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CCFA Executive

[Kelly Pitman](#), President
[Mark Kunen](#), Vice President
[Bronwen Welch](#), Secretary
[Nicholas Read](#), Treasurer
[Debbie Gascoyne](#), Chair, CMC
[Judith Hunt](#), Chair, CNC
[Jacquie Conway](#) Chair., PDC

Members at Large:

[Tom Rippon](#)
[Patricia Gaudreault](#)
[Pasquale Fiore](#)

CCFA Office:

[Erin Waugh](#), Admin Assistant
[Peg Ford](#), Clerical Assistant
www.camosunfaculty.ca

CCFA Office Hours

September 4: 9 - 1:30
September 5: 9 - 1:30
September 6: Closed

September 9: 12:30 - 2 (President)
September 10: 9 - 1:30
September 11: 9 - 1:30
September 12: 9 - 1:30
September 13: Closed

From the Executive

Kelly Pitman, CCFA President

Hello friends.

Greetings to all of you, and welcome to new faculty members.

I am proud to be part of a group of thoughtful and dedicated group of colleagues, and I want to thank them here for stepping up to do this work. Jacqui Conway (Professional Development Committee Chair) Pasquale Fiore (Member-at-Large), Debbie Gascoyne (Contract Management Committee Chair), Patricia Gaudreault (Member-at-Large), Judith Hunt (Contract Negotiating Committee Chair), Mark Kunen (Vice-President), Tom Rippon (Member-at-Large), Bronwen Welch (Secretary)—you're wonderful. We will be appointing a new treasurer at our first executive meeting and will announce that name soon.

The reason we need a new treasurer, as some of you know, is that Leelah Dawson, who was elected last May, has taken a position as Dean of Social Sciences and Management at Langara College. It's a great opportunity for her and we wish her well. I'd also like to thank Paula Leweke, Al Morrison, and Kathy Tarnai-Lokhorst, the other members of last year's executive who've moved on (or back) to other things. Their service was appreciated and I am glad to have gotten to know them.

This year's CCFA Executive began its work with a planning session, in which we organized our goals around the association's objectives ([you can see them here](#)). Some of the work of the Executive arises from emerging circumstances, but much of what we'll be doing is a continuation of work we began last year—promoting consultation, taking part in the budget process, seeking alliances, and seeking to foster a greater sense of community among CCFA members. We've tried to sharpen our good intentions into actions. And, as always, we're open to any suggestions you might have for increasing the effectiveness of the union.

This term, I'll be holding regular office hours on **Mondays from 12:30-2 in Young 221**. Drop by to say hello, to ask questions, or to drop off your submission to The Confluence if you have one (we hope you will!).

I'll also try to get out to Interurban more often. To that end, I'll be lunching in the **Interurban Cafeteria from 11:45-1:30 on Wednesday, September 11**. I'd love to have you join me.

Finally, please hold open **Thursday, October 2 from 3:30-4:30** for our fall general meeting. We will update you on locations at both campuses when we know them.

We are looking forward to working with you and for you.

Who or What is the Contract Management Committee?

Did you ever read that Edward Lear poem, “The Akond of Swat”? It begins “Who, or why, or which, or what / Is the Akond of Swat?” and I always thought it was hilarious. “Who, or why, or which, or what is the Contract Management committee” doesn’t have quite the same ring to it, but you get the idea.

I’ve been on the Contract Management Committee for about four years now, a year and a half of those as chair, and I’m still learning how everything works and how complex many of the issues we deal with are. I think I had been on the committee for almost a year when I found out that I was a steward, and that Kelly Pitman, then the chair, was the chief steward. Although we don’t use that nomenclature in the CCFA, I think it helps, if you are wondering who we are and what we do, to remember the terms used by other unions to define our role. I like the term “steward” by itself better than “shop steward,” because I think it gives you a better sense of how I at least think of our role. We are caretakers, helpers, people who keep an eye on things and try to prevent mismanagement.

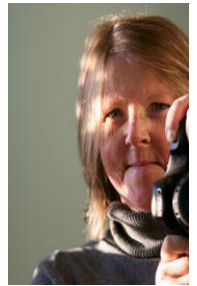
In essence, we “manage” the “contract”: we monitor the administration by the college of the terms of the Collective Agreement and work to prevent those terms being broken. So, in practice, among many other things, we try to ensure that people get regularized when they should, that they get the SD that is coming to them and the right amount of vacation time, that if they are entitled to any kind of leave they get it and that term instructors get the prep time at the beginning and end of a term contract that they should have. The Collective Agreement both defines the scope of our work and limits it. So we are responsible for everything that lies within the CA, but sometimes we have our hands tied when something does not fall under its terms. We investigate and try to facilitate the settling of complaints from our members, taking action through the grievance process in cases where we believe that one or more of the clauses

One Man’s Spam is Another Man’s Fortune

The IT department sent out a notice to the college email list on July 3rd warning users that there had been a large influx of spam over the weekend and that we could expect a barrage of spurious email to continue for a while. I was disappointed by this announcement since my weekend had been enlivened by the receipt of offers and proposals worth all told about \$30 million dollars: enough to get me thinking of kicking back and taking a few unpaid days off or of getting a new paint job for my car.

