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From the Executive

Kelly Pitman, CCFA President

Greetings from me and the executive. Here we are at midterm, more or less. I hope you are enjoying your term and are not too stressed or overworked.

I haven't much to report at this juncture. I can tell you that the search for a new Executive Director of Human Resources is in its final stages. I have had a good experience serving on that committee. Among other things, it has shown me the value of a search firm--it makes the process easier and increases the number of candidates.

And speaking of search teams, we have explained to our new Vice-President of Education, John Boraas, that the CCFA expects to appoint candidates to all search committees for major positions at the college, including deans. He does not agree and argues that we have ample faculty representation on these committees. It is true that search committees generally include faculty members, and they are essential to representing faculty perspectives, often school-based, in these processes. Such faculty representatives on search committees are chosen by administration. Though we have no doubt that any faculty member on a search committee serves us well, we also argue that having the CCFA appoint a faculty association representative who has union knowledge and can represent us as a labour group is different and would be a good example of the kind of collaborative atmosphere we'd like to see at the college. Of course, union interests and faculty interests are usually one and the same. However, given the extent to which administrators are responsible for negotiating and interpreting the collective agreement and given the role the CCFA plays in seeking and maintaining collaborative connections between administration and faculty members, we assert that CCFA appointed representatives are crucial both to hiring the best people for the job and to maintaining a good working relationship between the union and administration. We will be discussing this further with administration.

As some of you know, attendance at CCFA meetings has been low, and this is problematic, since without quorum we cannot make motions, which means many actions cannot take place. Moreover, when we are only hearing from twenty or thirty people, it is impossible to know whether we are representing our members as well as we want to. Your future, in fact, can be affected by what a handful of people say. We want to work for you and we want the meetings to be valuable for you, so we are sending out a **short survey** soon that will gather information about your attitudes to and ideas about meetings. The survey will be brief. Please take the few moments needed to fill it out.

And remember that the next general meeting is on **Thursday, March 21**, in the late afternoon. We have a heck of a time finding video-capable rooms available simultaneously, and that is the main reason we don't know the location until often very late, but we are working on being more timely in scheduling meetings.

UPCOMING EVENTS:

General Meeting
March 21, 2013
3 - 5pm
(Video Conference)

Annual General Meeting:
May 13, 2013
Interurban.
11am - 2:30 pm.
(times are tentative)

Finally, Wednesday, February 27 is anti-bullying day. The CCFA Executive supports raising awareness about and preventing bullying and harassment, so we'll be wearing pink that day. Join us in standing together against a growing problem in schools and workplaces. The official anti-bullying t-shirt can be purchased at any London Drugs store, and the proceeds go to support anti-bullying campaigns. Find out more here: <http://www.pinkshirtday.ca/>.

Change Everything!

By Mark Kunen, Vice-president

'Change Everything' appears now to be the slogan of Camosun College. This slogan, being different from the previous one (which I don't remember), is consistent with its message, and so is itself a start toward achieving total change.

Seeking change isn't a change though. Former president Liz Ashton in her first talk to the college community announced that, 'Camosun must change.' Before that, Vice-president Keith Bateman advised employees to "do things differently" and to "do more with less." That advice was in response to shrinking government funding, so the college's current budget struggles may not qualify as one of the infinite number of alterations required to change everything.

Changing everything is a tall order. Where to start?. I'll try to get a discussion going by suggesting some changes and some things I'd like to leave in place for a while or (sshhhhh.....) possibly not change at all.

I hope many readers will respond by submitting to Confluence their own ideas about what to change and what to leave alone.

I. By All Means Change:

- ◇ Change most administrative positions up to and including dean to faculty positions, paid on the faculty scale with a modest stipend and with a six year term limit. That way administration could come to be seen as a service, not a career, and capable teachers would not be lured permanently away from the classroom by significantly higher administrative salaries.
- ◇ eliminate capital letters and all punctuation marks what do we need them for really
- ◇ Change the name of Camosun to Canada's College of Life-Changing Learning, thereby achieving one of the goals of the Strategic Plan., If that name seems too long, how about "Inspiring Lives College"? (Note; Without pesky punctuation marks, I wouldn't have to worry about whether to put the question mark after College before or after the quotation marks.)

- ◇ Teaching at least one class every second year should be mandatory for all administrators including the president. This practice would diminish the cultural gap between faculty and administration.

- ◇ Principles of self-paced education should be applied where needed throughout the college so that students will not fail because they learn more slowly than others or because they face cultural or family obligations or health crises that prevent them from keeping pace.

- ◇ The college will close for at least one snow day each winter whether or not there is snow. In the absence of snow, the president will announce the snow day at her discretion. Why? Just for fun and to practice for actual snow.

2. Hands Off for Now:

- ◇ The Periodic Table of the Elements
- ◇ The large expanse of lawn at Lansdowne where students can study or just loll around in the fall, spring, and summer.
- ◇ The I-Thou relationships that are at the heart of so much good teaching and learning at the college
- ◇ The Applied Communication Program (oops; too late)
- ◇ The college's commitment to be as comprehensive as possible in its educational offerings to the community.
- ◇ The desserts in the Interurban cafeteria
- ◇ The "free" parking clause in the collective agreement
- ◇ The flawless operations of the CCFA
- ◇ Jackie Eddy and Bonnie Stackhouse !

