balance
ASSETS	
Cash and Bank Accounts	
CIBC Chequing	0.00
CIBC Money Market	0.00
CU Chequing	30,273.27
CU Class B	431.44
CU Class C	9.13
CU Savings	24,723.07
CU Shares	57.41
ING Savings	120,064.59
Wood Gundy	0.00
TOTAL Cash and Bank Accounts	175,558.91
Other Assets	
Dues Receivable	0.00
TOTAL Other Assets	0.00
TOTAL ASSETS	175,558.91
LIABILITIES & EQUITY	
LIABILITIES	
Other Liabilities	
Accounts Payable	0.00
Support Pay Reserve	77,680.00
TOTAL Other Liabilities	77,680.00
TOTAL LIABILITIES	77,680.00
EQUITY	97,878.91
TOTAL LIABILITIES & EQUITY	175,558.91

Put Budge hhere

March 26th, 2009

To: SCFA Members

From: DMRC

The Disability Management Rehabilitation Committee continues to be made up of Linda Gomez, Sally Glock (SCFA), Michele Lauren and a new HR member, Blaise Enright.

We continue to meet on a monthly basis with one member attending by teleconference which works well.

The purpose of our meetings is to discuss new and ongoing short and long term claims and how we may be of assistance to members. Although in the past few years there have been an increase in the number of claims, we have actually gone down in number of active claims since our last years report to you in 2008.

We are currently following six members whom are on a combination of STD and LTD, some with GRTW plans in progress. The claims continue to vary in their level of complexity and necessary accommodation.

Across the board it seems that there are a growing number of claims for invisible conditions (psychological in nature). It is, in fact, the top diagnosis of claims made within our line of work. The second most frequent are those for musculoskeletal conditions.

This committee continues to function very well as a team that is supportive and collaborative. We share the task of calling members who are on claim with the hope of offering support or assistance.

As the two SCFA reps, Linda Gomez and I each attend an FPSE DMRC meeting every year in Vancouver on behalf of the members of the SCFA.

Sincerely,
Sally Glock & Linda Gomez

Education Policy Committee

As the SCFA representative on the FPSE Education Policy Committee (EPC) I attended the two meeting of this committee in 2008/2009. Major issues or concerns discussed were:

a) Increasing PLA workload and lack of adequate funding for such work. The EPC passed a motion that issues around Distance Education and PLA workload and compensation be reviewed by FPSE.

b) Size and, in some cases, increasing numbers of administration positions. In times of program reductions and faculty layoffs the size of administration is a growing concern for many locals. FPSE is investigating the size of administration at post secondary institutions (PSI).

c) Funding for various First Nations initiatives is often outside of a PSI's budget. A trend seems to be developing whereby courses and services are being established outside of the various PSI collective agreements.

d) A number of locals reported that their institutions are putting more emphasis on offering courses through Distance Education. There is concern over unresolved workload issues regarding online delivery and the evaluation of online instructors.

e) At some PSI faculty are being pressured to teach more evening classes.

f) There is an ongoing problem with grievances not being resolved at the local level. Many issues quickly go to step three which is costly for both the union and the employer.

g) A some locals there is concern over Continuing Education instructors, who are not part of a bargaining unit, teaching courses similar to those taught by unionized instructors.

h) A number of locals were quite concerned about recent changes to the College Pension that impact on retired members. Some locals held special meetings and passed motions expressing their concerns.

i) Some locals are concerned about collaborative degrees with overseas institutions. The issues of quality of overseas courses and instruction, and the resulting degree are concerns.

j) For those locals that have recently been established as universities a number of concerns persist. Governance continues to be concern with faculty representation in a minority on Senate. Discussions on faculty rank and tenure is becoming very divisive among faculty at some locals. There is pressure to develop more bachelor and master's degrees without development funds. Challenges exist in determining who from faculty will teach upper level courses when the majority of instructors have only taught lower level courses.

k) Some good news – the Camosun College Faculty Association voted 71.2% in favour of becoming a regular member of FPSE.

