

Inside this Issue:

- 2 Negotiating Corner
- 3 Contract Management: Know Your Rights!
- 4 CCFA Professional Development News
- 4 Biking With Beaker
- 5 Your Turn
- 6 Adventures in Scheduled Development
- 7 CCFA Executive
- 7 The Union Reel
- 8 Fair Employment Week

From the Executive

Kelly Pitman, CCFA President

First, a slight change in line-up: The Executive has appointed Patricia Gaudreault, from the School of Business, to the position of member at large. Patricia will replace Jim Paulson, who is unable to take on this role at present. Welcome, Patricia, and thanks for putting your name forward.

The Executive has also appointed members to several FPSE committees. They are as follows:

Candace Fertile:	Pension Advisory Committee and Status of Women Committee
Blair Fisher	Education Policy Committee
Larry Hannant	Human Rights and International Solidarity Committee
Debbie Hlady	Non-Regular Faculty Committee
Tom Rippon	Workplace Health, Safety and Environment Committee
Lisa Robertson	ESL Caucus
Brent Wasserman	Disability Management and Rehabilitation Committee

We are grateful to these members for serving in this capacity.

Last week, your friendly neighbourhood union president met with Kathryn Laurin to request that the college undertake an employee survey. I argued for its necessity and offered CCFA collaboration in finding the best survey and encouraging participation. Ms. Laurin will take it under advisement. Hmmm. If the answer is yes, we'll try to make it happen ASAP. If the answer is no, we'll raise the matter with the Board of Governors.

And speaking of the Board of Governors, it received our first board report for the 2012/2013 year at its October 1 meeting. The report is attached, and when you read it (you will read it, right?), you will see that it has one focus: seeking greater involvement in college decision making and a voice at the board meetings. Wait, that's two focuses, or is it foci? Well, they're sort of the same. Perhaps you don't know this, but while unions are allowed to submit reports to the board, they may not speak to their reports. If no one on the board asks questions, there is no opportunity to engage in dialogue. Even the physical set-up bespeaks barriers. Union reps come as observers, and we sit in the cheap seats with the rest of the public. Meanwhile, college vice-presidents, who are also not members of the board, sit at the table and are often asked to provide information and reports. The message is clear, and the message is unacceptable. In any case, the report had some effect, as it resulted in the chair of the board, Kyman Chan, requesting a short meeting with the CCFA President (me). I felt we established a connection. Of course, it remains to be seen whether that results in greater access to board members, but I am hopeful, especially since Kyman made a point during the board meeting of stressing my availability to

UPCOMING EVENTS:

CCFA General Meeting: Friday
October 19, 2012 1:30 - 3:30 Location
TBA

Fair Employment Week: October
22 - 26, 2012 (Take a Term Faculty
for Coffee!)

FPSE Lobby: October 13, 2012

answer questions. By the way, board meetings, which take place the first Monday of each month from 5-7 PM, are public, so if you're curious, you can attend.

On the matter of participation, we were heartened that many of you came out to hear Peter Lockie talk about college finances. We think it sent a message about our interest, so thanks to those who could make it. The college is, unfortunately, still vague about its commitment to a better process this year, but we'll keep seeking clarity and meaningful participation. Certainly Peter must have heard (and, I hope, reported back) that the college's paternalistic stance--that employees should be kept in the dark until the eleventh hour for their own protection--is simply not on with the CCFA.

And while we're at it, you may have noted that Kathryn Laurin has invited members of the college community to attend "conversation" sessions with her. The first conversation topic, "The State of the College," is scheduled to occur at Lansdowne on **Thursday, October 11 from 12-1 in P216** and at Interurban on **Friday, October 12 from 12:30-1:30 in CC320/321**. Sure, I have a healthy streak of cynicism, but I'd be thrilled to see any of you who don't have other commitments attending these sessions and speaking freely. Of course, that these sessions are scheduled in board rooms on both campuses suggests that relatively few people are expected. That may be nice for creating an intimate atmosphere, but not so good when it comes to indicating how many of us care about and want to shape "the state of the college." Information tends to flow down and not up around here--we'd like to change that. And, as with the budget meetings, the number of bodies tends to send its own message. So please help to make sure that "the state of the college" is not determined without the input of CCFA members.

In other news, FPSE is launching a major pension survey this month, and we encourage as many people as possible to complete it. If the future of your pension is not on your mind, it should be, no matter what age or stage you're at. For the Pension Advisory Committee to handle our pension funds in the best way for us, they must know our priorities. Often younger employees don't fill out such things ("Pension?" they're thinking, "It's all I can do to plan for next term!"), but younger employees may have the greatest stake in the handling of our pension funds, so please make sure your perspective is represented. You'll be receiving an information package that will enable you to complete the survey more confidently, and FPSE is willing to come and present an info session as well. I'm going to say it again: everyone should complete this survey--there's nothing more important than making sure your pension stays healthy.

