

WORDS & VISION

UFV FACULTY AND STAFF ASSOCIATION NEWSLETTER

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Support Post-Secondary Education!



open the doors



McKenna Nickel, Kim Nickel and Kulwant Gill

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Kim Nickel & Lisa Morry



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Sheila McKay
Social Committee Chair



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Sheila McKay
Social Committee Chair

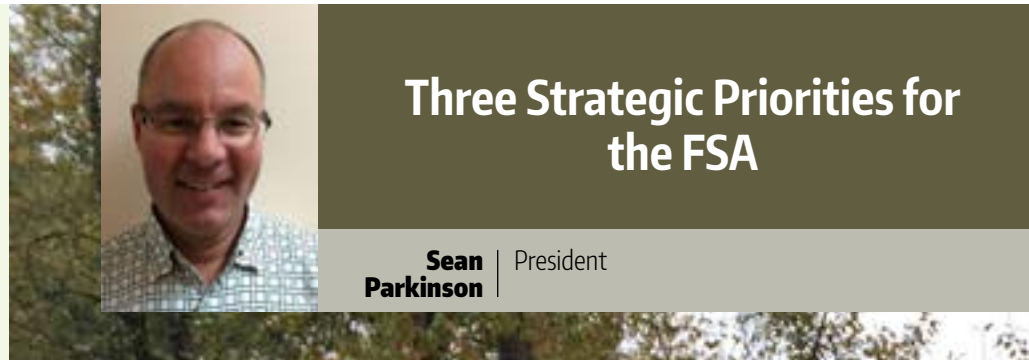


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Communications Chair | **Lisa Morry**

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In June, members of the FSA executive held a one and a half day retreat. The short day of the retreat had the bargaining team checking in with the executive committee prior to mediation meetings regarding our Collective Agreement. The long day was focused on starting a strategic plan. Betty Baxter, board chair of School District 46, led the session. It was a very busy day and we have, in draft form, a mission, a set of core values, a vision to 2021 and strategic initiatives for 2016-2017. Although there is still a lot of work to do with our plan, it is exciting work. To help keep focus we are organizing our executive meeting agendas around the three strategic priorities: member engagement, labour management/governance, and FSA operations. Agenda items must fit into one of the three priorities.

A synopsis of activities, organized by the three strategic priorities:

MEMBER ENGAGEMENT

Welcome Back BBQ:

On August 24 we had our Welcome Back BBQ and the FSA provided the ice cream sundae bar— thanks to Sheila McKay, the FSA social committee chair, for organizing. The weather was fantastic and it was a great time to celebrate the start of a new academic year and connect with colleagues.

United Way:

We kicked off our United way campaign with two pancake breakfasts on Sept. 12 and 13 with several FSA executive members attending in Abbotsford on the 13th. UFV faculty and staff have a proud history of supporting the United Way of the Fraser Valley. Through this campaign, you can designate your gift to a specific United Way agency of your choice, or to any registered charity. You can choose to make a one-time donation, or sign up to give through payroll donations. The United Way aims to build strong communities, help kids be all they can be, and move people from poverty to possibility. This year's goal is for UFV to raise \$25,000 for the United Way. Together, we can do this!

Open the Doors:

In June I attended the FPSE President's planning retreat. The majority of the retreat focused on the Open the Doors campaign whose aim is to make post-secondary education a key issue in the provincial election next spring. We are building a province-wide campaign, and uniting students, faculty, and parents to ensure colleges and universities in BC stay affordable.

The FSA has been promoting the campaign through sign-up in both Abbotsford and Chilliwack to "Pledge support for post-secondary" (see photos on the cover and page 19). So far we have 1,260 signed pledges in support of the campaign. For further information about Open the Doors, please visit <http://www.openthedoors.ca/>.

It is an FPSE priority to lobby to get BC political parties to include improvements to funding and operations of post-secondary education in their election platforms. In addition to Open the Doors events at locals, a delegation from FPSE attended the Union of BC Municipalities meeting in late September to gain support for the campaign from municipal mayors and councils.

Select Standing Committee for Finance and Government Services – September 26th

I addressed the all-party legislative committee during their Surrey appearance and part of what I said is below:

At the time we became a university student tuition and fees comprised 28 per cent of the operating budget – now it has risen to 40 per cent. Over the same time period the government's share has fallen from 52 per cent to 44 per cent. (In 2008 tuition and



Christina Neigel, Sean Parkinson, UFV board chair John Pankratz, Colleen Bell, and Kim Nickel at United Way Pancake breakfast

fees revenue was \$25.6M, the government grant was \$48.4M and our operating budget was \$92.7M. In 2016/2017 tuition and fees are \$48.3M, the government grant is \$53M and the operating budget is \$121M. Students are paying for \$22.7M of the \$28.3M increase in operations!)

As educators, members of our associations are deeply concerned about shifting the financial burden onto students. What we are seeing in our classrooms, advising offices, and support services is that as tuition, and, in particular, fees and the accompanying student debt rise, so does the level of stress and anxiety among our students. The more students have to worry about whether they can afford their tuition, their rent, and their food, the more difficult it is for them to concentrate on their studies. Consequently, it's taking longer for students to complete their programs.

These shifts of the financial burden raise serious concerns about

accessibility to our public post-secondary system. Affordable access to public institutions has significant implications for students, but also for the growth and success of our province.

For centuries university functioned as an intellectual pursuit for a small elite. It was only in the second half of the twentieth century that a bachelor's degree became something more practical – a help to earn a good, middle-class living. But back then a high school diploma still served as a baseline level of education for entry to the labour market.

In the recent past, ministers of Advanced Education have written that 78 per cent of new job openings will require post-secondary education and have talked about targeted funding for high-demand jobs, as outlined in the 2014 *Skills for Jobs Blueprint*. The case for post-secondary is an economic one. People who attend post-secondary have better employment prospects, and a province with more employable people is more competitive.

This evolution, in the past several decades, of the role and perception of post-secondary can be interpreted as an expansion in the number of years of schooling seen as required for a young person to be educated. Post-secondary is the new baseline level of education: in this regard, it is what high school was two generations ago. This evolution is a global phenomenon and occurring throughout developed countries.

