



The Update

Issue III, 2024-2025
April 2025

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SUBMISSIONS TO THE UPDATE

The Update is circulated three times per academic year in advance of the General Meetings. Submission deadlines for Update issue III will be communicated by the incoming Secretary.

The Update welcomes letters to the editor, upcoming event notices, or other submissions. Readers are encouraged to write in response to what they read in the newsletter or about other Faculty Association matters. Letters to *The Update* do not represent the opinions of the editor nor the OCFA Executive or Council as an organization.

Please send submissions to *The Update* editor, secretary@ocfaculty.ca.

THANK YOU

A special thanks to Raluca Fratiloiu and Matt Kavanagh for reviewing this issue of *The Update*.

COUNCIL & EXECUTIVE MEETINGS

OCFA Executive meetings are held once every two weeks. OCFA Council meetings are generally held once per month. If you wish to bring forward a particular item for

consideration, please contact one of your OCFA Council members (contact info below).

OCFA WEBSITE UPDATES

Please visit the [OCFA website](#) for contact information of your OCFA reps (this information is also in the last page of this newsletter), as well as upcoming meeting and social dates, the updated handbook and *hopefully* soon the current Collective Agreement.

DELIVERY OF THE UPDATE

The *Update* is distributed electronically as a PDF file by e-mail and is also available on the [OCFA webpage](#).

OCFA SOCIAL MEDIA

Facebook page:

<https://www.facebook.com/ocfaculty>

Facebook group (for OCFA & OUCFA retirees):

<https://www.facebook.com/groups/3459590260743214>

Instagram

Notices & Submissions

Annual General Meeting

DATE: Friday, April 25th.

LOCATION: *Coast Capri Hotel*, 1171 Harvey Avenue Kelowna.

*Please note that for a variety of reasons, non-union members including children, are not permitted to attend the AGM. The Union provides reimbursement for childcare, so please connect with OCFA Treasurer, Adrian Fontenla if you have questions about how to request a reimbursement.

VIRTUAL ATTENDANCE: The OCFA President will send out the Zoom link to join the meeting next week. Please be advised that your profile name must be your first and last name, and you may be required to turn your camera on, so that we can verify your identity.

MEETING SCHEDULE: Social: 5:30-6:00 pm
Dinner: 6:00 pm
Meeting: 7:00 pm

Please ensure that you check in with an OCFA Council member when you arrive so that we have an accurate record of attendees to facilitate voting. If you do not check in with us, you may not receive the link to vote in any elections that may occur.

IMPORTANT INFORMATION ABOUT VOTING AT THE AGM

There are two types of voting that may take place during the meeting:

Voting on Motions:

- **In-person attendees:**
 - Voting will be conducted by a show of hands
- **Virtual attendees (via Zoom):**
 - Voting will be conducted using Zoom Polls for a more streamlined voting process
 - Please ensure you have access to the “Raise Hand” feature for questions
- **For members joining as a group:**
 - Each member must connect to Zoom on their own device
 - Each person must complete polls individually for their vote to count

Voting in Elections (OCFA Executive, Council, or Grievance Committee):

- **Voting method:**
 - Elections will be conducted by secret ballot using Simply Voting software.
- **Requirements to vote (for all attendees – in person or virtual):**
 - Access to a device that can:
 - Open your OC email account (to receive the voting link).
 - Access your authenticator app (to verify your identity).
 - A stable internet connection is necessary.
- **Extra support:**
 - An extra laptop will be available for members who need one.
 - You must still be able to authenticate your identity to access your OC email.
- **Attendance requirement:**

- Members must be present (in person or via Zoom) to vote.
- Must have cameras turned on and full names displayed in Zoom.
- **Backup plan:**
 - If Simply Voting cannot be used (e.g., due to internet issues):
 - Voting will switch to paper ballots.
 - Only in-person attendees will be able to vote in that scenario.

Zoom Meeting Participation:

- To speak or ask a question, please use the "Raise Hand" feature to be recognized or added to the speakers list
- The Zoom chat function:
 - Is available only to virtual attendees
 - Will not be monitored by the Chair
 - Will not be visible to in-person attendees
 - Is meant to recreate informal, respectful conversation like at in-person tables

If you have any questions about any of these processes, please email the [OCFA Secretary](#).

Send a Message to OC Leadership

At the recent “Campus Conversations” in Vernon, a group of Faculty and Staff took a creative action to let OC Leadership know how they are feeling about the lack of transparency, collegial governance, and top-down decision making. Rather than attending the “Campus Conversation” in person, members wrote their messages to leaders inside small white cards and left them in the room ahead of time. These messages were honest, heart-wrenching, and powerful. The fact that they were written in members’ own handwriting only amplified their messages.

OCFA Council and Executive, in consultation with our members who organized the action in Vernon, have decided to run with this idea. We will be bringing blank cards to the AGM so that all members have an opportunity to send a personal message to the Leadership Team. The physical cards will be delivered to the President’s Office after the AGM. Digital copies will be provided to the rest of the Leadership team, the Board of Governors, and the media.

I urge you all to participate in this action--the more messages the better. For those of you attending the AGM in person, please think about what you would like to write in your card. I will be collecting them after the meeting. For those of you attending virtually, please email me any message you wish to have transcribed on a card to Secretary@OCFaculty.ca, and I will ensure it is handwritten on a card and included with the others. For inspiration, and with permission of the individuals who wrote them, I am including photos of some of the powerful messages that were written to Leaders in Vernon.

I am not here today in silent protest.
These dialogues do not lead to
meaningful, respectful, and/or
productive outcomes, and until they do,
I will not attend.

"The art of conversation lies in listening"
- Malcom Forbes

We are telling you: we do not feel
heard. We do not feel valued.

A FRIEND OF MINE SAID RECENTLY: "WHY PROVIDE A SUGGESTIONS BOX IF THERE'S A HOLE AT THE BOTTOM OF THAT BOX THAT LEADS NOWHERE?"

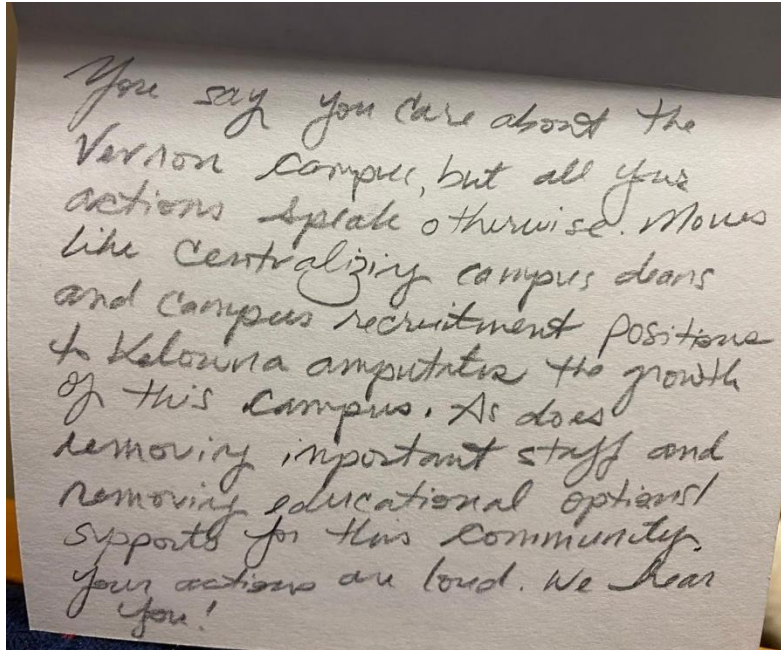
I LEAVE THIS CARD BECAUSE EVERYTHING WE ASK FOR OR SUGGEST FALLS ON DEAF EARS. OUR SILENCE MIGHT SEND A MESSAGE THAT YOUR LEADERSHIP MISTAKES ARE THREATENING THE SURVIVAL OF OUR COMMUNITY. YES, WE ARE A COMMUNITY - A COMMUNITY YOU HAVE NEVER TRIED TO JOIN.

