

# THE CONFLUENCE

The Camosun College Faculty Association Newsletter

Volume 8 - Issue 3 - February 1, 2019

## In This Issue

Message from President.....	1
General Meeting Notice.....	2
New EdTech Tools.....	3
Bargaining Update.....	4
FPSE Workshop.....	5
CMC Corner.....	5
CCFA Executive Contacts.....	6

## Message from your President

Happy 2019, CCFA members. Although it's probably a distant memory by now, I hope you had a restful and restoring holiday season. Mine was excellent. First, I took advantage of PD funding and SD time to attend the 2018 Fall Meeting of the American Geophysical Union in Washington DC. Much as I am enjoying this year of labour relations learning, it was a welcome change to spend a week in geographer mode. The conference was tremendous, and DC is great town to visit. I met 27,000 Earth scientists, but did not manage to see the dotard. Afterward, I took a few extra vacation days to visit family in Quebec and witness the effects of climate change on eastern Canadian winters. Arctic air masses, blizzards, freezing rain, spring sunshine... we got it all, yet our flights were on time.

That rested feeling is now utterly gone, as the CCFA is extremely busy. The Exec has already met twice, and is working on a range of issues including the payroll investigation I emailed you about in December. Frank is too busy putting out contract management fires to contribute a Confluence piece. If you see him, give him a high five. And of course, with bargaining starting in March, Val is frantically researching, coordinating and drafting proposals with the CNC. Please take the time to read her update in this issue.

Here's wishing you a successful term. Hope to see you at the FPSE workshop on February 19 and/or at the GM on March 6.

- *Chris Ayles*



This year's Spring General Meeting will take place on March 6 from 2:30-4:30 PM in Fisher 100.

# General Meeting Notice

The next CCFA General Meeting will take place in room F100 on Lansdowne campus on Wednesday, March 6, 2019. Meeting will begin at 2:30, ending at 4:20 latest.

An agenda will come later, but it will certainly include ratification of our bargaining package. The Contract Negotiating Committee is busy writing proposals that we will present to management soon after this GM. While we cannot show you every single detail, we want to go over the highlights, take questions, and seek your formal endorsement. We should also be able to share some of the bargaining survey results from last spring.

Quorum is important for this one, so we hope you will turn out in numbers; bring a CCFA friend! For our Interurban members, we hope some of you will tolerate the commute in this instance. (We are testing a new videoconferencing system to alleviate the two-campus problem, but cannot promise it will be in place for this meeting.)

I know the GM will conflict with some of your classes or other duties. Please be aware of clause 23.04(b)(ii) of our local collective agreement, which states:

*Up to four (4) times a year Faculty Members covered by this agreement will be released at their request from their classes or from other assigned duties in order to attend meetings of the Union for up to two (2) hours on each occasion. When possible, the Union agrees to schedule such meetings so as to minimize disruption to students. The Dean may cancel the classes or make other arrangements at her/his discretion.*

In other words, So you have the right to attend. If you decide to invoke this clause, we would encourage giving your supervisor the courtesy of early notice. I emailed them separately with a heads-up, so they should not be surprised.

- Chris Ayles





# Bargaining Update

As of January 2019, about 60% of expiring collective agreements in BC have been settled or ratified. Logistics and contract dates impact the timing of each sector and for that reason, colleges, universities and the K-12 system have not yet bargained. The education sector is preparing to bargain shortly. As you can see from the very rough guide below, there are many players involved in negotiations at all levels. There are other potential players such as the Labour Relations Board.

