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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

October 9:	8:30 - 2:00
October 10:	8:30 - 3:00
October 11	8:30 - 12:30
October 14 - 18	8:30 - 4:30

From the Executive

Kelly Pitman, CCFA President

We reported to you last week at the General Meeting, so rather than say it all again, we've included links to our scintillating reports in this issue. Please feel free to contact us if you have questions or comments.

I encourage faculty members to attend the next set of "conversations" with Kathryn Laurin. The topic is "innovation," and I would love to see strong faculty voices at these sessions. The conversations are scheduled from 12:30-1:30 at Lansdowne on Monday, November 18 in P216 and at Interurban on Tuesday, November 19 in CC320/321.

Reports from the General Meeting held October 2, 2013 can be found here:

[President's Report](#)

[Contract Management Chair's Report](#)

[Contract Negotiating Chair's Report](#)

[Professional Development Chair's Report](#)

From the Contract Management Committee

Debbie Gascoyne, Chair Contract Management Committee

REMINDER:

Info sessions for chairs and program leaders (or those who might be thinking of becoming one). LANSDOWNE campus: Friday October 11th, P109 10:00am to noon. INTERURBAN campus: (PLEASE NOTE NEW DATE) Friday October 25th, CBA 102 1:00-3:00 pm. Facilitators Debbie Gascoyne and Judith Hunt will help explain and field your questions about the collective agreement as it relates to your role.





Judith Hunt, Chair Contract Negotiating Committee

With bargaining coming up again this year, the committee thought it a good idea to look at our benefits and see what improvements we might want to negotiate. We had a short discussion of this at the CCFA General Meeting last week to find out what faculty members would like to see change. The full details of our benefits are set out in the 2008 CCFA Benefits Handbook (http://intranet/hr/health_&_benefits/benefits-handbooks.php), but I have also summarized them below (please read the handbook and check with Manulife for details and accuracy). You can also refer to Clause 17 and Appendix C in the local collective agreement for information on premiums, eligibility, and other details on coverage.

Discussion at the GM centred around the very limited amount we are initially reimbursed for physiotherapy and other paramedical services, the fact that we get only \$300 for eyewear or laser surgery (the least of any FPSE institution), the potential problems of the Pharmacare formulary, and the importance of improving access to benefits for term employees and for those who are 65 and older. Concern was also raised about the amount that a part-time term employee has to pay in benefit premiums.

Life Insurance: 3 x annual earnings, with a reduction in amount between 65 and 69 years old.

Accidental Death and Dismemberment: Death: 3 x annual earnings, with a reduction in amount between 65 and 69 years old; Dismemberment: varies depending on injury

Short-term Disability: 70% of monthly earnings after 30 calendar days of sick leave. Maximum duration of 21 weeks.

Long-term Disability: 70% of monthly earnings after 180 days of disability. Up to age 65 only.

Extended Health Care: Deductible: \$25 per year for single/family (\$0 for vision care or psychological services). 95% of the first \$1000 of paid expenses. 100% thereafter in any calendar year for all other expenses.

- Prescription drugs: reasonable and customary charges
- Eyeglasses / contact lenses / laser eye surgery: \$300 every 24 consecutive months
- Eye exams: \$75 every 24 consecutive months
- Chiropractor: First 12 visits up to \$10 per visit / \$400 max per calendar year
- Athletic Therapy: \$400 per cal. year (\$400 max is for chiro/athletic therapy combined)
- Podiatrist / Naturopath: First 12 visits up to \$10 per visit / \$200 max per calendar year
- Physiotherapist/Massage Therapist: First 12 visits up to \$10 per visit /no maximum
- Speech Therapist / Acupuncturist: \$100 max per calendar year for each
- Orthopedic Shoes / Foot Orthotics: \$300 – children / \$500 – adults per calendar year

Hearing Aids: \$1000 every 60 consecutive months (up from previous \$600 maximum)

Psychological Services: 90% paid. Up to \$1080 per family / year for clinical psychologist

Medical travel: 100% of eligible expenses up to \$10,000 per person per year (average of \$125 / day for a maximum of 50 days per year) when travel of 100 km + is required for treatment

Emergency travel: 100% of eligible expenses and services – up to \$5000 per emergency

Dental expenses: 100% for basic services, 75% for restorative work, 50% for orthodontics Unlimited maximums for basic and restorative. Orthodontic maximum is \$2000 per lifetime. Preventative services (fluoride, polishing) covered every 9 months (or 6 for children). (Please note that term people are only eligible for dental coverage with 10 months of full-time work.)

Please send your comments on our benefits and how you would like to see them improved to me at huntj@camosun.bc.ca. Ideas on possible savings would also be welcome since it would be helpful to know what you might be willing to compromise on in order to make those gains.

TEDxVictoria Speaker

Tom Rippon, Camosun faculty from the School of Business, will be one of fourteen speakers to present at TEDxVictoria on 16 November 2013. TED is about the power of ideas to bring about change in attitudes and behaviours. Tom will be talking about student debt, locally and globally, and the need to bring about change in how education is funded.

About TED

TED is a nonprofit organization devoted to Ideas Worth Spreading. Started as a four-day conference in California 25 years ago, TED has grown to support those world-changing ideas with multiple initiatives. The annual TED Conference invites the world's leading thinkers and doers to speak for 18 minutes. Their talks are then made available, free, at TED.com. TED speakers have included Bill Gates, Al Gore, Jane Goodall, Elizabeth Gilbert, Sir Richard Branson, Nandan Nilekani, Philippe Starck, Ngozi Okonjo-Iweala, Isabel Allende and former UK Prime Minister Gordon Brown.