I have taught thousands of OC students in Vernon and Salmon Arm.

I had value to the community, my students and OC.
But you do not value me

This institution was once grounded in collegiality and mutual respect. Today, it is marked by a lack of transparency, top-down decision making, and an absence of any meaningful dialogue. Faculty and staff voices are no longer heard or valued. I leave this note as a silent protest against the erosion of shared governance and disregard for collaboration. I choose not to sign by name due to fear of discipline.

I had high hopes for this leadership, but now I've lost hope. I see bloat at the top, a lack of evidence to support decisions, and patronizing responses to concerns. As a result, I find such meetings a poor use of time in my busy schedule.



Stand in Solidarity with Higher Education in the US

Submitted by Alex York

My name is Alex York and I'm a part-time teacher in the Animation Department at Okanagan College. I am a US citizen and Canadian permanent resident. Along with many people on both sides of the US-Canada border I have become concerned about the rise of fascist, authoritarian, and anti-intellectual figures and policies in the US with the current administration. While there are a litany of legal and human rights abuses to cover, the reason I write this now is the blatant disregard for core academic and democratic values this administration has shown with its threats to higher education in the US.

The US and Canada share a long history of cultural influence with each other. Along with the real and immediate harms of the Trump administration's attacks on higher education actively occurring in the US, I fear that same motivating anti-intellectual animus can spread northward and be emboldened here in Canada. It is important as academics to join our voices with those of our fellow academics and teachers across the border in denouncing the wrongs of this current administration.

To that end, a letter has been created by members of higher education in the US to send a clear public signal against these encroachments on higher education and democracy. It has already amassed over 3000 signatures with a goal of reaching 5000 before being pushed to national media. The authors have affirmed their openness and desire to have anyone, even internationally, who has a stake in the values of higher education to sign the open letter.

I would like to extend an invitation to members of OCFA to sign it and stand in solidarity with higher education in the US.

Link to the letter itself:

[HTTP://BIT.LY/DEMOCRACYANDHIGHERED](http://bit.ly/DemocracyAndHigherEd)

Link to sign the letter:

[HTTP://BIT.LY/DEMOCRACYANDHIGHEREDSIGN](http://bit.ly/DemocracyAndHigherEdSign)

Thank you for taking the time to read my concerns.

Nominee Bios

Position: President **Name:** Caroline Gilchrist **Nominators:** Melissa Munn, Michael Conlin



I am running for President of the Okanagan College Faculty Association because I believe in the strength of our collective voice. We are facing real challenges—and real opportunities—and I want to help move the work of this Association forward. I have seen the impact the Faculty Association has had on our members, and I am grateful for the thoughtful, steady leadership that has brought us to this point. Recognizing the challenges ahead, I am stepping up to support our collective efforts during this critical time.

As the current Chair of the Business Administration Department, I have seen firsthand how easily the Collective Agreement can be pushed aside. That experience deepened my respect for the protections it offers—but also reminded me that it is not enough to defend our rights. We must also use the Agreement as a tool to shape the future of this institution—for ourselves and for our students.

Through this role, I have gained a deeper understanding of the administrative side of the College. That insight sharpens my ability to navigate management decisions and advocate effectively through the work of the Association. I also know how effective we can be with a strong team. The work of the Executive is not about individual leadership—it is about serving the members. That means listening carefully and staying focused on what matters most to faculty.

I bring a legal background, governance experience, and over a decade of teaching. I have led teams, served on boards, and developed policy. I hold a Bachelor of Laws degree from the Université de Montréal and a Master of Business Administration from the University of Dallas.

As faculty members, our work extends far beyond the classroom—we shape curriculum, develop programs, lead in new modalities, and adapt to evolving technology. We are not just part of the College; we are its foundation. That work must be protected, valued, and positioned for the future—because the College cannot fulfill its mission to engage, lead, and serve through learning without us. Faculty are essential to the College’s ability to transform lives and communities.

If elected, I will lead with integrity, keep communication open, and ensure our voices remain central to every decision. My leadership style is collaborative, honest, and consultative—but also clear, principled, and decisive when it matters most. I am not afraid to speak up, stand firm, and take action when faculty rights or values are at stake. I will represent you with strength, strategy, and purpose. I would be honoured to serve.

Position: 1st VP, Chief Steward **Name:** Sean Johnston **Nominators:** Matt Kavanagh, Morgan Martin

I grew up near Asquith, Saskatchewan and played basketball there. I worked for 20 years, when not in school, as a construction surveyor building highways, subdivisions, and canals across the western provinces (with a short stint as a reporter in small town Alberta after my B. of Journalism). I came to Okanagan College about 17 years ago from the University of South Dakota, where I got my PhD. I write novels and short fiction; my latest collection of stories, Negatory Babyloo, will come out in Fall 2025.

Reasons for Running: The last year has deepened by my appreciation of the value of organized labour and strengthened my resolve to defend the collective agreement in all venues. I am impressed by the solidarity of our members in response to the current situation and would be honoured to represent our members as Chief Steward.

I spent a number of years serving on committees such as GIA, ESL, PD and for the last five years have been chair of the English Department. I spent two years as Kelowna Steward for the OCFA and have attended as many grievance meetings as I am able. My participation in FPSE meetings such as the Bargaining Coordination Committee and President's Council and the FPSE AGMs has revealed two things: the importance of clear, concise communication & the need for renewal at the local executive level.

Position: 2nd VP, Bargaining Chair **Name:** Michael Conlin **Nominators:** Adrian Fontenla, Matt Kavanagh



My name is Michael Conlin and I am running to be the 2nd VP and Bargaining Chair of our union for the 2025-26 period. I have been nominated by Matt Kavanagh, who is the current 2nd VP and Bargaining Chair and also by Adrian Fontenla who is the current Treasurer of our union. My current involvement with the union is as a member of the Bargaining Committee since late last year, as the Business Liaison Representative, and most recently as a member of the FPSE Ad Hoc Committee on Artificial Intelligence. I was the first OCFA/BCGEU elected member of the Okanagan College Board of Directors from 2006 to 2012 including being the first Chair of the Board's OC Campus Development Committee and from 2012 to 2022, both a member and Chair of the Research Ethics Board.

My reasons for seeking the 2nd VP and Bargaining Chair position relate to two beliefs I have about our College. The first relates to the College's institutional culture. As many of you will have heard me say over the past two decades, the College has and for the most part, still is, a truly exceptional post-secondary institution due in very large part to all our efforts. Sadly, however, our College is changing and in my opinion, not for the better. The institutional culture which made us the envy of many other colleges in the BC system and which made OC such a great place to work has morphed in just the last two years from one of collegiality, collaboration, respect, and an overwhelming commitment to quality education to something much less on all these metrics.

