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From the Executive

Kelly Pitman, CCFA President

Hello, friends.

Here we are in April, grateful, no doubt, for the beauty of the land we live on, which is now awash in flowers.



As required by recent legislation, the college has produced a "Respectful Workplace" Policy and a set of procedures for making complaints. The CCFA did not get as much consultation time as we would have liked, but we have had some last-minute input. The college has stated that the policy and procedures are "dynamic," meaning that administration is open to revision as problems with the policy or procedures are revealed through practice. We have asked to be consulted about potential revisions, and we urge you to take a look at the policy and procedures, to attend to the ways in which it rolls out in your area and to forward feedback to us so that we may include it in our work with administration to make this policy work.

Legislation also requires that all employees receive mandatory training in recognizing and preventing bullying and harassment and in creating and maintaining a respectful workplace. This mandatory training consists of an online "course," which has received input from BCGEU and FPSE members. I have been serving on a committee that has adapted the material to make it more specific to our environment and sensibilities. That obligatory training material will be available soon. As well, the committee has worked to consider how we might follow up the mandated training with optional face-to-face sessions in which we can further explore the issues. We hope these workshops will provide employees with an opportunity to reflect on the training and to share ideas about maintaining a respectful workplace.

The consultation process for the 2014/2015 college budget has concluded, so far as we know, and during the next two weeks, the college will be finalizing its decisions on how the budget will affect programming and services during the coming year. Or coming years—as you are no doubt aware, administration is looking to make cuts over two years in line with its understanding of how much government funding we can expect during that time. The budget will be presented to the Board of Governors on May 5. Administration should be taking its proposed budget to the Board Finance Committee one week before, on April 28. We have asked to be informed of implications for the CCFA before the budget receives board approval.

Part of the budgeting process has included a call to CCFA members for interest in early retirement incentives as per Article 11 of the Common Agreement. The CCFA worked hard to make sure the administration considered this option, and we are appreciative that it did so. The CCFA has urged administration to extend the call for members to express an interest in this option through the

middle of May, which is in line with the pre-layoff canvas in particular departments should layoffs remain necessary as per the approved budget. We have also urged administration to consider providing incentives for members who wish to leave the college or reduce their workloads but who do not meet the conditions laid out in Article II. Our argument has been that if the primary goal is to reduce the necessity for involuntary job loss, then the college ought to be open to a variety of options. We have yet to hear from the college on these points.

Remember that at the CCFA AGM, we are electing executive members for next year as well as looking at some immediate union business, including preparations for bargaining. We hope to see you there for the meeting and then for lunch.

Biking with Beaker

Erin Waugh

It's been a while since I wrote about cycling – mostly because it's been a while since I've been consistently on my bike. Through the fall I went great guns with my training for the ride I'm doing in July. I was 100% committed to the plan and totally focussed on the end goal.

Then, the rain started. And it was cold. And I got really into watching House of Cards. And, well, I kinda mostly stopped training.

April 1 was the registration day for the Chris King Gourmet Century and with some trepidation, given my lameness on the training front, I logged on and registered myself, my Dave and the other couple we're riding with. This reconnected me to the fact that I'm planning on completing the ride "with" the pack and reminded me that the training plan needs to be reinstated ...full on.

April 1 also coincided with the day that my divorce was official, which gave me a burst of energy and has me excited about the possibilities. So here I am, with a fresh start and back at it and sort of starting over with the training. As it turns out the ride is 100km, not 100 miles, so THAT's a relief.

For a start, I took my bike on vacation last week, and managed to get in a couple of rides, in Portland and Napa. Admittedly, the Napa riding was between wineries...so can't really be considered "training" ...except in the way that it was training for the gourmet portion of the ride.

As an aside, I highly recommend cycling in wine country. The pace is lovely, the scenery spectacular and there's something civilized about rolling up to a tasting room and indulging in a little bit of heaven. An added bonus is that the folks running the wineries seem more inclined to chat with you if they know you're taking in the scenery at this slower pace. In Napa, one of the highways lining the valley has bike lanes both ways, so it's easy riding. It would seem that many hotels now have loaner bikes as well, so even if you don't bring your own, you can have the experience anyway.



Ok, back to my Gourmet Century....my new plan is that I'm staying connected to mindful indulgence, and not worrying too much about the break in training. There's still lots of time until July 26, and we live in such a beautiful place to ride a bike. I'm taking the attitude that come July, I'll be ready and even if I'm not, I'll still have a great time on the ride, no matter how long it takes me. The main point is to do it, and enjoy the experience and ride on.

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.

The Union Reel

Kelly Pitman

The Apartment, 1960
Dir. Billy Wilder

I'll admit straight off that I am a huge Billy Wilder fan. For one thing, he co-wrote and directed *Some Like it Hot*, probably the best American comedy. In fact, *Some Like it Hot* has for me passed the ultimate film test: I assigned it to my class of 18-20 somethings in first-year English, and they loved it without reservation. Because it's funny. And smart. Funny-smart. Not as easy as it looks.



The Apartment is less manic than *Some Like it Hot*, but it is still an intelligent and witty comedy, and a wonderful work movie as well. It's the story of one C.C. Baxter, played by Jack Lemmon, a drone at the Consolidated Life Insurance Company. Baxter has been putting in time like a champ (or is it a chump?) for four years, often working late into the night, and hoping against hope for a promotion. In the scene in which the camera pulls back to reveal Baxter at one desk in a grid of hundreds of desks, lined up like stations in a factory, we know, if he doesn't, that his dream is the dream all drones dream—of being recognized and selected—and a dream that almost never comes true, or not the way you want it to.

