

## Inside this Issue:

- 2 Contract Management: Know Your Rights!
- 2 Negotiating Corner
- 3 The Union Reel
- 4 Professional Development News
- 5 Adventures in Teaching
- 6 Biking With Beaker
- 7 My Travels in Mozambique
- 8 Your Turn
- 8 CCFA Executive

## From the Executive

Kelly Pitman, CCFA President

Greetings. This is likely the busiest time of year for all of us, but I hope that you are already imagining the winter break. I know I am.

On November 13, I met with college administration about this year's budget process. Admin has committed to a more inclusive, more open, and more measured budget process this year. You can see details here: [http://intranet.camosun.bc.ca/budget\\_development/2012-2013-Budget-development.php](http://intranet.camosun.bc.ca/budget_development/2012-2013-Budget-development.php). At this stage, deans should be consulting with their schools. The CCFA Executive would like to hear from you regarding how this consultation is progressing.

On November 13 and November 16, Kathryn Laurin held her second set of "conversations." The topic this time was interculturalization. The sessions were again well attended—I hope Kathryn is beginning to see that college employees are serious about wanting the chance to exchange ideas and ask questions of administration.

On November 20 and 21, many CCFA members joined their CUPE colleagues on the picket lines to protest the government's failure to bargain in good faith and its refusal to offer increases that allow government workers to keep up with inflation and with the private sector. Thanks to all the members who came out in the wind and rain to show support. The executive has heard from CUPE members that they were moved and encouraged by our presence.



Kelly Pitman & Hilary Sandford Support CUPE Staff on the picket line.

## UPCOMING EVENTS:

### CCFA GM & Social

December 13, 2012  
F338 1:30 - 5pm

I did my best to keep you apprised of the situation and to ensure that your questions were answered in good time. A few people expressed concerns about me sending messages that some perceived as personal opinion, so I want to clarify that my request that members not cross picket lines was an expression of the CCFA Executive's position, reached after much thoughtful discussion. Though we cannot strike, we do not doubt that CUPE would back us if we could, as CUPE backed the VIU Faculty Association when it went out on strike last spring, both unions losing a month's wages in the dispute.

That said, we absolutely respect whatever decision you made, for we know that these situations are difficult because they call upon us to choose between multiple principles. I know that each of you made the best decision you could make in your particular situation.

Remember to contact us at any time with questions or comments. We know you're out there, and we'd love to hear from you.

## Contract Management: Know Your Rights!

Debbie Gascoyne, Chair Contract Management Committee

Chatting on the picket line last week, Tony Nelson from CUPE said to me “Hey, I hear you guys bargained away the right to strike! I hope you got something really really big for that.” I also heard rumours that we traded our right to strike for SD. I didn’t think that was true, but I didn’t know what the truth was. And a few people asked me where it said in the Collective Agreement that we couldn’t strike. So I thought it might be handy to write something about it here.

First, our language around striking and bargaining resides in clauses 23 and 27 of the Collective Agreement. Clause 23.05 tells us that we have the right to choose not to cross picket lines and that failure to report to work will result in being considered absent without pay. Clause 23.06 reminds us that we cannot be asked or ordered to do extra work to make up for the job done by any employee who is on strike.

Our bargaining language is in clause 27. Basically it just says that, under various circumstances, if an agreement has not been reached, either side can refer the decision to a Board of Arbitration, and that the arbitrator’s decision is binding. Thus, for us, binding arbitration takes the place of strike action as a means of breaking an impasse in bargaining.

So how did that happen? Did we once have strike language that we “bargained away” for binding arbitration? I’ve been at the college for more than twenty years, and I was sure that we’d never had the right to strike in my time here. Mark Kunen, who has been around longer than most of us, couldn’t remember ever having the right to strike. So he sent an email to his friend John Conklin, and I phoned my retired English colleague

Gordon Alexander, and between us we tried to find out the truth.