<b>NDP-Green Party Coalition: The Provincial Government</b> Ministry of Finance: The Bank Treasury Board: The Purse			
Public Service Employee Council (PSEC): Has authority to ask to spend from The Purse			
Bargaining agents for the employer groups: The Middleman: These representatives go back/forth			
HEABC (Health Employer's Association)	PSEA (Public Service Employer's Association)	BCPSEA (Public School Employer's Association)	OTHERS
Bargaining agents for employee groups			Along with the groups to the left that you may be familiar with, there are many more union groups in BC (about 60 in total). Some of the lesser recognized unions include: - Grain Workers Union - Interior Brewery Worker's Union - The Newspaper Guild
HSA, HEU, BCNU	FPSE Federation of Post-secondary Employees	BCTF	
Unions and workers			
Unions representing workers at each Health Authority	Unions representing workers at 19 post-secondaries including CCFA	Unions representing workers at each school district	

In the post-secondary sector, FPSE is the structure through which member unions work towards common goals. Your union dues support this work for CCFA. FPSE supports broad provincial issues, and some of those may need to be addressed before we begin local bargaining. In the meantime, we are preparing for all possibilities. FPSE is prepared to work with member associations to negotiate a common agreement. As this work progresses, the CCFA will present recommendations about common and/or local bargaining. We will keep you informed as much as possible and we look forward to your engagement when we need your direction.

## Key Dates

The following dates include factors that may impact Bargaining.

- ◆ Jan 30 Nanaimo by-election – The balance of power in the current parliament could be affected
- ◆ Feb 1: A pay increase for the current Collective Agreement will take effect after first full pay period after Feb 1
- ◆ Feb 12 BC Speech from throne – a sneak preview of what government priorities
- ◆ Feb 19 BC Budget – government official spending plan for the coming year, confirming priorities
- ◆ Feb 19 FPSE Workshop on Member Engagement. An engaged membership is key to bargaining success.
- ◆ Mar 6 GM & Bargaining Presentation: You have the right to attend this and we encourage participation!
- ◆ Mar 31 The 2014-2019 Contract expires, but remains in effect until a new agreement is ratified by all parties

## Anticipated Timeline

Our objectives and expectations for the 2018-19 bargaining year are below.

**Fall 2018:** Review and fine-tune the committee's compiled list of issues that have come to the union's attention. The input has come from the bargaining survey, questions, complaints, individual and department meetings, and other jurisdictions

**Winter 2019:** In between our weekly meetings, the CNC committee members work on drafting new and improved language for each of the proposals. The Chair will be attending the Canadian Labour Congress Winter School to develop her bargaining knowledge. I also have regular meetings and discussions with bargaining peers from across the province.

**Spring 2019:** We will be prepared to present the priority proposals to faculty membership at a General Meeting on Wednesday, March 6. We expect formal bargaining will begin in March, although there are many external factors that may impact our bargaining timeline.

## How long will this take?

If bargaining has not wrapped up by the end of June, it will most likely resume in the fall. If we had a crystal ball, we could tell you more but this is our best guess as of January!

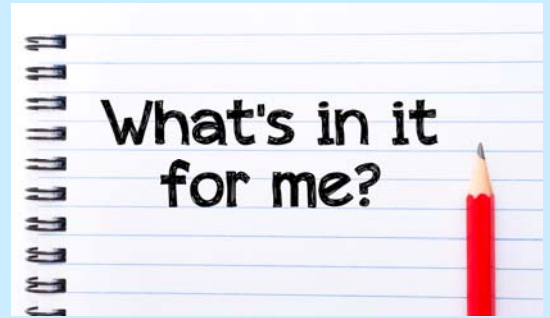
If you have any questions, please feel free to reach out to any of the CNC members.

- Val Montague (Contract Negotiating Chair)

# FPSE Workshop

## What's In It For Me? Building A High Participation Union

The CCFA periodically hosts FPSE courses on topics such as contract management, collective bargaining, and, most recently, workplace conflict. On Tuesday, Feb. 19, we will be welcoming staff reps Lucia Salazar and Lesley Burke-O'Flynn for the latest of these workshops - a brand new one based on the compelling labour organizing research and experience of Jane McAlevey. It will take place in CBA 213 at Interurban campus on from 9-12, with an additional hour from 1-2 if needed. We hope you will join us. (Please note that taking three of these courses gets you the FPSE Labour Relations and Public Advocacy Certificate (<https://www.fpse.ca/members/lrppa/courses>).)