If post-secondary is the new baseline why do students pay at all? The base level of education for labour market participation has historically been publicly provided. We used to provide only elementary education in the public schools; later high school was added. Now it's time to talk about including post-secondary/undergraduate education to the base of public services. I hope you will think about post-secondary as the new "baseline." At a time when post-secondary has become more required it has also become less affordable. Think back to when you went to school and how much you paid.

The increased burden on students and the reliance on loan-based financial assistance as costs have gone up have pushed student debt to historic levels. Student debt in BC averages \$35,000 after completing a four-year degree. These large levels of debt impact the life decisions students make for years to come.

As educators, our greatest concern is our students and how we can help them to grow and thrive, in their classes and beyond. We believe strongly in the value of public education, and as such, are

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The morale problem and things we whisper about in corridors (Part 1)

Sven van de Wetering | Agreements Chair

I love working at UFV. I love teaching, I love interacting with students, I like a large majority of my colleagues, and I generally consider UFV a good place to work. I always look forward to days I work on campus much more than I look forward to the days I work from home. I love the scope this job gives me to have new ideas, to pursue new initiatives, to design new courses, and to exercise my (unfortunately quite limited) creativity.

There are times, though, that I feel out of step with my colleagues. I know many people on campus who were like me once, and who tried to devote the best part of their considerable abilities to making UFV a better place, but who feel that at some point they were bludgeoned, betrayed, shot down, or worn out by some aspect of this place. Now they are marking time, and much of their energy goes elsewhere. I cannot judge if this change is in the best interests of the individuals who have gone through it, but I am pretty confident it is a devastating loss for the university and its students, and that it is a major obstacle to our shared ambition to offer “the best undergraduate education in Canada.”

Fortunately, university professors (or rather, associate professors) are pretty insightful people, and often do an excellent job articulating what is wrong at UFV, and what it is that has caused them to withdraw their enthusiasm from this place. Unfortunately, the most interesting conversations about UFV’s difficulties do not take place publicly, but rather in people’s offices, with the doors closed, or else in the corridors, with frequent furtive glances in various directions to ensure the conversations are not overheard. The desire to keep these conversations private is understandable, but also ensures that they do not become part of the broad public discourse about how to help make UFV an institution that offers “the best undergraduate education in Canada” (henceforth “TBUEIC” because I am sick of

putting our shared goal in quotation marks all the time).

In the interests of promoting a more comprehensive discussion of how to enhance our ability to offer TBUEIC, I hope to devote this *Words & Vision* column to the morale problem and some of its not publicly mentioned antecedents, specifically money and bureaucracy.

Money

Victoria is underfunding us. This is not a secret. It is part of our public discourse, and it is widely understood by members of the UFV community to be one of the obstacles that prevent us from offering TBUEIC. Having a government in Victoria that is doing unhelpful things should not, by itself, cause low morale. In many organizations, deprivation fails to depress morale, especially if there is a common enemy that is widely acknowledged to be causing the deprivation. If underfunding by Victoria were the end of the story, we could all tighten our belts, point accusing fingers across the Strait of Georgia, and get on with our business.

But deprivation can have a positive effect on morale only if the hardship is perceived by most of the victims to be equitably distributed. This is clearly not the case at UFV, which is why the issue has to be whispered about in the corridors rather than shouted from the rooftops. I am not referring here to minor inequities of funding between different departments or academic programmes. I refer instead, to the massive discrepancy between the very modest growth in faculty and staff numbers since we became a university and the colossal growth in the number of administrators in that same time period.

Before I go on, I want to emphasize that a large majority of the administrators I have come into contact with are intelligent, hard-working individuals who have the best interests of the institution at heart. My con-

cern is not with the particular individuals who fill administrative roles, most of whom I consider quite worthy, but rather with the proliferation of the roles themselves. One consequence of this proliferation of administrative positions is that it places a substantial drain on our budget, which is already strained for other reasons over which we have little control. Not being able to hire a replacement for a faculty member who has retired is a bitter pill to swallow under any circumstances, but becomes much bitterer when new administrative positions are created frequently and with relatively little public justification.

I don’t want to bury the reader under figures, but let me at least share a quotation from an FPSE report entitled “BC’s Post-Secondary Education Administrative Growth Study” (FPSE, 2015). “Between March 31, 2002 and March 31, 2014, the total number of excluded employees increased from 24.88 FTE to 75.68 (304 per cent) while their total pay increased from \$1,970,640 to \$7,841,806. The cost of administrator salaries increased by 397 per cent over 12 years.”

If we just count from 2008, the year we became a university, to 2014, the last year covered by the report, the number of excluded employees grew from 35.11 to 75.68 FTEs, and total salaries drawn by those same individuals grew from \$3.468 million to \$7.841 million. Lest it be thought that this is just an effect of the growth of the university, I should point out that student numbers grew from 6821.3 FTEs to 8081 FTEs over that same time period, an increase of less than 20 per cent. Since becoming a university, full-time instructional faculty numbers have grown from 321 to 332, non-instructional faculty numbers from 30 to 32, and permanent staff numbers actually shrank slightly from 365 to 358. Only part-time faculty and staff numbers have grown substantially in that time period, a development

that is not unambiguously good news.

I can imagine all kinds of reasons why the explosive growth in excluded employee numbers might be fair and benign despite the slow growth in numbers of students, full-time faculty, and full time staff. My point is not that this is not potentially justifiable. My point is that no one has bothered to even try to offer a serious justification of this trend. Even a bogus justification would likely have a less depressing effect on morale than no justification at all. At least a bogus justification would entail an acknowledgment that this trend makes faculty and staff feel like second-class citizens, entitled to only a few crumbs of funding after the big slices of leftover fiscal pie have gone to others.

Again, my point is not that I dislike the relative trends in numbers of students, staff, faculty, and excluded positions. My point is that this issue is not even part of our institutional discourse. Though I believe the trends themselves are corrosive of morale, I worry that the silence surrounding those trends is even worse. If, as Louis Brandeis claimed, “sunlight is said to be the best of disinfectants,” then surely prolonged darkness is a source of infection. Let’s at least let in a couple of rays of sunshine.