- Don Parks
EPC Rep

Pension Advisory Committee

I attended two meetings of PAC during the past academic year. As a new committee member, there is a lot to learn about the College Pension Plan and the role that PAC plays within FPSE.

The main issue discussed at each meeting was the health of the Inflation Adjustment Account (IAA) which is used to fund the plan's two non-guaranteed benefits: cost-of-living increases and post-retirement group benefits.

For financial and legal reasons, the College Pension Board of Trustees decided to discontinue post-retirement group benefits beginning in September 2009. The trustees also decided to cap cost-of-living increases for retired members (in 2011) and to increase active member and employer contributions by 0.25 percent of salary in September 2009. The trustees believed these changes were necessary to maintain the health of the IAA; they also felt that, from their discussions with active and retired members, that cost-of-living protection was more important than subsidized post-retirement group benefits. Retired members will have access to unsubsidized group extended health and dental coverage.

Although PAC supported the trustees' decision, these decisions represented a loss of hard-fought-for benefits which are a core value of the labour movement.

FPSE Presidents' Council opposed the decision and worked very hard to try to find a way to maintain the benefits including trying to have the FPSE trustees recalled and negotiating with the other partners in the pension plan to have the benefits extended. As matters stand, the trustees' decisions remain in effect. At the same time, if we want to protect or expand cost-of-living protection for retired members, we will have to make pension funding an item in coming rounds of bargaining.

If you would like to learn more about these issues please see "Retirement Benefits: the Challenge and the Change" on college.pensionsbc.ca. As a member of FPSE, we could also ask for a trustee to come to a general meeting to discuss the pension plan. I am also willing to talk to members about what I know about these developments.

Duff Sutherland
March 31, 09

FPSE Local 10 - SCFA
Selkirk College, Castlegar
SWC Reps: Leanne Reitan and Janet Mayr

SCFA had representation at Castlegar's Take Back the Night March, which took place October 8th, 2008. Gordon Turner and Leanne Reitan proudly carried the SCFA banner. This event is an internationally held march and rally intended as a protest and direct action against violence against women.

SCFA's Status of Women's Committee created two displays within the Castlegar campus this year, with the aim of raising awareness among staff and students of some of the issues facing women in our society today.

The first was aimed at educating folks on the issue of violence against women, and was placed to coincide with the December 6th National Day of Remembrance and Action on Violence Against Women. December 6th fell on a Saturday in 2008, so the committee felt that a display was a good way to raise awareness around violence against women, one which allowed the information to be presented for a longer period of time than is usually the case when a single lunch-hour remembrance is held. Two displays were set up, one in the hallway outside G-wing, and the other outside the cafeteria.

The second focused on the dual themes of women and alcohol, and women and education – body and mind. The main display was created to coincide with International Women's Day, March 8 2009, which fell on a Sunday this year. Information on these themes was also posted in smaller chunks on bulletin boards throughout the college – for example, information on the link between alcohol consumption & breast cancer was posted on the health bulletin board near A wing.

At the provincial level, Leanne Reitan was able to attend the fall Status of Women's Committee meetings in Vancouver, but neither Leanne nor Janet were available to attend the spring meetings. FPSE SWC members have been working on a number of initiatives. A survey of childcare availability on-campus across the member institutions was recently compiled, with the results to be analyzed for use in bargaining. Workshops and activities for the FPSE 2009 AGM have been planned. A postcard campaign advocating a change in the provincial government, whose actions which have resulted in a backsliding in the progress toward equity between the sexes in BC, has been created and will launch in the run-up to the provincial election set for May 12th. New issues raised and being looked at include changes to the College pension plan which put women at a disadvantage (Health and Welfare benefits benefit women and aren't based on years of service, whereas pension and Inflation Adjustment Account are based on years of service; therefore Indexing is an important issue for women).

In coming years, the Status of Women Committee would like to see more inclusion of the other campuses of Selkirk College, and are welcoming any feedback on how to best accomplish that objective. The committee has been very small – two members strong – for many years now, and participation from other interested SCFA members would be welcomed.