Turns out, we’ve had arbitration instead of strike language since ... effectively, since forever. There was never any “trade.” Gordon told me that they decided to form a union after the first year of the college, when it became apparent that the board, which at that time was the School Board, had way too much power. Grant Fisher, the first president of Camosun, was in favour of “final offer selection” arbitration, and the new union executive also felt that was a good solution for public service workers, for various reasons. Also, the membership of the college was a diverse group (as it still is), many of whom thought of themselves more as a “professional association” than as a “trade union,” and felt some discomfort with the notion of a strike.

So there we are. We still can’t strike, but neither can we be locked out. And binding arbitration, especially in a time when the government does not seem to be bargaining in good faith, could potentially be a positive thing. It would be hard for us to win any more than any other bargaining units in the province had done, but equally it would be unlikely that an arbitrator would force us to accept less than had already been agreed to, as the government is currently asking our CUPE colleagues to accept. The one element of our language that has evolved is that now we have to agree to one of three different forms of arbitration rather than using just “final offer selection.” If you want to know more about that, and the other forms of arbitration, I’ll let you do some Googling for yourselves!



## Negotiating Corner

Tana Kristjanson, Paula Leweke and Judith Hunt

### 55th BC Federation of Labour Convention – Vancouver, November 26th – 30th

*“Because for two rounds of public sector bargaining, the provincial government has imposed mandates that are contrary to the spirit of free collective bargaining; now the Federation will demand the BC Liberal government restore free collective bargaining rights to BC’s public sector immediately.”*

This is just one of the approximately 200 resolutions being put forward at this year’s BC Federation of Labour Convention which the three of us are attending this week. During the five days of the convention, fifty unions, each with several delegates, will be discussing and voting on as many of these resolutions as time permits. This seems like a huge mountain to climb but a worthwhile effort that builds solidarity, increases awareness, and encourages political activism. It was exciting for us as first-time participants to walk “onto the floor” on Monday morning and see 1,300 people all in one enormous room. Just finding the FPSE seating area was a challenge!

The initial speech was an impassioned plea for labour movement solidarity given by Jim Sinclair, President of the B.C. Federation of Labour. He spoke of the federation’s hope to fight for the rights not only of union members, but of all workers in the province, especially those faced with unjust employment situations. Migrant workers who receive

lower wages than Canadians, young workers facing unemployment and underemployment, and part-time workers trying to survive on minimum wage should concern all of us, whether they are union members or not.

The Young Workers' Committee was the first to present its report and recommendations. To hear these dynamic, intelligent young members speak gave us hope for the future of the BC labour movement. With approximately 50 other young members on the stage, the chair of the committee spoke about the work they have been doing; Katie Marocchi, a VIU student who is now the chairperson for the Canadian Federation of Students, focused on the underfunding of post-secondary institutions by the BC Liberals; and Bridgette DePape, the young page in Ottawa who was fired for holding up a sign saying "Stop Harper", told us she has moved to BC for six months as this province has the most active youth movement in Canada! Despite the difficulties youth have been experiencing, she shared her optimism for the future due to youth groups' current involvement in such political action as working to get Grant's Law put back into action, giving the "Bad Boss" award to unscrupulous employers, and raising concerns about the lack of protection for child employees in the 12 to 15 age group. It would be great to have some of these young leaders speak to Camosun students.

The Women's Rights Committee also presented on Monday, bringing forward several recommendations that touched on issues such as childcare, physical abuse of women, employment standards, and reproductive rights.

## The Union Reel

Wall Street  
1987, Dir. Oliver Stone

*Wall Street* is a depressing film. It's meant to be a condemnation of the greed that characterized the 1980s, and it is, but somehow, it never quite shakes itself free of the kill-or-be-killed materialism of the times.

Michael Douglas, he of the tight jaw and oily smile, won an Oscar for his portrayal of Gordon Gekko, the charismatic, foul-mouthed, gleefully immoral financier who woos the protagonist, Bud Fox (a still baby-faced but similarly tight-jawed Charlie Sheen) into trading illegally in inside information in order to make it to the top. While exploring the dark mentorship of Gekko and Fox, Stone unfolds a story of the extent to which individualism and money-lust will compromise not only a working-class boy but also a whole country.

