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UPCOMING EVENTS:

CCFA General Meeting: Friday
October 19, 2012 1:30 - 3:30 F210
and CC 354

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

FPSE Lobby: October 13, 2012

From the Executive

Kelly Pitman, CCFA President

First, thanks to all who made the time to participate in Kathryn Laurin's "State of the College" conversations. Your presence lets the college know that we care about and want to participate in major processes and decisions that affect CCFA members and education at Camosun College.

I was very sorry not to be at the conversations events with you, but I understand that both the executive and the membership were well represented. It certainly sends a message to fill a room to bursting, and this happened on both campuses. I was a bit disappointed to hear that Kathryn spoke for the first 40 minutes or so of each meeting. I acknowledge that there's information to provide, but since much of this information has already been delivered via Camnews, perhaps more time for real discussion would have been appropriate. That said, it seems Kathryn did listen to questions and did answer them.

As to the specifics, we'd like to compare notes with others who attended, bring up to speed those who couldn't, and clarify what messages we will send to Admin and the Board of Governors. To that end, we will have our own "state of the college" discussion at the next CCFA general meeting. Remember, the CCFA also benefits from the widest possible internal participation in decision making. Let's show them how it's done so that the CCFA Executive is representing many voices and not just a few. The more perspectives we hear, the better our reports, questions and initiatives will be. It is our intention to focus our meetings more on strategies and debates and less on dry reports, but we need you there for that.

This week, presidents from FPSE locals meet in Victoria to lobby for greater funding for post-secondary education. Meetings are scheduled with Michelle Mungall, Advanced Education Critic; Dawn Minty, Assistant Deputy Minister for the Ministry of Advanced Education; and Adrian Dix, Leader of the Opposition. This is a yearly endeavor, but this year may be the most important in some time, as changes in the balance of power seem almost certain and as the public demands an accounting for government spending choices in recent years.

Next week is also Fair Employment Week (a blurb is enclosed). Of course, one week of thinking about fair employment is nothing compared to actually having it! We appreciate the time so many continuing faculty members give to advocate for and mentor term members, and we thank you in advance for taking some time to take a term employee (or more) for coffee during the week. And term employees, remember that you are full members of the CCFA. We'd love to see you at our meetings and hear your perspectives. People newer to the college tend to offer a fresh and invaluable view of its climate and processes.

And speaking of climate, we have received no definitive answer from Kathryn Laurin regarding an employee survey. I intend to raise the matter with the Labour Management Committee and in my next report to the Board of Governors. We're not giving up on this one.

You may have heard about the proposed extension to the cell tower on top of the Fisher Building, and you may also have heard that many people have concerns about the college's failure to properly consult with employees and about the potential health risks of these structures. The consultation problem has been protested in a letter to Kathryn Laurin—we are asking for a new process. We're now investigating the larger issue of health risks. Any information you have on this should go to [Kathy Tarnai-Lokhorst](#), who is leading this process. A discussion of this at the GM is possible, if you'd like one.

And by the way, please submit any suggestions for agenda items to [Erin Waugh](#). If we can't fit them in this time, we can find another way to address them or reserve them for another general meeting.

Negotiating Corner

Judith Hunt, Chair Contract Negotiating Committee



What you always wanted to know about negotiating but were afraid to ask (for fear that someone might actually explain in long and sordid detail)

When negotiating starts: As you may know, our present collective agreement actually expired on March 31st of this year. According to Clause 26 in the local agreement, negotiating a new collective agreement starts “no later than three (3) months prior to [its] expiry”, but our practice has varied over the years. Indeed, since bargaining for the 2010-2012 agreement did not conclude until February 2012, this would have been impossible this time round. The start date has yet to be established, but starting this fall remains a good possibility. Most FPSE locals in the province are in the same position as we are although a couple have started bargaining and a couple of others have not yet signed an agreement for 2010–2012. Without a new agreement to replace it, the latest one continues to be in force.

The collective agreement: When you look at our collective agreement, you will see that it is comprised of two parts: the local agreement, between Camosun College and the CCFA, and the common agreement, between the Employers' Bargaining Committee and a joint faculty committee that includes locals from the Post-Secondary Educators of BC (FPSE) as well as a few other colleges that aren't FPSE members. The local agreement includes issues that have been bargained at the college and includes, among other items, appointments, working conditions, vacation and benefits. Some of the clauses in the common agreement

are employer/union relations, copyright and intellectual property, job security, and salary.

In the case where the two agreements contradict each other, Article 13.1 in the common ensures that the greater benefit clause will apply (with a few exceptions which are listed in 13.3 of the common). Here is the link to the CCFA page that has the agreements: [Collective Agreements](#)

How negotiations begin: So, how do we start bargaining? We first need to decide what we want to put on the table. The informal faculty survey last spring and the formal survey that was sent out to you last week will help us do this. The Contract Negotiating Committee will also take into account the work of the Contract Management Committee. (What language has caused problems for our members? What types of grievances have we had, and do they indicate a need to try and change the collective agreement?) Finally, there are common issues that other unions in the province share, such as salary and pensions. As a member of FPSE, we meet and confer with other locals in the province, and this often, but not necessarily, results in participation in a common bargaining table. At this point, there is no common table on the horizon.

