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## UPCOMING EVENTS:

CCFA General Meeting and Social: December 13, 2012 Location TBA

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

### PD Committee Meetings:

November 6  
November 20  
December 4  
December 18

[Short Cut to PD Form](#)

## Happy Halloween From the Executive

Greetings, colleagues and friends.

It has been a busy couple of weeks for us all, no doubt. Many of you have used our "take a term person to coffee" coupons, and many more will be doing so this week. I trust your conversations have been interesting and have done a little more to foster a sense of community among us.

The college is preparing to "roll out" its budget consultation process. Union presidents have been invited to a meeting to discuss this, and yours truly will, at that meeting, try to make the college see that we seek true participation in the budget process, not merely meetings at which the college tells us how things are going to look. Once the nature of the process is agreed upon, I will let you know the details. The CCFA Executive has created a budget subcommittee, which is charged with doing the research and analysis that will help us to ask good questions, challenge insufficient answers, and provide strong input. One of the fundamental premises we will convey to admin is that the paternalistic approach of keeping employees in the dark for their own good creates more, rather than less, anxiety. In addition, the education division has to work together, rather than in isolation, when finding ways to offer more cost-effective programming.

I have submitted the CCFA report to the Board of Governors for the November meeting. The big issues addressed this month were the ACP program (we are formally requesting that the college not cancel it as this date), the "leadership crisis" created by departing administrators, and the need for an employee survey. It would be great to get some members out to the meeting—I believe the Board of Governors members are affected when they see a turn-out rather than doing their business outside the presence of most college employees. These meetings are public, and with the vote on ACP on the agenda, we should send the message that we care about these decisions. The meeting is November 5 in Paul 216, and you can find the report [here](#).

# Contract Management: Know Your Rights!

Debbie Gascoyne, Chair Contract Management Committee

## Report from CARC

Last week, I spent two days in meetings with the FPSE CARC committee. CARC is the Contract Administrator's Review Committee, and is made up of Chief Stewards from all the FPSE member institutions around the province.

Much of our time is spent with each representative presenting a report on the various grievances and issues that he or she has been working on, followed each time by discussion and advice from other reps. It's a great way to learn about what's happening at other institutions and to get help or advice about how to handle difficult issues. Naturally, the bulk of my own report was about the layoffs, and the fallout from those. I asked what kind of language other institutions had around rescinding layoffs, as I am working very hard right now trying to persuade the college to rescind the layoffs in ELD, where there has been increased enrolment from international students. As well, because we've been working on several member-to-member conflict cases, I asked about how other institutions deal with harassment or bullying, and about discipline language in other local agreements.

I'm not sure whether it's comforting or depressing to learn that other institutions are dealing with many of the same problems we are, in some cases more of them and worse. For example, almost every college is facing increased member-to-member conflict, issues with regularization, or erosion of SD or PD support, and many have also faced

## Negotiating Corner

Judith Hunt, Chair Contract Negotiating Committee

### Negotiations Part 2: We can't always get what we want (but if we try sometimes...)

**When:** Once we have decided on which issues we want to put forward, the first step is to serve notice to the college. This is in order to decide on mutually agreeable dates for bargaining. After establishing the dates, Camosun College and the CCFA will sign a protocol agreement which describes the bargaining process, names the committee members, and includes an agreement to bargain in good faith.

**Who:** On the college's side, the Director of HR decides who is on the committee – this usually includes one or two deans, the Vice President of Education, and a labour management person. The CCFA Negotiating Committee forms the other side, along with a FPSE staff rep if the committee so chooses. In addition, either side may bring

layoffs over the past year.

On the second day, after the reports were finished, we had two very interesting presentations: one on Bill 14 (changes to WCB around work-place stress), and on the upcoming FPSE survey about possible changes to our pension plan. I will be reporting to the Executive and to CMC about Bill 14, and may do an item about it in an upcoming issue of the newsletter; for now, be aware that the changes have potential ramifications both for us and for administration.

The report on pensions was extremely interesting, and I want to alert you to the upcoming FPSE survey – watch for it in your email, and watch for an information brochure in your mailbox. I believe we are going to arrange to have a FPSE rep come to give an information session at Camosun sometime in the near future. Meanwhile, if you have questions about any of it, contact me or Candace Fertile (our FPSE pension rep).

I'll return to my usual Q&A about contract issues in our next issue. Once again, I invite suggestions about topics that you'd like me to cover! And, as always, if you have questions or concerns about anything to do with your contract, contact me or any of the other committee members: [Judith Hunt](#), [Mark Kunen](#), [Tom Mace](#), [Kelly Pitman](#) or [Saeed Shahni](#).

in resource people from time to time. On the negotiating committee this time round are Kelly P., Debbie G., Becky M., Mark K., and yours truly.

**What:** Before starting the actual negotiations, each side will write up their proposals in a tabling document. The proposals don't have to be in collective agreement language at this stage, as long as the concepts are clear and each side is explicit about which clauses in the CA it would like to change or add. Additional clauses cannot be opened at a later date without the agreement of the other side. The entire package of proposals may be exchanged at the start of bargaining or presented sequentially according to an agreed-upon schedule.