At the end of 1982, the national unemployment rate in the U.S. was 10.8 % and families were toiling to deal with a still high inflation rate. At the same time, the rampant capitalist machine had kicked into gear again and was beginning to produce wealth, or a sense of wealth, that benefitted, as it usually will, the 1% before the other 99%. Stone's film captures well both the blind pursuit of wealth that would, 20 years later, bring the country to its knees again, and the

To give support to the recommendations to be voted on, many women got up to speak to the room about their own often heart-wrenching experiences. A lack of adequate funding for childcare, cuts to women's services such as transition housing, physical and mental abuse, and continuing inequalities in wages earned by women have had far-ranging effects on many of them.



Judith Hunt, Tana Kristjanson  
& Paula Leweke

The next days will include the presentation of reports from the Human Rights' Committee, the Education Committee, and the Occupational Health & Safety Committee, among others. The education report discusses problems in both the K-12 and the post-secondary systems, with underfunding as the main issue – no surprise there. Bill 22, which affected the bargaining process for public school teachers, and Bill 18, which disallows union activists in the public post-secondary sector to be members of their institute's board of governors, are also discussed in the report. Recommendations from the Education Committee include a funding review for K-12 and post-secondary education, establishment of "representative, meaningful consultative bodies" in post-secondary institutions so that "all stakeholders, including their unionized employees, may participate in decisions about the future of education in BC", and the right to "free and full collective bargaining". Although the convention won't solve these problems, it will bring focus to them and increase our determination to demand fair treatment from the government. Given the type of passion we saw on Monday, it promises to be an invigorating week.

By Kelly Pitman



glittery world of privilege enjoyed by the movers and shakers as middle-class America sought to pull itself up by its own bootstraps. In this world, Bud Fox is the perfect protagonist: young, enterprising, determined to be more than his father before him—he's the American dream, convinced that his individual success is the only success that matters, that if he makes it good he will do so only by virtue of his own toil and ingenuity, and that he will thereby prove, as millions have thought before him, that we are masters of our own fates. His father is a union man who thinks that money is "a pain in the ass," and this allows Stone to portray Bud's rise to glory as more than a story of the American dream in action. It is also a story of father-rejection, and we watch as Budd trades in his hard-working, bowling-jacket clad dad (played by Sheen's own father, Martin Sheen) for the slick attentions of Gordon Gekko, who has a beach house full of expensive art, several sets of mod suspenders, and a daily discourse of self-aggrandizement fed by posh lunches and limitless sycophants. He's the classic Satan to Bud's Faust.

Except . . . except . . . Bud Fox as played by Charlie Sheen doesn't begin to do justice to the role of tortured innocent. I know that Bud, as a young broker, is supposed to be ambitious, but Sheen's Fox betrays nothing of the conscience that will later pull him up short, when he discovers that Gekko plans to liquidate Bud's father's company and put its employees out of work. At this point, Bud gets morality and turns on Gekko, using one of the boss-man's old adversaries to undo his evil plot. Bud is even willing to go to jail (though it's highly unlikely that he would have gone to jail under the circumstances) for his own crimes in order to bring Gekko down. Yay, underling.

It's depressing because Bud's transformation, his transfer of allegiance back to the real father, is unconvincing and because the momentum of greed represented by Gekko and the adversary that helps to condemn him remains unchallenged. Yes, the film tells us we should think more carefully before pursuing wealth at any cost. But in this morally bankrupt world, the alternative is a lonely guy in a windbreaker who hasn't enough air time or mythology to make us believe there's really any value to his existence. The history of unionized labour and American ingenuity—which is really what Gekko despises—is never explored. We expect Bud Fox to get out of jail and continue to pursue personal wealth, albeit legally, because the film, whatever its intentions, simply cannot conceive of any story of self-discovery that does not include the desire to be at the top of the heap. At the end, one bad guy might be in jail and a more or less good guy might be headed there too, but there's no righting of the moral universe. There will be a million Gekkos waiting, and even more Bud Foxes lined up to try to get close to them, to try to be them.