Which leads to my second reason for running. I believe along with many of you that the attack on our traditional strengths will come in the form of hard negotiations aimed at weakening or eliminating many of our important rights currently enshrined in our collective agreement. And I am committed to ensuring that this does not happen while at the same time expanding those aspects of our agreement that you have all indicated need strengthening and expansion.

I will bring to the position, a long history of working at the College and with many of the senior administrators, all of which gives me an informed understanding of the system the College operates in, the challenges it faces, and opportunities it can embrace. I am also, by profession, a lawyer with membership in the Ontario Bar and the Ontario Law Society and experience with negotiations, contract administration, and alternative dispute resolution. And finally, I bring to the position an informed perspective of post-secondary education leadership and management as a result of twenty years of senior administrative experience (both as a Dean and as a CEO/President of several PSE institutions) along with an equally and arguably more relevant PSE teaching career totaling twenty seven years.

It is not an exaggeration to say that this coming round of negotiations will be critical to the future of Okanagan College as we know it and I am committed to ensuring that we win this fight.

Position: Treasurer **Name:** Adrian Fontenla **Nominators:** Michael Sale, Michael Conlin



Thank you for the nomination for the Treasurer of the OCFA.

Please let me introduce myself, my name is Adrian Fontenla. I am interested in becoming your elected Treasurer again.

Past Union experience

The Treasurer role is a key one within the organization as it manages the financial aspects of the entity. This ensures the viability of the Union and more importantly supports our colleagues who advocate on behalf of the Union membership.

- I served one year in 2014/15. In that year, I was chair of a cross-disciplinary team from Council that developed the OCFA Investment Policy statement. This Investment Policy statement was a collaboration of members from all major faculties. This representation allowed us to develop a comprehensive statement that took into consideration the differing perspectives of our entire membership.

This past year as your current Treasurer, I had the opportunity to work with a team of dedicated individuals who had a difficult year both in dealing with the normal employer irritants but also had to deal with the overwhelming shock around broad-based layoffs. The first half of the year has been focused on:

- 1) holding the employer to account on the SRRRA funds and resolving discrepancies identified
- 2) restructure the policy manual for the clarity of all members

3) introduce a new Investment Policy Statement with enhancements around ESG reporting and accountability

The second half of the year was the most challenging of my time here at the college. Having to watch my colleagues receive notices of intention to layoff has been a low in my career. But advocating for our faculty and holding the institution's leadership to account has reinvigorated me to advocate for our members and protect our hard-earned collective agreement rights.

Professional Experience

I started as an articling student with Deloitte & Touche, in 1997. I proudly accepted my professional designation Chartered Accountant in 2000. After the merger of all accounting bodies within Canada, my designation was converted to a Chartered Professional Accountant. My years of experience within my profession, as a controller and public practice accountant, makes me a strong candidate to handle the day-to-day functions of the Treasurer role.

Okanagan College experience

As a faculty member of the School of Business over the past 15 years, my primary focus of teaching has been in financial accounting and auditing. Engaging with students has been my priority throughout this time. I have had the opportunity to work with some terrific colleagues both inside and outside the business department. This was especially true when I took on the role as the department scheduler. This work allowed me to work with department chairs and campus representatives, allowing me to better understand the various perspectives across departments and regions.

Why am I running?

My plan is to continue to be a resource to the incoming executive, as we negotiate a new collective agreement, minimize any future job losses and protect our bargained collective agreement rights. I do not

take this task lightly. I hope to continue our Union's strong practice to advocate for you when connecting with the institution's leadership and will support Council's decision-making processes in the year ahead.

I have a specialized skillset around financial management and reporting. So, fiscal prudence around our hard-earned dues will be a consideration. Transparency in budgetary and reporting processes will continue under my stewardship.

In addition, I would like to continue to improve the governance structures of the Association. I look forward to hearing and working with you for the betterment of our Union over the next year.

All the best
Adrian

Position: Secretary **Name:** Bryan Penfound **Nominators:** Joe Hobart, Caroline Gilchrist



I'm honored to be nominated for the position of Secretary on the Executive. A few years ago, when I served as the Penticton Representative on Council, things felt simpler. The challenges we faced then seem small compared to the complex landscape we find ourselves navigating today. Since that time, I've continued to grow through my work on Education Council and in my role as Department Chair. With that experience, I feel ready once again to step up and contribute in the best way I can. While I believe Okanagan College is heading into a couple of challenging years, I have full confidence in our collective's creativity, resilience, and capacity to shape the future of our institution. If selected to serve on the Executive, I plan to bring my background in analytics to the table, hoping to help explore data-driven, forward-thinking solutions to the issues we're all facing together.

Position: Faculty Liaison, Arts **Name:** Raluca Fratiloiu **Nominators:** Matt Kavanagh, Marlo Edwards

Raluca's reasons for running:

During difficult times, it is even more important for all of us to be informed, so, I am running again for the Arts Faculty Liaison as I believe it is important to connect with colleagues and bring our issues forward to Council.

Raluca's bio:

I came to Canada as an international, graduate student, first to Calgary, with hopes, dreams, and a suitcase full of shoes. I decided to stay here longer and moved to Montreal. This journey inspired my PhD thesis in Communications (Concordia University) on immigration and diasporic identities. Montreal was my second home but after graduating, like many of us, I had to find another one. I had the opportunity to work full-time as an Assistant Professor in Halifax in an applied degree. The job and my colleagues were great, but the weather was not. One trip experiencing the Big White powder with my husband convinced us to move to the Okanagan, which became our home. While here, we have also been busy raising two young boys. I was hired as full-time term faculty in the Department of Communications in 2008. Since then, I have been teaching many students, developed several courses, and completed an MSc in Digital Media Design (University of Edinburgh) through an ESL made available to us through our Collective Agreement. In my spare time, I write about videogames, and I design experimental games. This past year I have also been part of the bargaining team. Other roles I had at OC include Chair of Communications, member of the PD, CPRC Arts, CPRC STH committees and past bargainer.

Position: Faculty Liaison, Business **Name:** Drew McGillivray **Nominators:** Michael Conlin, Mike Hazen

I am seeking to serve on council because I believe the role of the Union is more important than ever. We all need to work together to ensure the College retains the quality and the culture that we have enjoyed over the past decades.

I have previously served on council; two years as the Penticton Rep and another four years as the Business Rep. I also served four years on Education Council, including two years as Vice Chair and, briefly, Chair.

Position: Faculty Liaison, Science **Name:** Joe Hobart **Nominators:** Bryan Penfound, Julian Buck

My name is Joe Hobart. I am running for a second term as Science rep. Over the past year, I have spent much of my union time working on the updated policy booklet. I've also spent significant time supporting the Union with student projections and other data related to our ongoing layoff situation. I've also been working to help support the Article 33 fight. I hope to continue to support the union in the fight to retain our faculty.

Position: Faculty Liaison, Technology **Name:** Scott Fazackerley **Nominators:** Nadir Ould-Khessal, Nolan Fretz

No bio submitted.