Bureaucracy

On June 10, Senate voted to create a new senate committee, the Senate Teaching and Learning committee. Since teaching and learning are the fundamental activities of our institution, it is hard to object to the creation of a committee to supervise these activities. At the same time, though, I worry about the effects of the creation of one more committee on the morale of our institution. There is a widespread perception, whether justified or not, that various tasks entail more paperwork, more consultation with committees, and generally more red tape than ever before. Though this perception pervades most aspects of UFV’s institu-

tional life (at least judging from the conversations I have been privy to), I will use the procedures for modifying, adding, or eliminating courses as an example, just because it is the area I am best acquainted with.

Two different members of my department tell separate horror stories of trying to change an “or” into an “and” on the official course outlines of courses they teach. Despite the fact that the change in both cases was the correcting of a clerical error and not a substantive change, the changes required several years, partly because the approval of this change entailed the approval of a large number of individuals and committees, and partly because these individuals and committees felt free to critique aspects of the official course outline that had nothing to do with the replacement of an “or” with an “and.” In keeping with the theme of morale, I ask the reader to imagine the chilling effect that hearing such stories might have on impressionable young faculty members toying with the idea of designing new courses. This may seem like a relatively trivial obstacle compared to the labour of actually designing a course, but as a psychologist, I am aware that seemingly trivial obstacles can have fairly significant effects on behaviour. Furthermore, I have had a number of people actually tell me that a substantial part of the reason they don’t design courses is that they dread jumping the new courses through the bureaucratic hoops. The people who suffer most from this reluctance to develop innovative new courses are the students, as well as the faculty members themselves. Just thinking about it makes my vision of TBUEIC fade into the distance.

The tragedy here is that, in my experience, the process is not nearly as onerous as many people think it is. As a department head, I have shepherded a fair number of course changes through all the required steps, and the process has seldom taken more than a couple of months, and has entailed minimal

inconvenience on my part. The problem is one of perception as much as of reality. To the extent that there is a discrepancy between perception and reality, the lack, once again, of an open institutional discourse about bureaucracy is at least partly to blame.

I believe we have little to fear from such discourse. About a year ago I started expressing my reservations about the many steps involved in course and curriculum modifications to both fellow faculty members and to administrators. To my surprise, not a single administrator expressed horror or even disapproval of my sentiments; several were actively supportive, and a task force was eventually struck that eliminated two committees within the College of Arts. The lesson I drew from this was that a more open institutional discussion about whether and how to streamline administrative procedures would not inevitably lead to some desperate Manichaean struggle between faculty and administrators. It might even lead to greater mutual understanding and a streamlining of procedures, something I think most of us can get behind.

Conclusion

I have my own ideas about the optimal number of administrators at UFV, and also about what administrative procedures at UFV should look like. My point here is not to try to persuade you that my views in these domains are correct. My major goal here is the more modest one of fostering open discussions of these issues, so that we all understand each other better. More importantly, the more open the discussion is, the less people feel that their concerns have been driven into the shadows. That cannot help but have a positive effect on morale, which should improve our ability to offer very high quality undergraduate education.



Bargaining 101; or, What Is a Union Good For, Anyway?

Colleen Bell Chief Negotiator

I've asked myself the question posed in the title frequently over the years, both before and during my time at UFV. Both as an outsider, working in a unionized public sector environment where I was excluded (but as a worker rather than a manager), and as a union member. It's a question that, in asking it, has led to my increasing involvement in the FSA — because I don't think I can fully understand the answer until I've lived it. I can't say that I have all the answers (not even for myself), but I think I'm getting there.

We've all seen the posters — unions have brought us the five-day work week, safer work places, fairer hiring practices, a minimum wage, overtime pay, maternity and parental leave, vacation pay, and protection from discrimination and harassment¹... all really great things to have in your corner. There are two problems, as I see it:

1. These are things that many of us have never not had (at least from a policy or legislative perspective), and they extend to all workers and work places, so it's difficult, if not impossible, to see these as actual union benefits.
2. These are not much comfort when you're struggling to find any kind of employment, let alone stable employment that will give you the opportunity to enjoy these benefits. I know — I spent several years as a precarious worker, wondering where my next paycheque would be coming from or if my current stretch of employment would be enough to keep me from homelessness when it ended.

It's not a secret that unions have a perception problem. Unionized workers generally enjoy higher wages, extended health and disability benefits, pensions... all things that, if you don't have them, would seem to bolster the perception that there are "haves" (unionized workers), and there are "have nots" (everyone else). And that the "haves"

¹ <http://canadianlabour.ca/why-unions>

(i.e., the unionized workers) are the problem. (We're not, but I will resist the temptation to take this little side trip.)

And I don't think it's a secret that the FSA has a perception problem. There is a mythology at UFV about labour-management relations. Many of our members, and those who used to be members but have moved into excluded positions, can (and do) recall a time, not so long ago, when things seemed easier, friendlier, not so combative. A time when things just got done — sometimes through bargains and deals, sometimes at the labour and management table, and sometimes with a handshake and a wink. You only have to look at our Collective Agreement to see this. Look at what's in it, then look at what's no longer in it, or never was. It's little wonder that a substantial proportion of our members wonder if the FSA has ever really worked for them.

Members such as "career" auxiliary staff who have worked at UFV for years, but have never been hired in a regular position. Or sessional faculty who've taught within the same department for years, but can't get hired for a regular faculty position because, even though they have the credentials, their precarious work life doesn't give them much time for scholarship. Or sessional faculty who teach in multiple departments, but lose out on work because their departmental seniority doesn't get them high enough on the list for any one department. Or lab faculty who are paid less than lecture faculty — even when they teach the same course. Or vocational faculty whose teaching schedules leave them little, if any, time to participate in service or scholarship. Or nursing, ESL, UUP, and Library & Information Technology faculty whose workloads are much heavier than those of their colleagues in other programs. Or women who work in lower-paid positions that are predominantly filled by women. Or staff whose positions are eliminated, forcing them to bump into other positions to stay employed — some of

them held by friends or close colleagues. Or employees who are bumped — sometimes multiple times — and who live with the uncertainty of what may happen tomorrow.