Next issue: Negotiations – who does what, when, where, and how.

Please send any negotiating questions you might have to huntj@camosun.bc.ca and I will do my best to answer them in the next issue.

Fair Employment Week

Just a reminder that fair employment week is next week.

Continuing faculty are invited to share a coffee and muffin with their term colleagues. If you don't see your coupon by Monday morning, contact Erin in the CCFA office.

CCFA Professional Development News

Kathy Lokhorst PD Committee Chair



I continue to learn about interesting opportunities for PD... I have attended courses and conferences, of course, but I haven't been too creative, it seems.

As I am learning about opportunities across the globe, I am becoming more excited about the options I have to develop professionally, with support from the CCFA. Here's a new one to me: self-directed research projects.

Self-directed research projects are valid and funded professional development activities that I hadn't heard about before. We discussed the idea at length at our last PD Committee meeting; I was very

excited to hear about the initiative my faculty colleagues have been taking as they are pursuing higher knowledge. The example that came up last week of one such activity was a series of academic research meetings arranged with experts who work and live close to a related conference offering.

Spark your interest? All that we need as rationale to approve a self-directed project proposal is a description of your event, your schedule with confirmation (could be an email trail with the people you are going to meet), and your planned learning outcomes. Make sure that it is clearly professional development; the committee is suspect of self-directed research in glorious locations... Prepare a brief report or presentation

to share with your colleagues and the committee when you return (okay, that last part is technically optional, but would really help us all to learn from your experiences and to assure that we hold ourselves accountable).

Easy enough...and very inspiring...

p.s. Great Teachers is in the planning stages! Stay tuned for updates from the Centre of Excellence for Teaching and Learning!

PD Committee Meetings:

October 23
November 6
November 20
December 4
December 18

[Short Cut to PD Form](#)

Biking With Beaker

Erin Waugh, CCFA Admin Assistant



Spotlight on Susan Johnston, History Instructor.

Let me set the scene:

She: I really want to get a bike with my signing bonus.

Me: ooh...can I help?

She: I was hoping you'd say that.

(Next day, we took a field trip to Fairfield Bikes)

She: what about this one? – I like RED.

Me: Nice bike, you should try it.

She: NOW?!?! Oh...I haven't been on a bike in 20+ years.

Now, as you know, one never really forgets how to ride a bike. On she got and what I witnessed, that day, was a woman totally connecting to her inner child. As she wobbled up and down the street, Susan's face lit up. She was grinning like a 4 year old. It was love at first bike.

Susan interjects here. "I'm pretty sure I said I was thinking about buying a bike" and the bliss disappeared and the terror arrived when Erin said "the panniers are too expensive here. Let's head DOWNTOWN to MEC." I survived that trip and the bliss reappeared.

6 years on, that Red Rocky Mountain bicycle and her steady owner together have travelled 5600 Kms. Susan has survived an endo (recently cut off by a turning motorist). She has ridden in all kinds of inclement weather.

When marking gets too much, Susan rides her bike. In fact, most days, she rides to and from the college. She has taught in her bike gear, smiling and totally connected to two of her passions at once.

If you see her riding up Dean, you'll see a woman who truly knows the joys of bike commuting.

It isn't about the environment (although that's a nice side effect), it is about finding inner peace and finding her joy.

Sweet.



Your Turn

United Way Day of Caring:

Mark Your Calendar for Saturday November 3: Be Part of the First CCFA-United Way Day of Caring

Camosun's 2012 United Way campaign kicks off on October 29 with a goal to raise \$80,000 and achieve the greatest participation across the college ever. The first ever – and hoped to be annual – CCFA Day of Caring is an important strategy in meeting that participation goal. Across North America, the United Way Day of Caring® program matches local non-profit organizations with corporate groups who volunteer their time for up to one day to complete hands-on projects. One of the three goals stated in the first issue of this newsletter was, “to strengthen connections between the CCFA and the community at large.” Participation in a Day of Caring® during the United Way campaign is a perfect fit for that goal.

On Saturday November 3, deployed under the CCFA banner, interested members (and their friends and families!) will work together to provide much needed help to three local United Way community partners who have identified a need that can be met in a few hours on just one day. The partners were chosen to help show the range of organizations that the United Way supports and to provide different types of opportunities for volunteering :

- Victoria Riding for the Disabled (on Keating) needs buildings painted (they supply the paint) and rocks moved in their pastures <http://www.members.shaw.ca/vrda>
- LifeCycles: (Fernwood) has fruit to be canned and then distributed to community food programs http://lifecyclesproject.ca/initiatives/fruit_tree/
- Literacy Victoria (downtown) needs help on the phones and with a reorg of their office space <http://www.literacyvictoria.ca/>

How to participate. Mark your calendar now to hold November 3. Exact times and locations will be available soon. And plan to come out for just a couple of hours to one of these three partners. Invite your friends and families. Watch for specific details in the next week.