## Professional Development News

Kathy Lokhorst, PD Committee Chair

Not much to write about this this edition as our committee meeting was cancelled due to the strike. It was an honour to support our CUPE colleagues in their job action. I know our attendance on the line was appreciated. Here's hoping for a swift resolution for all our contracts.

We have moved up the Dec 6th PD Committee meeting to November 27th -- this week. Our last meeting of the year will be December 18th.

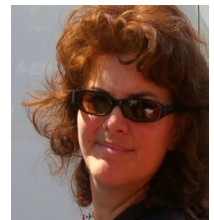
Your PD Chair is heading off to Vancouver on Friday evening for the province-wide meeting of PSDC, the Professional & Scholarly Development Committee. This committee has broader representation from BC Institutions than the Academic Governance Council, which I was part of as EdCo Chair. The AGC includes only colleges and institutes since the transition of a few of the BC colleges to University status, whereas those institutions are still included in the PSDC. While the PSDC meeting agenda this month is quite broad, in past meetings they have discussed:

- (i) Barriers to faculty engaging in PD or scholarship;

- (ii) Lessons learned – good & bad – in getting faculty to attend organized PD events.

If you have any thoughts on these two topics, please send them to me. What has stopped you from engaging in PD activities, such as courses or conferences? What has made it really quite easy? Why were you able or unable to attend in-house training opportunities hosted at the college? Your comments will help me be more representative of Camosun issues. I am very curious about where the discussions will go...

It is so hard for me to believe that Christmas is on the horizon. While I am unfortunately unable to attend Camosun's Holiday Cocktail Party on the 7th of December, my trio, Kadabra, will be playing at the Jammin' and Celebratin' event this week, 3pm Friday the 30th of November, to celebrate the success of our United Way Campaign. Come on out and join us in music and cheer.





There are few things more shattering than a class who shows no interest whatsoever in what one teaches. I have such a class this semester. They remain virtually silent from 8:30 to 9:50, no matter how much I caper about; they keep their eyes uniformly cast downwards, and text madly under the desks (at least I hope that's what they are doing down there); they occasionally (and this is their only sign of movement) crane their necks to see the clock on the wall behind them; and they studiously avoid eye contact.

When I first started teaching, such a class would have me in agonies of despair. Literally. At home, I would moan and wail and generally make a nuisance of myself, declaring that my students hated me and I would never ever be a good teacher.

Now, seven years later, I have gained a little perspective, satisfying myself by waking up at four in the morning, silently berating myself for being such a washout of a teacher. As charismatic as oatmeal; dull as dishwasher; opaque as ... a really opaque thing.

I usually practice "Socratic Dialogue" (how pretentious do I sound right now?) with my students. Almost always this technique goes over well. Not with these guys. Nope, with these guys I will ask a question to dead air, watch said question sail, unanswered, through the air, and then ... watch it disappear into the Void of Darkest Despair.

There is always a miserable space of time in which I wait, hoping against hope, that someone will answer me. Nadda.

So, in the interest of not poking out my eye with the whiteboard pen out of sheer frustration and boredom, I have started answering my own questions:

Me: "So who can tell me why some scholars refer to "The Yellow Wallpaper" as a Gothic text?"

Me: "Oh, Ms. Welch, I know that one!"

Me: "Great, Bronwen. What do you think?"

Me: "Well it includes a number of the Gothic tropes, such as the trapped heroine, and the crumbling, isolated house, and the suspicion of madness and also the supernatural!"

Me: "That's right, Bronwen! Terrific answer. Are there any other Gothic tropes anyone else can think of in this story?"

Me: (hand waving frantically) "Ohhhh.... I know this!!"

Me: (laughing affectionately at my own enthusiasm) "Yes, Bronwen?"

Me: "How about the fact that the narrator's husband is keeping her confined in her room? Could he then represent that Villainous male figure?"

Me: "That's right! Well, between Bronwen, and also Bronwen, we have come up with a pretty good answer!"

Me: (beaming) I really liked this story, Ms. Welch!

Me: Me too!

Me: "That's so cool, guys! I love it when students get excited about an author."

