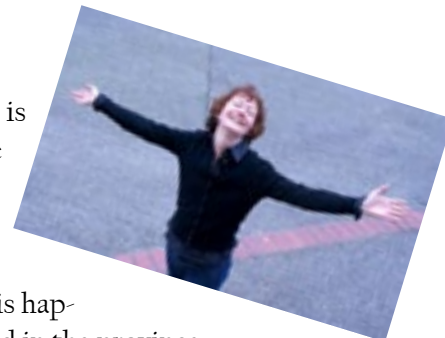


## Greetings from your New President

This is Kelly Pitman, your new president, speaking. Thanks for putting your faith in me by electing me (though let's face it, the competition was . . . nonexistent!).

This is the first edition of our CCFA Confluence. Credit for our name goes to Chris Ayles, Geographer extraordinaire and Chair of Social Sciences. Thanks!

The 2012/13 Executive is hopeful that this more regular form of communicating will help keep us all better informed about what is happening both locally and in the province.



### Inside this Issue:

- 2 Negotiating Corner
- 2 Contract Management: Know Your Rights
- 3 Professional Development News
- 3 Professional Development Opportunities
- 3 About Us
- 4 News from the CCFA Office
- 4 CCFA Executive Committee
- 4 Your Turn

## Executive Committee News:

First, we would like to express our gratitude to Bronwen Welch and the rest of the 2011/2012 CCFA Executive. Their hard work and dedication is much appreciated.

And now, we take up the challenge. The members of the executive represent many areas of the college and have a lot of expertise. We will be working to represent you college-wide while you work to deliver the college's mission: educating students. We have already met to explore our strengths, to discuss the way we will work together, and to plan our goals for the year.

Those goals are grouped into three major categories:

1. More participation (or more meaningful participation) in college decision making.
2. Strengthening connections between CCFA members.
3. Strengthening connections between CCFA members and the community at

large.

We have agreed that one message we want to take to the college administration and the Board of Governors is this: faculty members have the privilege and the primary responsibility of providing quality education for students. As such, we are doing much of the real work of the college, and no one knows better than we how decisions at the college have affected and will affect learning.

On the provincial front, I attended my first FPSE Presidents Council meeting last week, at which faculty union presidents met to discuss common issues, bargaining strategies and draft recommendations for FPSE.

It sounds more grand that it turned out to be, but I enjoyed connecting with people in other parts of the province.

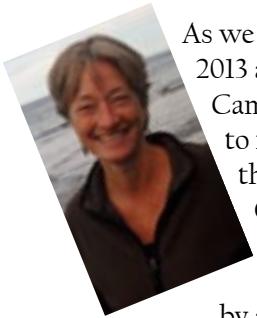
We would like to encourage you to submit ideas, announcements, questions, and comments to the CCFA office so that we can respond to them here.

continued from Page 1:

We also invite brief articles relevant to the CCFA (maximum 500 words!), and perhaps you'll see your name in print!

We look forward to the busy and productive year ahead and hope to see you at various meetings, social events and around campus. In the meantime, keep doing what you're doing, and doing so well.

## Negotiating Corner



As we start the 2012-2013 academic year at Camosun, I'm pleased to introduce myself as the new chair of the CCFA Negotiating Committee. I would like to start by acknowledging the hard work and dedication of Mark Kunen, who held the position until the end of August and who will continue to serve on the committee along with myself, Debbie Gascoyne, Becky Mason, and Kelly Pitman.

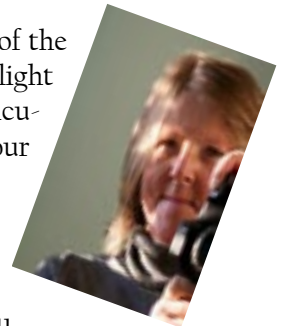
With our latest Collective Agreement finishing its term in March 2012 just as it saw the light of day, we head into the fall with new negotiations on the horizon. There is a Bargaining Conference on September 22nd that three of us will be attending to discuss common issues. Many thanks to all of you who completed the informal survey last spring about what you would like to see in this round of negotiations.