Position: Pension Advisory Representative **Name:** Satoshi Tomoda **Nominators:** Bryan Penfound, Michael Sale

I became the pension representative for the OCFA last year and I have gained valuable insights and the importance of pension to members of our association. Since this is the major source of income for the majority of our members upon retirement, it is vital to have a committed and dedicated representative overseeing this, and I would like to continue in this role.

I am more than happy to share the various options available to members so that an informed decision can be made in term of retirement planning, during these challenging times.

In addition, I am also willing to voice our members' concerns and queries to the Pension Advisory Committee.

Position: Human Rights and International Solidarity Representative **Name:** Terry Bridges
Nominators: Ryan Ransom, Marlo Edwards



I'm finishing my 9th year at OC, where I teach Physics and Astronomy, and I've also served three years as Department Chair. I have had the privilege of being OC's HRISC Chair for several years. In this position I represent OC at FPSE, including meetings twice a year with the other BC HRISC locals, and I report back to Council on these meetings. I'm on the OC Anti-Racism Working Group, and I am also part of the "Breakfast Club" group that maintains the student fridge on the Kelowna campus. I am also active within the Kelowna community, for instance with Amnesty International, Palestinian solidarity, and the Solidarity Sunday mutual aid group that works with unhoused people in Kelowna. I would like to continue in my role as HRISC Chair and to

serve on the OCFA Council for another year. Please feel free to contact me with any questions about HRISC: tbridges@okanagan.bc.ca

Position: Women and Gender Equity Representative **Name:** Fawn Turner **Nominators:** Joe Hobart, Julian Buck

Biography: Dr. Fawn Turner (she/her)

As a member of the OCFA for the last four years, I have instructed in the Biology and Kinesiology departments and am now Continuing faculty within the Math & Stats department, instructing within the Data Science program.

During my time at OC, I have served as a member of the Brave Spaces (formerly Positive Spaces, PS) Committee, the Sexual Violence & Misconduct Prevention (SVMP) Committee, and participated in work among the EDISJ Ambassadors. With extensive experience in EDISJ-related policy creation and implementation, having received training and partnered in work with the University of Guelph's Equity, Diversity, and Inclusion office during my tenure there, I have continued to engage in roles related to gender equity at OC as well. For example, I have partnered on the creation and review of the PS and SVMP Committees' Terms of References and independently prepared the analysis of the OC and BC Student Sexual Violence Perceptions' Survey results for presentation to the SVMP Committee and OC leadership. Additionally, with my background in EDISJ-related work and trauma-informed disclosure response training, I have fostered a safe space for both students and colleagues to connect and seek support while at OC. This has resulted in numerous students having turned to me in crisis, including disclosing sexual and gender-based violence, seeking support, and many valuable conversations with colleagues about lived and learned experiences related to gender equity.

Regarding experience in Union-related work, I have served as a college Union Steward for CUPE 3193 for three years at the University of Guelph. During that time, I created effective communication channels among instructors and teaching assistants and their union by personally recruiting department representatives to fill all six historically vacant positions within the college, retaining their occupancy for my tenure as Union Steward. In this role, I developed monthly newsletters and semesterly engagement activities, developed professional experience in conflict mediation and resolution, and participated in the negotiation of two collective agreements for CUPE 3913.

With the opportunity to serve as the Women and Gender Equity Representative for the OCFA, I would like to bring my Union and EDISJ related work experience together to support the OC community.

Thank you for your consideration.

Position: Workplace Health, Safety and Environment Representative **Name:** Leonard Lermer
Nominators: Jasmine Korcok, Morgan Martin

This past year, I served as the Workplace Health, Safety and Environment Representative for the OCFA. I have a strong knowledge in workplace safety from working in laboratory environments for over 40 years. I am interested in continuing to use my expertise to support the OCFA in this role.

I have been employed as a Chemistry professor at Okanagan College for the past 20 years. During this time, I have worked collaboratively with administration as the Chair of the Chemistry Department for 6 years, and the Chair of the Science Health and Tech CPRC for 8 years.

I obtained a BSc from the University of Lethbridge. This was followed by earning a PhD from UBC (Vancouver) in Synthetic Organic Chemistry, under the supervision of Dr. Larry Weiler. Subsequently, I completed postdoctoral work at UBC, in natural products, with botanist Dr. Neil Towers. While at Okanagan College, I have furthered my education to support my current research interests with the beverage sector in Western Canada. This past year, I obtained a certificate in Winemaking from UC-Davis and a degree in Craft Brewing from Cornell University.

Prior to my appointment at Okanagan College, my research focused on synthetic methodology development to stereo-selectively prepare large ring antibiotic compounds. I was also involved in interdisciplinary work with botanists (antibiotic, anti-cancer and anti-viral natural products), biochemists (DNA based enzymes), and neuroscientists (Parkinson's and Alzheimer's disease studies).

While teaching at Okanagan College, I have led many projects to engage students in research with distilleries, breweries and wineries, both independently and in collaboration with Okanagan College's BC-Beverage Technology Access Center (BCBTAC). The two most recent projects support sustainability initiatives. In the first project, we development methodology to produce a high-quality distilled vodka product from local culled (waste) apples. The second project, looked to reduce the carbon footprint of a small local brewery, by developing a cost-effective system to produce biodiesel from CO₂ collected from the fermentation tanks.

Position: Area Representative – Kelowna **Name:** Julian Buck **Nominators:** Joe Hobart, Bryan Penfound

Hello OCFA members. I have been a faculty member at OC since Fall 2019, in the Department of Mathematics and Statistics. I am based in Kelowna and in addition to teaching a variety of math, stats and data science courses, I have served on CPRC and other service committees to the college. I am running for Kelowna Area Representative because I feel I can contribute positively to both the OCFA executive and to the Kelowna campus environment.

I grew up north in Prince George, where my father was a professor and union steward at CNC, so I come from a tradition of higher-ed union advocacy. I attended UNBC (BSc 2004), then went to the University of Oregon for my graduate studies (MS 2006, PhD 2010). After 9 years teaching at Francis Marion University in South Carolina, I moved to OC and Kelowna to return closer to home, attracted by the challenges and opportunities of the position, and the benefits of Okanagan life.

I am actively involved in the local craft beer community in Kelowna and, among other responsibilities of the position, I feel that I would be well-suited to organizing Kelowna campus social events so that we can meet, mingle, and get to know each other. As a few faculty member, I found these sorts of events invaluable in terms of making new connections in the broader faculty community outside of my department and would like to contribute to fostering the same sort of welcoming environment, on campus and off.

Position: Area Representative – Salmon Arm **Name:** Brian May **Nominators:** Bryan White, Chris Clarkson



Reasons for Running

I have been at Okanagan College for 20 years, based on the Salmon Arm campus. I am actively involved in local campus activities including scheduling and attending campus meetings. My reason for running is to provide a voice for Salmon Arm faculty at OCFA Council and to keep Salmon Arm faculty aware of issues that affect their workplace. I like to bring a balanced view to the table and I am willing to listen to and advocate for the interests of the Salmon Arm faculty. Okanagan College is in a period of transition and it is

important that we do our best protect the positive components of the College that we value.

