



# The Update

Issue III, 2023-2024

April 2024

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## SUBMISSIONS TO THE UPDATE

*The Update* welcomes letters to the editor, upcoming event notices, or other submissions. Readers are encouraged to write in response to what is 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 Sasha Johnston, [secretary@ocfaculty.ca](mailto:secretary@ocfaculty.ca)

## THANK YOU

A special thanks to Raluca Fratiloiu and Lindsay Willson 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 information for all your reps can be found on the last page of this newsletter.

## DELIVERY OF THE UPDATE

The *Update* is distributed electronically as a PDF file by e-mail.

### OCFA SOCIAL MEDIA

**Facebook page:**

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

**Facebook group** (for OCFA & OUCFA retirees)

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

**Contact information for all Association Council representatives and Shop Stewards can be found on the final page of this newsletter.**

# Notices & Events

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## *Notice of AGM*

### **April 26, 2024 in the KLO Cafeteria**

*Social begins at 5:30 pm, dinner served at 6 pm, meeting begins at 7 pm*

Come out and meet with your colleagues before heading into summer! The AGM provides the opportunity to discuss new and revised policy, resolutions put forward, and important motions on the table.

The AGM is also when we elect our Association Council representatives and Shop Stewards for the 2024-2025 academic year. All OCFA positions are one-year terms (beginning July 1) and are considered vacant until filled at the AGM.

An official call for nominations has been circulated and nominations will also be accepted during the AGM. If you have questions about vacant positions or any other positions, please feel free to email the Chair of the Nominating Committee, Sasha Johnston ([secretary@ocfaculty.ca](mailto:secretary@ocfaculty.ca))

### **We are still looking for nominees for the following positions:**

- Second VP & Bargaining Chair
- Benefits Officer
- Secretary
- Faculty Liaison – Business
- Faculty Liaison – Non-Instructional
- Faculty Liaison – Technology
- Decolonization, Reconciliation, & Indigenization Representative
- Non-Continuing Faculty Representative
- Women & Gender Equity Representative
- Workplace Health, Safety, and Environment Representative
- Kelowna Campus Steward
- Vernon Campus Steward
- Salmon Arm Campus Steward

**Notice of Special Resolution:** Be it resolved that wherever our OCFA Constitution and By-Laws reference the historical department name "NTEN" that those will be updated to reflect the current department name "ICT".

Note: We regret that we are late in discovering this housekeeping change, but we are bringing it to the membership as soon as we realized we needed to update it.



**For their integral roles in making our AGM dinner a success, a big thank you to Zuzana LeHocky and her team with Okanagan Servers, Adam Relvas, Brett Thompson and the Relvas Catering team, and Avalon Event Rentals!**

## *Upcoming Council Meetings*

OCFA members are welcome to attend Council Meetings. Please contact Sasha Johnston, [Secretary](#), for meeting location or Zoom links. Council meetings normally take place on Fridays from 2-4pm.

Upcoming Council Meetings:

- May 24 (in-person, S103B, Kelowna)
- June 21 (in-person, S103B, Kelowna) (meeting for incoming/outgoing council)

## *New Executive Email Contacts*

- President: [president@ocfaculty.ca](mailto:president@ocfaculty.ca)
- First VP and Chief Steward: [chiefsteward@ocfaculty.ca](mailto:chiefsteward@ocfaculty.ca)
- Second VP and Bargaining Chair: [vicepresident2@ocfaculty.ca](mailto:vicepresident2@ocfaculty.ca)
- Benefits Officer: [benefitsofficer@ocfaculty.ca](mailto:benefitsofficer@ocfaculty.ca)
- Treasurer: [treasurer@ocfaculty.ca](mailto:treasurer@ocfaculty.ca)
- Secretary: [secretary@ocfaculty.ca](mailto:secretary@ocfaculty.ca)

# *Council Working Hours Policy*

## **Preamble**

In order to provide a better work-life balance and to promote member participation on Council and the Executive Committee, Council approved the attached Working Hours Policy. It is a Council policy and so applies only to members of the Association Council and not to the general membership and only then for communications between members of Council or the Executive. The policy defines regular business hours, sets normal meeting lengths for Council and the Executive Committee meetings, and advises that communications (mainly phone calls and emails) between Council/Executive members "shall normally" be during regular business hours. The policy says "shall normally" to allow for emergencies and other non-normal needs for communication that may arise. The policy does not restrict members of Council or the Executive to working only during regular business hours. Members may manage the hours they perform their work as they please. Nor does the policy address work on behalf of or communications with the general membership. Work on behalf of and communication with the general membership may occur at any time and as required.

## **Policy**

### **PURPOSE**

The purpose of this policy is to establish the work hours for members of Council, including the Association's Executive Committee.

### **DEFINITIONS**

"Regular business hours": Regular business hours are defined as Monday through Friday, excluding holidays, from 8 AM to 5 PM.

"Emergency": An emergency is defined as a serious situation or occurrence that happens unexpectedly and demands action that must be completed outside regular business hours.

### **MEETINGS**

Meetings for the Association's Executive Committee and the Association Council shall normally occur during regular business hours.

Meetings of the Association's Executive Committee and Association Council shall normally be no longer than two hours with the exception of meetings immediately prior to a General Meeting which shall normally be three hours.

Exceptions are permitted with a majority vote of the committee in question.

Exceptions are also permitted in the case of an emergency. Emergency meetings shall be called by the President.

### **COMMUNICATIONS**

Communications between members of the Association Council for Association business as well as communication between members of the Association Executive Committee for Association business shall normally take place during regular business hours.

Exceptions are allowed in the case of emergencies.

## 2024-2025 Council & Executive Nominees

**All positions are considered vacant until filled at the AGM.** Please contact [Sasha Johnston](#) if you would like to run for a position or nominate a colleague.