So this has been one of my techniques. I don't really know what it has achieved, short of them thinking I am completely bonkers. I have also resorted to standing on one foot after I ask a question, informing my students that I will continue to stand that way until they answer me. The only thing of note that has occurred is that I have fallen over.

So what do you people do when you have a class of "The Undead"? Or maybe no one else does. Maybe I am the only one. Dull as dishwasher, that's me ...

## Biking With Beaker

by Erin Waugh



### Cold Weather Cycling Gear for Naysayers and Other Hard Core People Who Judge Gear Geeks Like Me:

As I write this, I am considering renaming this article: **the Adventures of Beaker and Gadget Girl** – you can let me know what you think...

I admit it: I am a gear geek. My beloved refers to me as 'Gadget Girl' – and yes, I AM often tempted to revamp my gear with the latest. This is not always necessary, but often serves to give my commitment to cycling a shot in the arm: anything I can do to enhance my comfort in inclement weather is, in my humble opinion, money well spent. The added contribution to my super-hero persona is a side benefit that deserves almost equal billing.

Anyway, in a recent article, I outlined some of my suggestions for wet weather cycling – and here I'm going to defend some cold weather gear – some of which has been openly slighted by SOME people in my inner circle. Listen up folks: there is a reason that some of this gear is available for sale, aside from making profits for the manufacturer: it can save your ride and turn a potentially miserable experience into one of blithe comfort. Also, riding when it's cold might burn more calories, so you can totally have a picnic for lunch.

Everyone knows that layering is the key to comfort, right? Layers are easily added (or removed), thus making the 5 degree swing from my home in Esquimalt to my office at Lansdowne easier to deal with. The rule of thumb, when dressing for a colder day, is to dress so that the first 5 minutes of the ride are barely tolerable: if you bundle up too much at the beginning, I guarantee you'll be gasping for air as a result of overheating by 15 minutes into your ride.

Here are some of my favourite cold weather cycling accessories:

1. The beloved beanie (which, given my October Head Shave, has been a life-saver on and off the bike). You do know that you lose 30% of your body heat through your noggin, right? Warm head = warm body, no question. Make sure your helmet is adjustable enough to fit over a beanie in the cold and rain. Of course, if you are anything like me, you'll have to stop and take that beanie off half-way to work, but that's the beauty of layering.

2. A headband (to cover my ears), which replaces the beanie on some occasions. Flying down Dean Avenue at

4:30 or 5pm with Beaker squeaking at my side is cold business no matter what the ambient air temperature. A headband will keep your ears toasty and you'll avoid that ear-ache (you know, the one that will take HOURS to get rid of if you let it set in?). If anyone tries to tell you that those ear covers they make for on your helmet are just as good, send them my way, I'll set them straight.

3. Arm Warmers. Yes, ARM WARMERS. Not only do these little ditties look like evening gloves, but they turn your short sleeved jersey into a long sleeved one in a snap. Ride for a while on a cool day, and you start to warm up? Just pull them off and PRESTO CHANGO, you have the right shirt on again, all without having to find a bush to hide behind. My arm warmers are among my favourite cycling accessories. They can be worn under a long sleeved shirt to add some extra insulation on a cold day as well. When I'm riding, my core quickly becomes plenty warm enough, but my arms often stay a bit cold.

4. Leg Warmers – I've been doing a bit of reading and leg warmers can save your knees – OBVIOUSLY, your legs are working pretty hard when you are riding, but the cold can be very hard on your knees. (Something about keeping the joint properly lubricated). Like their cousins designed for your arms, leg warmers are great for layering in cool but not cold weather, and also add a layer of insulation without adding too much padding where you're sitting. It's a beautiful thing: just the right combination of layers and unrestricted movement.

5. The lobster claw glove. Oh yes! These are the best investment for cold weather riding I've ever made (well, to be fair, I inherited them from my growing son). My hands stay warm - sometimes too warm (but warm head, warm feet, warm hands: this is key!) and I keep a spare pair of lighter weight ones handy for when I stop to take off my beanie, but OH! In the morning, when it's FROSTY, those lobster claw gloves are *da BOMB!*

Once again, I'm looking to hear what cold weather gear you can't do without. Or whatever. Just tell me something and mention a bicycle.