All of these people are members of our union. They are some of our most vulnerable members. And I have come to believe that the union's purpose and value is to ensure that our work improves the working lives and conditions of those members who are the most vulnerable. Because when one of us is disadvantaged, we are all disadvantaged. And when we improve the situation for the least privileged among us, we lift up everyone. It is the very essence of solidarity.

Fixing the Collective Agreement so that it addresses its many inconsistencies and inequities, so that it works for our most vulnerable members, is not an easy task. And it will not happen overnight.

I saw this clearly in action during my time on the bargaining team. In our sector, there are three parties to the collective agreement: the union, the board of governors, and the Post-Secondary Employers' Association (PSEA), a government-appointed body. The UFV Board is not able to agree to any proposal without first obtaining approval from PSEA. And PSEA has a specific two-part mandate: 1) no increase in costs; and 2) no decrease in management rights. Because most of the issues we bring to the bargaining table fall into one of these two categories, we can't engage in free collective bargaining. Any gains we make must be paid for in some way.

As the bargaining team prepared for this last round of bargaining, we drafted some principles to help guide us. We wanted to be sure that we made some real gains for our members — all of them, but especially those who are among the most vulnerable. We wanted to keep the things that members told us were good about the failed agreement, and find ways to address some of those that they told us they couldn't ac-

Figure 1. The collective bargaining process



cept. We wanted to be fair, transparent, and, above all, we wanted to ensure that we did no harm. We also wanted to achieve something for everyone, something that would be a win for our members and that could be seen as a win by our employer.

One of the articles we focused on was Article 10.7, Harassment. We felt that this was one way that we could protect members at their most vulnerable state — those who are most vulnerable to harassment, as well as those subject to claims of harassment. The article itself is basically a reference to UFV Board Policy 18, Discrimination, Bullying and Harassment Prevention. This policy states that,

"Members of the university community have the right to work, study and participate in activities at the university in an environment free of discrimination, bullying and harassment. Discrimination, bullying and harassment are neither acceptable nor tolerated at the University of the Fraser Valley."²

There is nothing objectionable in this statement. We should all be able to work in an environment free from discrimination, free from harassment, and free from bullying. And we should all be responsible for creating such an environment.

The problem I have with this article is that it references a policy controlled by the UFV

² [http://www.ufv.ca/media/assets/secretariat/policies/Discrimination,-Bullying-and-Harassment-Prevention-\(18\).pdf](http://www.ufv.ca/media/assets/secretariat/policies/Discrimination,-Bullying-and-Harassment-Prevention-(18).pdf)

Board, one that affects every one of our members, that can have devastating impact on our members should they become the subject of a complaint, but that does not provide a means for our members to participate in its formation or evolution. The same is true for the procedures that govern how complaints will be handled.³

These reside with Human Resources and do not provide any avenue for our members to comment on the procedures that they could be subject to, should a complaint be filed against them. Further, **there is no place for the FSA in this process.** The FSA has no standing, other than that of a support person to its members, whether the complainant, respondent, or witnesses. The FSA cannot be an advocate or a participant during any meetings or interviews. The employer is not required to, and indeed does not, notify the FSA when one of its members becomes involved in a complaint; sometimes they don't even let the member know of their right to a support person until after the meeting.

One of the concerns, of course, is that these investigations or proceedings can lead to disciplinary action. There, the Collective Agreement clearly defines a role for the union (Article 14.5): the Contract Administrator or other union official must be present during any disciplinary meetings with an affected member. The FSA can also grieve disciplinary actions.

³ [http://www.ufv.ca/media/assets/human-rights-and-conflict-resolution/Discrimination-Bullying-Harassment-Prevention-Procedure-\(Online\).pdf](http://www.ufv.ca/media/assets/human-rights-and-conflict-resolution/Discrimination-Bullying-Harassment-Prevention-Procedure-(Online).pdf)

If the FSA is not aware of a harassment claim or investigation, it cannot provide members with the protection and support they deserve in events leading up to a disciplinary action. And it is much easier for the employer to find no evidence of harassment. Or worse, ignore it altogether. We've already seen this at our workplace. Watching a few videos and taking a quiz on respectful workplaces is not enough — our procedures must be fair, they must be transparent, and they must involve the union, who represents most employees at this institution.

We argued that definitions and procedures are commonly found in other collective agreements within the sector. We argued that having the definitions and procedures in the Collective Agreement would help our members understand both their rights and their responsibilities. We argued that involving the FSA could help the employer avoid grievances due to overreaching, procedural unfairness, and unwarranted disciplinary action.

We were unsuccessful in this round. Both of these — the policy and the procedures — fall into the category of management rights, and PSEA would not allow these rights to be abridged. Not even for what we thought were very good reasons.

In the end, we took a different tack, and in this we were partly successful — we asked to have a role in the selection of the investigator. Article 10.7 (e) requires the employer to select an investigator who is also agreeable to the FSA. There is a time limit for attempting to agree on the investigator, but it does mean that the FSA has grounds to grieve the decision, should they feel that the employer is being unreasonable.

Becoming the subject of a harassment complaint can place anyone in a vulnerable position — one that could have a deep impact on our economic security. As employees at UFV, we are denied the right to have an advocate; at the very least, we need to have confidence that the investigator is impartial, and that the FSA has our back on this. I hope we can make more progress in the next round of bargaining. If our employer needs any proof of why this is so important, they need only look to the RCMP — the headlines pretty much say it all.



Texts as “Truth”: Thoughts On The Ways in Which Our Workplace is Organized

Christina Neigel | Faculty
Vice President



Having been personally and professionally affected by policies, I am prompted to look at a few UFV policies as way of understanding how our workplace can be influenced. I firmly believe that such texts have extensive and, often, unintended, outcomes that contribute to the cultural milieu of our workplace.

Educational policy, defined by The Sage Glossary of the Social and Behavioral Sciences (2009), is:

“A stated plan of action used to guide decision making. Policies are found in government, businesses, and organizations. A policy conveys the intentions of the entity to guide actions toward a particular goal. Policies may describe the procedures with which to conduct political, management, financial, or administrative processes.”

