

Selkirk College Faculty Association
FPSE local 10

Annual Reports

April 2010

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President's Report

This past year certainly was a busy one for everyone on the Executive. With the preparations for bargaining in full swing and then having two VPs having to step down due to illness, we definitely were kept on our toes.

This past year began with the FPSE AGM in Victoria (hosted by Camosun College). Thanks to Bev Onischak, Leanne Reitan, Lori Barkley, Victor Villa, and Ross Bates for forming our delegation to the meeting. I was chair of the elections committee at the convention, and we had our first contested elections in several years. After the dust had settled, George Davison from CNC was the new Secretary-Treasurer, Nanci Lucas from Capilano was the new 1st VP, and Rocque Berthiaume from Northwest Community College was the new 2nd VP. Cindy Oliver from College of the Rockies remains the President.

At the Presidents' Retreat in Nanaimo, I volunteered for a FPSE review committee on release times for the executive, and we decided to stick with the status quo. This motion will be put to the AGM for approval next month.

After a break in the summer for some golf and a visit to the far north, I started helping out with our preparation for bargaining. The bargaining team was led by first Lori Barkley, then Lui Marinelli, and now Bev Onischak. We are progressing steadily in our work, and should be meeting face-to-face with the employers soon. Special thanks go to Lori for all the work she put into the prep work before having to go on sick leave.

I also continued to attend provincial meetings in both Vancouver and a lobbying session in Victoria in October. I was disappointed with our reception by the government; the FPSE executive had a planned meeting with the Minister of Advanced Education (the government would not meet with our entire Presidents' Council) which was abruptly cancelled at the last minute. There were several meetings held with Liberal back-benchers, but I had to miss this to make the last flight back to Castlegar. We did have a meeting with Carole James and the NDP's advanced education critic.

In 2010, we had another emergency on our hands when Lui had his heart attack. I've been taking on his duties for the past few weeks. Let's just say that management and I have agreed to disagree on some items and have resolved some other issues. Lui should be back later this month and will be taking back his position of chief steward. I must say how happy I am that he's come through this health scare so well.

Finally, I'd like to extend a special thank you to all those who served on the Executive, on one of our many committees, or represented our college on a FPSE standing committee for all the extra work done during this past year.

Respectfully submitted,
Doug Henderson

VP – Negotiations
April 2010

Since assuming this position just over 5 weeks ago I have been playing catch-up. My predecessor, Lori Barkley, left me with a comprehensive file of survey summaries and current issues. Thank you, Lori.

Victor Villa and Doug Henderson have been helping sort the file and prepare our package.

On March 30 we served the College notice to bargain and they have acknowledged receipt of the notice. However, they have not contacted us about bargaining dates So we continue to be in a wait mode.

Bargaining this year will be interesting. Two large public sector unions, BCGEU and HEU, have settled for 0% increases and 2-year contracts. They did see improved job security language as their gains.

So ends my short report. Respectfully submitted,
Bev Onischak.

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

April 2010

The Selkirk College Faculty Association's financial position at the end of the 2009/2010 fiscal year (March 31, 2010) 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 2010/2011. 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 2009/2010 fiscal year are essentially complete and I do not anticipate the final totals for most categories to change significantly. Release time for the 2008/2009 has been paid. The invoice for the 2009/2010 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 2009/10 the usual amount has not yet been donated, but will be shortly.

John Stegman, Treasurer SCFA

SCFA Balance Sheet - As of 31/03/2010

ASSETS

Cash and Bank Accounts

CU Chequing	85,807.11	
CU Class B	446.97	
CU Class C	9.13	
CU Savings	20,897.54	
CU Shares	57.41	
ING Savings	121,606.28	
TOTAL Cash and Bank Accounts	\$ 228,824.44	

Other Assets

Dues Receivable	0.00	
TOTAL Other Assets		0.00

TOTAL ASSETS **\$ 228,824.44**

LIABILITIES & EQUITY

LIABILITIES

Other Liabilities

Accounts Payable (Release Time)	29,000.00	
Support Pay Reserve	117,480.00	
TOTAL Other Liabilities	117,480.00	
TOTAL LIABILITIES	\$ 117,480.00	

EQUITY

\$ 113,444.44

TOTAL LIABILITIES & EQUITY **\$ 228,824.44**

March 29th, 2010

To: SCFA Members

From: DMRC

The Disability Management Rehabilitation Committee continues to be made up of Linda Gomez, Sally Glock (SCFA), Michele Lauren , Blaise Enright. (HR). Blaise is retiring this month and so will need to be replaced. We endeavour to meet a monthly basis, but at times, it has not been possible, usually due to workload of the folks in Human Relations. As in the past, we are able to with attendance by teleconference as required.

