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## From the Executive

*Kelly Pitman, CCFA President*

Greeting friends and colleagues. I hope we find you well as we approach the end of January. We are lucky to be in Victoria, where we can feel that we are approaching spring this early in the year.

As you know, the ballots held last week on two executive motions had the following results:

Motion #1: "Where the CCFA members lose pay as the result of honouring a picket line resulting from a labour dispute, the CCFA will pay those members \$50 per day from the second day of lost pay until FPSE strike pay begins."

In favour: 87      Opposed: 33      Abstained: 2

Motion #2: "That the CCFA pay \$50 to members who lost two days pay as the result of honouring the picket line resulting from the CUPE labour dispute in November 2012."

In favour: 75      Opposed: 42      Abstained: 5

Thanks to all who came out to vote.

Note that Motion #1 results in a bylaw change, so we will be creating a new bylaw to reflect this. We will be making a list of members to be compensated as a consequence of Motion #2. To be added to this list, simply bring a copy of your Pay Advice for the pay period ending December 7, 2012. This indicates which members lost two days pay due to job action. You will find your pay advices on Camlink. On the log-in page, click on "Employee" (rather than "Faculty") and follow the cues.

The CCFA Executive continues to focus on promoting meaningful consultation with college administration. To that end, I met with Kathryn Laurin to discuss the proposed employee survey. As she announced in a recent Camnews update, she has now committed to following through on this. We are still discussing with her the logistics of the survey, including timing and collaboration on choosing the survey form and content.

I also met with Peter Lockie to ask questions about the budget process and about high-level expenditures at the college. The intention here is to give us a deeper knowledge of expenditures at the college so that we can weigh in on the proposed budget. The CCFA still feels that the process is imperfect. EdCo could be consulted earlier, for instance, and we are not sure at what stage we will be given a draft of the budget. We'll keep you updated.

We were pleased that so many of our members participated in the recent presentations by the short-listed candidates for the position of Vice-President, Academic. We were also pleased that the search committee extended the deadline for feedback from college employees. As you know, John Boraas has achieved continuing status, as it were, in that position. We'd like to thank our CCFA rep on that committee, Paula Young, as well as two faculty reps, Tim Kemp (CCFA) and Ian Warrender (BCGEU) for the work they did representing the union and faculty perspective. The next position to be filled at the college will likely be that of Executive Director, Human resources. The person who fills this position at the college has the most constant and detailed interaction with employee groups, so it is another important role from our perspective. I am serving on the search committee for this position.

At our recent General Meeting, our Chair of the CCFA Negotiating Committee, Judith Hunt, outlined our local proposals and summarized the provincial scene. Judith spent last week in Vancouver negotiating at the template table, often late into the night, at one point, they had the union reps in a darkened room—poor planning or a clever strategy? hmmm. Judith and other bargainers from FPSE locals as well as FPSE staff worked hard to hammer out some details with the Post-Secondary Employers Association.

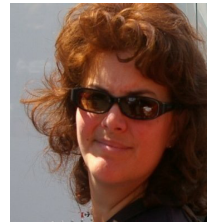
This week, Judith Hunt and Debbie Gascoyne are attending the Canadian Labour Congress Winter School, where they will take courses in bargaining and contract administration respectively. FPSE pays for members to attend these courses.

Please mark your calendars for our next GM, scheduled for the afternoon of March 22. Bargaining will likely be central to that meeting as well.

As always, if you have ideas, concerns or questions, feel free to contact us and we will do our utmost to represent your interests.

## Professional Development News

*Kathy Lokhorst, PD Committee Chair*



OMG! That's all I can say... We were overwhelmed by the number of applications received in the PD office last week, especially for 2013 fiscal period I: April to June! The committee was unable to review them all because we ran out of time!

I was caught off guard, but am getting prepared for next week: I am already in discussions with Erin and members of the committee about strategies to help us review all the documents we receive. We've come up with some suggestions for you to consider while you are preparing your application – or if you have already submitted to Erin but think you might be able to add more info, you can email additional details to me and I'll bring a print copy to our meeting:

Apply as soon as you know the details of the activity for which you want funding. Please make sure we have at least a month before the activity date in case we have questions and need more information.

Be thorough in your rationale. Here's what the committee is looking for this year (may be different from past years because we have a significant proportion of new members who may have different priorities than past members). We are not expecting you to answer all these questions, in fact other questions may arise as we review your application, so please consider telling us what you would want to know in order to approve a submission:

How does the activity inform or augment your practice as a faculty member?

If this is a repeated activity (similar conference as attended before, similar coursework, etc) let us know how your professional development is progressing through these activities.

Conference registration – let us know which sessions you are highlighting for attendance, which activities you are drawn to, special keynote speakers or whether this is a conference that is known for its specialized, innovative content (like Walls Optional has been for the past few years).

Make efforts to minimize your costs by investigating government or AAA rates, or sharing accommodation if that is appropriate.

