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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](http://www.camosunfaculty.ca)

## FAIR Employment Week

Don't forget to contact Erin or Peg for your "Take a Term Faculty to Coffee" Coupon. The coupons are good for this week (Fair Employment Week ) and next to accommodate everyone's busy schedules. Call the office at 3655 or email: [waughe@camosun.bc.ca](mailto:waughe@camosun.bc.ca)

## From the Executive

*Kelly Pitman, CCFA President*

Greeting, friends.

Thanks to everyone who came out to the General Meeting this month.

Our plan to hang art by faculty members in the CCFA office is coming along. We've ordered the hardware necessary to make it work. Once we get that installed, we'll put out a call for your work.

The CCFA Budget Committee has begun by drafting a set of values or principles that will help to ground our discussions with administration about the budget process. As part of that process, I am seeking to establish the trends in administrative salaries over the last few years. I have scheduled a meeting with John Boraas to discuss the apparent increase in senior administrative positions and one with Barb Severyn to discuss the employee survey and alternative parking benefits. I'll report on those meetings in the next Confluence.

As for the budget process, we'd like to hear your perspective on how the consultation process went last year. Were you asked to contribute ideas? Were you informed about your dean's proposed budget submission so that you could discuss its implications? Has your work been affected by budget decisions, and how? Do you think students are affected, and in what ways?

Send your observations and ideas to me via email, drop by the CCFA office on Monday afternoons, or call me to arrange to meet at another time. My next Interurban lunch will be on Thursday, October 31. Join me from 11:30-ish to chat about whatever's on your mind.

## 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

In the last Confluence, I gave an overview of the benefits listed in the Manulife benefits package. This time, I thought I'd give some additional information on benefits that you may not be as familiar with.

**The Employee and Family Assistance Program – EFAP** is a service provided by Shepell-fgi that provides face-to-face, tele-counseling or e-counseling for a very limited number of visits at no charge. It also provides “Core WorkLife Solutions Services” which include parenting and childcare information, financial and legal advisory service, naturopathic service, and consultation on nutrition, education resources, eldercare, and addictions. For a complete list and further information, see [http://intranet/hr/health\\_&\\_benefits/employee\\_&\\_family-assistance-plan.php](http://intranet/hr/health_&_benefits/employee_&_family-assistance-plan.php).

**Post-65 benefits** – Although it doesn't appear in the current Manulife Benefit Booklet, faculty members are now covered until age 70 for life insurance and accidental death and dismemberment (albeit with ever-increasing reductions once they reach 65). Short-term disability also goes until age 70 or earlier retirement. Unfortunately, long-term disability is still only available until age 65. However, medical, dental, and extended health benefits remain in place for faculty members up to their retirement with no age limit.

**Athletic Therapy** – As most of you probably know, only \$10 of each of your first 12 physiotherapy visits is reimbursed (although you are fully covered after you have paid for those). What you may not know is that 95% of athletic therapy costs are reimbursed, with no deductible, for up to \$400 per calendar year. However, this \$400 cap does also include chiropractor visit reimbursements, so that will limit this benefit for some. If you have an injury or condition that you would normally see a physio for, an athletic therapist may do the trick, at a much lower cost to you. For more information on athletic therapy, please see the webpage of the Canadian Athletic Therapists Association at <http://www.athletictherapy.org>.

**Acupuncturist and Speech Therapist** – The coverage for each of these is \$100 per calendar year. It's not a lot, but since there is no deductible, you can get 95% of the full cost reimbursed for one or perhaps two visits annually. For example, if your first acupuncture visit cost \$60, you would get a \$57 reimbursement, and then for your second one you would get \$43, putting you at the \$100 limit.

**Discounts** - Although not a negotiated benefit, the discount program is something that you might not be aware of but is definitely worth looking at for discounts at various businesses around town, including the Imax theatre, Camosun bookstores, PISE, Peninsula Runners, Rogers, and Monk Office Supplies, to name a few. Please see this HR website for a complete list: [http://intranet/hr/employee\\_resources/discount-program.php](http://intranet/hr/employee_resources/discount-program.php)

As always, if you have any questions about these or other benefits, or if you have any suggestions or comments regarding negotiations, please contact me at [huntj@camosun.bc.ca](mailto:huntj@camosun.bc.ca), or speak to any other members of the committee: Kelly Pitman, Debbie Gascoyne, or Mark Kunen. I'd also be happy to speak to anyone who might be interested in joining the Contract Negotiating Committee.

#### 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.

# Not Just a Union Geek

Debbie Gascoyne

## The top 10 reasons why I love Joss Whedon

First, of course, you're probably going to ask "who is Joss Whedon?" (if you already know, you may already know why I love him).