### Current list of nominees & positions

President	Sharon Mansiere Sean Johnston
First Vice President and Chief Steward	Alan Rice
Second Vice President and Bargaining Chair	
Treasurer	Adrian Fontenla
Benefits Officer	
Secretary	
Faculty Liaison - Arts	Raluca Fratiloiu
Faculty Liaison - Business	
Faculty Liaison - Health	<i>Vacant pending grievance</i>
Faculty Liaison - Non-Instructional	
Faculty Liaison - Science	Joe Hobart Bruce Campbell
Faculty Liaison - Technology	
Community Representative - Kelowna	Laura Loewen
Community Representative - Penticton	Louise Blais
Community Representative - Salmon Arm	Brian May
Community Representative - Vernon	Billy Spelchan
Non-Continuing Faculty Representative	
Pension Advisory Representative	Satoshi Tomoda
Human Rights and International Solidarity Representative	Terry Bridges
Faculty Liaison - Status of Women & Gender Equity Representative	
Workplace Health, Safety, and Environment Representative	
Decolonization, Reconciliation, and Indigenization Representative	
Kelowna Campus Steward	Colin Wallace
Penticton Campus Steward	
Salmon Arm Campus Steward	
Vernon Campus Steward	

## 2024-2025 Nominees – OCFA Executive Committee

**Position: President**

**Nominee: Sharon Mansiere**

Nominators: Alan Rice & Brian May

**Sharon B.C. Mansiere - Nominated for President**



**I am asking for a strong mandate of support for a seventh term as your Faculty Association President.**

Though I had to be on leave for several months, I am pleased to tell you that I am fully recovered and back to working hard for our members. I am grateful to the many of you who have greeted my return with warmth and kindness. I remain committed to the hard work of representing our faculty locally, as well as in my provincially elected role as Member-at-Large to the Executive of the Federation of Post-Secondary Educators. My executive role at FPSE over the last four years has provided me the opportunity to be on the team developing better support for our bargaining, incorporating new resources for grievances, including in-house legal assessments. All of these were achieved through fiscal responsibility rather than increased costs to our local and others in the Federation.

Since my return, you have been sharing your concerns.

You feel as though you have little or no control outside of

your own classrooms. You are troubled by the lack of consultation on any of the significant changes that are impacting our work environment. Historical champions of faculty or campuses are gone. Faculty understanding of the three-dimensional web of connections is not valued. Decisions based on a spreadsheet are having knock-on effects that consultation could have avoided. Students and communities, not to mention your own wellbeing, are being impacted. **I am running for President to ensure that faculty voices are heard, and to fight for our agency.**

The college unilaterally changed parking rules, acted without transparency on the cyber-attack, and let go our valued Nursing faculty. These are only some of the issues that have left so many of us feeling devalued, disenfranchised, and demoralized. For any one of these issues to occur without consultation and reporting is wrong. Their cumulative impacts have resulted in feelings of insecurity. We must continue to demand transparency at the highest levels of college leadership. I am reinstating the OCFA as a fixture at Board of Governors meetings by attending as an observer, as well as continuing to strengthen connections with our student unions, the other college bargaining units, and our communities. **I am running for President to meet these challenges with tools for change that improve and enhance our power within the institution.**

This summer will mark my 29<sup>th</sup> year at the college. This anniversary comes at a time when almost all senior managers with any deep understanding of the College and Institute Act, British Columbia’s Labour Law, and most importantly, our Collective Agreement have retired or departed. The college has changed. We all feel that. Even so, many of us see the positives that remain, and we long for Okanagan College to regain some of the characteristics that have been lost or diminished in recent years. **I am running for President to restore the values of collegiality, transparency, and good faith.**

In times of uncertainty, community and connection are vital. I have made dedicated budget lines available to provide direct support to members of council that do our important social justice work and distribute that power so that planning of events to support and educate our members can be relied upon as available and open for the membership to see the support we have embedded in our budget. This is a time for us to act in solidarity as a union to make the changes we see are needed. We are going to have many opinions on how that is best done: perhaps as many opinions as members. In the past, we have come together and sent our union President with the message we wanted told. When we have done that at our best we have done so while making members of all opinions feel safe and welcome to speak. **I am running for President to cultivate an OCFA where people feel valued and empowered.**

**Sharon’s Bio:** I have a super supportive husband, Gerry, three children (my son is a business grad and my daughters are both in engineering). With my background in rare and endangered seabirds, it was natural to step into running one of 22 Canadian Migration Monitoring Network sites where we now have almost 30 years of data to use in national assessments of our migratory bird populations and start the Okanagan College Research Museum, a natural history museum available to researchers and artists. I am proud of the tiny house Research Lab built by OC students supported by faculty in the Sustainable Building Technology Diploma with federal funding I secured from Environment and Climate Change Canada and corporate funding our students motivated our community to provide. I am on the Board of the group that runs the 50 plus event Meadowlark Nature Festival. I have run the Canada-Wide Science Fair locally and for the Central Okanagan and managed to get permission to have it held in the Atrium at KLO and in Penticton where I am based. The school districts have pivoted to supporting a more inquiry-based learning event that included STEAM not just pure STEM, which I have also brought to be offered on campus. I am a cisgendered, first-generation Canadian settler committed to continuing to support and implement the principals of equality and decolonization in our union and college which I why I worked to codevelop the Applied Ecology and Conservation Program together with the En’owkin Center and hope that we can continue to develop partnerships like this in our communities and more importantly have our senior administrators and the province fund them.

<b>Sharon by the numbers:</b>
7 <sup>th</sup> year seeking presidency
12 <sup>th</sup> year on council/grievance
4 <sup>th</sup> year FPSE Member at large
2 bargaining rounds
29 <sup>th</sup> year at the college



**Position: President**

**Nominee: Sean Johnston**

Nominators: Sasha Johnston (of no relation!) & Terry Bridges

Short Bio: 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 16 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 Spring 2025.