Finally, we're planning to promote and contribute our talents to the Camosun College United Way campaign for 2012. Stay tuned for news about how that will unfold.

[October 2012 Report to the Board of Governors](#)

Negotiating Corner

Judith Hunt, Chair Contract Negotiating Committee

Update on Bargaining

With the BCGEU and BC Nurses' Union both reaching tentative agreements in the past week, bargaining is certainly in the air. In preparation for negotiations at Camosun, members of the Contract Negotiating Committee attended the FPSE Bargaining Conference in Vancouver on September 22nd along with representatives of seventeen other locals to discuss common issues and negotiating strategies. Although we have yet to start bargaining here, we will soon be putting together proposals. To that end, the CNC will be sending out a survey this week to get your input on various items covered by the Collective Agreement. Please take the time to let us know your priorities and to give us your comments.



Contract Management: Know Your Rights!

Debbie Gascoyne, Chair Contract Management Committee

Thanks to everyone for the nice feedback from the last issue. I really want this item to be helpful, so if you have any suggestions for future topics please let me know! This week, I'm presenting Clause 2.01: Right of First Refusal for Term Contracts.

Why should I be interested?

Well, this is the first little bit of job security that you are entitled to as a term employee. Job security is always a good thing.

How does it work?

If you've been employed for two semesters or 3 quarters in each of two consecutive academic years (effectively, any two consecutive 12 month periods), you have the right of first refusal for "the same or an equivalent term assignment" in the next "employment period." Usually this means the same course, and that's the way the college interprets it, but the union will argue that it means any workload up to the same level (25%, 33% or whatever) for which you are qualified. Thus, it could be the same workload, but a different course.

This sounds a lot like the requirements for regularization. What's the difference?

The most important difference is that you can gain this right with any level of assignment, where for regularization you have to work an average of 50% or better over the same period, and no less than 40%. This means that if you only work 25%, you can still get some guarantee that you will be offered a 25% assignment again when it is available.

I've had one course every Fall for the last few years, but I never get work at other times. Does this clause apply to me?

Yes! If you read clause 2.01b, you'll see that there's a provision for situations like yours. If you teach annually for one semester (and for the purposes of this clause, that means BOTH Spring and Summer) three consecutive times, you gain the right of first refusal.

Will I earn this right, no matter what?

Not exactly. It's subject to successful evaluations.

But I haven't been evaluated yet. What happens then?

You can't be denied this right because your employer has not done the evaluations.



Okay, I've had my evaluations, and I think I've put in enough time, but I still haven't been given this right.

Did you apply? You have to. This is something a lot of term employees don't realize. And don't feel shy about doing it – it's your right, and you can't get it if you don't apply. Send a letter to your Dean (an email is usually fine). I usually suggest that people copy me, so that I have a record in case anything goes wrong.

There are two of us in the department. We both qualify, but there's only one assignment next term. What happens then?

That can be a slightly grey area. The contract (2.01g) calls for the work to go to the person deemed by the Dean to be "most qualified." It's not always clear what that means. If you think that you should have been granted work, ask for an explanation of how the decision was made. Also, in the latest agreement, there is a provision for "seniority or service." This allows time served to be used as a tie-breaker if two employees are equally qualified.

How long does the right of first refusal remain in place?

For one year from the end of your last term appointment, renewed with each new appointment, as long as no more than a year elapses between them.

Can I turn down work and still retain these rights?

Well, everyone needs a break, so there is a provision (clause 2.01f) for you to turn down work for ONE term after each consecutive TWO semesters or THREE quarters. Any more than that, and you will lose the right.

That's all for now! As always, we recommend that you read the clause for yourself – you can find the Collective Agreement [here](#).

Any questions? Contact me (3480), or any of the Contract Management committee members: Judith Hunt, Mark Kunen, Tom Mace, Kelly Pitman or Saeed Shahni

CCFA Professional Development News

Kathy Lokhorst PD Committee Chair



Second quarter PD activity closed with flurry of last minute short-term requests. As you are considering your applications, please keep in mind the following:

- Timing – Apply as early as you can prior to the activity! Late applications will be considered but there just may not be enough funds to approve your request.
- Signatures – Remember to get all the signatures and to use that discussion as an opportunity to make sure you haven't forgotten any expenses. We can only approve that

Biking With Beaker

As an avid cyclist, I have a lot of t.o.b. (time on bike). Although there are many of you that have MORE t.o.b. than me, I do have more than many and have had some experiences on my trusty steed that have helped define me (not to mention a high level of expertise in the area of gelato in 9 European countries).