Bio

I grew up in Newfoundland and then went on to post-secondary studies at Queen's University (BSc in Physics) and Dalhousie University (PhD in Physical Oceanography). I worked for 5 years as an assistant professor at the University of Minnesota Duluth before coming to Okanagan College in 2005. I teach in both the Mathematics and Physics departments, at the Salmon Arm campus. Outside of work, I spend a lot of my time outdoors running, biking, hiking and skiing. My “kids” are making their way into the world, both as aspiring mechanical engineers. At home, our three-year old springer doodle keeps us busy and provides lots of fun and chaos alike.

Position: Area Representative – Vernon **Name:** Billy Spelchan **Nominators:** Chaoping Guo, Amy Cohen

No bio submitted.

Position: Kelowna Campus Steward **Name:** Jasmine Korcok **Nominators:** Alan Rice, Stephen Brown

I've been a faculty member in the Chemistry department since 2013, and involved with the union since about 2016, first as the Workplace Health and Safety rep, later on the 2019-2022 collective bargaining team, and currently as the Kelowna campus steward. I am running for Kelowna campus steward again because now more than ever I feel a need to step up and help, and I know there will be lots of issues coming in the next year. I am a good listener and communicator and I use those skills to support members in any way I

can. I have good familiarity with the Collective Agreement, which is helpful for this position. Thank you for your support!

As of the publication of this newsletter, there have been no nominations received by the Nominations Committee for the following positions:

- Faculty Liaison – Non-Instructional
- Non-Continuing Faculty Rep
- Decolonization, Reconciliation, and Indigenization Representative
- Area Representative – Penticton
- Penticton Campus Steward
- Salmon Arm Campus Steward
- Vernon Campus Steward

The Past President Position is not an elected position, but will be held by the outgoing president. Therefore Sharon Mansiere will serve as the Past President.

Executive Reports

President's Report

Sharon Mansiere



Dear Members,

My Final Report as President to the OCFA Membership - Updated Portion

This is my final report as OCFA President, and I'll admit...it's emotional to write. It has been an honour to serve alongside such skilled, principled, and dedicated faculty, both on the Executive, Council, and across our membership. Even before announcing I wouldn't seek re-election, I had begun reflecting on what I would share in this report and at our AGM. What follows is a blend of that reflection and new, pressing developments that must be addressed

first. It will be longer than you or I want, because I am reporting out on so many things. The employer actions have added a whole new dimension. On Wednesday, April 16, I wrote to all members with a heavy heart. The employer is not honouring its commitments. Despite a clear, negotiated Collective Agreement with three pathways for workforce layoff (Reduction, Redundancy, and Financial Exigency) they are now inventing new mechanism for layoff and continue to express they are poised to attack seniority. In the same week, they indicated they would be contracting out faculty work to Continuing Studies.

Throughout the enrollment crisis, your union has worked to protect jobs and rights through good faith, solution-focused dialogue and were making progress. Unfortunately, the employer has taken a sharp and troubling turn away from that path. The employer's egregious actions related to the Article 33 process include: initially, barring the Article 33 members from union contact (later reversed due to my vociferous objection), refusing to include all departments in 33 Committee layoff review as they had dedicated in writing, OC placed the Dean of Arts on Article 33 Committee despite union objections, they declared the Article 33 Committee's report will be written by the Provost's assistant, not the committee, and finally they rejected adherence to the Collective Agreement layoff processes in the Collective Agreement for most layoffs. These are not small matters. They strike at the heart of process integrity and fair representation. While these actions do create a strong basis for grievances and arbitration, **I want to be clear: I do not want a "good case." I want a good employer. I want to protect our jobs, and I want to uphold the strength and meaning of our Collective Agreement.** We will talk more about this at the AGM as well as actions the union is proposing in relation to the employer's new position. **Please attend.**

What follows are just a couple examples of where the College, in its own words and records, committed in writing to upholding our Collective Agreement, contrary to their actions just noted:

The language from Gillian Henderson's letter initially informing the union of the Labour Code 54: "The College will, before the end of February 2025 provide notice under Article 6.3

& 6.4 of the Common Agreement and Article 33 of the OCFA Collective Agreement and we are committed to following the process set out in these articles.”

OC language from our JCAA meeting on January 17, 2025 minutes: “OC will not sidestep, bypass, or circumvent CA language...OC will apply the CA if and when reduction or redundancy is required.”

The Final Report as President that I had Originally Drafted Prior to April 11th

The report below is what I had prepared originally and is of course still important, and I include it here in an abbreviated form. I wanted to thank you all for taking a chance on me for this role. The Association will have many new representatives over the years, and I hope you welcome them all as openly as you did me. The kindness of our members is one of our strengths. I picked up from the work done by those before me in this role and our union has had some solid wins certainly. The email I sent about gaining equitable treatment for our members here that are older than 65 is a win we as an organization can be very proud of that win is monumental and has national implications for gains for all unions.

Other Significant Updates

Benefit Trust

At a FPSE bargaining conference the potential to create a sector wide benefit trust was approved for exploration. Its structure would be similar to how our pension is set up if we are successful, and this same pattern is happening with unions across the province.

PSEA Bargaining Review

PSEA (Post-Secondary Employer’s Association) has commissioned a review of collective bargaining in our sector and has summarized the following four alternative potential models: Model 1 – Local Bargaining and Framework Agreements, no multi-employer table, Model 2 – Voluntary Multi-Employer Tables and Local Bargaining: The current model, Model 3 – Statutory Two-Tier Bargaining: Legislation creates a two-tier system, with one faculty agreement covering provincial and agreed local matters, and finally, Model 4 – Statutory Single-Tier Bargaining: Legislation establishes a single-tier system with one or two bargaining tables for faculty and support staff.

Post 65

We won LTD benefits for our members over the age of 65 at arbitration, we won at the court of appeals, so just the labour board Section 99 review is still to be decided. Detailed email sent April 11, 2025.

Press and Social Media and Advocacy

The Global News interview to respond to college claims was followed by the launch of a national campaign with CAUT support here are our links: [Facebook](#), [Instagram](#), [Twitter/X](#) . New pressor being developed for the week of the AGM. Met with federal MP Richard Cannings pressing him to

connect with the new incoming liberal government representatives and his own party on our behalf. FPSE Pressor went out and was shared with all members.

Some of the new OCFA Achievements Over the Past 7 Years

I want to be clear: I do not cite this list as a reflection of my own accomplishments. Many of these were workplan items I hoped we could complete, but the credit lies with the incredible dedication of the OCFA Executive, Council, and sometimes individual members who took the lead. I am proud of the work of the entire executives, council, bargaining teams, and grievance officers throughout my tenure.

OCFA Executive and Council Initiatives (Past 7 Years)	
Initiative	Description
Updated the OCFA Handbook	Practical guidance and commonly asked questions about the Collective Agreement.
Developed New Policy Manual	Provides transparency by outlining how the union operates, with all policies open to member or council approval as appropriate.
Council Transition Document	A living document designed to support continuity and smooth transitions.
Formalized Contract Receipt Process	A dedicated email was established for incoming College contracts to maintain continuity through changes in the OCFA Presidency.
Centralized JCAA Documents	A dedicated archive was created for JCAA materials. Documents dating back to 2012 are now accessible to future Executives.
Secured Historical Union Documents	Physical bargaining and historical records were relocated from employer-accessible spaces to protect confidentiality and preserve institutional memory.
Created a Chairs Manual	Guidance for Chairs to navigate responsibilities under the Collective Agreement.
Invested in Grievance Handling Software	Developed by Rod Watkins, this tailored software enhances the union's ability to track, manage, and resolve grievances. OCFA was the first to use it.
New Website (pending)	The website is now essentially ready for launch, awaiting activation
Communications Plan and Resources	Launched social media (Facebook, Twitter/X, Instagram) and established a retirees' Facebook group. These tools and materials will be a lasting resource for future leadership.
Branded Letterhead and Official Documents	A professional visual update to our communications, minor improvement, but helps present a polished and cohesive identity.