Reasons for Running: I think periodic change on OCFA Executive and Council is necessary for the health of the organization – it encourages member engagement and brings a new perspective to persistent challenges. The change in leadership of the college over the last few years has brought new challenges and responding to these challenges requires clear communication with all members and with the public.

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.

A union is its members. My goals are engagement of as many members as possible and clear and efficient communication with them and for them. I encourage members to be in touch at [sjohnston@okanagan.bc.ca](mailto:sjohnston@okanagan.bc.ca) if they have any questions or concerns.

**Position: First Vice-President and Chief Steward**

**Nominee: Alan Rice**

Nominators: Sharon Mansiere & Michael Conlin



I am pleased to put my name forward as a candidate for the OCFA Executive position of First Vice President and Chief Steward. I believe that I have the experience and professionalism required to be successful in this role. I have over a decade of experience with the OCFA having served in several capacities on the Association Executive, Council, and as serving as the Kelowna Steward on the Grievance Committee. During this time, I have served with five different Presidents and have proven my ability to work effectively with a diverse group of Council and Executive members.

Most recently, I served as the Second Vice President and Chair of the Negotiations Committee. The Negotiations Committee worked extraordinarily hard in securing what I believe were substantial gains for OCFA members in our current contract. In addition to chairing the Negotiations Committee, I was very involved in the day-to-day administration of the Association, including significant work on updating the Association By-Laws, and policy development.

I served several years as Kelowna Steward. In this capacity I gained experience in representing OCFA members at meetings with the College related to disciplinary issues and investigations. I have participated in FPSE's Steward Training programs as well. I was also involved, as a member of the OCFA Executive, in several meetings and hearings related to the Post 65 arbitration.

In addition, I have extensive experience in working with FPSE. I have served on several FPSE committees as OCFA's representative including being chair of the Education Policy Committee. I have attended several FPSE AGMs as a member of the OCFA delegations.

I respectfully ask that you consider voting for me to be your next OCFA First Vice President.

Thank you,

Alan Rice

**Position: Second Vice-President and Bargaining Chair**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

**Position: Treasurer**

**Nominee: Adrian Fontenla**

Nominators: Michael Sale & Alan Rice

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.

**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.

### 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 am familiar with the Treasurer role, as 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.

### Why am I running?

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

In addition, I would like to aid in the continued development of the Union's policy manual and governance structures.

However, my key focus is to listen to you, the membership. And ensure your thoughts and points of view are understood, listened to and brought forward to our Council discussions.

Finally, I want to continue our Union's strong practice to advocate for you when connecting with the institution's leadership and as Council develops key initiatives for the coming year.

I look forward to hearing and working with you for the betterment of our Union over the next year.

All the best

Adrian

### **Position: Benefits Officer**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

### **Position: Secretary**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

## 2024-2025 Nominees – OCFA Council

### **Position: Faculty Liaison Representative - Arts**

#### **Nominee: Raluca Fratiloiu**

Nominators: Tim Walters & Marlo Edwards

#### **Raluca's reasons for running:**

The Arts Faculty Liaison role has been rewarding and thus I am running again for the same OCFA position. I believe it is important to connect with colleagues and bring our issues forward to Council. It is essential for us to be informed and speak with a united voice.



#### **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 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 was great, but the weather was not. One trip experiencing the Big White powder with my husband convinced us to move to the Okanagan - my third home. Luckily, I was hired as full-time term faculty in the Department of Communications, where I have been teaching since 2008. Since then, we have had two boys who call Kelowna their first home. I have also met many students, taught many media and game studies sections, developed several courses, completed an MSc in Digital Media Design (University of Edinburgh) in an ESL made available to us through our Collective Agreement, and made some videogames. Other roles I had at OC include Chair of Communications, member of the PD, CPRC Arts, CPRC STH committees and Bargaining Team member.

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### **Position: Faculty Liaison Representative - Business**

#### ***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

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### **Position: Faculty Liaison Representative - Health**

*Vacant pending grievance*

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### **Position: Faculty Liaison Representative – Non-Instructional**

#### ***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

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**Position: Faculty Liaison Representative – Science**

**Nominee: Joe Hobart**

Nominators: Julian Buck & Bryan Penfound

My name is Joe Hobart. I am running for Science rep. I'm running because it appears that union matters have taken on a different tenor while our union president was on medical leave. My frustration boiled over when I learned that a policy was developed during this time limiting when Union business could be conducted - essentially only from 8 - 5 Monday through Friday. This includes phone calls and emails.

Union matters are important and should be taken seriously. This is especially true given our current administration. As faculty, many of us receive and return emails from students before 8AM, after 5PM and on weekends, but are able to set out and manage our own reasonable boundaries. Why would we expect any less from our Union representation? I want to be on Council because the job simply is not an 8 - 5 job; however, it seems to be turning into one.

I support trying to be there when our members need us.

**Position: Faculty Liaison Representative – Science**

**Nominee: Bruce Campbell**

Nominators: Morgan Martin & Kathy Bockhold

Bruce Campbell, Department of Biology, OCFA Council Faculty Liaison Science since 2014. Since joining Okanagan University College in May of 2000 as a research associate and term faculty I have served on various committees such as JOHS, ESL, OUC Research Advisory, Canada Research Chair Selection, Departmental Unit Review, as well as numerous selection and hiring committees of both administration and faculty. In addition to professional development which relates to my chosen field of study I have had the privilege to attend the Canadian Labour Congress Winter School on two occasions to participate in professional development and training which relates directly to serving on the OCFA Council. My work on the OCFA Council has been varied on behalf of the OCFA including: OCFA Constitution and Bylaws review, OCFA Human Rights and International Solidarity Committee, and the OCFA Policy review. Although I have served across a wide variety of institutional committees at Okanagan University College and then after 2005 at Okanagan College, I have found serving as a member of the OCFA Council to be the most rewarding.



