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From the Executive

Kelly Pitman, CCFA President



Hello, friends.

As required by recent provincial legislation, Camosun College has drafted a respectful workplace policy and a procedure for making and investigating complaints. The CCFA pressed to have input into this project for some time, but was given access to the policy and procedures very late in the game. We did make some suggestions and the college made changes based on that input. We still have reservations about many aspects of the document and will go on record about that. We are told that the document is "dynamic" and that the college will make necessary changes as the need becomes apparent. We have asked to be part of this process of revision. Employers are also required to provide training for all employees on avoiding bullying, human-rights-based harassment, and personal harassment. The required training will be in the form of an online "course," and FPSE played a role in developing this material. The college also put together a working group to refine the educational material, and I am participating in that committee. Camosun will also offer some optional face-to-face sessions on creating a respectful workplace.

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](#)
[Darryl Ainsley](#)

CCFA Office:

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

And speaking of FPSE, the Annual General Meeting is scheduled to occur from May 13-16 in Whistler, BC. Once we know how many delegate seats we have to fill, we will put out a call to members for any available spots, so if you are interested, keeps the dates in mind.

And speaking of calls for volunteers, CCFA elections for next year's executive will occur at the AGM on May 2. Please consider putting your name forward for a position, or, if you're looking to test the waters of union service, consider putting your name forward for one of our committees: Contract Management (interpreting and administering the Collective Agreement), Contract Negotiating (self-explanatory—we are about to enter negotiations), Professional Development, or Code of Ethics. And if you have other ideas about finding ways, small or not, to participate in the union, please feel free to contact me or any member of the executive.

But let's talk about what's really on our minds. In hallways and offices and meeting rooms, everyone is talking about the budget. By now most of you will be aware of the college's plan to cut \$3.9 million dollars in costs over two years. We know the proposals for reductions in Health and Human Services, Trades and Technology, Business, and Student Services. In Arts and Science, we know the dollar amount of the planned cuts but do not yet know all the specifics (the latest is that the dean of A&S has until April 10 to submit his plan). We also know that there will be cuts in administration, though we don't yet know who or what will be affected in those areas. The budget will go to the Board Finance Committee on April 28 and to the Board for approval on May 5. If layoffs are

necessary, layoff notices will be issued after that date, making it mid-fall that layoffs take effect. In the meantime, all the appropriate Collective Agreement provisions will be observed.

It has been difficult to sit with potentially affected members and feel their frustration, shock, and anger at the continued underfunding of post-secondary education in this province. It has been difficult to contemplate the extent to which the very identity of the college must change in the face of a shocking lack of foresight and logic in the Ministry of Advanced Education. It has been difficult to comprehend that the Ministry knows the effects the cuts will have on employees and on current and potential students and that it doesn't seem to care.

We do know that college administration does advocate, seriously and consistently, for the value of all our programming. It also advocates for a fairer funding formula and a fairer approach to tuition. What we don't know is whether the faculty association's recommendations for alternate ways of saving money, submitted to administration in a letter on February 26, have affected any of administration's decisions regarding cost-savings. Kathryn Laurin assures us that her upcoming communications to the college will include answers to the questions and ideas we proposed in that letter.

We have to continue to scrutinize the college's use of funds. At the same time, we must work to educate the public about the effects of government policies on one of the community's most valuable assets. It helped with ESL, at least for now. This government does not like to lose face, and we have to try to exploit that.

You're probably feeling a lot of things, including anxiety for your future and for the futures of your colleagues, outrage on behalf of students, and grief for the programming you have worked so hard to develop and perfect. Many people have told me they feel bad for checking their place on the seniority list. Don't feel bad about that—wanting to maintain your livelihood is not surprising and not wrong. Be kind to yourselves, and be kind to each other now too. And if there's a way in which the union can contribute to discussions about reorganization or proposed cost-savings, don't hesitate to call.

From the Vice President

Mark Kunen, CCFA Vice-President

As CCFA Vice-President, I chair the Code of Ethics Committee. The Committee is continuing a process of consultation with the membership on questions relating to the CCFA Code of Ethics. The process is consistent with what was indicated in my report to the membership at last May's AGM and in a related Confluence Article. There was a discussion at our last AGM about issues relating to the Code and about the development of a survey on that subject. The survey has been developed and will be distributed soon to all CCFA members.

The survey seeks answers to the questions outlined in my report to the 2013 AGM:

“Are CCFA members aware of the Code? Does it play a meaningful role in the working lives of faculty members or in the activities and procedures of the CCFA? Should the Code be left as is, revised, or left behind? Finally, are members comfortable with CCFA by-laws that call on the Code of Ethics Committee to adjudicate complaints on ethics and cite the Executive's authority to discipline members who violate the code.”

The more members who respond to the survey the more valuable it will be as source of information, so I hope everyone will take the time to respond.

Many thanks to the members of the Code of Ethics Committee for their conscientious and heartfelt efforts to explore complex ethical issues and to develop questions which call on CCFA members to think about what ethical standards should apply to all members of the union. Thanks also to Erin Waugh for her skilled work in formatting the survey and adapting it to a new survey instrument.

The Committee members are Jamie Doran, Robin Fast, Peter Ove, Karen Shirley, me, and Kelly Pitman (ex officio).

As a result of an oversight on my part, the membership of the committee was not ratified at the CCFA February general meeting. There will be a ratification motion at our AGM in May.

CCFA Member News

Sue MacArthur is retiring!

The Disability Resource Centre (DRC) is hosting a retirement gathering for Susan McArthur on Friday, March 28, 1-4:30pm in Isabel Dawson 119. This is a come-and-go event, and refreshments will be provided.

The Disability Resource Centre looks forward to seeing all those friends and colleagues who have shared Susan's Camosun journey over the years.

CCFA Executive Nominations
Nominations are being accepted for the
2014/15 CCFA Executive Committee.
Please consider running for a position and plan to attend
the AGM: May 2, 2014.
Thanks.

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.