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CCFA Executive

[Kelly Pitman](#), President
[Mark Kunen](#), Vice President
[Paula Leweke](#), Secretary
[Al Morrison](#), Treasurer
[Debbie Gascoyne](#), Chair, CMC
[Judith Hunt](#), Chair, CNC
[Kathy Lokhorst](#), Chair, PDC

Members at Large:

[Leelah Dawson](#)
[Bronwen Welch](#)
[Patricia Gaudreault](#)

CCFA Office:

[Erin Waugh](#), Admin Assistant
[Peg Ford](#), Clerical Assistant
www.camosunfaculty.ca

UPCOMING EVENTS:

Annual General Meeting:
May 13, 2013 Interurban.
10 - 12 followed by lunch

From the Executive

Kelly Pitman, CCFA President

Well, the winter semester is over, quarter three is well underway, and the dogwood trees are blooming.

The CCFA Executive has been busy preparing for the Annual General Meeting coming on May 13. We have a number of motions to bring to that meeting and, of course, an election for next year's executive committee members. If you've been thinking about getting involved and would like to be nominated for a position, please contact Susan Johnston or Paula Young, who are this year's nominations committee. We hope to see as many of you as possible at the AGM. Please remember to let Erin know if you're coming (or not) so that we can make sure we have the right amount of food at this year's lunch.

Almost immediately after the CCFA AGM, ten faculty members will form the CCFA delegation which represents you at the FPSE AGM. At this meeting, which is two and a half days long, FPSE members hear guest speakers, receive reports from FPSE executive officers and standing committees, vote on committee resolutions and on the budget for the year, take workshops, and make connections with other faculty associations. The AGM is in Nanaimo this year, hosted by Vancouver Island University. The meeting has been shortened to allow members to be in their ridings on May 14—election day.

I reported in the last Confluence the concerns people raised about Kathryn Laurin's comments regarding faculty members in The Nexus. I met with the president last week about those comments. As I suspected, they were taken out of context. Moreover, Kathryn expressed regret about what might have seemed like a negative view of faculty achievements and attitudes, as well as of the relationship the college administration has with its employees. She had no intention of these comments coming across that way and assured me that administration supports and admires our work with students.

There have been a few changes in administration. Joan Yates was given Paul Merner's previous responsibilities along with her own and named Vice President Communications, Advancement and Planning (I must confess, I get confused with all these changes of title—I have to look them up every time I use them to be sure I'm up to date!). As well, a new Dean of Health and Human Services, Cynthia Smith, has been announced. Searches for new deans in Arts and Science and in Access are in progress. (Let's hope we can achieve some stability in the next year—with the loss of Associate Deans and other changes in leadership within the education division, many faculty members, especially chairs, are experiencing lack of support and increased workloads.) Finally, the new Executive Director of Human Resources, Barb Severyn, started work at the beginning of April. Barb and I took a walk together last week, during which we discussed the need for an employee survey. My immediate goal is to ensure that the CCFA has as much input as possible into the scope and timing of the survey. It would be great if we could have it up and running in the fall term.

As always, if you have any ideas or concerns you'd like the CCFA to explore, relay, or address, do contact me at pitman@camosun.bc.ca.

The Negotiating Corner

Several people have asked me lately how local negotiations are going. We have now been at the table for a few weeks, but without being able to get many meeting days each month, progress is slow. That being said, we do hope to finish before the end of the summer at the latest to avoid delaying our September 1st salary increase, the payment of which is dependent on getting a tentative agreement. Of course, once we do have a tentative agreement, it will be presented to CCFA members, and if and when it is ratified, the first two 1% salary increases that we gained at the provincial table will kick in with retroactive pay.



This round of bargaining has proved to be a difficult one since the provincial government is keeping a very tight rein on proceedings. Although we are at the table with Camosun administration, a negotiator from the Post-Secondary Employees' Association (PSEA) is leading the bargaining on that side, and he in turn must seek the approval of the Public Sector Employers' Council (PSEC) for anything that we negotiate between us. This takes time and severely limits how much can be achieved. However, we will continue to do our best to make some gains in the local agreement.