Until next time,

Gadget Girl.

Last June, I went to Xai-Xai, Mozambique, to work on a CIDA project with Jim Paulson. This was my second college project in Africa. Over the next few Confluence newsletters, travel with me as I recollect my experiences...

As the plane took off from the tarmac, I suddenly realized this would be the first time I left the country alone. In fact, it would be the first time I was on an international flight by myself. My sudden surge of anxiety might be understandable...but Jim would be meeting me in London. Heathrow, to be specific, because he was on a flight from Halifax. We would then fly to South Africa and then on to Mozambique together; I would have some company on the next leg and we would begin to plan the details of our trip to the Institute Industrial Commercial in Xai-Xai.

Please don't get me wrong: I am a seasoned traveler and can very comfortably get by in a variety of languages and cultures. It is just that I have always traveled out of country with my parents, my husband, one or more of my kids, or a close friend. This time, in the late nights, I knew I would be alone. I didn't realize just how cut off I would actually be...

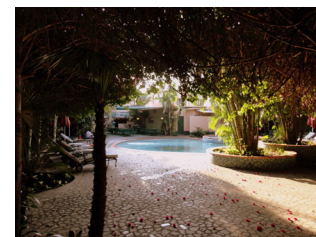
We touched down in Johannesburg, briefly, then changed planes to a smaller one that would take us to Maputo.



For our overnight in Maputo, Mozambique, we stayed in a lovely hotel reminiscent of "Out of Africa". It had a gorgeous pool and lovely painting and murals throughout. I was pretty tired and thought maybe we should just crash, but Jim and I had already agreed to try to meet the Canadian contact for CIDA. We headed out for pizza (not a great choice, it turned out, being undercooked and a tad rancid...) and had just about decided to jam on the meeting, when Jim received a phone call from our contact: she had reserved a table for us in the front row of the German Cultural Centre where there was going to be a cultural performance -- would we be able

to be there before the show started? Well, since she reserved a table for us and everything, we figured we'd better go, but how good could it be, especially after that African pizza...? I mean, German cultural dances and music in Mozambique? Come on!

I could not have been more wrong. Apparently, this centre (and the French Cultural Centre, too) regularly hosts African cultural events and that particular night's performers were an award-winning timpani group from southern Moz. They were so amazing and musical and enthusiastic and energetic and talented that



we ended up staying for all of their sets, returning to the hotel well after midnight! My jet lag was well on its way to being gone!

Ironically, the next day, I wished for jet lag so that I could have slept through the 4-hour drive to Xai-Xai. Still, though, it was actually fine: there was so much to see! The dirt was so red in places, the trees so green, and the people so colourful with the women wrapped in vibrant kitanga, the local waxed cloth. Although very poor and rustic, the villages were full of life: people and animals in the streets, voices raised in conversation or song. In many of the smaller towns, the only paved street was the highway we were driving. I hoped to stop for fresh cashews that were available along the roadside, but unfortunately missed letting our driver know in time.

And then, finally, we pulled into Xai-Xai, the first largish town we saw since Maputo. After stopping to get some groceries, we made our way down (another 1/2-hour drive) to Xai-Xai Beach and our motel..

Stay Tuned...more in the next issue..



## Your Turn

Hi Erin

Just want to add my “excellent” onto the newsletter ... I’m a term instructor (2-ish years) and this just helps me feel connected with the whole college. And taken care of. I read almost every article, and skimmed the rest (reading in varying degrees). You are right – reading pleasure. The articles are interesting, entertaining ... and funny (great authors are those who can capture all three!).

I know it takes time from many people to put together just one article, let alone the whole newsletter (including the proofreading and formatting). This is probably time that many of the authors (and proofreaders) don’t necessarily have, but their efforts are worth it.

I thank each one of them for it.

Jo Volek  
School of Business

## 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.

## 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,  
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)