More important, I learned that I had been recognized as one of the “100 Top Executives of 2013,” an honour for which, “only the most accomplished men and women are considered.” That made sense to me; I assumed that Kathryn Laurin or one or more of the many Camosun vice presidents had nominated me, but now IT is telling me not to believe any of it!?

Debbie Gascoyne, Chair Contract Management Committee



in the CA, or in college policy, have been broken.

The committee as a whole meets every two weeks for two hours, and often that time is not enough for us to get through all the items on our meeting’s agenda. Simple questions can often be dealt with by any of the committee members outside of the meeting time – any one of us could tell you how to apply for regularization, for example – but many or even most of the issues that come before us are complex and require careful study and interpretation of the terms of the CA. It is no coincidence that so many of our members over the years have been English teachers! Sometimes things can be settled quickly with a phone call to a dean or chair; sometimes we have cases that carry on for months, even years. If you look at the committee chair’s report to the membership, you will see the variety of cases we handle: probably regularization is one of our most frequent questions. Sadly nowadays we are getting more and more cases of member-to-member conflict, though that is one area where we struggle sometimes about the nature and extent of our role. That pattern, I have learned, is repeated in colleges throughout the province.

At present, we are Debbie Gascoyne, Patricia Gaudreault, Judith Hunt, Mark Kunen, and Kelly Pitman. If you have any questions about anything to do with your employment, you can contact any one of us. You may get a quick answer, or you may find your question being referred to the committee for discussion.

We would welcome more members, especially from schools that are not currently covered. We do meet every two weeks for two hours, and often need to be available for consultation outside of those hours, so membership on the committee can be hard work. It’s interesting work, though, and good work – it’s a way to feel that you can make a difference in the college.

by Mark Kunen, Vice President

Wait a minute. Not so fast. A close reading of the IT announcement raises serious questions about its authenticity. It (no pun intended) seems to be a carefully crafted riddle with the answer embedded in the message. For one thing IT warns us to be alert for spam with internal addresses. That's a giveaway right there. The IT message has an internal address. (I teach critical thinking, see.) On top of that, the message assures readers that an investigation has revealed that all of the college's spam filtering is "working as expected." My conclusion (and remember, I teach and practice critical thinking) is that IT is kidding. Spam messages by the score could not possibly have gotten through if the filters were working as expected since clearly the filters were expected to work.

Nice try, IT, but now I can go back to counting my awards and looking forward to seeing my photo and bio in the Top of Executives of the Century publication. Wait, that was another one. Well, both then.

Of course, I don't want to be naive. I still need to examine judiciously all of the proposals I received. It's possible some of the messages were sent to me in error. I have doubts about messages that are seeking money from me, like the one from PayPal asking me to rectify an account that does not exist, and I have a bad feeling about demands from Robbins Parking that I pay money that I actually owe them. I'll ignore those. Also, I have one or two questions also about a letter from the representative of the president of the African nation of Benin offering to help me recover 2.7 million British pounds which had been stolen from me from someone else pretending to be a representative of the President of Benin. I'd feel better about the offer if I had heard of Benin. I doubt that the president of Benin would have me on his mind when he has a whole new country to get off the ground.

Office Update

Welcome back! Peg and I hope you all had a great summer. The office renovation is now complete and we're back in Y221 with a fresh look and bare walls. Your President had a great idea: using the CCFA office as a faculty art gallery. If you're interested in displaying your art, please let us know - we'd like to get the walls filled by the end of September. We're thinking that art could be up for 6 weeks at a time? Let us know if you're interested in participating.

In other news, I will be away from the office from September 4 until the 16th. Peg will be here three mornings a week until my return and I'll be checking in by email, so hopefully you'll be able to get your questions answered in a timely manner.

Come by and see the new look, and we hope you have an energetic and positive semester.

I don't want to be greedy, anyway. I don't need the entire 30 million dollars. For all I know a few other people may have received messages similar to mine. It may be a first come, first served kind of thing, and I want to leave enough cash for others. What I'll do is sort through the offers and choose the ones that I trust the most. I lean towards the ones that show that the authors know me or know of me as an individual. Dr. Bruce Van Sum, for example, checked me out before offering me a significant share of the \$9 800 000 he needs to find a home for. He received assurance of my "legibility as a person." He's right.