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**Position: Faculty Liaison Representative – Technologies**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

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**Position: Faculty Liaison Representative - Business**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

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**Position: Community Representative - Kelowna**

**Nominee: Laura Loewen**

Nominators: Michelle Arnold & Sasha Johnston

Reasons for Running and Bio: I started at OC in January 1995 as a term employee in the psychology department. 14 years later I was finally offered a regular position, which is a very long time but isn't the record under the old system. I am well acquainted with the way the college does business. In my time here I have seen the college mistreat many worthy faculty members and have decided I'd like to be part of the brave group that tries to protect and defend my colleagues.



As a Research Ethics Board member for 4 years and chair of the REB for 2 of those years I became acquainted with all of the exciting projects under way at OC.

In the last year as the Kelowna rep for the OCFA, I have enjoyed being a part of the mechanics of the way things work at our great institution. I was also privileged to be invited to represent the OCFA as the liaison on the Disability Management and Rehabilitation committee.

Thank you for your consideration.

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**Position: Community Representative - Penticton**

**Nominee: Louise Blais**

Nominators: Eva Gavaris & Sandra Rosenberg

I started teaching in the Human Kinetics program (now Kinesiology) in Penticton in January 2013.

I have a BSc. and master's degree in applied health sciences from Brock University and my focused area of study is behaviour change. I am also a certified Personal Trainer, Group Exercise and Yoga Instructor.

I am in my final year as Chair of the Kinesiology program and look forward to returning to full-time teaching this fall. On top of my teaching, I also lead the yoga on campus for staff and students.

I love the sense of community on the Penticton campus and look forward to creating more opportunities for the staff to develop the connections on campus that enhance our working experiences.



**Position: Community Representative - Salmon Arm**  
**Nominee: Brian May**

Nominators: Bryan White & Rod Watkins

**Reasons for Running**

I have been at Okanagan College for 19 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 (and Revelstoke) 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 quite willing to listen to and advocate for the specific 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 two-year old springer doodle keeps us busy and provides lots of fun and chaos alike.

**Position: Community Representative - Vernon**

**Nominee: Billy Spelchan**

Nominators: Deb Warren & Youry Khmelevsky

Having been programming since a young age, working for a computer store while developing software in my own time, I took a leap and attempted to start my own company. This was not a failure, but nor was it a success and I found myself spending more time on aspects unrelated to programming so decided it was time for an early midlife crisis.



For my midlife crisis, I decided to go back to school and see about updating my rather dated diploma in computer science into a bachelor's degree which I then opted to go for a master's degree. While working as a teaching assistant, I discovered to my surprise that despite being an extreme introvert that I really enjoyed the teaching aspects. When I heard about an opportunity at Okanagan College in Vernon, I opted to apply for the position as it was close enough to my Armstrong home that I would be able to continue acting as a caretaker for my father while pursuing a career doing something I enjoyed. Unfortunately, my father passed before I started working, but after a year as a term employee, I applied for and received a continuing position. My father had always thought unions helped protect the workers from corporations so I feel it would be fitting for me to be more involved in the activities of my union. While the position is outside of my comfort zone, I believe that at a minimum it would force me to become more familiar with the rules and potentially allow me some say in the future direction of the OCFA.

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**Position: Decolonization, Reconciliation, & Indigenization Representative**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

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**Position: Human Rights & International Solidarity Representative**

**Nominee: Terry Bridges**

Nominators: Norah Bowman & Bruce Campbell

**Reasons for wanting to serve:** I would like to continue the work I have done as HRISC (Human Rights and International Solidarity Committee) Rep for the past several years, namely to: represent the OC HRISC at OCFA council meetings; represent OC on the FPSE HRISC and report back to OCFA Council on FPSE initiatives; work with other OCFA equity committees, and OCFA faculty, staff, and students and community groups to advance initiatives related to human rights, international solidarity, and diversity/inclusivity on the OC campuses and in the Kelowna community; and help to organize the annual FPSE Speaker's Tour.



**Brief Bio:** I am in my 8<sup>th</sup> year at OC, where I am a Continuing instructor in the Physics & Astronomy Department, and in my second year as Department Chair. I have previously served as HRISC rep between 2018-2021 and 2022-2024. I am part of a group working to get a community fridge on the OC Kelowna campus, and I work closely with the OCSU on other student initiatives. This March I helped to organize the FPSE/HRISC online panel discussion on Teaching in Times of Conflict.

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**Position: Non-Continuing Faculty Representative**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

**Position: Pension Advisory Representative**

**Nominee: Satoshi Tomoda**

Nominators: Randy Brown & Sasha Johnston

Reasons for running and bio:

I have been at Okanagan College for about 15 years. I feel that it is time for me to start contributing to the union affairs.

I am interested in learning and sharing how the pension works, and I would like to be considered for the pension advisory representative position. For most of us, the pension would be the major income after the retirement, and we need to plan it carefully. For a financial stability, we normally say that we should start early. While I agree with the general idea, we are in a different circumstance, and if I am elected, I will be happy to look into individual needs.

**Position: Status of Women & Gender Equity Representative**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

**Position: Workplace Health, Safety, & Environment Representative (WHSE)**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

**Grievance Committee Positions**

**Position: Shop Steward – Penticton**

**Nominee: Colin Wallace**

Nominators: Rod Watkins and Louise Blais

Colin completed his Master’s degree in human physiology from the University of Oregon in 2010, his PhD in neuroscience from UBC Okanagan in 2017, and post-doctoral fellowships from UBC Vancouver in 2018 and



For the past 4 years, I have attended monthly meetings to bring forward, discuss, and vote on all grievances brought forth by faculty members. I reviewed information sent out weekly to stay current with all topics and engaged in ongoing discussions with fellow Grievance Committee members to ensure our members received fair treatment as outlined by the collective agreement. I am interested in continuing in this capacity as Penticton campus steward to do my part in ensuring all faculty have access to an equitable working environment.