In other words, policies are used to assist in decision making but they also create a kind of narrative about the ways in which an organization operates. While many might argue that policy analysis is a dry endeavor, it is actually a critically important way of understanding an organization’s direction, problems, and culture. Certainly for the FSA, policies become the crux to navigating through problems that affect those who work at UFV as well as define the conditions students face when they attend this school.

It is for this reason that we should all do our utmost to look at policies when they are circulated for review and feedback. The difficulty, of course, is that we are all already so busy with our work that careful and measured reading of complex policies is more than a little difficult. Indeed, this is a reason why we would all benefit from an enhanced consultation process that better enables folks to anticipate policy reviews/development to better facilitate analysis. There are simply too many new and changed policies to allow for a thoughtful (and, at times, transparent) process. Policies are highly political documents that organize our work and

our work culture, and it is very important that we look at them, think about them, and talk about them as much as we can. When trying to solve the myriad of problems we encounter on a daily basis, we must remind ourselves that power circulates around and through these documents to accomplish certain goals that may not always be visible.

A colleague recently pointed me towards a rather new policy, Policy 231: Voluntary Resignation. This document presents some interesting language around the ways employees voluntarily end their working arrangements with UFV. I am not certain how this policy was developed or who was involved in its development but it illustrates the ways the employer creates a narrative about the realities of work at UFV. In this document it states:

“*We must remind ourselves that power circulates around and through these documents to accomplish certain goals that may not always be visible*”

“Employees who are voluntarily leaving the university must submit their resignation in writing to their immediate supervisor, with a copy to the attention of the AVP. The notice must be signed and provide the date of resignation.”

A little further down the page, the policy continues:

“Employees are expected to provide reasonable notice to supervisors of their intent to

resign in order to facilitate planning for replacements as follows:

- Permanent tenured faculty employees and senior administrative employees will normally provide at least four (4) months’ notice.
- Permanent non-tenured faculty and exempt managerial employees will normally provide at least three (3) months’ notice.
- Permanent included and exempt staff employees will normally provide at least three weeks’ notice.
- Temporary employees are requested to provide two (2) weeks’ notice.”

While the amount of reasonable notice expected for resignation seems staggeringly extensive for certain groups, it should be noted that the language does not say you are required, only that you are expected to give notice. It is a good habit, when reviewing such policies, to see what the Collective Agreement says about the matter. Interestingly, in the case of faculty, the policy is not internally consistent with our Agreement which states:

“The faculty member will signify in writing in a letter to the dean of the area his or her intention of resigning. Whenever possible, this letter should be submitted six months before the resignation date.” (p. 39)

Even in our bargained agreement (which can sometimes overrule some Employment Standards regulations), the language is not binding (note the term, whenever possible). It is important to point out that the law does not actually require employees to provide ANY notice upon resignation — it is just a decent thing to do. The point I am trying to make here is that the ways in which language is used, both the words and their deeper meanings, construct assumptions about our interpretation of reality. For an employee considering other opportunities, for example, he/she may read the Voluntary Resignation Policy and assume that they are

required to give significant notice when this is just not the case.

Other policies that fall under administration like Policy 225: Research Overhead Cost Recovery have implications for the ways in which employees are able to carry out their work, including academic work. This particular policy clearly imposes rules for engaging in funded research that have serious cost implications for anyone contemplating externally funded support. The policy clearly states that, “overhead fees will be deducted at the rate of 25 per cent, calculated as a percentage of total direct costs of the project.” The policy also makes it clear that this fee is mandatory, “except where expressly prohibited by the funding organization, the university requires the inclusion of overhead fee recoveries in all proposals, applications, contracts, and agreements.” To clarify, such fees (although percentages vary) are not uncommon at large research universities. There is evidence that such policies may create a fractious relationship with universities and funding bodies, particularly the federal government (Cave, 2014; Noll & Rogerson, 1998). As a “small fish in a big pond”, we all know competition for research funds is more than a little challenging and, as such, we would benefit from an open discussion about the role, extent, and capacity faculty have in both doing research and garnering research dollars. This policy has the capacity to actually de-incentivize fac-

ulty from even pursuing such possibilities — which may be acceptable if we acknowledge our government mandate to be a special purpose institution that allows for research “to the extent that its resources from time to time permit” (University Act). What remains unclear is what implications any of this will have on the ways in which rank and tenure processes unfold.

Policies are also invoked in the development of other documents and communications including standards and outcomes. For example, there are Standards of Conduct for UFV Employees posted on the UFV website (they outline policies that assist in “guiding” employees). The site provides some explanatory text in conjunction with a list of relevant policies including the statement, “upon ceasing to be employed at UFV, employees are expected to continue to protect confidential UFV information”. Without further elaboration, this statement presumes that employees will respect confidentiality but the scope and context of this term is muddy (i.e. what is even considered confidential?). Certainly, confidentiality is invoked in other forums including the many meetings incorporating in-camera sessions but its application appears, (to me, at least), “artful”.

While process is important to ensuring an organization like UFV functions properly, it is important to remember that the tools we use do not always operate unproblematical-

ly. They are political instruments that are malleable and, often, open to interpretation. After all, documents and texts actually function to organize us and there is great power in this. On the surface, they appear to tell us what to do and how to do it but they operate in the absence of their creators/speakers, assuming interpretations will be the same. They are used to organize us and scholars like Dorothy Smith (1990) would argue that they are used to rule us. Policies are one of many powerful workplace documents that build a story about reality that is, at times, contestable. Consider this the next time a policy is invoked in your daily work. The more we examine the documents that construct our knowledge and understanding of UFV, the more we are likely to talk about what we see and contribute to their evolution in ways that can be helpful and, even, progressive.

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Coffee and cookie chats for staff in Chilliwack and Abbotsford.

Join staff representatives Laura Chomiak, Connie Cyrull and Lisa Morry for a cup of coffee and a cookie and an opportunity to ask questions or discuss anything that concerns you.

In Abbotsford

we will be in B211s
(enter through International Ed)
Thursday, November 20th
from 12 noon to 2 p.m.

In Chilliwack

we will be in A2428
(on the CEP campus)
Thursday, December 4th
from 12 noon to 2 p.m.