This fall, I committed to cycle commuting with a friend and colleague: I'll call her Beaker. Why call her that? Well, riding with her is sort of like riding with Beaker from the Muppet Show. No matter what, I can count on squeaks of surprise, fear and joy. Speed bumps, left turns, and hills in both directions all elicit a variety of noises one might normally associate with a small animal. It is pure pleasure riding with this steady stream of entertainment. Anyhow, I digress...I thought maybe I could

for which you have asked.

- Travelling with others – Mark in your application rationale if you are planning to travel and/or share costs with someone else: it is easier for us to consider these applications together as a set. Besides, you may get better rates.

We just received word that 12 Camosun Faculty (so far) have registered for the 2013 Teaching Professor Conference taking place in New Orleans. As a result, our annual on-line subscription to The Teaching Professor will be reduced by \$500.00 USD for the next year. This is exciting news, as the PD Fund pays for this subscription which is available to all of you. Contact Nancy Sly for details

include an article in the Confluence about bike commuting. Maybe we could have guest writers (YOU know who you are) and talk about the joys of riding to work, bicycle maintenance, bike routes and maybe even highlight some faculty members who regularly ride.

For my part, I will provide a framework for this (this article) and when appropriate, regale you with stories of my commute with my dear friend, Beaker. I'll start with a lesson in learning how to ride with others: Group rides are different than riding by yourself and require an elaborate system of hand signals; slowing, turning, glass on the road...etc. Without these, here is what happens: You are riding along Bay Street, Beaker drafting behind you and some *idjit* in a car turns left in front of you – or seems to be about to cut you off. You slam

on how to access this publication.

Again, lots of great activities! It is a pleasure to serve you as PD Chair and see what you are all doing.

PD Committee Meetings:

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

[Short Cut to PD Form](#)

by Erin Waugh



on the brakes (back a little stronger than front so you don't do an endo). Beaker slams into you. HARD. The squeak is, like all of her squeaks, surprising and makes you smile despite the expletives streaming from your mouth toward the offending motorist. It is a jarring experience for all, but at least you don't get hit by the car. Here is the thing: Beaker is sprightly and light. You are not, so it is more jarring for her than it is for you. In the end, no one is hurt and you both learn that riding together has its challenges but is pretty great when something terrible ALMOST happens. You have a story to tell with drama and relief and the shared experience solidifies your TEAMNESS.

Really.

Your Turn

Career Exploration Workshop for students

This fall, Counselling Services is offering a career exploration workshop for students who are undecided about their career path. This four-session group exploration will be facilitated by a counsellor and include access to Myers-Briggs Type and Strong Interest Inventory assessments.

When: Thursday afternoons from 1:30-3:30, starting October 18th and ending November 8th

Where: Lansdowne campus

Who: Any currently registered Camosun student is eligible. Prospective students should contact Sarah (see below) to inquire about participation.

How much: \$40 per student; this covers the cost of the two assessments
* If cost is a barrier to attendance, potential participants should please let us know *

To register: contact Sarah Lefebure at: lefebureS@camosun.ca or 250-370-4815, or visit Counselling Services—2nd floor Dawson Building.

School of Business Faculty PINK OUT

Faculty joined School of Business students in support of the Run for the Cure. Each year the School of Business has a “Pink Out Day”. Staff and students dress in pink to support loved ones that have been challenged by breast cancer. The first term student who is most “pinked out” wins their entire second semester textbooks donated by the textbook publishers.



Al Morrison & Tim Kemp



Halinka Szwender & Lee Aitchison

Please share this information with your classes and any students you know who are struggling with career indecision.

Erin's Head Shave Update:

Many thanks to those of you who have sponsored me so far. Not too late to contribute: Stop by the CCFA office or you can link to the fund raiser by clicking [here](#).



Camosun is Hosting the Victoria Writer's Festival

Did you know that Camosun has the honour of hosting this year's Victoria Writers' Festival on Oct 12 and 13?

Did you know that the authors are internationally acclaimed novelists, poets, essayists, historians and philosophers?

And did you know that tickets and passes are surprisingly low—making the Festival accessible for everyone, especially students?

To peruse and register for the invigorating array of events—readings, lectures, panel discussions, debates, workshops, book signings, a poetry slam, the Carol Shields Lecture, and the first Pacific Comic Art Festival go to:

www.victoriawritersfestival.com

Adventures in Scheduled Development

by Bronwen Welch

So, I wrote this paper and it got accepted at a conference in Braga, Portugal, at the University of Minho, a small university that allows cows to graze upon its campus.