**Position: Shop Steward - Kelowna**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

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**Position: Shop Steward - Salmon Arm**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

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**Position: Shop Steward - Vernon**

***Nominee: Available for Nominations***

*Nominators: Requires two nominators*

# Executive Reports

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## *President's Report*

Sharon Mansiere



### **Local**

A longer report than usual from me it has been a busy couple of months after returning from medical leave, and I have only had the opportunity to send one information-packed email so far. I look forward to meeting with many of you in person or electronically in the college cafeteria for this meeting. I really do encourage you all to attend. It will be as concise an agenda as possible, but we still need to conduct any elections and address important business in open and transparent forums. As always it is important to me as President that a diversity of opinions is heard and people feel safe to express their positions.

I have had a few areas of focus, some of which have impacted the executive and I appreciate any support I have received from Rod,

Sean, Randy, Sasha, and Roën (prior to her departure from exec). All had additional work resulting from my leave and I want to thank them in my report here. Some of the month's tasks have been:

1. Getting caught up and acquiring and reading all of the minutes and co-circulated documents that I need to refresh myself on all the current issues.
2. Understanding where the union workplan is now relative to where we were when I went on leave and how it has necessarily been adapted and adjusted in response to the year.
3. Working to meet personally with faculty members on all campuses to make the connections that the absence of my usual time on campus.
4. Restarting of the OC Board of Directors meetings, meetings with the OC President, reconnecting with the other heads of unions and students. All have been very valuable time spent to learn what events are occurring in the rest of the institution.
5. Doing the groundwork to do the OCFA file and email move over to Microsoft 365 from the google accounts that coincided with my March 1<sup>st</sup> return, but this will still need more time.
6. I have been working to gather information on how our current OCFA (and our former OUCFA and former OCFA unions) have dealt with significant issues our membership has faced in the past. I want to be ready for all our member's questions at our AGM including what tools our union has historically found most productive or detrimental.
7. Connecting with our members to make up for my lost opportunity to do so during my leave. I can report that significant numbers of members throughout the institution are discussing retirement, leaving for other work opportunities, and dissatisfaction. The accelerated rate of retirements and departures for other positions is continuing to alarm me. That is not the full story though. Members are still excited about many aspects of their jobs and I learned of new initiatives that are addressing long-standing issues.
8. Learning about course and program cancellations. The cancellation of the Salmon Arm computer science program like the earlier arts cancellations are very destabilizing for the campus, our students, and our faculty. Faculty are still not recovered from losing our Nursing Faculty. Cancellations are not just impacting our union; Women-in-Trades was also

cancelled, and its primary, long-time champion, Nancy Darling (previous head of the Association of Administrators – aka excluded) was given an opportunity to retire which she took, cancellations in Penticton of some AACCP courses have had knock-on impacts another courses that now are facing that same threat.

9. I have not had as much time as I would have liked to be briefed on bargaining preparations locally yet, but provincially things are starting to have a different feel if the province does collect post-secondary into one or a few smaller groupings for some components.

## **Meetings/Events**

### 1) College Board Meeting

- a) As has been my practice since when able, I attended the College Board meeting open session. Topics included: domestic and international student numbers. anticipated impacts of caps on international students, high level budget details, sector developments, some provincial and local scale risk management details on cyber security, rescinded and passed policies.
- b) The posted date for the meeting was incorrect so when I discovered that error I contacted the other two unions, and a student union representative to get them to share out that message so all had notice on the day at least. The BCGEU Chairperson was able to redirect her day to attend.
- c) The concerning part of the Board meeting was when it became apparent that the Board's rendition of the Education Council report was not the same as had been provided for inclusion without permission or notice to EDCO.

### 2) Minister Lisa Beare

- a) As the minister of Post-secondary Education and Future Skills, this was an important meeting, but both Nicole Davis (BCGEU- Vocational Instructors Chairperson) and I were told we had about 10 minutes to share, so we organized in our pre-meeting and as these things go we got additional time. We asked if the Post-Secondary Funding Review was complete (it was) but she then went on to say it was now dated, to which I responded that an under five year old review would certainly be a better place to be working from than an over 20 year old one. I am eager to follow up on this. We also talked about the importance of the Act and the role and critical importance of Collegial Governance in post-secondary education.

### 3) Trans Day of Visibility Panel Discussion Event

- a) This was an excellent event that offered a very open atmosphere for the panelists to share stories, concerns and challenges they face, but also was a place to see promise, power, and leave feeling uplifted and empowered by the panelists. Well done Eva Gavaris and Sarah Lefebure and others that worked to bring this event to life.

### 4) JCAA Meeting(s)

- a) I have attended two meetings since I have returned. In the first it seemed we were in the endless cycle of requesting documents, information, and resources that are time sensitive.
- b) In the second meeting I felt much more hopeful as did other members of executive that spoke. Both Randy as Treasurer and Rod as Chief Steward let the employer know that this progress was appreciated while not losing sight that we did not have all the materials needed to bring to our membership.

### 5) Meeting with Neil Fassina

- a) Sean Johnston and I were able to bring across concerns of the labour relations delays and push that with an example of a long-lived grievance process. We also discussed the issues that the smaller centres are experiencing. The importance of Education Council and the

Board as part of the ever-important Collegial Governance at our institution as protected by the College and Institute Act and our Collective Agreement was discussed as well.

- b) Neil and Gillian Henderson would not adjourn the meeting even though we had exhausted the time and our topics. They asked us directly about the union's intentions regarding motions that may come to our AGM. Information is being brought directly to Neil through many paths as we always expect. As we had prepared, Sean simply answered that we had not been directed by the members to talk to Neil about this. Neil and Gillian pushed further and I simply stated that this was a membership issue and the union executive would be waiting for direction from members as appropriate. Gillian seemed to take note and turned to Neil and said that he needed to make a point of connecting back to all of their Deans.

6) National Day of Mourning Coming up April 28<sup>th</sup>

- a) This date is on my calendar always is a somber reminder of the importance of our JOHS committees. Upon my review just now, I see that we are short faculty representatives on all of our campuses. Please consider who you can recommend would be good in this role and send their names my way. One of the faculty JOHS representatives should contact Sasha regarding the WHSEC position on council as well.