How are you planning to share your new knowledge with colleagues upon completion of the activity? Are you hoping to present at Walls Optional? Are you planning to give a workshop?

Include paper copies of supporting documentation. We do not have time to look up websites, so please print out the relevant pages, highlighting key points.

While members of the committee represent each of the schools at Camosun, we do not have representation from all departments and so we might have difficulty understanding how your specific activity relates to your job – especially when the activity relates to teaching techniques.

We are trying to be as accessible as possible, but are very aware that we are accountable for how these PD funds are spent. While we are open-minded (of course!), we may need a little more information than your department colleagues would require to understand.

Thank you, in advance, for helping us to help you get those PD Funds! Cheers!

# Contract Management: Know Your Rights!

Debbie Gascoyne, Chair Contract Management Committee



Report from Winter School

This week, I am, on your behalf, attending a week-long course on advanced Stewardship at the Canadian Labour Congress Winter School. It's at Harrison Hot Springs, but don't be too envious: the weather has been grey, cold and damp, and we work from 9:00am to about 8:00pm almost every day. And we have homework!

It's very interesting for me to meet people from union sectors around the province and to find how many similarities there are in our experiences. We are all suffering from government policies one way or another, whether it's cutbacks, offshore exportation of wood, energy exploitation or the treatment of foreign workers. Some of the problems dealt with by other members of my class are quite different, but many are similar. There is a common dismay about the rise of harassment and bullying, for example.

But in many ways, talking to others makes me realize how lucky we, as faculty, are. We don't have electronic surveillance at the workplace as some places routinely

do. We don't get accused of "time theft" if we spend too long in the bathroom. The general expression of the relationship between union and management is adversarial; at best, there is a gulf much wider than exists at Camosun, much as we may complain.

Another general concern, though, is the increasing threat to unions and the union movement. Whether or not we try to pretend we're not a union by calling ourselves a "professional association," we need to remember how powerful we can be when we work together, but, more importantly, when we participate. We need your voices to help keep us strong. You don't have to agree with us or even agree that our present government needs to be changed. Let's face it, any government, any collection of administrators at the college, will have good ideas and bad. We can't do anything to improve the bad if we don't work together.

## The Union Reel

Made in Dagenham  
2010 Dir. Nigel Cole

In 1968, 187 women who worked sewing seat covers for the Ford Motor Company in Dagenham, England walked out to protest being relegated to the category of unskilled labour. The striking women soon focused on a much bigger issue, however: pay equity. At that time, it was normal (and good business practice) to pay women at a lower rate, justified often by the fact that they were not the primary breadwinners in their homes. The Dagenham strike eventually halted car production and thus worked. After three weeks, the Secretary of State for Employment and Productivity, Barbara Castle, intervened and brokered a deal, offering the women 92%, rather than 75%, of what men were making. The strike had much wider implications, however, eventually leading to England's Equal Pay Act and to similar legislation around the world. I was in my first year of grade school when the Dagenham workers were walking the line on the other side of the world, but in a way, their labour action had an effect on my life. I was one of four children of a single mother, who did, in fact, earn less than she would have done had she been a man. As the gap narrowed in the seventies, perhaps our lives got a little easier.

By Kelly Pitman



Not that pay equity isn't still in the news. An Ontario court recently ruled that it is acceptable if CUPE employees in female dominated job classifications take longer to get to the top of the scale than do CUPE employees in male dominated job classifications as long as the top of the scale rate is the same. Some argue that this ruling essentially states that it is okay if women don't receive equal pay for work of equal value for a significant part of their careers. On this side of the country, female tenure-track professors at UBC are about to get a 2% raise as a result of an equity study that found women were earning less than men and that the difference could not be accounted for by anything but gender.

In other words, *Made in Dagenham* is about something important. The film could do better, though. This is another feel good movie about a spunky heroine who takes on the establishment and wins. I'm all for that, and Sally Hawkins, who made such an impact in Mike Leigh's *Happy-Go-Lucky*, is a great choice for the spunky heroine-she neither mugs nor cavorts. Still, when I think of how the film might have looked and felt in the hands of a director like, say, Ken Loach, the great social realist, I can only be disappointed.

This doesn't mean that *Made in Dagenham* isn't a fun watch. But in any film that takes on an ISSUE, we must be ever on

the lookout for the simplification that kills authenticity, and many of the film's elements are too familiar to be inspiring or thought-provoking. There's the friend of the protagonist whose personal drama complicates her commitment to the strike; there's the loving but neglected husband who suffers the indignities of having to take on housework and childcare; there's the supportive union guy who catalyzes the spunky heroine's empowerment—we've seen all these scenes in films like *Norma Rae* or *Silkwood*. And further simplification happens with the relationships between women in the film. We are led to believe that women of all classes—from the posh wife of one of the Ford Executives to the workers to the politician—are united by their femaleness. In this respect, the film echoes the assertions of sisterhood that characterized some second-wave feminist theory and activism and that were later unraveled by more complex notions of culture and identity.