My Significant Other and I arrived at the small family-run hotel overlooking the town's main square. We were twenty-four hours late. The train trip had taken a hot, grueling thirty-six hours instead of the thirteen hours we had both blithely anticipated. We were weary beyond understanding; I was cranky. (On the train, I had had to resort to miming to the Italian attendant that the tiny, somewhat odiferous bathroom had needed toilet paper. I was still recovering from this experience.)

A teenage boy, the son of the owners no doubt, checked us in with gentle courtesy while his mother, a chubby, permanently windblown woman, fussed over us.

"We were worried, last night," she said, "when you did not appear when you were suppose to."

My Significant Other looked guilty. "The train," he murmured vaguely, "it took much longer to get here than we thought."

She shook her head and clucked at us: "You have to plan travel," she said severely. "Where do you come from?"

"Italy." I spoke somewhat shortly.

"Italy!" Our landlady shook her head at our incompetence, "That is a long trip!"

"Thirty-six hours," said my Significant Other, "Perhaps ... the room?" He gestured vaguely towards the stairs leading, presumably to our room.

Still clucking disapprovingly, she showed us our room: small, clean, and with surprisingly, its own bathroom. We slept deeply and profoundly.

My conference was on the Gothic in popular culture.

I had worked hard on my paper, and cunningly entitled it, "Transformation and Escape: Canadian Gothic in the Films of Atom Egoyan and Bruce McDonald." I thought I had written the sexiest thing ever.

It is important to have a sexy paper.

My conference began the next day: A Colloquium of The Gothic in Popular Culture. The University of Braga was several kilometers away: about a forty-five minute walk from the tourist district.

So I walked through the tourist district of Braga. I passed elegant little boutiques full of hand-made suits; store windows full of delicate little drifts of pastel satin and silk lingerie (probably made by blind nuns); and pastry shops gorged with cinnamon, chocolate and eggs. I made my way down twisted, jagged cobble-stoned streets, with restaurants hanging off the sidewalks like precariously placed teeth. I smiled at gorgeous young women, sleek and brown and shining, and watched small children race around the flower be-decked squares; I watched old women, black clad, and garrulous as crows, hang their laundry up over alleyways. I made my way out of the tourist district and into what looked like another world.

I passed by sad, empty restaurants, sometimes with one or two old men on the stoop, smoking and listlessly watching the street. Angry, watchful young men unloaded pickup trucks into store windows, and avoided eye contact with me. The buildings were

peeling, vine-covered, and many had windows blown out. The further I walked, the hotter it seemed to get and the poorer the district became. Luxuriant, purple morning-glory flowers grew all over everything.

"Where is the university?" I said out loud to myself. "What have I gotten myself into?" My panic, never far from the surface, began to gallop forth.

The university perched at the top of the hill. Small, bravely painted with orange trim, it sat with an air of slight defiance, surrounded by fields, and overlooking one of the poorest districts I have seen in a long time.

Harvard it was not.

I made my way nervously past the cows (remember the cows?) and found the main building where the conference was taking place.

They had lost my nametag, which meant I had to make my own.

On the plus side, the Plenary Speaker was from NYU and I had even read one of her books. I was feeling sexier and more important by the minute, despite my handwritten nametag.

My panel was up first.

I was placed between a woman speaking about Bella Swan's Body being the Corporealized Symbol of the Gothic Site of Ruin and a man who was speaking about Hannibal Lector as a Modern Day Vampire.



Braga, Portugal

Remember my topic? Canadian Gothic? Two

obscure Canadian directors? Isolation? Cold? Loneliness? Depression?

On the plus side, I am sure I managed to reassert the myth that Canada is not sexy and that we are a gloomy bunch. At least we have an identity of sorts.

I also realized afresh that the world abounds with intellectual vigor and with those marvelously odd people who glom onto a topic such as The Gothic in Popular Culture and can then talk and write about it for hours ... for days ...

I have come home with a briefcase full of notes and a head full of stories. I didn't change the world, but I hear murmurings of a book in the works, in which my paper will form a gloomy, depressive chapter about Canadian Gothic.

I also think that we need to seriously consider pasturing livestock on our campus.