7) North Okanagan Labour Council Coming up May 3<sup>rd</sup>

- a) I will also be restarting the union's attendance to this council. This group has always been very informative to attend to learn about information in bargaining in other sectors as well as trends in the other provincial unions in education and health. If you would like to attend with me I would welcome the company.

### **Provincially**

President's Council and FPSE Executive meetings have been interesting to read the minutes, reports, and attend. Vancouver Community College executive had given notice back in November to leave the Federation of Post-Secondary Educators. This may have already been reported out to the membership by Rod or Sean as this is very big news and this has been a live issue at PC for months. Late in March they confirmed their membership agreed with their executive's notice to leave. This was a very surprising way to organize this plan to leave FPSE as I have always operated in the way that the executive and council need clear mandates from the members. This was a significant issue for the union and I am still unsure if they were or still could be vulnerable to get a complaint under the labour code article 12 which applies to issues where the union acted in a way that was 'arbitrary, discriminatory, and/or in bad faith' which although it sounds broad, by case law it is actually a very limited protection. I am puzzled by this decision for that local, but when we left FPSE's precursor organization CIEA in 2003 that must have been a surprise for everyone as we were one of the founding members.

FPSE AGM timelines are fast approaching, and I will be working to ensure that all those components from our local are readied. Since I have been president we have identified who attends these AGMs by several criteria: members that are on standing committees have to have written reports and been active attendees, departments that are under new or excessive pressures, those on the current and incoming executive that have logical options to access training at these meetings, and more. The FPSE AGM is an important place where we have been able curb spending and redirect it to resources that our local needs and now that they have a new alcohol policy, attendees can still enjoy social times and beverages at their own expense in some components of the meeting but the OCFA's dues are going to work for our members. I have asked Council and our Executive what they would

like included on the new FPSE initiative of a local presidents' report, what do we want the other locals to learn and understand about us.

## **Chief Steward's Report**

**Rod Watkins**

2 April 2024

Hello everyone,

This will be last report to you for the Update. As of July 1, 2024 the OCFA will have a new Chief Steward. I want to take this moment to express how grateful I am to all our members to have served as your Chief Steward for as long as I have. It has been an honour.

I'll begin, as usual, with our active grievances.

### **Grievances**

#### **FAC13/07: Post-65**

All written submissions to the arbitrator regarding the final element of the grievance (long-term disability benefits) have been delivered. A final day of oral arguments is scheduled for April 29, 2024. The grievance will then be in the hands of Arbitrator Peltz to make his decision, bringing the grievance to a conclusion. I anticipate it may take several months to receive the arbitrator's decision.

#### **FAC18/08: Improper Use of Formative Evaluations**

The working group consisting of Yvonne Moritz and Judith Anderson for the employer and Joe Hobart, Leora Dahl, and myself and/or Sean Johnston for the OCFA collected feedback from managers and faculty, but decided against any further changes to the student survey based on the feedback. The student survey will be run again this semester and a second faculty survey will be conducted to get feedback from the other half of our members who were not evaluated in the Fall 2023 semester. The Working Group will



reconvene when those results are ready in May.

#### **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 met with the employer to discuss our calculation of wage losses to members who were prevented from accepting work to the 115 student limit recognized in the Agreement. The employer has committed to providing their response by mid April.

#### **FAC23/01: Counselling Removal of Bargaining Unit Work**

This grievance resulted from reports that a BCGEU position, the Student Support Coordinator in Student Services, was performing duties that are to be performed only by members of the Faculty Association bargaining unit. The grievance was denied at step 1, but the employer recognized the need for clear protocols about what work was BCGEU work and what was OCFA work. We moved the grievance to step 2 and reached an agreement with the employer to work with them and BCGEU to establish those protocols.

The grievance was placed in abeyance until December 31, 2023 to allow that process to unfold. Unfortunately, we were able to have only a single perfunctory meeting prior to December 31. As such, the Association removed the grievance from abeyance and prepared a proposed settlement agreement to present to the employer. The employer countered our proposal. In the counter, the employer mostly removed the offending work from the position grieved, but then placed the work into a new BCGEU position that they will be filling in Student Services. As a result, the work remains removed from our bargaining unit. The Grievance Committee has approved a new grievance over this new position. We are also preparing our response to that counter-proposal and expect to deliver it to the employer, along with the new grievance, the second week of April 2024. We will at that time suggest we handle the two grievances in tandem.

#### **FAC23/02: Nursing Program Reduction**

On the advice of our legal counsel, we have withdrawn the grievance without prejudice. The primary reason is that there is no suitable remedy even if we win the grievance. Since our grievance was based on a failure to consult Education Council as anticipated by the College and Institute Act, the best remedy we could expect would be an order to redo the program reduction. The BSN program would not be re-instituted and no laid off members would be rehired. Since those were the primary aims of the grievance, our legal counsel advised withdrawing the grievance.

#### **FAC23/03: Violation of Privacy**

We have withdrawn this grievance. The basis for the grievance was that the employer had violated the Freedom of Information and Protection of Privacy Act. The Privacy commissioner, whose jurisdiction includes determining such violations and after conducting an investigation, found no

violation of the Act. As such, we withdrew the grievance.

#### **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 denied this grievance at step 2, but after a fruitful discussion at step 2 meeting with Provost Samantha Lenci and People Service Director Gillian Henderson on March 14, we anticipate placing the grievance in abeyance. The employer has, despite denying the grievance, agreed to perform a review of the Student Non-Academic Misconduct policy and introduce training on the policy for employees. We will review the need to pursue the grievance when that process has been completed in late summer 2024. The Grievance Committee has voted to place the grievance in abeyance pending the policy review.