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. We are seeing an increase in the number of new claims for accessing both the college's 30 sick days and STD.

We are currently following nine 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 and while we are not entirely informed of our members conditions, it does seem that there are a growing number of claims for invisible conditions. 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

Adrian Barnes. Report

As non-regular faculty rep this year I participated in the Awareness Week last fall, distributing buttons and posters, etc.

I also attended the non-regular FPSE meeting in Vancouver on March 6 and 7, 2010 as the Selkirk representative.

This was my first time at such a meeting and so I did not present a report, but learned a lot from listening to the reports and experiences of my fellow non-regular reps. I was surprised at the variety of issues faced by non-regular faculty and how widely these issues varied from institution to institution. Issues discussed ranged from PD to seniority to pay to regularization language.

Language around regularization was the dominant issue at this meeting as the group review and made suggested amendments to language in the “Bargaining Goals” document. Specifically, it was suggested that language be adjusted to allow for the concept of ‘full pro-rata’. For example: 3.5.3.4 “*Based on the full pro-rata concept* FPSE supports the concept of equal compensation for equal work...” (italics indicate an addition.

There was also discussion of the COCAL IX Conference this coming August in Quebec City.

Finally, there was a fair amount of discussion of strategies to achieve greater community support for non-regular issues. Talk of a campaign for awareness.

All in all, it was a good learning year for me and I became well-familiarized with issues relevant to my status as a non-regular employee.

Adrian Barnes

**FPSE Local 10 - SCFA
Selkirk College, Castlegar
SWC Rep: Leanne Reitan**

Selkirk College's Status of Women Committee dropped to a single representative this year as Janet Mayer stepped down after several years of excellent service. I have also sat on this committee for several years, and would like to encourage other members to take part in the work done by this committee, either by working alongside me as a co-chair, or by taking over the position altogether.

I once again put up posters and statistics throughout the college to inform students & employees alike that November 25th 2010 was the *International Day for the Elimination of Violence Against Women*.

The December 6th National Day of Remembrance and Action on Violence Against Women fell on a Sunday this past year. Instead of a vigil, as has been done in recent years, I decided to present a screening of the newly released Canadian film "Polytechnique".

I was unable to find a copy of this film in libraries or for rent as it is so new, so I purchased a copy instead (I was later reimbursed for the DVD by the Selkirk College library, where it is now kept for future use). I decided to hold the showing on the Thursday before December 6th, in the 2-hour block kept clear for all students so that they can take part in campus activities. I booked a room, put up posters and advertised the event in the college newsletter. I gathered resources from December 6th's past, as well as information on local services for abused women and children. The day before the showing, I received a telephone call from a local radio station, asking for information so that they could talk about the even on air. I had not thought of advertising the event outside of the college. I purchased a dozen roses.

The day of the showing I arrived early to set up my display items at the entrance to the theatre, and was very pleased to see many students, staff, and a few unfamiliar (community?) faces arrive for the show. I said a very few words (I was quite nervous, so not sure exactly what I said but I did mention the SCFA SWC) & then ran the film.

I thought "Polytechnique" was very well done...I was unprepared, however, for the striking physical similarity of the film's campus to that of Selkirk College – that only helped to reinforce the message that this crime of hate could, indeed, have happened anywhere.

After the film, I kept the lights down (to hide the tears in my eyes, I was no longer nervous, but somewhat drained) & to the light of the rolling credits I talked about the significance of the roses that I had bought, and invited anyone who wished to take one on their way out. I asked, though, that anyone who did take a rose carry it with them for the rest of their day, and tell anyone who asked about what it symbolized & the significance of December 6th.

Later that day, I saw one of the students who attended the showing carrying her rose, and she was telling her friends at a table in the common area about "Polytechnique". Yeah!

I think the screening went really well, and I learned a few things. If I run this event again, I will make sure to do some advance publicity within the City of Castlegar as well as within the college. I would like to have a second showing at a time when more staff could attend, as many instructors use the 2-hour Thursday break for Office Hours & their need to be available to their students precluded their ability to attend. And I will definitely use the rose-to-spread-the-word tactic again!

In addition to the screening, I also set up two static displays within the college, with information on the December 6th National Day of Remembrance and Action on Violence Against Women, "Polytechnique", and local community resources available to assist abused women and children.

March 8th, International Women's Day, was recognized by posters that I hung in several locations around the Castlegar Campus.

Respectfully submitted by Leanne Reitan