Come
by and
say hello



Promoting Access to Professional Development

Vicki Bolan | JPDC Co-Chair

Many people think of January as the beginning of a new year with resolutions for improvement and development. I, on the other hand, have always thought of September and the return to school as the beginning of a New Year and this September is no different with my return to the position of JPDC Co-chair. I take this opportunity to thank you, the members, for your vote of confidence in returning me to this position and promise that I will work diligently to promote access to professional development for all members of the bargaining unit.

In her 2016 annual report as JPDC Co-chair, Colleen Bell noted that the committee worked on several projects including the development of a consistent framework for PD expenses across the institution, cultivating a funding mechanism and identifying opportunities for UFV-wide PD, and the re-design of the post-PD report.

In the coming year there are a few projects in the planning stages which the committee is working on completing: workshops for PD supervisors who sign off on PD applications; the re-design of the web pages to

make the PD application process easier to understand; and providing resources for both employees applying for PD and supervisors who evaluate the requests.

As also noted in Colleen's report, the JPDC co-chair is a member of the Federation of Post-Secondary Educators (FPSE) Professional & Scholarly Development committee (PSDC). In addition to exploring educational technology and the concerns it raises from a professional development point of view, it was decided at the FPSE President's Council Spring Retreat that, in addition to the PSDC's work in a study of applied research in BC post-secondary education system, looking at workload, structure, activities and results, the committee would:

- liaise with the ad hoc committee on decolonization and reconciliation, explore how to develop frameworks and pathways for decolonizing and indigenizing the classroom and institutional practices
- examine pedagogical approaches to implementing the Calls to Action of the Truth and Reconciliation Commission Report.

UFV has taken some steps in working on the implementation of the Truth and Reconciliation report with the implementation of the Truth & Reconciliation Report reading sessions (see the October 11th edition of *UFV Today* for more information), the establishment of the Indigenization committee of the Senate, and the commitment to inclusivity embedded in the UFV Education Plan 2016-20.

Not overlooked is the commitment the institution has made to digital media and technologies. As a member of the Graphic + Digital Design department, I would be remiss if I didn't promote the PD opportunities available through the newly created Centre for Creative Development. The CCD is offering workshops in everything from brand identity to digital painting in Photoshop to video production and editing.

As a closing note, I want to offer congratulations to Lee Newbery, PD Assistant, on the birth of her son Brin. Brin's early arrival has added some impetus to the hiring of Lee's replacement and we hope this process is completed by the end of the month.



Halloween Fun

**UFV and the FSA
invite you to a fun-filled
Halloween party**

Monday, October 31

**Abbotsford - Room A225/229
CEP Campus - Room A0022**

**Pizza, pop & dessert: 12:00 p.m. - 1:30 p.m.
Prizes for the best costumes**

RSVP by Oct 26 to:

**Nancy Scarrow, local 4065 (nancy.scarrow@ufv.ca)
Sheila McKay, local 6338 (sheila.mckay@ufv.ca)**



My First 90 days

Kim Nickel | Faculty
Contract Administrator

In my first 90 days as faculty contract administrator, I have met members from diverse work groups struggling to cope with challenges related to workload, conflict, contract contradictions, unclear direction, inequalities, and morale issues. I have heard members expect due process rights and procedural fairness from both the FSA and the employer. Members expect, and should expect, that principles of fairness and due process will be transparent and applied to all equally. In a free and democratic society, workers should be treated with procedural fairness; however, members also feel vulnerable and struggle to know they are being heard fairly and equally, by both the employer and the FSA. These members are apprehensive of formally engaging either the employer or the FSA for help in improving their working conditions.

So, much of my first 90 days has been spent paying close attention to those most vulnerable, listening to their challenges, and filing grievances. I have been inspired by the strength of individual members who are facing adversity and I am laser-beam focused on paying attention, listening, and working to provide and ensure due process and fairness for all FSA members.

For me, paying attention has included relationship-building with our diverse workforce. I welcome opportunities for members to share their challenges. Listening includes working to understanding the complicated and misunderstood working conditions of our various members and providing options for resolution. At the heart of finding resolutions is to ensure every member understands their rights and responsibilities and the rights and responsibilities of the employer and FSA. Inherent in paying attention and listening is educating members about

the strengths and structural limitations of the Collective Agreement that can further complicate workplace struggles. These struggles, when related to articles of the CA, can lead to grievances. I have initiated grievances and have seen first-hand how the grievance process can be emotionally difficult and lead to even lower morale. My passion in representing members is to work hard to reduce the struggles associated with the grievance process by paying attention, building relationships, and listening; all in an effort to help improve working conditions and morale. It seems to me that a critical element to improved morale is to ensure that FSA works closely with members to understand challenges and to uphold due process rights and procedural fairness for all.

I welcome all members of the FSA to email (kim.nickel@ufv.ca) or call me (778-808-3087) with questions or concerns. Together, the FSA executive is best positioned to improve working conditions and morale if the working conditions creating challenges are known, understood, and improved through a process predicated on fairness for all.

Sincerely,
Kim



Coffee's On

Mike Solyom | Non-Regular Rep

I'll take this chance to introduce myself to those who haven't had a chance to meet me yet. I'm Mike, the new non-regular employees rep. I've been teaching here at UFV for the past six years as a sessional in the Economics department, and really started getting involved last year during the vigorous email debates about the eventually-rejected tentative agreement.

This led me to doing some unofficial polling of non-regular faculty to get a sense of what people really wanted at the time. I was curious about the struggles sessionals regularly face, and I still am today – except now I hope to find out in an official

capacity and do what I can to help.

Over the summer I've already had the chance to hear from some sessionals, but to be honest I also want to hear from auxiliary staff, and hear their issues too. My door up in C building is always open to the concerns of any and all non-regular employees here at UFV, and I want everyone to know that anything told to me will be held in the strictest of confidence.

Auxiliary staff can be even more vulnerable than sessional faculty, and I hope to help take on any issues with management on their behalf.