Pensions are not bargained by the CCFA since the College Pension Plan is under trusteeship. However, FPSE selects



one of the four trustees who sit at the pension table and this person can negotiate funding improvements by working with the plan partners.

Where: In the past few rounds, we have had both a local table and a common table which includes faculty associations from across the province, but this year a common table hasn't been formed. Because of this, for now all the negotiating will take place at the college. In the meantime, there are province-wide discussions about how to deal with the common agreement, whose provisions will still apply unless changed in bargaining.

How: The CCFA Collective Agreement is unique among FPSE locals in that we have binding arbitration rather than the right to strike. This means that when the two sides are unable to conclude bargaining with an agreement, either side can demand binding arbitration. Each side then prepares a proposal for settling unresolved

issues, and the arbitrator makes a final decision on them. Finally, any issues that have been agreed to at bargaining, along with the arbitrator's decision on the unresolved issues, automatically become part of the new collective agreement. Binding arbitration has been used at Camosun only once in the past: to determine a salary increase. In that case, the arbitrator favoured the CCFA's proposal.

At the end of bargaining, unless arbitration is necessary, the CCFA negotiating committee will recommend a tentative agreement to the members, who will then vote to ratify or not.

Many thanks to the 171 members who responded to the recent negotiating survey. The negotiating committee is now in the process of analyzing the results for consideration in forming bargaining proposals. Any questions? Please email me at [huntj@camosun.bc.ca](mailto:huntj@camosun.bc.ca)



## CCFA Professional Development News

*Kathy Lokhorst PD Committee Chair*

Things have slowed down a little on the application front for us on the PD Committee, so this week we'll tackle "Things You Can Do To Make PD Applications Process Smooth" –also known as "Keeping Approvers Happy". This is for you, whether you have accessed the PD fund, or are planning to do so in the coming months:

1. **Applications should be in the CCFA office a minimum of one month prior to your activity.** While the committee does consider late or even after the fact applications, these will be approved as a last priority, and only if funds are still available in that quarter.
2. **Claims MUST be approved by Erin Waugh, the CCFA Administrative Assistant.** They are NOT approved by your Dean, or Chair. If you send your claim to them, there is a real possibility that your activity will be charged to your department. Or, worse, to you. Believe me, I've seen this happen when claims get lost.
3. **Whenever possible, please do not use College Credit Cards for PD activities.** Use of the college credit card is the beginning of accounting nightmares for many of us.
4. **If you requested and received an advance, your claim is due in FINANCE 10 days after your date of travel.** (This has been finance policy for some years now;

however, only recently have they asked that we enforce it). This means that it should be at the CCFA within a couple of days of your return.

5. **Please do not staple your claim.** The claims have to be copied before they go to finance. If you have several small receipts, put them in an envelope and clip them to your claim.
6. **Please use the electronic versions of all forms, when possible.** The forms conveniently do the math for you and make it easier for us to process them (mostly because they are easy to read and the consistent format helps us find the data we are looking for in approving the activity and the claim).
7. **The fiscal year for PD is April 1, through March 31.** For an activity to be considered within a fiscal year, the start date of the activity MUST be after the start of fiscal. For example, if the activity starts March 31, 2013, it is considered to be in the CURRENT fiscal year. Faculty members may not carry forward unused amounts from a previous fiscal.

All of these points and the full guidelines are available on the CCFA Website under the Professional Development tab. If you have any questions, don't hesitate to contact me ([Kathy Lokhorst](mailto:Kathy Lokhorst), Chair of the PD Committee) or [Erin Waugh](mailto:Erin Waugh), CCFA Administrative Assistant. Thanks!

# The Union Reel

by Kelly Pitman



*Silkwood*  
1983, Dir. Mike Nichols

Biopics are hard to make well. Too often, these films trade away the complexity of life lived in return for a strong narrative line. This is hardly surprising, for which of us, given two hours, would be able to limn our lives? Perhaps this is why I often feel just a little disappointed by these films; I am too aware of the artifice that results from wrestling the series of intentions and happenstance we call life into a story arc.

In contrast, films that dramatize a particular event or experience in someone's life can be more satisfying. In these films, the nature of the protagonist comes through within the context of a particular situation, which is, after all, how we get to know people in so-called real life. *Silkwood* is that kind of film. Rather than trying to chart the life of Karen Gay Silkwood, Nichols focuses on the manner in which a young woman went up against a powerful adversary, and possibly died for it.

In the early seventies, Karen Silkwood worked at the Kerr-McGee plutonium fuels plant in Crescent Oklahoma. She got involved in the union and particularly in advocating for safer working conditions for employees. (Note that when this happens, people always say the person was a "union activist." No one ever refers to "corporate activists.") But Silkwood's activities went beyond advocating for fellow union members. She was purportedly gathering evidence that Kerr-McGee employees were doctoring pipe x-rays, which had implications far beyond the plant itself. She never delivered that evidence. In 1974, on her way to meet with a New York Times reporter, she drove off the road and was killed. Friends and family reported that she had important documents with her in the car when she died, but those documents were never found. Hence the theory of foul play, though the official ruling is that the death was accidental, possibly connected to the sedatives that Silkwood had in her system. Mike Nichols is not interested in equivocating. He frames the death as a murder.