To try to gain favour with his superiors, Baxter has fallen into a trap that tests his morals as well as his stamina. He lets the managers use his apartment at night to meet their mistresses. He might have had a long day and be ready for sleep. He might have a terrible head cold. But he wants to earn points, so he cools his heels in coffee shops or on the street while his bosses make hay. Baxter hopes that his obliging nature means moving up the ladder. That his betters refer to him as “Buddy Boy” does not bode well for his chances. For the big mucky-mucks, he's a means to an end, a peon ripe for exploitation; they can hardly remember his name.

Still, the managers don't want to lose their privileges, so they write Baxter good reports, which earns him, finally, an interview with the personnel director, Mr. Sheldrake. (Remember when we were personnel? Now we are human resources.) Baxter's big moment has arrived, but not because he's a good worker. Turns out Sheldrake wants . . . the apartment. In return for the key to his place, Baxter gets the key to the executive office and the promotion he has hoped for. And Sheldrake gets a place to take his besotted and self-deluding mistress, Miss Kubelik, the sweet-natured, gamine elevator operator, played by Shirley Maclaine, who, coincidentally, makes Baxter weak in the knees. Baxter doesn't know that Miss Kubelik is the femme fatale, until he does. Miss Kubelik doesn't know she is one in a long line of pretty things used by Mr. Sheldrake, until she does.

One of the great things about this film—and there are many—is the chemistry between Lemmon and Maclaine. It's not a smoldering chemistry, or not obviously. It's sweet, wry, and sincere. You can't help but love them both, which means that you love them more than anyone else does, more, even, than they love themselves, for not only do the powerful men who control their lives take them for granted, they also take themselves for granted. And that's the real conflict in the film, as it so often is in life.

Wilder's film is a charming and witty romantic comedy, but it's also a velvet-sheathed dagger in the heart of the American dream. Used by the bosses, our two leads underestimate their own worth and make their own exploitation not only easy but pleasant for the powers that be. For Miss Kubelik, it's sexual. But Baxter is also being screwed. He's not getting anywhere. Or if he is, it's less through hard work and more through selling his soul. Whatever the big men want, Baxter nods and smiles. When Miss Kubelik gives into despair and attempts suicide, Baxter takes the blame for her troubles in an attempt to protect not just his boss but also his hope for a better office. But he also takes care of her. The most heart-warming scenes in the film are those in which Miss Kubelik recovers from her brush with death while Baxter stands by, making breakfast, dealing a hand of cards, making her laugh. He's a humble and instinctive hero, and he thinks nothing of himself. That's his biggest mistake, because he's an island of decency in an ocean of immorality or, at best, amorality. At one point, Miss Kubelik says what maybe we all have thought: “Some people take and some people get took. And they know they're gettin' took and there's nothing they can do about it.” Baxter decides there's something he can do about it. Near the end of the film, Sheldrake decides he might have time for another fling with Miss Kubelik, though he has ignored her during the worst of her troubles. But Baxter's had enough. He refuses to give out the key to the apartment, and gives back the key to the executive washroom. Baxter is, obviously, out of a job. But he gets the girl, for when Miss Kubelik realizes the extent of his love and his personal integrity, she dumps the high-powered lout and comes back to Baxter.

Besides rooting for the guy and the girl, which, I confess, I will always do, I find that *The Apartment* has me rooting for the

worker. How much, the film asks us, do we betray ourselves every day for a promotion, a good appraisal, a pat on the head? Too much. How much does simple respect, of oneself and others, matter? A lot. In discovering the worth in each other, our two leads discover their own value, which is infinitely higher than that of the Mr. Sheldrakes of the world. At work, C.C. Baxter and Miss Kubelik are known by their last names, when they are known at all. A more dystopian view would have had them identified by numbers. But Billy Wilder's vision is more humane, and more hopeful. Through his lens, we are reminded that workers are people, and valuable for that reason alone. It is a mistake to allow our so-called superiors to demand our souls as well as our daylight hours. C.C. Baxter and Miss Kubelik are better than they thought they were, and we can't help but cheer when they turn their backs on their high-paid inferiors..

PD Fund Facts

Erin Waugh

I recently sent an email with important information about the PD Funding process. I'm still getting questions, so have duplicated the information here:



1. If you open the forms in Google Chrome, you have to then open them in Adobe Reader in order for the math to work. This is simple, there is a red icon in the address bar that you click...it will prompt you. The committee has asked that all faculty use the electronic form, rather than handwriting the applications.
2. If you are a continuing faculty member, please ONLY check "continuing" on the form. Please do not complete the workload numbers, it confuses us :o).
3. The fiscal year is April 1 – March 31 and funding is based on the start date of your activity. If it starts March 31, it falls in the current fiscal year and your previous funding will influence how much you can apply for.
4. The PD Committee meets every two weeks on Tuesdays – April 22 is the next meeting, so you can assume that they will meet two weeks from today.
5. In order to guarantee consideration at any meeting, your application MUST be to the CCFA office by the day before (Monday) at 4pm. Applications arriving after that may not make it to the meeting and will be included in the meeting two weeks hence.
6. If you have not included supporting documentation, or have all necessary signatures, your application will be returned to you, thus delaying its consideration.
7. If your activity is close to the meeting date, or has already occurred, please provide the committee with an explanation as to why you haven't given the minimum notice of 1 month – it will speed up the approval process.
8. ONCE your application is approved, you MUST keep all original receipts (EXCEPT for meals and incidentals) and attach them to the travel claim form you were provided in your approval email. This form must then be forwarded to the CCFA office for approval. Either myself or Peg Ford are the authorization signatures – not your chair, dean or school administrative support person.
9. If you have requested and received an advance, you must submit your claim two weeks from the end date of your activity. This is required by finance.
10. If you haven't already done so, please ask your hotel for government rates – the travel letter is available on the Camosun Website.