As you probably know, the term of the collective agreement that we are negotiating now is from April 2012 until March 2014, so we are already more than halfway through. This means that preparation for the next round will start soon after the present one is settled. I would like to encourage any CCFA member who has an interest in the collective agreement or in bargaining to consider joining next year's contract negotiating committee. If you have any questions about what this might entail, please contact me at huntj@camosun.bc.ca.

The Provincial Election - May 14

by Blair Fisher, Criminal Justice

I wanted to take a moment to write about the upcoming provincial election and the importance for faculty to get out and vote. I am our representative on the Education Policy Committee for the FPSE we have been discussing the political change that will be occurring in our province for the last two years now. It seems many in this province have taken it for granted that we will now have an overwhelming NDP majority and that seems like a good thing for post-secondary education based on the FPSE's position.

One of the issues that I feel needs addressing in this province is the apathy that has afflicted itself in our choices. Many of the people I have spoken with do their part and vote for the party that they feel best represents them, but once pressed, very few actually know what their representatives stance is on the issues that affect them the most. I feel that a vote for the 'other party' because we no longer like the party in power is undemocratic because without having an informed vote, we are falling victim to populist politics. Many of us say that we do not do this and we are informed on the issues. Again, when pressed, many of us only think that we are informed and are using our assumptions about what we know the

parties traditionally stand for and not necessarily what our local party representatives stand for at present. The democratic system in our province is in a state of necessary change. Many people are disillusioned with the shifting dichotomies and we, for the first time in a number of provincial elections years, have a legitimate chance at seats from four parties.

I could discuss at length the deteriorating state of post-educational funding and legitimacy at both the provincial and federal levels (only Quebec seems to have noticed) but I do not want to do so as it does not foster democratic values. I would like to challenge each and every one of us to do a bit of research, find out the things that are most important in our lives and research for ourselves what our local candidates are going to do about them. The beauty of modern technology is that it took me roughly twenty minutes to research this on the internet with an e-mailed set of questions posed to the four main candidates in my riding. I hope you are either surprised or inspired by the answers that you receive, I know that I was both and have changed from the person I thought I would vote for prior to this exercise in democracy.

Is It Right?

Did you know that the CCFA has a Code of Ethics that is defined as "a document governing the behaviour between members of the CCFA and their relationship with the CCFA." The Code can be found [here](#).

Also, did you know that the by-laws of the CCFA provide the executive with the authority to discipline members who violate the Code?

The preamble of the Code of Ethics advises members to become familiar with the Code since, 'Failure to comply with this Code of Ethics may result in disciplinary action by the CCFA pursuant to the CCFA Constitution and By-Laws...' The Code is all about membership responsibilities, and Article III of the By-laws provides the Executive with "the right to discipline members for violation of member responsibilities." That has never happened, but I suppose in a "change everything" environment, you never know.

As vice-president of the CCFA, I chair the Code of Ethics Committee. The Committee, is supposed to "adjudicate complaints filed under the Code of Ethics and may make recommendations to the Executive with regard to possible resolutions."

I'm not sure of the nature or limits of the Committee's adjudication powers, given that disciplinary authority, rests with the Executive, and I am relieved that these powers were not tested this year; no complaints reached the Committee. One faculty member did ask me whether a certain matter was appropriate to bring to the committee, but I suggested another and, I think, better route. I was relieved since I felt, in relation to the committee's adjudication role, as I once did as a neophyte baseball player hoping that no one would hit the ball to me.

The other members of the Code of Ethics Committee are Mice Albano, Shirley Bassett, Karen Shirley, and Robin Fast. With no complaints to address, the Committee did not need to meet at all this year but did meet a couple of times to review the existing Code, compare it with Codes at other colleges and universities, and begin a process of discussion with the membership on a number of questions. Finding times when everyone could meet was difficult. One meeting included most of the committee members. Another amounted to a brainstorming session Robin Fast and me brainstorming and sharing the results with the rest of the committee.