1. He's the creator of *Buffy the Vampire Slayer*, *Angel*, and *Firefly*, which I, along with many critics, still regard as among the best television series of their time.
2. By creating *Buffy the Vampire Slayer*, he did not only start the fad for sexy vampires (which may or may not have been a blessing, depending on your point of view), but, by presenting episodic television in a long story arc over the course of a season or more, probably set a precedent for many of our current successful television dramas.
3. He finds and cultivates terrific, previously unknown actors who remain loyal to him and appear over and over again in his films and television shows. And actors love to work with him.
4. He made a hilarious video comparing a Newt Gingrich presidential win to the *Zombie Apocalypse*.
5. He has spoken and written seriously and passionately in opposition to violence against women.
6. He loved his mother, and the episode of *Buffy* that dramatizes the death of a parent is perhaps one of the most moving and well-handled expressions of a death that I have seen anywhere.
7. He does not underestimate his audience.
8. He writes some of the best and most memorable dialogue anywhere, and employs and promotes other, equally talented writers.
9. His work is peopled with rounded, believable characters, including some of the most kick-ass young women you are likely to meet on TV.
10. The version of *Much Ado About Nothing* he directed, cast his friends in and filmed in his house turned out to be one of the best Shakespeare film adaptations I have ever seen. Seriously. And you can trust me: I'm an English teacher.



And then you're going to ask "why should I care?" Well, besides earning you considerable "geek-cred" – you might want to care because your students do, and because in the excellent work of this current "geek god," you might find something from current popular culture you can show your students without feeling that you have to hold your nose.



In September, I wrote about my plan to participate in a Century Ride in July of 2014. For those of you who are curious how my training is going...it's going well. 6 weeks in and I'm mostly sticking to the plan. It feels great and I'm in enough of a habit now that if I have to miss a day, I resent it enough to make sure it's only the ONE day I miss.

One of the challenges I face on this journey is that I have a chronic issue with my back and pelvis – genetics dealt me a bad card in this regard and hormones don't help matters. Even at my fittest, I still have chronic pain and some days, the simple act of bending at the waist is close to impossible.

Recently, I've traded regular ibuprofen for thrice daily icing and regular visits to my physiotherapist, massage therapist and chiropractor. All have suggested that my back issues might be somewhat alleviated by jumpstarting my metabolism and losing some weight.

Now, I guess I could follow Oprah's pal Dr. Oz's advice and take green coffee extract, or whatever the recent "weird old tip to lose weight" might be. Despite Oprah's confidence in their credibility, I'm sceptical. I could drop carbs, as Dr. Atkins suggests, to make my body a "fat burning furnace." I know people who live this way and swear by a protein and fruits and vegetable only diet. Here's the problem (well problems, really): I believe in moderation, not deprivation. We all know that to lose weight without actually changing anything about my lifestyle in any meaningful way. Add to that my scepticism about anything that purports to allow me eat anything I want and still lose the weight: Good God... Really? I can eat potato chips all day long and take a pill and the weight will fall off me? I don't believe it for a second, and even if I did, I'd wonder about the long term consequences for my system. Besides, I believe that fitness is a more important thing to focus on anyway.

Luckily, I've got this goal to work toward, and lots of time, so embracing regular exercise isn't an issue. Now, of course, riding my bike at an easy pace is exercise, but it isn't THIS that is going to really get me into century-ride ready condition. THAT would be too simple. My chiropractor said, "I'm sure you can ride your bike for miles and miles ('tis true) but until you incorporate SOME activity in which you go so hard that you nearly throw up, you won't get the results you need." So...interval training is one of the things I'm incorporating into my C-Day plan.

I did my first interval workout a few weeks ago and it was BRUTAL. Do you know how hard it is to go HARD for 90 seconds, easy for 60 and then hard for 90 again? That minute and a half is interminably long, people. During these workouts I ask myself what the hell I'm doing. I nearly give up during the first half before telling myself I'm halfway through the hard part. By the end, I feel close to the 'top of Munn Road' feeling of desperation and nausea. BUT (and here's the good part) as I cool down, I feel excited that I did it and the endorphin high is unbelievable. So, yes, it's hard work, and during the actual riding it's awful...but afterward I can congratulate myself that instead of spending \$300 (money back guaranteed) on green coffee extract pills from Dr. Oz, I spent 500+ calories which I'm happy to get rid of, and don't ever want back regardless of whether I'm satisfied.

All that being said, I am relieved that I've only got one day per week of true interval training in my plan. The rest of the time, I can enjoy the hilly terrain of our fair city. So far, I haven't lost any weight, but I feel different in my skin...and that's something to celebrate.