Nichols is adept at letting actors do their work, and he is well-served by casting Meryl Streep in the role of Silkwood. Streep is one of those actors who allows a personality simply to emerge—she doesn't so much play a character as she channels it, and whatever the quality of the movie it's in, I can't think of a single performance by Streep that hasn't been worth studying. As Karen Silkwood, she is stubborn, earnest, sly and funny at once, and emotion moves across her face like the shadows of clouds move across a prairie field. As her lover and as her best friend and housemate, Kurt Russell and Cher are, while not stunningly talented, appropriately homespun and naturalistic in their roles.

Where the film goes wrong, I think, is in concentrating too much on Silkwood's personal relationships and not enough on the real meat of the story: the greed that is willing to risk the lives of millions of people and both the power and the vulnerability of workers, who can bear witness to abuses but may give up a great deal to do so. This is not unsurprising. For one thing, it seems to me that biopics of women generally linger in the bedroom more than do biopics of men. For another, though Nichols has plenty to say about work and politics, his focus, from *The Graduate* to *Wit*, has always been more on inner turmoil than on the way ideas can clash. Still, there are moments in the film when Karen's idealistic single-mindedness comes up hard against other attitudes, and not just from bosses. Her lover quits the company, thinks they should just save themselves. "Don't give me a problem I can't solve," he says. A co-worker screams at her, "I love my job, Karen." Karen, however, is never swayed from her course. This could come across as painfully saint-like but Streep somehow manages to make Silkwood seem not entirely nice and frequently exasperating.

Still, Nichols does frame this as a story of sacrifice, and there's an image in the film to make it clear. At one point, Silkwood has a minor accident that serves as a preview for the one that will kill her: same right swerve, same down-tilted car, though less severe. Dazed, she looks back and sees a wounded doe, struggling to get up, slipping on its own blood. It's a haunting moment, but I have to confess discomfort with the feminized helplessness of the symbol. Whether or not the doe is more vulnerable and pure than any other mammal roaming about our world, it is often portrayed that way. But if we get too caught up in the planes of Streep's face or the quick, doe-like, soulfulness of her eyes, we may forget the battle Silkwood was engaged in and for which she might, or might not have, died. Whatever the truth, she was never a helpless, innocent girl in the grip of circumstances. In negotiating, in protecting workers' rights, and in seeking to hold the company accountable for public safety, she went after Kerr-McGee with toughness and tenacity, adversary, not victim. Nichols almost gets that, but not quite.



# CCFA Executive Biking With Beaker

Erin Waugh, CCFA Admin Assistant



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

Beaker and I have been talking about how the weather has changed...and its getting cold and wet, and well, honestly...whether we should continue to ride our bikes to work.

There are the usual safety concerns (which are valid but can really be dealt with by a slight change in route and defensive cycling) and of course there is the discomfort factor, what with the rain and wind and general darkness.

Well, as evidenced by the cold, wet clothes hanging in our offices (and the shivering), we have answered with a resounding yes!

Here are our top 5 reasons for riding to work despite inclement weather:

5. Your students will regard you as younger than you actually are, for in their minds, old people wouldn't possibly ride in the rain.
4. You get to eat whatever you want for lunch.
3. You have more money for lunch, because you didn't spend it on gas or parking.

2. Your colleagues will regard you with a combination of admiration and concern (this is a potent combination).

1. You get to feel like and look a superhero, what with all the gear you are sporting.

If you do decide, like Beaker and me, to ride in the inclement weather, I would recommend a review of your gear and considering the following small investments:

1. Rain Booties - these run about \$30.00 at the Mountain Equipment Coop and will keep your feet dry - wet shoes and socks aren't fun to put your feet BACK into later in the day. Admittedly, they make you look like you are wearing a haz-mat suit, but really, its all part of the superhero thing.
2. Breathable rain pants - again, a solid investment to keep you dry and comfortable in the wet weather. These will run you about \$80.00 but seriously, exercising in traditional plastic or rubber rain pants that just make you sweat will result in a day of shivering - you just can't warm up if you've been riding in a portable sauna. I work in the Young Building with GIANT single pane windows. IT is COLD in here!
4. A lightweight beanie to keep your head warm and sort of dry under your helmet. This sort of saves your "do" and minimizes wind freezing out your ears.

Also, I pack a disposable shower cap for my bike seat while it is parked in the rain so that when I get out after work, my seat is dry. I grab these from hotel rooms when I stay. I have little a collection for when they get torn. If you don't have any kicking around, a plastic bag will do.

Let me know if you are joining the likes of Beaker and me - I'd love to report on how many die hard cyclists we have in the CCFA...and please, feel free to share your inclement weather cycling tips. I'm sure those of us still riding in November would appreciate all the advice we can get.

## Your Turn

### 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.