Please stay tuned for further consultation. I look forward to working with you.

Judith Hunt, Chair

## Contract Management: Know Your Rights

Welcome to our newsletter! I'm Debbie Gascoyne, Chair of the Contract Management Committee. I'm going to try to highlight an issue or a clause in each newsletter that might be of particular interest or concern to you. This week's clause is for our new members:



### Clause 4: Initial Placement

This clause outlines what calculations determine where you are placed on the salary scale. There are two Categories: Category 1, which is for people who have a BA or equivalent training, and Category 2, which is for those who have an MA or a combination of a BA and a teaching certificate or equivalent professional certification. There is no extra category for a PhD, but you will be placed at a higher initial step. The lowest step for a Category 1 employee is Step 11, and for a Category 2 with a PhD is Step 9 (and, you guessed it, for someone with an MA, Step 10). Prior work experience can give you extra steps, but be aware that normally the highest step you can be placed at, even if you worked somewhere else for 20 years, is a Step 4.

*"It's important that you get credit for your prior work experience and those two extra PhDs you have."*

### Why should I care?

It's all about your salary. It's important that you get credit for your prior work experience and those two extra PhDs you have.

### How do I know how they figured out my placement?

According to the Collective Agreement (clause 4.04), you should get an explanation for the calculations along with your letter of appointment. If you don't, it's a good idea to ask for one.

### Why would I want to do that?

Well, mistakes sometimes happen. Maybe they gave you credit for one year at that other college instead of two or didn't notice that you have a B.Ed as well as your BA and MA.

### Is there a deadline to fix a mistake?

Yes and no. The college is obliged to rectify a mistake at any time, but if you do it within the first six months any correction is retroactive to your start date. If you do it after the first six months, it is only dated back to when you make your request

We recommend that you read over this clause, and also refer to page 36 of the Common Agreement for the Provincial Salary Scale. You can find a copy of the Collective Agreement [here](#).

Please feel free to contact me (local 3480) or any of the committee members – Judith Hunt, Mark Kunen, Tom Mace, Kelly Pitman or Saeed Shaani – if you think there might be an error or if you need help interpreting the calculation.

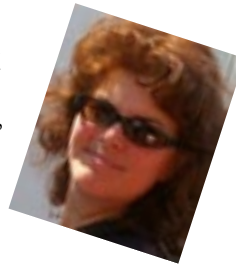
## Professional Development News

I am pleased to be writing this first PD article for the first edition of the CCFA Confluence. Who knew that 'Change Everything' could have some very positive connotations, like this great new way to connect with each other?

The work of this committee inspires me: we review a very impressive variety of professional activities, courses and conferences, many of which I

hadn't heard about before! I will let you know about some of them in this column, including those for which group rates might be available should enough people be interested.

Happy teaching and learning!



### PD Committee Meetings:

September 25  
October 9  
October 23  
November 6  
November 20  
December 4  
December 18

[Short Cut to Short Term PD Form](#)

## Professional Development Opportunities

### "Teaching Professor Conference" May 2013 :

A few faculty members from the School of Business are attending this conference and notified me that if enough people register from Camosun a group rate is available. The School of Business group is registering a couple of TBA faculty; if you are interested, contact [Halinka Szwender](#).

### Pre-Approved Professional Development:

CCFA members can take any number of pre-approved courses in the following four categories:

Teaching: all courses in the BC Provincial Instructor Diploma Program, On-line Instructional Skills workshops and Instructional Skills Facilitator Institutes

Leadership: All Camosun CE courses coded LDCT

Computer Skills: All Camosun CE courses coded BSCM (EXCEPT BSCM 720V)

Foodsafe: All FoodSafe Courses (online or face-to-face)

CPR Level C and Emergency First Aid: Courses offered by St. John's Ambulance and the Red Cross.