Please send your suggestions for changes or for maintenance of the status quo to Confluence to [Erin Waugh](#).

Faculty Spotlight

Brainy Technology Instructors Create Brainy Drains! - submitted by Kathy Tarnai-Lokhorst

I am so amazed and impressed by the research and innovation occurring in Victoria and when my own colleagues are the inventors, my pride overfloweth! Imtehaze Heerah and Will Spaulding joined Mike Ainsley of Petro Barrier to create a solution to keeping miscellaneous oil from our oceans and streams. The invention sits in the storm drain, allowing water to pass through but the mysterious gel material reacts with hydrocarbons to close the drain and stop the flow. The attached sensor sends a message to the main Brainy Drain server so crews can go and clean up the spill.

Read more on the [Times Colonist site](#) or watch [Chek's news article](#) to see how amazing this invention is.



image from TC article

Contract Management: Know Your Rights!

Grieving

(Annoyed faculty member) *I want to launch a grievance!*

Hold on. Hold on. There's a process for that, and, anyway, although you can initiate a grievance, the Union does all the formal grieving on your behalf.

Well, I'm sure I've been wronged. What can I do?

If you think that there is a problem with the way that you have been treated, whether it's over regularization, allotment of leave or vacation, almost anything, your first step is to contact me or one of the members of the Contract Management Committee (just another reminder: those are Judith Hunt, Mark Kunen, Robin McQueen, Kelly Pitman and Saeed Shahni). Our first step, on you contacting us, is usually just to sit down with you and hear your concerns.

Then, if it seems that you have a valid complaint, the matter will be brought forward to the Contract Management committee as a whole (we meet every two weeks) and we discuss what, if any, further action we will take.

What do you mean, "a valid complaint"?

We always try to lend a sympathetic ear, but there are some things that are not really our problems to solve. For example, we can't get you a better office, improve the food in the cafeteria, or make sure the internet never goes

Debbie Gascoyne, Chair Contract Management Committee



down when you have an exam in your online course. However, there are many concerns that do in fact breach some aspect of the Collective Agreement, and in those cases we could step in.

Sometimes, all it takes is a phone call to the right person and we can fix things. Sometimes, it is a larger issue and we need to do a little investigation.

So, are we grieving yet?

Not yet. But if, after some investigation and some discussion, we think that there has been a breach of some provision of the Collective Agreement, we will then move into Stage One of a formal grievance, which means having a conversation, usually with a Dean or someone in HR, possibly both, to explain where we think the collective agreement has been broken and to seek some kind of remedy.

I thought you wrote some kind of nasty letter to the President.

Actually, that's a Stage Three grievance. That's what we would do if the Stage One discussions didn't work.

Wait. What? You just jumped from Stage One to Stage Three.

Yeah, I know. There is a Stage Two in the contract, which involves bringing in a mediator if both sides agree to it. No one remembers it ever being used. We don't know why.

Okay, so in Stage Three you write to the President.

Yes. We make the strongest argument we can to demonstrate where we think the Collective Agreement has been broken and it goes to the President. College Administration, usually HR, then writes a response to the grievance, and that also goes to the President. She then can allow the grievance or turn it down (more often than not, she turns it down).

Then what?

Then we would send it to FPSE and they decide if it is a strong enough case to warrant the time (and money) it takes to send it to arbitration. Often, before it goes to arbitration either the problem will have gone away on its own or we have more talks with college administration in an effort to settle.

Wow. That all sounds like a lot of work.

That's why they pay us the big bucks. (Just kidding.)

But really. Won't I be seen as a trouble-maker if I complain and all this starts happening?

NO. Really. Matters contained in the Collective Agreement are your rights, and it's our job to help you defend them. We are maybe extra concerned here for term employees who might feel nervous about coming forward. It's not being a trouble-maker to expect your rights to be upheld, and no one is going to hold it against you if you ask for that.

Or if they did, it might be a job for the Contract Management Committee!

For more information and your own reference, as always, be sure to read your Collective Agreement: in this case, look at

Biking with Beaker

By Erin Waugh

So, I got a new bike.

Yep. A light, sexy, fast road bike. My old bike is moving to North Vancouver (Lynn Valley to be exact) to the other house I share with my beloved. You see, we alternate weekends, my beloved and I. One of us travels on the BC Ferry each weekend to the other's city. We have achieved some sort of normalcy this way – so that the other person has time with each set of kids, establishing two distinct families that sometimes come together, but not very often. We are working on making this whole mid-distance relationship thing work and part of that means having the recreational equipment we need at each house so that we can take advantage of this amazing part of the world we live in.