### Workshop Summary

*We know that strong unions win collective bargaining and make political gains, and we know that they can only do this through deep and extensive membership involvement. But there are many workers who don't see how they are connected to their union, who see "The Union" as something separate from themselves that they don't have to engage with. Labour has a positive message – our cause is human justice, human rights, and human security – so why can't we reach our members? A high participation union model requires that we rethink our relationship and communication with rank and file members so they feel like they own and care about their union. We have to turn "The Union" into "my union". We need to start building high participation unions that work for members.*

## CMC Corner - Scheduled Development

For most CCFA members, this is the start of Scheduled Development season. Specifically, our SD Intents are due to be submitted on February 1 - today! Don't panic, that's just a placeholder for your full proposal, but if you have not submitted it yet, stop reading and get on SD Connect. You can always change it later.

In case you didn't know it, SD is governed by our local collective agreement. The CMC encounters quite a few issues rooted in misapplication of the relevant clauses. Here are some common points of confusion, clarified:

- ⇒ If you are probationary or continuing, you get SD. Maybe even if you have just transitioned from term!
- ⇒ Basic SD definitions and provisions are set out in Article 10. Read it.
- ⇒ Letter of Agreement 2, also in our local agreement, establishes the Join Committee on SD. This committee makes the SD Guidelines that you can find on SD Connect. If the guidelines and the collective agreement conflict, the agreement wins.
- ⇒ You are entitled to take your SD in a solid, two month block free of regular duties. But you don't have to; alternate arrangements may be arranged with your dean or director.
- ⇒ SD is to be devised and proposed by faculty, not assigned by management. They need to approve our proposals and reports, yes, but it is meant to be a faculty-driven process.
- ⇒ Chairs are supposed to review SD, but it is not their role to approve or reject it.
- ⇒ Speaking of chairs, they get SD too. How to make that work is an operational challenge. But accepting a chair position does not mean sacrificing your SD.
- ⇒ SD can be deferred to future years in some circumstances.
- ⇒ Rejection of an SD proposal or report does not mean you forfeit your SD, now or in the future. It is supposed to start a reasonable dialogue with your dean or director, leading to something satisfactory to all concerned.
- ⇒ The Professional Development Fund is there to support your awesome SD plans, but it is a separate thing, and requires separate applications. Blair Fisher (PD Chair) would be happy to tell you all about it.

As always, feel free to contact the CCFA if you encounter any confusion or trouble with your SD. CMC Chair Frank Jankunis is our primary expert, but any of us would be glad to start the conversation.

- Chris Ayles



## Your 2018-19 Executive

<a href="#"><u>Chris Ayles</u></a>	A&S	President
<a href="#"><u>Susanne Thiessen</u></a>	BUS	Vice President
<a href="#"><u>Frank Jankunis</u></a>	A&S	Contract Management Chair
<a href="#"><u>Valerie Montague</u></a>	T&T	Contract Negotiation Chair
<a href="#"><u>Janice Shewey</u></a>	A&S	Secretary
<a href="#"><u>Katie Waterhouse</u></a>	A&S	Treasurer
<a href="#"><u>Blair Fisher</u></a>	A&S	PD Committee Chair
<a href="#"><u>Al Morrison</u></a>	BUS	Member At Large
<a href="#"><u>Darren Alexander</u></a>	ACCESS	Member At Large (Term)

CCFA Administrative Services  
Our Y221 office is open Monday-Friday  
Phone: 250-370-3655

[Peg Ford](#) FordP@camosun.bc.ca

[Autumn Frimann](#) FrimannA@camosun.bc.ca

Please visit our CCFA [website](http://www.camosunfaculty.ca) at [www.camosunfaculty.ca](http://www.camosunfaculty.ca)