Questions considered by the Committee included the

following: Does the CCFA require its own Code of Ethics, given that CCFA members are bound by the college's code of conduct? If a Code of Ethics is necessary or desirable, is the existing Code satisfactory? Is it entirely about ethics? For example, is the responsibility to "attend and participate in general meetings of the Faculty Association" an ethical matter, especially when membership is a condition of employment?, click [here](#) to see the Camosun College Code of Conduct. If a code is advisable, should it regulate members or inspire them? (Neither the Code of Ethics committee nor the Executive has shown any enthusiasm for the aspects of the by-laws relating to discipline, and so it may be a good idea to reconsider those by-laws soon.) Also, is the existing Code too narrow in its focus on only member to member and member to union responsibilities? In an earlier iteration, the CCFA Code of Ethics included sections on conduct towards students, the community, and possibly even the administration.

At one point, I was hoping that the Committee could suggest a revised Code to the membership this year, but the Committee realized that thorough consultation with the membership must precede any such recommendation. The consultation starts with this article and will include a conversation at the AGM if time allows, and a subsequent on-line survey.

The Committee felt that a code could highlight core principles that could guide CCFA members in their work and their union activities, such as the following principles:

- to interact with others in the present without preconceptions (i.e. no grudges)
- to recognize the common humanity of every one; speak to the person first, the role second (i.e. no pulling rank)
- to promote social justice
- to highlight the importance of relationships and respect
- to weave kindness and fair treatment into all communication, even or especially during disagreements
- to understand what harassment is and to never harass anyone
- to try every day to do something that improves the world

- to promote and contribute to equal access to the college
- to mentor or otherwise assist new faculty members.
- And, not to be forgotten, to participate in the collective work of the union

Finally, perhaps we should ask if we can do any better than to be guided by our various cultural and religious traditions, including the Golden Rule or to simply live every day as if it could be our last?

The Committee welcomes comments your suggestions either right away or at the AGM. Please address comments to me or any other Committee member or to the Confluence.

Community

Craigdarroch Castle in Search of Directors!

My name is Heather Jaeb and I am a lawyer with a litigation practice at Waddell Raponi located here in Victoria. I am the current President of the Craigdarroch Castle Society. The Society plays an important role in preserving and sharing our local history. The Board of Directors consists of 12 members. We are looking for new directors to join us, as current directors' terms of service are coming to an end. This is a volunteer position. The Board of Directors usually meets the first Tuesday of each month at 6:00 pm in the evening. There are only eight Board meetings each year because Board takes the months over the Christmas season and summer off. We have an AGM at the end of June and require our new directors by June 1st. Our Board is a diverse group of people with backgrounds in accounting, architecture, engineering, conservation, education, military service, private consulting, geology, law and history. I have been a Board member since 2007 and it has been very rewarding to work with the Board, the dedicated staff at the Castle and the many volunteers who make the Castle's vision a reality. If you are interested, or may know of someone who is interested in learning more about our Board of Directors, please contact me by email (hjaeb@waddellraconi.com) or by phone (250.385.4311 ext 206). Thank you for your attention to this matter.

Yours truly

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CCFA Office News

Erin Waugh will be on vacation from mid-day April 30 until May 9. During this time, Peg Ford will be in the office most days from 8:30 til 1:30 as follows:

Hours for the Week of April 20 - May 3, 2012

Monday 8 - 4
 Tuesday 8 - 1:30
 Wednesday 9:30 - 12:00
 Thursday 8:30 - 1:30
 Friday - Closed

Hours for the Week of May 6 - 10, 2013

Monday 8:30 - 1:30
 Tuesday 8:30 - 1:30
 Wednesday 8:30 - 1:30
 Thursday 8:30 - 1:30
 Friday 8 - 4

If you have a question about your PD activity, it is likely Peg will be able to answer it. PD claims submitted during this period will be processed as per usual. However, if Peg can't answer your question, Erin will do so on her return.

FYI, folks who submitted their pay stubs prior to April 15 for Strike Pay have been paid via cheque. If you have submitted a pay stub but haven't received your cheque, these will be prepared and sent after the AGM in May.

CCFA BIKE TO WORK TEAM SIGN UP.

Bike to Work Week is May 27 to June 2. Let [Erin](#) (your Bonne Capitaine) know if you'd like to join "Beaker's Bikers" this year. In your message let me know if you want a t-shirt and if you have any team-building ideas you'd like to see implemented.