#### **FAC24/01: Failure to Provide a Safe Workplace**

This grieves a complaint of student non-academic misconduct that the Association contends was improperly handled. The grievance has been placed in abeyance as the member involved is on a medical leave. As such, they are not able to assist us with the prosecution of the grievance until they return to work. 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. I previously reported this incident. We grieved that if the grounds that the member was not properly represented by the union (Article 3.3 or 35.1.2), that the action was not progressive if it was meant to be discipline, and was unjustified if the grounds were frustration of contract. We have received a proposed remedy from the employer and are

in the process of reviewing the remedy with our member.

One other issue deserves mention. A member received a letter of expectation over remarks made during a chairs meeting. A letter of expectation is a non-disciplinary letter placed in a personnel file. Such letters outline the employer's expectations of any employee and hence are generic in character. But they can be relied upon as part of the progressive discipline process if further issues arise with the employee. In this case, the letter contains a line informing the member that public criticism that lessened confidence in the employer was forbidden. The Grievance Committee approved a letter to be sent from the Chief Steward informing the employer that such criticism is protected by our academic freedom language in Article 7, is a central element of the collegial governance model of post-secondary educational institutions in BC, and any discipline for such criticism may result in a grievance.

Respectfully submitted,

Rod Watkins

OCFA Chief Steward

## *Second VP & Bargaining Chair's Report*

Sean Johnston



I sent out the survey on the frequency and nature of Student Non-Academic Policy Violations and am preparing a report to be circulated to members. 171 of 315 OCFA members participated in the survey. The survey confirmed what I had heard in talking to members – that female professors experience this behaviour more than male professors and that many cases are not reported and that many are not satisfied by the college's response when they do report. The survey had a lot of space for comments and I am in the process of summarizing those comments to avoid identifying any respondent. I want to thank Eva Gavaris, Leonard Youden, Priscillia Lefebvre, and Leora Dahl, who constructed the survey with me.

I attended the FPSE Bargaining Coordination Committee meeting on January 26<sup>th</sup> and 27<sup>th</sup> and the FPSE President's Council Meeting on February 15<sup>th</sup> and 16<sup>th</sup>; attending both the bargaining meeting and the president's meeting so close together was really useful in a number of ways. The first way was immediately important – the first step in gathering information for the report requested by membership at our WGM, which was followed by Rod and I meeting with the Presidents of Langara College Faculty Association and Thompson Rivers University Faculty Association. The second way was observing FA executives work compared to OCFA's executive. Some, for example, seem to direct members more than they take direction from their members (which made me appreciate both our executive and the engagement of our members). At some locals it was striking how little communication seemed to occur between Bargainers, Presidents, and Chief Stewards – again, this made me appreciate the structure of our Faculty Association and the value of clear communication.

I attended CAUT bargaining training in the first week of April. The bargaining simulation was very informative and the resources we have access to through our FPSE membership look to be a great help in preparing for the next round of bargaining. Robin Wylie will be visiting Kelowna in June to help me prepare.

I attended many meetings with our Chief Steward, Rod Watkins, to support the labour relations side of our work, and I met with Neil Fassina and Gillian Henderson with our President, Sharon Mansiere, on Thursday, April 4<sup>th</sup> and attended JCAA meetings regularly.

I have spent a lot of time over the last year as 2<sup>nd</sup> VP learning as much as I can about all executive roles and I want to thank everyone on executive and council for their generosity, but especially Rod Watkins. I have learned a tremendous amount from Rod, as much from observing his work, I think, as from his clear answers to my many questions.

In solidarity,

Sean Johnston, 2<sup>nd</sup> VP

## *Treasurer's Report*

Randy Brown



## *Secretary's Report*

Sasha Johnston

Greetings to the membership,

This report serves as a brief update on the work I've done as Secretary since taking this role on last December. In addition to reacquainting myself with the operations of the Executive and Council, I have:

- Performed typical secretarial roles, which include the preparation of agendas, taking of minutes, and scheduling of meetings (a big thank you to Sean, Rod, and Randy for working so patiently with me in that first month to get me up to speed!)
- Served as editor for two issues of *The Update* (a big thanks to Raluca and Lindsay for the productive and efficient working experience!)
- Served as Chair of the Nominations Committee (a big thanks to Laura, Brian, Deb, and Louise!)
- Participated in meetings to provide members with support
- Provided feedback on the new (draft) Indigenous Involvement in Employee Recruitment Guidelines
- Worked to prioritize hiring of a student to complete the OCFA website (with the generous and ample support of Raluca!)
- Worked with Randy to organize the return of the AGM to the KLO cafeteria (thanks Randy!)
- Met with Terry Bridges and Lindsay Willson to discuss and make recommendations pertaining to the way the OCFA offers territorial acknowledgments (thanks Terry and Lindsay!)

As is evident in my report, most of the work of Exec and Council is done in concert with others. I'm extremely grateful to all those mentioned here for the efficient, effective, transparent working experience that we've co-created together. I very much hope that the work of Exec and Council can operate as such going forward.

In solidarity,

Sasha

# Council Representative & Committee Reports

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## Faculty Liaison Representative – Arts Report

Raluca Fratiloiu

As part of the role of Arts Liaison, I continued to draft summaries of Council meetings and forwarded them to Arts chairs for distribution to all colleagues. Sasha continued to review them, which ensured the messaging and intent are the same as in the minutes. The feedback from colleagues on these summaries continues to be positive. I also reviewed the OCFA WordPress website, made recommendations to the Executive team on the next steps, and drafted language on a student job ad to finalize this work. I continue to be on *The Update* review team. Throughout the year I also answered a range of questions from colleagues via email and I also pass on points from council and general meetings in informal conversations with colleagues.

## *FPSE Climate Action Standing Committee Report*

Rosalind Warner, Committee Representative for OC (Local 9) & Chair of CASC

Chair's Report: The CASC was established as a body to inform, educate and inspire our community toward action to address the climate emergency. If folks in our local would like to see CASC's recommendations to FPSE Bargaining Committee, [here is a link](#).