*Made in Dagenham* is cheery and sweet, but it doesn't tell us much, really, about discrimination or gender or even work. And there's a lot to say about these issues and the way they intersect. In a global context, women still earn far less than men, and even here, we're still progressing toward equality, as the women doing clerical work in Ontario's health care facilities or doing groundbreaking research at UBC can tell you.

## Negotiating Corner

Judith Hunt, Chair Contract Negotiating Committee



### The Common Agreement

As you may have heard, the Camosun College Faculty Association, along with other members of FPSE, sat down last week with PSEA (BC Post-Secondary Employers' Association) to negotiate a template table for the common agreement. As chair of the Contract Negotiating Committee, I participated in the bargaining process all last week and into the wee hours of Saturday morning when we signed a tentative agreement.

Much of what we obtained is similar to the BCGEU post-secondary agreement, including a total of four 1% salary increases over the two-year term that expires March 31, 2014. The dates of three of these increases are fixed: January 1 and April 1, 2013, and January 1, 2014, effective on the date of the increase or retroactive to it if the date has passed before bargaining is completed. The remaining increase will take effect on September 1 of this year or on the date that we sign our local agreement, whichever is later.

We worked hard to gain an improvement in benefits, including physio, hearing aid and eyeglass provisions, but were unsuccessful. PSEA not only refused to discuss these, but tried to get us to agree to using the BC Pharmacare formulary and to accept a \$5 reimbursement limit on dispensing fees. We rejected both but did agree to research and discuss the formulary. In return, we got a commitment from PSEA to assist us in data collection around equity issues for non-regular faculty members in the system.

Other provisions we agreed to were harassment-prevention training for faculty and participation in a joint FPSE/PSEA committee to discuss harassment investigators and interpersonal conflict and bullying. The template also includes a Memorandum of Understanding on expedited arbitration which places some limitations on taking grievances to full arbitration, and an agreement to revert any unused money in the Common 0.6% PD fund to the employer at the end of each fiscal year (not including the accumulated funds from previous years). Please note that this does not affect the regular PD funding described in clause 10.02 of the local agreement.

### The Local Agreement

I would like to thank all those faculty members who attended the general meeting on January 25 to hear what local agreement proposals we will be tabling. These proposals consist of several housekeeping items (suggested changes to wording to correct or clarify existing language) and a fair number of substantive proposals (proposals that modify existing clauses). The latter have been crafted by the Contract Negotiating Committee in light of your suggestions, in response to problems that have come to the Contract Management Committee, and through combing the 2010-2012 Collective Agreement for problematic or inadequate language. While we know that the employer may find some of these items contentious or too costly, we will persist in doing what we can to negotiate some real improvements. We will be meeting with PSEA and the employer in March.

I would also like to thank the members of the Contract Negotiating Committee – Kelly Pitman, Debbie Gascoyne, Becky Mason, and Mark Kunen – for all their contributions and hard work throughout this process.

Please feel free to address any questions or comments to me at [huntj@camosun.bc.ca](mailto:huntj@camosun.bc.ca).

## Your Turn

### AECC EDUCATION AWARENESS PANEL DISCUSSION – IDLE NO MORE MOVEMENT

Come join us to learn about the Idle No More movement: the legislative change that sparked the movement, how Idle No More relates to the work we do at Camosun; and what we all can do to provide an atmosphere of dialogue, understanding and action. A panel of speakers, moderated by Janice Simcoe and Corrine Michel, will walk us through the various elements and then open the floor to questions and answers. Seats are limited to venue. These discussions are open to faculty, staff and students. Instructors are encouraged to schedule their classes to participate in this event.

When: February 7, 2013  
Time: 4:30-6:15pm  
Where: Young 216, Lansdowne Campus  
Panelists: Megan Marshall and Josh Goodwill from the First Nations Student Association, Dr. Todd Ormiston from the Indigenous Studies Program, and Cheryl Bryce from the Lk'wungen First Nation.

When: February 12, 2013  
Time: 3:00-4:45pm  
Where: LACC 124 A/B, Interurban Campus  
Panelists: Megan Marshall and Josh Goodwill from the First Nations Student Association, Dr. Todd Ormiston from the Indigenous Studies Program, Cheryl Bryce from the Lk'wungen First Nation.

For further information, please contact **Todd Ormiston** at 250.370.3122

#### PINK SHIRT DAY

Anti Bullying day is February 27, 2013. Remember to wear you pink shirt in support of bullying awareness (or in support of **anti-bullying**, rather).

More Information: <http://www.pinkshirtday.ca/>

## CCFA Executive

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[Mark Kunen](#), Vice President

[Paula Leweke](#), Secretary

[Al Morrison](#), Treasurer

[Debbie Gascoyne](#), Chair,  
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[Judith Hunt](#), Chair,  
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