In other news, sessional faculty have scored some wins in the new Collective Agreement. Going forward, sessionals will have a better understanding of their course loads for the year as regular faculty must now declare their overloads during their department's annual course planning, and not later in the academic year. This should give sessionals a better understanding of what work will be available on a year-by-year basis, not the semester-by-semester basis that is the norm in many departments today. In addition, if a sessional's class is cancelled, they should now receive a right of first refusal on unassigned courses in subsequent semesters, and not just a token fee as it stands now. If you're interested about talking more about this, I've got a coffee maker just by my office and would love to chat. You can find me in C2401 this semester on Mondays, Tuesdays, and Thursdays.

Talk soon,

Mike



Compensation Details as Promised

Michael Maschek | Secretary Treasurer

I would like to take a moment to briefly provide some additional details regarding FSA executive compensation that were not explicitly stated during the budget presentation at the AGM.

The FSA currently employs a replacement cost policy with respect to executive compensation for fully released positions. Our FSA Compensation policy states that when working for the FSA, members should receive remuneration similar to what they would have received had they continued in their regular position at UFV. Members should not be financially advantaged or disadvantaged through working for the FSA.

When members join the FSA executive in one of the three fully released positions (president, faculty contract administrator and staff contract administrator), their pay is determined by what they would be making during that time in his or her regular position. The employer continues to pay the individual and the FSA compensates the employer for the

cost of replacing them during their service to the association. As a result, figures outlined under the Executive Release section of the FSA budget capture the cost of this replacement and not the pay actually received by the individual in the executive position. These budget figures include not just the salary of the replacement, but a 20.5 per cent charge from the employer to cover the benefits, vacation payouts, processing, etc., associated with the replacement. However, this charge is fixed and the individual serving as the replacement only receives benefits they are entitled to given their employment tenure and status with the university.

If you have any questions regarding this, or any other issue pertaining to the FSA budget please feel free to drop me an email at michael.maschek@ufv.ca or give me a call at local 4135.



Employee Fitness Makes Fiscal Sense

Lisa Morry | Communications Chair

I felt a pang of envy watching FSA colleague Kulwant Gill come back from a 6km run around one of the newly designated walking routes on the Abbotsford campus just prior to our last executive meeting (<http://www.ufvcascades.ca/rec/walking-routes/>).

I wanted to get some exercise too, having sat in front of my computer in the morning before travelling to Abbotsford in the afternoon for the meeting. It's tough to fit in fitness, even more so as we enter the dark months during which I can't hike after work. Hiking is my drug of choice, but with reluctance I incorporate other activities. One very fit friend has pushed me to take, in turn, ballroom dance, strength classes, zumba, belly dancing, and, with limited success, to start running again. My partner tried teaching me to ski last winter. Seeing my parents lose the ability to look after themselves is also a motivator. I want to stay out of that hospital bed and/or care home. My age motivates me. We lose muscle mass rapidly in our 30s, 40s, 50s and beyond. It's possible to retain some of that muscle, keep our hearts in good condition and keep the middle-aged middle at bay if we work hard enough at it.

Fitness and other aspects of a healthy lifestyle are a personal responsibility and a personal choice, but they're also of interest to an employer. Wellness programs decrease absenteeism, saving employers money, according to an article in *Plans & Trusts*, increase productivity, according to an article in the *Journal of Sport and Health Science* and decrease health risks, such as cancer, according to *Seminars in Oncology Nursing*. Encouraging healthy lifestyles may become even more important for UFV as many of us are in the 50-plus age group. A study on aging workers from the Gerontological Society of America states that "it seems clear that a preventative approach to improving worker health and reducing modifiable health risks (e.g., physical inactivity, poor nutrition) may be necessary to avoid escalating costs as

the workforce continues to age."

However, little more than lip service is paid to wellness at UFV. The HR wellness page says: "We encourage our employees to live healthy lifestyles, support a healthy workplace, and embrace and promote a culture of wellness at UFV."

That's great, but you have to fit it in. This is not Vancouver where there is a yoga studio or a gym on nearly every corner. Employees can't always get to an exercise class because of schedules and can't necessarily afford boutique prices at yoga studios and gyms.

Our HR department used to encourage fitness, issuing challenges, tracking progress and giving out prizes. We used to have free yoga and other fitness classes. These are no more after seasons of cutbacks. For a while, the FSA sponsored some fitness classes and then a group of employees in Chilliwack tried to pay for our own yoga instructor. It soon fell apart due to administrative and scheduling difficulties.

There is a gym on the Abbotsford campus and there are fitness classes, again on the Abbotsford campus. Classes range from zumba to yoga to belly dancing. Employees pay for these classes: \$80 for an unlimited semester pass, \$65 for a pass to a single course, like yoga, for example, and \$7.50 for a drop-in fee (<http://www.ufvcascades.ca/rec/fitness/>). On average, that's a little cheaper than what the YMCA charges, but more expensive than what the Cheam Centre in Chilliwack charges (<http://myrecentrechilliwack.com/index.php/locations/cheam-leisure-centre>). The gym is available to employees for a nominal fee. Abbotsford also has these great marked walking routes, which are apparently a pilot project that will be extended to other campuses..

That leaves employees on the CEP campus, the Trades campus, Chilliwack North, Five Corners, the Clearbrook campus, the Aerospace Centre, Mission and Hope campuses

without fitness services.

I filled out a survey for what to do with the old RCMP firing range on the CEP campus some time ago and the RCMP have moved their firing range indoors, but I haven't yet seen any progress on the site.

I see the effort to provide other wellness programs, which may include workshops like the retirement seminar I recently attended (<http://www.ufv.ca/hr/learning-development/wellness-workshops/>), but there is room for improvement. Healthy food options at meetings or in the cafeteria are still woefully inadequate.

It's time to investigate other options for those of us who are underserved by limited fitness classes and the Abbotsford gym. Maybe we need a U-Pass kind of system, like students, or access to a discounted rate at the gym or the YMCA or whatever fitness facility is closest to our homes. I know administration struggles with cutbacks and I am not without empathy for that struggle, but helping employees stay healthy makes good financial sense.