Why it's a good fit. There is a natural affinity, formal agreement and strong history between UW and Labour to work together to build stronger, healthier communities. As examples, UW supports the local Union Counseling (UC) program, the Sept 12 city-wide kick-off for the 2012 campaign held at Ogden Point was fully sponsored by CUPE 50 and CUPE BC, and the new red banners you may have noticed on hydro poles around town were paid for by the Victoria Labour Council and installed by IBEW. The theme of the 2012 Camosun United Way campaign is “Camosun in the Community”. The intent is to highlight what all staff do that connects them others outside of their work. Our participation puts the CCFA right in the community in a tangible way. Not sure what the United Way is all about? This is a perfect way to find out.



A final note on Erin's Head Shave:

Thanks to those of you who sponsored me or my son for the Reynolds Cops for Cancer Fundraiser (they REALLY should change that name) Tour De Rock Head shave on October 4. John and I raised just under \$1400.00 between us. The School raised a WHOPPING \$101,066.00 (and counting). 130 people lost their locks. It was truly inspiring to see this group of teenagers and our community come together to raise money for this worthy cause. Proceeds go to support research for childhood cancers and to support Camp Goodtimes.



[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](#)

[Patricia Gaudreault](#)

CCFA Office:

[Erin Waugh](#), Admin Assistant

[Peg Ford](#), Clerical Assistant

www.camosunfaculty.ca

The Union Reel

Harlan County USA
1976, Dir. Barbara Kopple

Harlan County USA opens with the cry of the proletariat, literally, as a miner thrice yowls out the warning of a detonation. Then the film plunges the viewer into the mine, a stifling landscape of obdurate rock and clanking machinery. Here, the coal that delivers much of the USA's power is hacked out and sent to the surface by men whose blackened faces witness the relegation of their lives to the category of beast of burden.

When Kopple made her film, documentaries didn't have the caché they do now. *Harlan County USA* helped change that, and it also contributed to the working class aesthetic that was finding its way into popular culture. In our lives, this took the form of fashion denim and earth-toned rec rooms. In films, it rolled out in entries like *Rocky* and *Saturday Night Fever*, which not only explored the way the American Dream both entices and betrays working class kids, but also offered a grittier look and sound than had dominated mainstream American film in the previous decade.

Kopple meant originally to make a film about the attempt to depose William Boyle from his position as president of the United Mine Workers of America (don't get any ideas, people!), but when miners in Harlan County, Kentucky went out on strike, she travelled there to focus on that. She spent a lot of time with the miners and their families, and it shows. Kopple's primary subjects, the striking miners and the group of wives who walk the line with them, are not self-conscious, whether talking to the police or screaming at each other or mourning the lost. The "gun thugs" sent to escort the scabs trucked in by the company, on the other hand, are all too aware of the cameras, attempting to hide their guns, for instance, as they approach the picket line.

The brilliance of Kopple's film arises from two opposing decisions. On the one hand, she eschews narration and overt interpretation. The result is the viewer's total immersion in the lives and struggles of the miners and their families. This has political import, for by making the subjects of the documentary, rather than the documentarian, the focus, Kopple gives a voice to the very people whom the bosses try to silence. On the other hand, Kopple subtly makes her presence felt. No film is entirely raw, for one thing, and Kopple structures the film so that it does make an argument. And, of course, there is the soundtrack, made up of soul-scouring laments about the sorrows and deprivations of the workers. Kopple is most present, though, when we occasionally hear her voice asking questions, and, more dramatically, when we witness the reactions of the company's men to her filmmaking. In one of the most intense scenes in the film, these men attack both the miners and Kopple's crew. Gunfire flashes in the night and the camera careens at a crazed angle as its operator struggles with an assailant. At this point, the film is transformed into a statement about the necessity of bearing witness, and thus a plea for the power of film itself.

What I most appreciate about *Harlan County USA* is that it is a testament to the relationship between freedom and unity. Lest you think this is old news, let me tell you that recently, two teachers who raised the question of unionizing at a private ESL College in Vancouver were immediately fired. With FPSE advocacy, the courts reinstated them, though their desire to keep working for the employer was, to say the least, challenged. The eventual vote to organize was 50/50, and who's to say how much the frank intimidation of the administration played into that. In any case, it's a sign, if we needed one, that speaking out is safer when you're not alone and that standing together in quest of a fair deal is pretty much the only way to get it. In *Harlan County USA*, we feel the tenaciousness of the workers and film crew alike. After more than a year of violence and deprivation, the workers won, and their deal would become the template for mine workers across America. Much was lost, but much was achieved as well.

By Kelly Pitman