The annual TED Conference takes place each spring in Long Beach, California, along with the TEDActive simulcast in Palm Springs; the annual TEDGlobal conference is held each summer in Edinburgh, Scotland. TED's media initiatives include TED.com, where new TEDTalks are posted daily, the recently launched TED-Ed platform for students and educators, the Open Translation Project, which provides subtitles and interactive transcripts as well as the ability for any TEDTalk to be translated by volunteers worldwide, and TEDBooks, short e-books by speakers that elaborate on a single idea originally presented on TED's stage.

TED has established the annual TED Prize, where exceptional individuals with a wish to change the world are given the opportunity to put their wishes into action; TEDx, which offers individuals or groups a way to host local, self-organized events around the world, and the TED Fellows program, helping world-changing innovators from around the globe to become part of the TED community and, with its help, amplify the impact of their remarkable projects and activities.

Contact Information

Website: <http://tedxvictoria.com>

Facebook: [facebook.com/tedxvictoria](https://www.facebook.com/tedxvictoria)

Twitter: @TEDxVictoria

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.

On Monday morning, I started answering emails before I had finished breakfast. I made another cup of tea and spent an hour reading background material on an author whose work I am teaching next semester. Then I was off to campus, where I entered salaries in a spreadsheet for an hour, then spent three quarters of an hour reading reports. Next up was a quick perusal of the Board of Governors meeting agenda, which reminded me of a budget committee meeting coming on Friday, so I spent thirty minutes studying the Ministry of Advanced Education 2013-2015 plan and the college's strategic and education plans and making a list of shared values. The phone rang, and I spent some time helping a department chair talk through an issue. By the time I had hung up, there were more emails to answer, some of which came with hefty attachments that I must read before this or that meeting. Another hour gone. I wrote a letter of reference for a student and drafted an agenda for an upcoming meeting. By then, my tendonitis was acting up, the result of years of typing and mousing. I decided to give my mouse hand a break, and settled down to read a summary of legal opinions on accommodating disabled employees.

My office mate, meanwhile, had taught a ninety-minute class and returned to the office to mark a kajillion essays, providing careful and detailed feedback on each at the cost of a very stiff neck and a cramped hand. She had another class to teach that day, so she took some time to peruse her lecture notes, which are themselves the distillation of many hours reading and thinking.

We both ate lunch at our desks, checking emails (again) and skimming various documents, munching vegetables in between attacks on the keyboard and muttered asides. Then she went to class, and I went to a meeting.

Your Monday morning was probably something like mine. People in our profession have public roles, but much of their work is private. Those on the outside have little or no idea how many hours go into reading, writing, revising, organizing, and responding. The work is intellectually demanding, self-directed, mostly (thank the heavens) interesting, and too often fragmented by shifting priorities and competing deadlines. I promised myself, for instance, that I would build strong walls around my course development work this term, that I would set aside whole mornings to do research and planning, and sometimes I accomplish this, but at other times the pressing needs of the community I serve interject. I stop to address them, then get back to the scholarly work, having to renew my concentration and sometimes, to start over.

Because we are often isolated in our work, beaver away behind closed doors, we can get very caught up in our own endeavors. This has benefits: much of what happens at an educational institution depends on employees' having

time to think and an aptitude for self-motivation. When I was in graduate school, a professor told me that no one should be a teacher who cannot handle both interaction and isolation. With so much of our work done alone, however, we can forget that other people are toiling in their own offices. We know we're all busy—we smile and roll our eyes as we breeze by each other, coffee in one hand and sheaf of papers in the other—but we might sometimes forget, we might sometimes even doubt, that our colleagues are working as hard as we are.

Because of my current role, I have met and listened to faculty members from all over the college. Often, I have seen the comparison trap grab hold. Is that person's field/project/responsibility really as difficult, or as important, as mine? And wait, doesn't she have a nicer office, a better schedule, a lighter marking load, and fewer constraints? Is that guy working as hard as me? Does he care as much? Does he get more recognition? Is it fair?

This is a dangerous path to tread. When you are thinking about whether your colleagues are luckier, less dedicated, or more appreciated than you are, you're forgetting how crucial each of us is to the larger enterprise. Like yours, a lot of your colleagues' work is invisible, but its results are not.

It's best, I think, for ourselves and each other, to assume that whatever our roles, we are equally engaged. No one wants to go to class unprepared, to write reports that reveal ignorance or sloppiness, to let down students, colleagues, or themselves. It's best, when your back aches and your eyes get bleary and you are packing your notes into a bag to take home because you'll never be ready if you don't work tonight, to feel not competition with, not envy of, but solidarity with your colleagues.

When my office mate and I have time to take a breath, we commiserate, trade ideas, share materials, and help each other figure out how to deal with the challenges that come with a job that consists of a bazillion daily decisions and a deep commitment to results. I am sure this happens to you as well. When we talk to each other, we see how much everyone is doing and how much they care. But some of us never talk to some others of us, and we get to wondering, to comparing, to assuming.

You all impress the hell out of me. Whatever work you do, holed up at your desk, sandwich crumbs falling onto your keyboard, you matter. As does the person in another office, in another school, on another campus. You may be working quietly in your cubicle, but don't mistake your solitude for being alone. We're in it together. And it pays off. The sum is even greater than the parts, and the parts are pretty great.