Though a few people have called me only a part of a person, I think their perception was clouded by anger. Even when I went to a Hallowe'en party as a tree, only a few people were fooled. Dr. Sun has done his research. I am legible as a person.

Besides that, I think I'll accept the offers of two gentlemen whose scrupulous ethical standards were evident when they invited me to ignore their offer if my "moral ethics" were offended by their suggestion that I enrich myself by pretending to be the next of kin of a deceased billionaire. I don't really understand the problem; we're all related after all. But it was honourable of them to ask. Probably they'd learned that I chair the CCFA Code of Ethics Committee and knew I have high standards. The fact that these officials were working for anti-corruption agencies of their respective countries, (in cooperation with the United Nations!) erased all doubts about their integrity and sincerity.

That's it then. I'll go for those three offers. The rest are up for grabs. When you see me driving around in a newly painted bright yellow 1991 Ford Festiva with an "Executive of the Year" decal in the windshield, you'll know my windfall was for real.

Erin Waugh





In July 2014 I'm going to ride a Century (100 miles in one day) in Portland, Oregon with friends. I committed to this at my birthday party: it was a fun party with a lot of wine and, as is usual when there is a group (and a lot of wine), it seemed like a GREAT idea. Stellar! Exciting! JUST what I've needed to really get myself back into shape and focus on a goal that will not only take care of a Bucket List item, but also have me heading toward 50 feeling as good as I am able, mentally and physically. (As an aside, I'm NOT turning 50 yet...but I'm careening toward it, sometimes with seeming breakneck speed.)

The morning after the party, I opened one eye and it all came rushing back: this thing I'd agreed to, the magnitude of it, the terror. I've always wanted to do a century ride, kinda like I'd always wanted to run a marathon before I found out that distances longer than 10km are really bad for my body. The ride seems within reach but it also means a HUGE commitment to training; that is if I want to actually complete it. It might be a dubious honour to finish an event like this LAST, but I'd like to finish it with the pack (insert "fantasy about first, or first in my age group" here) therefore I have to prepare for it. There's also the fact that this particular ride is for foodies, and the later I finish, I fear, the slimmer the pickings dinner-wise. The good news is that I have almost a year until C-Day. I'm hard core...I designed a training plan for myself AND for my beloved (it remains to be seen how cracking the whip at him will go). We started September 1 and I'm pretty confident that we'll be able to do most of what I've laid out.

Before the official start of training, my girlfriend and I rode Munn Road. I'd never been through this particular area of the region, and so had to rely on her description of the route as "rolling," maybe a bit hilly, but not too bad, and only about 30km. As we made our way along Burnside toward Prospect Lake road, I thought "oh, this is perfect." Then, we turned off onto Munn Road. I was optimistic that despite my less than ideal fitness level I was going to be fine on this ride. My friend is a demon on the bike, in better shape than me, and a little competitive, so I'm

always sort of chasing her. After a while, though, I started to doubt her recollection of what this ride was actually like. It wasn't rolling...it was a climb, and a steep one at that. I kept looking up the hill, at my friend cranking away from me. I felt marginally better about the 'chasing her' part after the third pitch: we were both struggling and she assured me we were at the top. Riiight. We rounded a corner to another climb. I think I swore at her. It wasn't pretty. THEN, after we climbed that pitch, and I rested and had the last of my water...confident that the climbing was behind me, we were faced with ANOTHER pitch - the longest of the bunch. By the time I reached the top, I was almost in tears and completely ready to puke. No joke. The descent, of course, was worth the climb and the feeling of accomplishment was amazing. I subsequently searched Munn Road on the internet - it is described as a 'locally feared hill climb'. Hmmm.

While I'm not riding that route anytime soon, I will do it as part of my training at least a few times before C-Day. My goal with regard to Munn Road is to do it without tears... or nausea.

I thought I'd use *Biking with Beaker* to share some snippets of my experience training for the *Chris King Gourmet Century*. I'll not bore you with most of the nitty gritty details, but will comment now and then on the experience of getting ready for an event like this - starting from a less than ideal fitness level, in my forties and while I work full time and raise my kids...not to mention foster the other relationships in my life that are dear to me. I think it's important to put myself out there and do things that are a little bit beyond the ordinary and hope that sharing that experience might inspire, or at least entertain.

Life is like a ten speed bicycle. Most of us have gears we never use. -Charles M. Schulz

CALL FOR SUBMISSIONS :

We want you to contribute to the Confluence; tell us about your groovy SD project, or the creative work you are doing with your students, or what you did on your summer holidays! The deadline is ongoing, so no pressure...

Thanks.