First VP, Chief Steward's Report



Alan Rice

Dear OCFA Members:

The past 8 months have been extraordinarily busy for the Chief Steward's office as well as for the Executive as a whole. For the first time in several years, the College is planning layoffs as a result of the international student enrolment crisis. The OCFA has filed several policy grievances related to the Section 54 process and the Article 33 process. Now, it appears that the Employer is looking outside of the Collective Agreement to justify layoffs that are not workable under the two articles of the Collective Agreement that provide layoff provisions. This is a significant step by the Employer that will result in more grievances.

The labour process is a frustrating one for our members. We are largely confined to reactionary measures from a labour process point of view. For the most part, we are required to rely on the grieve/arbitrate mechanism. The challenge for us is that the Employer must take an action, in this case give a lay-off notice to an employee, before we can actively grieve. The grieve/arbitrate process can take an extraordinarily long time to come to a conclusion. You will note that many of the grievances in the Chief Steward's report are older than one year and some are over a decade old.

Labour Adjustment Committee

OCFA Executive Recommended the Appointment of First VP and Treasurer to represent OCFA in the Section 54 / Common Article 6.4 Labour Adjustment Committee. These appointments were ratified by OCFA Council at the February Council Meeting on 2025-02-28. FVP and TREAS have continued to meet to develop specific labour adjustment proposals and strategy. Labour Adjustment Committee meetings with the Employer have commenced with Gillian Henderson and Ryan Savelieff representing the Employer.

- 2025-03-04 – Labour Adjustment Committee Meeting
- 2025-03-10 – Labour Adjustment Committee Meeting
- 2025-03-19 – Scheduled Labour Adjustment Committee Meeting (Cancelled by the Employer).
- 2025-03-26 - Labour Adjustment Committee Meeting
- 2025-04-02 - Labour Adjustment Committee Meeting

On March 26, 2025, a package of 30 adjustment proposals under Common Articles 6.4.2.1 and 6.4.2.2 were presented to the Employer along with 5 new grievances.

Arbitrations

FAC13/07: Post-65

The arbitration has now been decided by Arbitrator Peltz. OC has formally started the appeals process, filing an appeal to the Labour Board under Section 99 and the BC Court of Appeal. The College alleges, among other things, that the arbitrator applied a s incorrect interpretation of s. 13(3)(b) of the Human Rights Code. The Court of Appeal has issued a decision and returned the case to the Labour Board. This is a significant win for OCFA and FPSE. The Labour Board will now take up the appeals process.

Grievances

FAC16/03: Improper Discipline

This is one of the longest standing grievances on file. We expect the Employer to pursue separation based on the fact that the member has been out of contact with the College has left the region. The contention is that this would be in the best interest of the parties and allow the member to move on. We are waiting on notification from the Employer that they have contacted the member.

FAC18/08: Improper Use of Formative Evaluations

We are in the process of setting a meeting date to finalize the new formative evaluation survey and process. The joint committee has finalized its work and the parties have meet to resolve the grievance. A final report has been issued and the parties are reviewing the report.

FAC22/03: Distance Education

The grievance, accepted by the employer, is over limiting members accepting DE to three sections rather than following the CA language that limits registrants to 115 students. We have met with the Employer and agree to the resolution. OCFA has requested the final proposed resolution. We are waiting on a final offer from the Employer.

FAC23/01 FAC24-03: Counselling Removal of Bargaining Unit Work

The Employer has delivered its final proposal and revised job descriptions. GARC (FPSE) has declined to support this grievance at arbitration. They feel the award in this case would be contained within the Employer's final settlement offer. They recommend signing the settlement offer and continuing to monitor the situation for new evidence and potentially refile a grievance if significant new evidence is found.

FAC23/04: Failure to Provide a Safe Workplace

A member during the Fall 2023 semester faced what the Association alleges is harassment by a student in one of their classes. The employer has, despite denying the grievance, agreed to performed a review of the Student Non-Academic Misconduct policy and has created a draft of the new policy. We believe We are waiting for further information on policy changes and training.

FAC24/01: Failure to Provide a Safe Workplace

This grievance will remain in abeyance in parallel to FAC23/04.

FAC24/02: Improper Dismissal

This grieves the termination in mid-January of a term contract for a member in Arts. We have received a proposed remedy from the employer. We have been in contact with member and are starting the process of re-engaging the College in discussions.

FAC24-05: Central Sick Leave Bank

A member who had utilized their personal bank of sick leave was forced to borrow against future sick leave credits prior to being allowed to access the Central Sick-Leave Bank (CSLB). The Union contends that the Employer has violated the current Collective Agreement Article 45.10.7. The remedy requested is that the Employer comply with the local and common Collective Agreements and related statutes, make Professor Lefebure whole, reinstate 16.88 days of sick leave to their sick leave credit, and any other remedy that may become known as the grievance progresses. We have had an initial meeting with the Employer and are in the process of scheduling a follow-up meeting with the Employer.

FAC25_01 – Wrongful Dismissal

A member was dismissed for cause at the end of the Fall Term. The Union has grieved the dismissal as a matter course. We believe at this point that the employer has followed the Student Complaint policy. We had a Step 1 meeting with the Employer where they provided significant evidence that there was cause in this case for the termination of the Full-Time Term contract.

FAC25_04: Failure Comply with Article 19.7.3 – Workload Credit Claim

The grievance concerns the Employer’s blanket denial of all banked workload credit requests, a decision that disregards available layoff mitigation strategies, fails to meet the legal and contractual obligation to act in good faith, and represents an overreach of management authority.

FAC25_07: Employer Engaged in Bad Faith ERIP Process

The Association filed a grievance at Step 2 pursuant to Section 54 of the BC Labour Relations Code, Article 6.4.2.2(e) of the Common Agreement, and Article 4 of the Local Agreement. The grievance on behalf of the bargaining unit regarding the Employer’s actions in implementing the Early Retirement Incentive Program (ERIP) as a means to reduce potential layoffs, and the Employer’s failure to act in good faith under Section 54 and the consultation processes outlined in Article 6.4 of the Common Agreement.

FAC25_08 – Failure to Comply with Local Articles 18.1.1, 29.4.2 and Common Article 6.4.1

The Association filed a grievance filed at Step 2 arising from the Employer's unilateral suspension of enrollment in the Business Post-Baccalaureate programs and the INDE program in Arts, actions referred to as "Program Pauses." These decisions were made without meaningful consultation with affected departments, faculty, or Education Council, and without adherence to principles of collegial governance and shared academic decision-making.

FAC25_09 – Violation of Seniority Principles under Articles 33.5.4, 34.6.2, and 34.7

The Association filed a grievance at Step 2 under the following provisions of the Local Agreement:

- Article 33.5.4 – Employee Reduction Process
- Article 34.6.2 – Seniority as Sole Criterion for Layoff Order
- Article 34.7 – Definition of Seniority

The Employer has failed to adhere to the requirement that layoffs be conducted based solely on seniority within departments. The list of identified employees does not reflect the “least seniority first” principle required by the collective agreement.