Fees for these courses will be reimbursed from the CCFA PD in-House fund. Accessing funding for pre-approved PD will have no impact on your eligibility for short term funding. There is NO application form, simply enroll and pay for an eligible course and submit original receipts to the CCFA Office.

## About Us

### The Objectives of the CCFA are:

1. To promote the provision of the best possible educational services at Camosun College
2. To promote the professional development of its members
3. To represent the views of its members on committees, boards, and other bodies responsible for decision affecting education at Camosun College
4. To facilitate communication among its members and between its members and the College Board of Governors, the administration, the student body and the community
5. To promote the interests of members in their employment relationships including bargaining their contractual rights with Camosun College
6. To foster a sense of community within Camosun College
7. To promote the health and safety of the members in the workplace.

## News from the CCFA Office

Erin, your trusty Admin Assistant here: I'd like to update everyone on some changes in the CCFA Office for the 2012/13 School Year.



First, join me in welcoming Peg Ford as the new CCFA Clerical Assistant. Peg will be working two half days per week as I begin to transition to my next career. In the coming months, I'll be cutting back to 4 days per week.

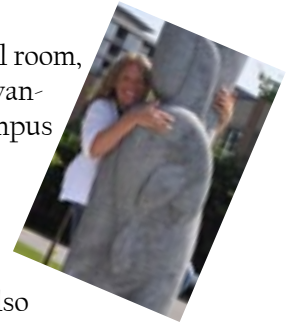
We will try to keep you posted on any changes to office hours. Peg has been home with her three kids for the last few years and is enthusiastically embracing the energy here at the college. She'll be 'learning the ropes' so that when I'm not here, she can

answer your questions (or point you in the right direction). If you get a chance, stop by the office on Tuesday or Wednesday mornings to meet her.

I am changing back to my maiden name in the next few weeks, so if you see messages from Erin WAUGH, its me, reclaiming my old identity.

For the next few months, the CCFA office hours will be 8:30 - 4:00 Tuesday, Wednesday, Thursday and every other Monday and Friday, 10:30 - 5:30 on alternate Mondays and 7:30 to 3:00 on alternate Fridays. I will post a calendar on the door and on the website with the office hours so that you can check to see if we are about. Of course, if the door is closed, knock first (sometimes we close it because those pesky students make so much NOISE) and know that we might sim-

ply be at the mail room, or on lunch, or wandering about campus doing important things.



Kelly P, our new President, will also be in the CCFA office some of the time - I'll do my best to communicate her planned hours as well... as soon as we sort that all out. Debbie G (CMC Chair) can often be found in Y222 and Judith H (CNC Chair) hangs out there too. If you are looking to meet with any of the Executive, though, it's best to set up an appointment.

I hope you all had a fun and relaxing summer - I look forward to seeing you all around campus and at CCFA meetings!

## CCFA Executive Committee

[Kelly Pitman](#), President

[Mark Kunen](#), Vice President

[Paula Leweke](#), Secretary

[Al Morrison](#), Treasurer

[Debbie Gascoyne](#), Chair, Contract Management

[Judith Hunt](#), Chair, Contract Negotiating

[Kathy Lokhorst](#), Chair, Professional Development

**Members at Large:**

[Leelah Dawson](#)

[Bronwen Welch](#)

**CCFA Office:**

[Erin Willcox](#), Admin Assistant

[Peg Ford](#), Clerical Assistant

[www.camosunfaculty.ca](http://www.camosunfaculty.ca)

## Your Turn

We welcome your comments, questions and submissions. Simply email [Erin Waugh](#), our Administrative Assistant (as noted above as Erin, just a different name...) and the Executive will answer questions or concerns here.

Submissions can be anything you'd

like to share with your colleagues: community events you are involved in, SD projects you are excited about. In fact, we'd love to hear about the interesting things you are pursuing in your Professional Development.

**In the next short while:**  
YOUR Administrative Assistant is

participating in the Reynolds High School Cops for Cancer Tour de Rock campaign.

On October 4, Erin and her 14-year-old son, John will be having their heads shaved for cancer research. If you are interested in donating, you can click [here](#).