CCFA Executive

[Kelly Pitman](#), President

[Mark Kunen](#), Vice President

[Paula Leweke](#), Secretary

[Al Morrison](#), Treasurer

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[Leelah Dawson](#)

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CCFA Office:

[Erin Waugh](#), Admin Assistant

[Peg Ford](#), Clerical Assistant

www.camosunfaculty.ca

The Union Reel

On the Waterfront 1954, Dir. Elia Kazan

Most critics have interpreted *On the Waterfront* as Elia Kazan's response to those who criticized him after he named names for the House Committee on Un-American Activities in 1952. Released two years after Kazan's testimony, the film, they say, justifies informing on one's friends and associates, as Kazan did. In the film, Terry Malloy, a dock worker, is pressured to speak out against the murderous oppression of the union bosses who run the Jersey docks. This would mean implicating his brother, played by Rod Steiger, who serves as the big boss's right-hand man and who loves Terry, but has helped to destroy his dream of being a prize-fighter. The film is tautly plotted and beautifully shot by Boris Kaufman, who, whether he is constructing an alley of shadows or zeroing in on the mobile face of a young Marlon Brando, creates a black and white landscape of crisp shadows and natural light. Certain scenes in the film, most notably the painful and entirely natural interchange in the back of a car between the protagonist and his brother (whence came the line, "I could have been a contender"), feel as personal to viewers as our own lives do. And of course, there's Brando, in perhaps his best role. If you know him only as the blowsy, incoherent eccentric he turned out to be, watch this film to see why he got so famous in the first place: Brando could say more just looking at someone than many could in a two-hour monologue. *On the Waterfront* is a great film.

It's also a contradictory film, which might be part of its greatness.

From the description above, you'll gather that "the union" in *On the Waterfront* is corrupt beyond reckoning. From Kazan, who was decidedly left of centre despite having sung for Joe McCarthy, it's an odd perspective, though not, historically speaking, an absurd one. It can happen, corruption, in any group, and ties between big crime and big unions in the time period have some basis in historical fact. That said, Kazan offers as an antidote to said corruption . . . what? Well, the union, or rather, the union as it ought to be. Near the end of the film, Terry Malloy does speak out and suffers the consequences: loss, pain, ostracization. Told he'll never work in this town again (the exact threat that Kazan faced if he didn't testify), Terry stubbornly shows up to work the next day. Workers are picked in a cruel and unfair lottery fashion by guys with faces like slabs of meat, and they're

By Kelly Pitman



not picking Terry. In fact, this day, they pick everyone but Terry. Terry confronts the big boss (a marvelously vital and domineering Lee J. Cobb) and gets beaten to a pulp along the docks (some wonderful long shots here, which should happen more often in fight scenes). He's on the ground, but a newly militant priest, played by Karl Malden, urges him to get on his feet and claim the right to work, to be a role model to the others. And it works: the other men refuse to work unless Terry does too. That's right, they threaten to strike (without notice--for shame!) and hold their ground until their companero is permitted to stumble to his station, beaten but not defeated.

And isn't this what unions are about? Isn't this what they're for? When the workers band together to protest injustice, the threat can be great, and the company must cave to their demands. They choose their own leader and join to protect their shared interests. Intimidation works best when it is applied to individuals, so when the dock workers see themselves as men having a common interest and act accordingly, they can no longer be intimidated. The big boss (whose handle, by the way, is "Johnny Friendly"--a top advertising firm couldn't have done better!) is diminished and helpless, and the rottenness at the top, we are led to believe, will no longer poison the whole.

In the end, Kazan's film, though it may seem to some to be anti-union, offers us a vision of the world in which we are better to hang together and operate according to clear, shared principles, including fairness. It honours workers, despises opportunists, and demonstrates the power of the people. Corruption cannot have its day in such a world. Kazan said he never regretted naming names to save his own skin, yet perhaps *On the Waterfront* was something of an apology, as well as a retort, to his detractors. Certainly if all those Hollywood types had refused to work unless their colleagues were allowed to do so, things might have turned out a little differently in 1950s America. But they didn't (and maybe Kazan knew they wouldn't), and Joe McCarthy ably used the oldest trick in the book: turn them against each other, and you can walk all over them, because they won't know how strong they really are.

Fair Employment Week

Once again, we invite our Continuing Faculty members to take a term faculty member for coffee for Fair Employment Week!. Check your mailboxes for a coupon for two coffees and two muffins for use during Fair Employment Week. This small gesture can be the first step in welcoming and establishing relationships with your colleagues who are new to the college.

The coupons can be used at all food service locations at both campuses except the food carts (Puerto Vallarta Amigos, Pig, etc). If you are a term faculty member and you haven't been asked for coffee by one of your continuing colleagues, we encourage you to approach someone and ask them to oblige!

Call for Submissions:

If you have something you'd like included in the Confluence, please email Erin Waugh at the CCFA office. We welcome your articles, comments, questions and suggestions.