FAC25_11 - Misapplication of Article 33.3 (Program Redundancy) Instead of Article 34 (Financial Exigency)

The Association (OCFA) filed this grievance to address the Employer's decision to invoke Article 33.3 (Program Redundancy) instead of Article 34 (Financial Exigency) to manage an institution-wide financial crisis. The OCFA contends that the circumstances do not meet the criteria for program redundancy under Article 33.3 and that the proper mechanism for addressing a systemic financial shortfall is found in Article 34 (Financial Exigency). This grievance seeks to address the failure of the College to follow the agreed-upon procedures for addressing financial exigency, to ensure the rights of faculty members are protected, and to ensure that any possible faculty reductions are carried out according to the Collective Agreement.

Respectfully submitted,
Alan Rice
OCFA Chief Steward

2nd VP, Bargaining Chair's Report

Matt Kavanagh



Dear colleagues,

Our collective agreement with the College expired at the end of March. Its provisions remain in effect until we renegotiate a new one, a process that has been complicated by the international student enrolment crisis, the employer's resulting invocation of Section 54 of the Labour Code, and a chaotic political environment as the provincial government took some time to coalesce after the close election and is now scrambling to respond to various trade provocations. As I mentioned during the Winter General Meeting, we find ourselves in the midst of a polycrisis, which makes preparing to bargain with the employer an even more fraught and uncertain process than usual.

The bargaining team has been hard at work all semester and is spending the next month or so developing a workplan to aid in transition to 2025/26. As a reminder, the team consists of myself (English, Kelowna), Raluca Fratiloiu (Communications, Kelowna), Michael Conlin (Business, Kelowna), Adrian Fontenla (Business, Kelowna), Sharon Mansiere (Biology, Penticton), and (informally) Chris Clarkson (History, Salmon Arm).

To recap: We started this semester by reviewing the results of the bargaining survey and identifying broad areas of concern. We reviewed the collective agreement, individually and as a group, and also did so in conversation with Robin Wylie and Steve Kwon from FPSE (Federation of Post-Secondary Educators). We had an all-day session with them at the Coast Capri hotel on February second where we discussed the strengths and weaknesses of our collective agreement in comparison to the rest of the sector. Robin in particular has long experience in our sector and an encyclopedic understanding of the collective agreements across all of the FPSE locals, so it was fantastic to hear his analysis of where we sit relative to our peer organizations. In addition to that day-long review session, I've also attended several informal meetings with other bargainers through FPSE's Bargaining Coordination Committee (BCC) as well as an official meeting in Vancouver in February.

The bargaining team has been meeting on a weekly basis and has started the long process of researching and drafting various proposals to bring to the table. Without getting into specifics, I can say that we are taking a close look at everything from working conditions/quality of life issues to professional/scholarly support to the role of AI in the classroom and workplace, as well as other timely issues, like micro-credentials, the scheduling process, mode of delivery, collegial governance issues and more.

Typically during a bargaining year, we would seek a mandate for our negotiation plan at or before the OCFA's annual general meeting in the Spring. This year, bargaining has been slow to commence across the province. Okanagan College's "labour adjustment" process is currently

under way and, for the faculty identified in this round of layoffs, decisions will be made in the next couple of months that may influence our bargaining posture. There's also the matter of our employer's reluctance to engage meaningfully in this process before Fall 2025. It appears that PSEA itself has largely put negotiations on the back burner until September, which isn't all that surprising as a number of other FPSE locals are going through their own "labour adjustment" process. We also planned to visit each campus in preparation for our mandate, but these visits did not occur this term due to these delays in the process. The campus visits will be on the committee's agenda in the Fall.

We anticipate that next year's committee will return to the membership at our Fall General Meeting to seek a mandate. Between now and then, we expect some turnover. A number of members of the executive have decided to step back from our roles (myself included). This has been the most challenging year in recent memory for the OCFA and it's taken a toll on all of us and our families. Obviously that pales in comparison to the strain endured by our dozens of term colleagues who have endured "silent" layoffs (contracts that won't be renewed), not to mention the strain experienced by our continuing colleagues whose positions are slated for reduction. We see all of you. I'm grateful to my colleagues in continuing on with this work which is as urgent and necessary as it is hard. A number of the bargaining team plan on returning next year and, having worked closely with them, I know we're in steady and capable hands.

In solidarity,
Matt

Treasurer's Report

Adrian Fontenla, CPA, CA



Thank you for your trust in my abilities to help the Executive and Council oversee the financial interests of the Association. It has been a rewarding experience to work with a determined set of colleagues that are clearly focused on the ongoing labour issues. I encourage everyone to attend the upcoming general meeting, as we look to inform the membership of the most recent developments and the challenging positions being implemented by the Okanagan College leadership.

Overall financial picture (for the year ended January 31, 2025)
(audited financial statements will be provided at the AGM)

The union itself continues to be in a good financial position this year. However, given the uncertainty of the sector we need to be diligent in how we utilize our resources in the coming year.

Income statement

Revenue was approximately 10% higher in 2025 when compared to the prior year. The increase in membership revenue was due to the overall expansion of our membership rolls in Winter 2024 and into the Fall 2024. However, this turned in Winter 2025, when the college started the process of reducing term faculty.

Our portfolio continued to grow with the stock market and our interest returns improved slightly as the interest rates reached their peaks. In the upcoming year we will likely see significant volatility in our portfolio and declining interest rate returns in the short term. Not an ideal scenario as we enter the uncertain period around bargaining. Our investment advisory manager continues to review the situation and will advise the investment subcommittee if a rebalancing is warranted in the Fall.

Expenses grew by approximately 10% when compared to the prior year. The increase is primarily due to our time release costs. The release costs in 2024 were lower than normal, due to a medical leave which meant the Association did not have to pay a portion of one executive member's release cost for part of the year. In addition, the second half of 2025 saw an increase in release cost for the benefits officer position.

Balance sheet

The returns from our investments continue to allow our Union to build a substantial investment fund, of which is now sitting at approximately \$1,357,500. These monies are used to support continuing operations and importantly will ensure we can support our members in the event of job action.

Currently, we have approximately \$134,000 in our cash accounts. These funds will be used to fund payment of time release expected to be billed in the coming months (estimated at \$102,000), the audit fee (estimated at \$19,000) and ongoing operational activities (approximately \$1,000).

Accounts payable represent the estimated costs listed above.

Donations (as approved by Council)

As required by the Charitable contributions policy, below is the list of Donations made by the Association for the year:

- | | | |
|----------------------------------|---------|--------------------|
| • Okanagan College Foundation | \$5,000 | Student Food banks |
| • Enactus – Okanagan College | 1,000 | Safe Haven Project |
| • Okanagan College Student Union | 1,000 | Fridge program |
| • Elizabeth Frye Society | 250 | Community Vigil |

2025 Professional Allowance Fund & Excess “SRRA” payments

Everyone should have received their payment for the Excess ‘SRRA” funds on the March 21st payroll. The details as to why this payment was necessary are part of the WGM minutes. This involved a significant amount of time and effort by the Executive which led to a great outcome for our Association. In addition to the payment, this has led to the employer committing to an improvement of the reporting on these funds. I view this as an administrative victory which will lead to more timely reporting around these balances. That said, we are not totally finished with this item, as we are working with the employer to resolve one outstanding payment related to this distribution and hope to have it resolved shortly.