So, first let me tell you about my old bike: I call her Francesca or “Cesca” for short. She is an **electric green Marinoni Turismo** – a sturdy, reliable touring bike. She has seen several thousand kilometers of road and trail, been through a set or two of tires and has had her share of falls. She accompanied me on my trip to Europe – geared up, she weighed close to 100 lbs and she survived two airplane trips (one wrapped in bubble wrap, the other just in a clear bag), several trains, canals, flat tires, and countless days winding her way through the countryside of 9 European countries. There were a few crashes, a few times I dropped

her, some collisions when kids weren't paying attention and hit her by accident.

Cesca has been a loyal companion, never complaining (even when, perhaps, she should have) and I've treated her well (although there was that time when I didn't realize that she needed new tires so desperately that the smallest imaginable wire punctured them). I love her; she is a part of the fabric of my life and I hope to ride many more miles with her before the end. She will accompany me on short rides with my beloved and his young sons, and, I hope, on many longer trips where I'll live awhile out of panniers and spend my days cycling somewhere *else* and soaking in that *elsewhere's* sights and sounds.



Now, here's the thing: If you are riding with 95 lbs of gear – Cesca is your girl. If you want to mosey along the Lochside Trail, or a canal in France, she is your number one pick. IF, however, you have a son who has aspirations to be a Tour de France contender...and is 14 with 34 inch legs and bike built for speed, there's just no WAY you're gonna be able to go for a ride with him. Even if I were an elite athlete and could knock off 100km's on a Sunday (after a 90km ride on Saturday) at an average speed of 35km/hour, on Francesca I

just couldn't keep up.

So that brings me to the new bike. I haven't named her yet. She is sleek, and pretty and weighs 10 lbs less than her older sister. Her tires are skinny and her gear-ratio makes her fast. First ride to work I shaved 6 minutes off my commute, well, I WOULD have except...

On my way to work, on my new bike, that first morning, I crashed. Seriously. CRASHED.

Here's what happened: I live in Esquimalt and have to cross the old Galloping Goose train track, no matter what direction I go. Tuesday morning, it was misting lightly, but certainly dry enough to ride. Now, knowing I was on a new bike, I slowed right down as I approached the train tracks. I met them perpendicularly, like I'm supposed to. However, as I crossed, in the misty morning, somehow I found myself on the pavement. I had gone down hard. HARD. Head rattling, shoulder and hip aching, I looked around to see a fellow commuter – who stopped to make sure I was ok. He commented on the slippery rail, on how hard I'd landed. I waved him off as I took shelter by a nearby tree, shaken and embarrassed. I put the lens back in my glasses, adjusted myself, checked my precious new bike for dents and scratches, and finding nothing, hopped on and headed toward work.

By the time I arrived, I thought I'd pretty much recovered from the fall. I was there, still alive and ready to get to work. However, I thought I'd best inspect my new helmet, just in case. Well, folks, I'd broken it on my first ride. My Brand new helmet: BROKEN. It was then I realized that I probably shouldn't have gotten on and continued my ride, having hit my head hard enough to crack my helmet. I started thinking about how lucky I was to have been wearing it – how when I was young I rode everywhere helmet-less and was none the worse for it. I was lucky. I realized that had I not had it on, I'd have been in the

hospital at best, and (well...never mind, you get the picture).

After work, in an attempt to mitigate the damage to my body, I went for an acupuncture treatment (my first ever). Then I rode to the bike shop where I sheepishly asked for a new **noggin' protector** and told my story while the boys at the shop regaled me with their own crash stories and checked my bike over for damage. 24 hours AFTER I had purchased it, I rode home, parked it and thanked my lucky stars. I admired my new bike, and told myself that I have to take it easy for a bit while I get used her.

I looked at Francesca, and thanked her for carrying me so safely across the many kilometers we've done together...and for her easy negotiation of those train tracks.

Wednesday, I woke to feel the full force of my fall. My body was aching from head to toe, and although it was, I imagine, better than it would have been had I not visited the acupuncturist, my shoulder felt like I'd fallen on it, HARD. Funny, that...

So, what have I learned? Well, I will continue to swear by the safety that a helmet offers. I will appreciate the gift of being able to get on my bike every day. While I won't give up riding (not for anything), I will have a bit more respect for how precarious it all is. At least for a while, while my bruises heal.

Saturday, Francesca and I went to North Van, where she'll stay. I'll miss seeing her hanging there in my garage, I think. There is something reassuring about her – we've travelled far together and she has seen me through one of the hardest things I've ever done. But then, I'll hop on my new, sexy, fast bike, feel the wind on my face and I'll be so glad that I can enjoy riding on both sides of the water. I will also keep my hands off the brakes when I cross those rails.

CCFA BIKE TO WORK TEAM SIGN UP.

I'm considering naming our team "Beaker's Bikers" this year. Email me if you are interested in being on our team, if you want a t-shirt and if you have any team-building ideas you'd like to see implemented.

CCFA Executive

[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,
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Members at Large:

[Leelah Dawson](#)

[Bronwen Welch](#)

[Patricia Gaudreault](#)

CCFA Office:

[Erin Waugh](#), Admin Assistant

[Peg Ford](#), Clerical Assistant

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