Initiatives this year:

- Published the Climate Change Teaching brochure on the FPSE website
- Canvassed our Local Reports for CASC's submission to the Bargaining Committee, submitted March 2024
- Deepened partnerships with Youth Climate Corps, West Coast Climate Action Network, BC Climate Emergency roundtable
- Thanks to the DCFA Climate Committee for organizing an event on October 26th 2023 with Creative BC on "Climate Change and the Film Industry" to showcase the work being done in the entertainment industry towards climate action
- Hosted a talk with Brandi Morin, Indigenous journalist and filmmaker, on the experiences of Indigenous women land defenders in Canada and the US on March 27th, 2024
- Welcomed guests from the Pension Advisory Committee [Alison Woods, Paul Ramsey and Chris Burnley] to our formal meeting in November 2023
- Supported attendance at the [AASHE Sustainability Professionals Exchange](#) online Conference January 2024
- Chair participated in BCCEC's campaign to meet with MLAs in their riding to share the Clean BC Report Card (met with Renee Merrifield)
- Local 09 co-hosted a screening and panel discussion of "Outgrow The System", March 28th with community partners
- Continued to distribute and analyze the results of our Climate Survey to inform future programming and activities

- Continued to check in with Locals on climate activities on their campuses, through written reports and on Slack, to enable & support learning exchanges
- Continued to liaise with climate action groups in communities locally and province-wide

Next Year:

- Will continue our Work Plan with plans to: Gather and share a library for the use of instructors on climate-change pedagogy across disciplines and locals, develop and host a Climate Teaching Community of Practice, develop a Tool Kit for Climate Action on campus, and host more Speakers
- Chair would also like to update the members of Local 9 that we have organized an informal 'Sustainability' group for everyone at OC who wants to see an active commitment to environmental sustainability on all of our campuses. Contact rowarner@okanagan.bc.ca if you'd like to join our Teams group.

## Association Council & Shop Stewards 2023-24

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### Executive:

President	Sharon Mansiere	250-328-2206	<a href="mailto:president@ocfaculty.ca">president@ocfaculty.ca</a>
First VP, Chief Steward	Rod Watkins	250-804-9973	<a href="mailto:chiefsteward@ocfaculty.ca">chiefsteward@ocfaculty.ca</a>
Second VP, Bargaining Chair	Sean Johnston		<a href="mailto:vicepresident2@ocfaculty.ca">vicepresident2@ocfaculty.ca</a>
Secretary	Sasha Johnston		<a href="mailto:secretary@ocfaculty.ca">secretary@ocfaculty.ca</a>
Treasurer	Randy Brown	250-765-3339	<a href="mailto:treasurer@ocfaculty.ca">treasurer@ocfaculty.ca</a>

### Council:

Faculty Liaison - Arts	Raluca Fratiloiu	4582	<a href="mailto:rfratiloiu@okanagan.bc.ca">rfratiloiu@okanagan.bc.ca</a>
<b>Faculty Liaison - Business</b>			<b>Vacant</b>
<i>Faculty Liaison - Health</i>			<i>Vacant pending grievance</i>
Faculty Liaison - Non-Instructional	Lindsay Willson	4624	<a href="mailto:lwillson@okanagan.bc.ca">lwillson@okanagan.bc.ca</a>
Faculty Liaison - Science	Bruce Campbell	4784	<a href="mailto:bcampbell@okanagan.bc.ca">bcampbell@okanagan.bc.ca</a>
Faculty Liaison - Technology	Scott Fazackerley	4376	<a href="mailto:sfazackerley@okanagan.bc.ca">sfazackerley@okanagan.bc.ca</a>
Community Representative - Kelowna	Laura Loewen	4776	<a href="mailto:lloewen@okanagan.bc.ca">lloewen@okanagan.bc.ca</a>
Community Representative - Penticton	Louise Blais		<a href="mailto:lblais@okanagan.bc.ca">lblais@okanagan.bc.ca</a>
Community Representative - Salmon Arm	Brian May	8212	<a href="mailto:bmay@okanagan.bc.ca">bmay@okanagan.bc.ca</a>

Community Representative - Vernon	Deb Warren	2389	<a href="mailto:dwarren@okanagan.bc.ca">dwarren@okanagan.bc.ca</a>
<b>Decolonization, Reconciliation, &amp; Indigenization Representative</b>			<b>Vacant</b>
Human Rights & International Solidarity Representative	Terry Bridges	8251	<a href="mailto:tbridges@okanagan.bc.ca">tbridges@okanagan.bc.ca</a>
Non-Continuing Representative	Moos van Caspel		<a href="mailto:mvancaspel@okanagan.bc.ca">mvancaspel@okanagan.bc.ca</a>
<i>Pension Advisory Representative</i>			<i>Filled by treasurer for 2023/24</i>
Women & Gender Equity Representative	Eva Gavaris	3224	<a href="mailto:egavaris@okanagan.bc.ca">egavaris@okanagan.bc.ca</a>
Workplace Health, Safety, & Environment Representative	Leonard Youden	6711	<a href="mailto:lyouden@okanagan.bc.ca">lyouden@okanagan.bc.ca</a>

**Shop Stewards:**

Kelowna Campus Steward	Youry Khmelevsky	4741	<a href="mailto:ykhmelevsky@okanagan.bc.ca">ykhmelevsky@okanagan.bc.ca</a>
Penticton Campus Steward	Colin Wallace	3334	<a href="mailto:cwallace@okanagan.bc.ca">cwallace@okanagan.bc.ca</a>
Salmon Arm Campus Steward	Terry Kosowick	8234	<a href="mailto:tkosowick@okanagan.bc.ca">tkosowick@okanagan.bc.ca</a>
Vernon Campus Steward	Art Boehm	2243	<a href="mailto:aboehm@okanagan.bc.ca">aboehm@okanagan.bc.ca</a>