At this point, the Professional Allowance Fund notification from the PA committee would have been delivered to all members. You will notice the amount is significantly higher than normal. The details behind this additional amount were reported at the WGM and can be found in the minutes. The acknowledgement of this amount by the employer took significant effort by all members of the Executive. Please contact Brian May if you did not receive the PA notification. Remember, eligible expenses must be purchased between May 16, 2024 and May 15, 2025. So, you do not have much time to take advantage of this significant benefit.

Policy Review Committee

During the Winter semester we invited members to comment on the proposed policy manual.

Thank you to the members who provided feedback on the document. All feedback was supportive of the direction of the policy manual, however there were some minor items the membership asked the policy review committee to consider. Below is a summary of the items considered:

- Travel Policy – as the normal course of Association business we reviewed the per diems, mileage and other amounts to verify the appropriate amounts are reimbursed. Reviewing the relevant BC government travel policy, there were no proposed changes needed. Input was received to determine if the review of these rates can be done administratively, thereby avoiding a motion at the AGM. The bylaws of the Association require membership approval of these amounts annually. So, we have added a comment to the policy to make this requirement clearer.
- IT Equipment Policy – when preparing for the audit, it was determined that there was a policy missing around capitalization of equipment. The Executive approved additional language to make it clear when to expense or capitalize equipment costs. This additional language was added to the policy.
- Donation Policy – the limit for donations was increased to reflect the diverse needs of the membership to continue our practice of supporting our students and the community.
- Investment Policy statement – the ESG language improvements are being proposed for adoption. There were some minor consistency issues that the membership pointed out. So,

we have updated the position titles in the policy itself. It should be clear when the policy is referencing the “Investment Advisory Manager(s)” versus the “Fund Manager”. Finally, a member also sought clarity on the benchmarks utilized to evaluate the portfolio’s performance. Language was added to the benchmark section to make it clear that equity benchmarks are based on “Total Return”

At the upcoming AGM, the following motions will be voted on:

1. Motion: To accept receipt of the 2024/25 policy booklet. The Council policies are provided for informational purposes only.
2. Motion: To approve the following membership policies
 - a. Conflict of interest policy
 - b. Credit card policy
 - c. Elections policy
 - d. Electronic Meetings policy
 - e. Expense Reimbursement policy
 - f. Faculty Time Release policy
 - g. Grievance Confidentiality Policy Statement
 - h. Honorarium policy
 - i. Investment Policy Statement
 - j. Job Action policy
 - k. Personal Information Protection policy
 - l. Political Donation policy
 - m. Solidarity and Charitable Contributions policy
 - n. Terms of Reference Policy for Association Committees
 - o. Travel Policy
3. Motion: To approve the removal of the 2023/24 policy booklet and discontinue the policies contained within.

Finally, there may be one additional motion that is dependent on the outcome of the special resolution at the AGM. If the membership approves the removal of the Benefits Officer position from the Executive then the following motion will be put forward:

Motion: To remove the Benefits Officer position from the policies contained in the policy booklet (included but not limited to: Faculty Time Release and IT Equipment policies).

Secretary's Report

Amy Cohen



Dear OCFA Members,

Since my last report to you at the Winter General Meeting, I have been engaged in a number of activities in my role as secretary, including:

- Met with members to discuss issues such as early retirement options, potential layoffs, vacation policies, benefits, ESL, GIA access for people facing potential layoffs.
- I've attended our regular Executive, Crisis, and JCAA meetings, as well as the Townhalls and the Special General Meeting, and ensured that the minutes and records for those meetings are maintained and shared.
- Together with Adrian and the staff at the Capri, I planned the logistics and details for our AGM.
- Together with the nominations committee, Campus Representatives Brian May, Billy Spelchan, Laura Loewen, and Louise Blais, put out multiple call for nominations as well as collected nominations and nominee bios for distribution.
- Together with the nominations committee, created a plan for voting at the AGM and communicated this plan to members.
- Completed a review and update of our union's constitution and bylaws, which were sent out to the membership for input. Thank you to everyone for your helpful suggestions. There is a special resolution on the agenda at the AGM to approve these proposed changes.
- I have compiled a list which tracks recent public statements made by college administrators regarding the ongoing crisis.
- Worked together with Matt and Marlo on internal and external communications about the crisis and how it has been managed by employer.
- Attended the Salmon Arm "Campus Conversation" on April 14th. It was very well attended and many difficult questions were asked of the Leadership team. Unfortunately, the leadership did not arrive with much campus-specific information, and in fact their answers to some questions belied how little they knew about Salmon Arm specific issues. Finally, while many employees were taking extensive notes, not one of the members of the leadership team were taking notes which was disappointing to say the least.

Finally, I want to end by recognizing the challenging times we are currently facing as a union and as individual members. I would like to say that I am ever in awe of the dedication of our Union's Executive and Council members, and the solidarity shown by our general membership.

This will be my last General Meeting in the role of Secretary as I will not be seeking reelection. Thank you for allowing me to serve the membership over this last year.

In solidarity,
Amy Cohen
OCFA Secretary

OCFA Council & Grievance Committee 2024/25

Executive

President	Sharon Mansiere	778-583-2509	president@ocfaculty.ca
First VP, Chief Steward	Alan Rice	778-583-3347	chiefsteward@ocfaculty.ca
Second VP, Bargaining Chair	Matt Kavanagh	778-583-2705	vicepresident2@ocfaculty.ca
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Benefits Officer	Marlo Edwards	778-583-3048	benefitsofficer@ocfaculty.ca
Secretary	Amy Cohen	778-583-3052	secretary@ocfaculty.ca

Council

Faculty Liaison - Arts	Raluca Fratiloiu	rfratiloiu@okanagan.bc.ca
Faculty Liaison- Business	Michael Conlin	mconlin@okanagan.bc.ca
<i>Faculty Liaison - Health</i>	<i>Vacant pending</i>	
Faculty Liaison - Non-Instructional	Lindsay Willson	lwillson@okanagan.bc.ca
Faculty Liaison - Science	Joe Hobart	jhobart@okanagan.bc.ca
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Community Representative -Penticton	Louise Blais	lblais@okanagan.bc.ca
Community Representative - Salmon Arm	Brian May	bmay@okanagan.bc.ca
Community Representative - Vernon	Billy Spelchan	bspelchan@okanagan.bc.ca
Decolonization, Reconciliation, & Indigenization Representative	<i>Vacant</i>	n/a
Human Rights & International Solidarity Representative	Terry Bridges	tbridges@okanagan.bc.ca
Non-Continuing Faculty Representative	David Acosta	dacosta@okanagan.bc.ca
Pension Advisory Representative	Satoshi Tomoda	stomoda@okanagan.bc.ca
Women & Gender Equity Representative	<i>Vacant</i>	n/a
Workplace Health, Safety, & Environment Representative	Leonard Youden	lyouden@okanagan.bc.ca

Grievance Committee Members

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Kelowna Campus Steward	Jasmine Korcok	jkorcok@okanagan.bc.ca