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Bargaining Concluded, on to Post-Secondary Funding

Connie Cyrull | Staff Vice President

Congratulations to our team for finally wrapping up bargaining. This was possibly the longest round the institution has had since the beginning of the FSA. It certainly seemed like we would never finish and if we did, the outcome would never be one to which our membership would agree. So, though it may not be the contract of our dreams – it was certainly the best that we were able to get at this time. I also believe that having Lesley Burke-O’Flynn, our Federation of Post-Secondary Educators rep, as part of the team was absolutely necessary in this round and as long as the provincial Liberal government continues to try to break unions. Lesley’s expertise was invaluable and as part of the team, she was able to help us navigate through the process in innumerable ways. Having said that, I do not want to minimize the efforts of our chief negotiators either. Both John Carroll and Colleen Bell were the perfect choices and I for one, am grateful for all the hours of hard work they put in.

Having mentioned the Liberal government, I hope you will all keep in mind the “Open the Doors” campaign to bring awareness to the public about inadequate post-secondary education funding. In particular, the Liberal government has reduced funding and has encouraged the use of extra fees to get around the tuition cap. This measure further shifts the burden onto students, who were struggling under increased student debt in the first place. The burden also falls on faculty and staff who struggle to do their jobs, often with increased workloads, at the same time as administration grows. Who’s winning?

I’d also like to mention that we will be starting up our coffee and cookie chats on October 21st and 28th. As many staff executive members who can be there will be there and we are looking forward to talking with you. Change, I guess, is necessary as we move into the future but it hasn’t always been beneficial for staff at UFV. We’ve seen a transition from respectful camaraderie in the office setting to a more rigid style of management. We’ve seen our traditional lunchtime workouts be withdrawn or changed to the point of being unrecognizable. Perhaps if we get together and discuss your visions for the future, we can feel like we have a voice in how change affects us all. Lisa Morry will be putting up posters very soon, so mark the days, times, and campus. See you there.

The executive will be moving forward with the proposed study of potential restructuring of the executive and FSA staff now that our time isn’t consumed with bargaining. I look forward to being a part of the decision that will ensure the executive is able to meet membership needs now and in the future and create a nurturing environment for students.



Staff Engagement, Workload and Conflict Concerns

Laura Chomiak | Staff Contract Administrator

I wanted to take this opportunity to thank everyone who cast a vote on whether to ratify our Collective Agreement. I was exceptionally pleased to see it ratified and for us to move forward with the new language. Although there were some items we bargained the first round that we were not successful in bringing into this round, we can address them in our next round of bargaining.

Staff cookie and coffee chats will be starting up again in late October. Thank you to Lisa Morry and Connie Cyrull for organizing these. For those staff members who have not had an opportunity to attend these lunch-hour meetings, it’s an opportunity for you to discuss items of concern or questions you might have on anything from workload to harassment to clarifying articles in our Collective Agreement with your FSA Staff executive. As many of us who can attend these meetings will be there.

This summer and fall have been exceptionally busy with investigations, grievances, and member concerns over restructuring, harassment, and workload.

In the New Year I’m planning to send out a survey to staff to get a better picture of the workload concerns. We want to know what to address at both the labour and management (LAM) meetings and what articles should be reviewed as we start to think about our next round of bargaining. With budget forums just around the corner, we don’t know if there will be any additional position cuts or departmental restructuring and consolidation. We’ve seen these measures add to workload in the past and we’ll be watching out for them.

In addressing workload concerns, as I’ve said in a previous *Words & Vision* column, staff should first discuss issues with their supervisors. Take a look at the projects

and the workload you currently have, any new duties (not exceeding your group and step as a result of members leaving the department and restructuring) and discuss with your supervisor what can be completed within your work day, what may need to be deferred to a later date, what projects may be handled by our auxiliary members, and whether or not overtime (Article 17.6) is an option. Once the discussion has taken place, put it in writing, especially if overtime is involved. If after going through these steps there is still a concern, please call or email me, your staff VP, or any of your shop stewards to discuss your concerns.

Although we are all working toward preventing inappropriate behaviour and maintaining a respectful and safe workplace, situations regarding member-to-member and member-to-management conflict and questions surrounding harassment, bullying and inappropriate behaviour seem to be more prevalent. It is important that if you have questions regarding workplace safety that you read UFV’s policies regarding harassment, bullying or respectful workplace. If you have questions regarding behaviours that may result in conflict, please go to the following link <https://www.ufv.ca/hrcro/harassment-prevention-policy/>. You can also contact Kim White, human rights advisor, at Kim.White@ufv.ca.

If there is anything that I or your staff stewards, or staff VP can do to assist you, please contact us.



Three Strategic Priorities for the FSA Continued from page 3

deeply concerned by what appears to be a growing trend of declining accessibility and affordability of our public institutions.

I am asking for some specific priorities to be addressed:

- The reinstatement of tuition-free Adult Basic Education, ESL and Adult Special Education programs at all our post-secondary institutions. Making it harder for those who need it the most to access even basic education doesn't make any economic sense. These are part of the old "baseline" of education that has always been public.
- Improved funding support for students, both in terms of a revitalized student grant program and through the introduction of interest-free student loans to help ensure students can complete programs and degrees in a timely way and without the burden of a heavy debt load, is needed.
- Consider making the first-year of post-secondary tuition free.
- And finally, a funding formula that better responds to the cost pressures faced by BC's post-secondary institutions is needed. Specifically, we once again recommend a comprehensive review of funding to address regional inequities and core funding needs for the entire system.

Fair Employment Week starting October 24:

Today, about one third of all academic staff in post-secondary institutions in Canada struggle to find decent work. They are hired on a per-course or limited-term basis. They are often poorly paid, have little or no benefits, and no job security. That's not fair. Fair employment week starts October 24, stay tuned for more information.

Department Head lunch and Staff Cookie and Coffee Chats:

Christina Neigel and Kim Nickel will organize a lunch for department heads to discuss issues. Connie Cyrull, Laura Chomiak and Lisa Morry will organize cookie-and-coffee chat sessions with staff. For dates, see the poster on page 10 of this newsletter.

BC Federation of Labour November 28 – December 2:

The biennial BC Fed convention takes place the week of November 28. I am on the credentials committee. Laura Chomiak and Kim Nickel will attend as delegates.

LABOUR-MANAGEMENT/GOVERNANCE

Collective Agreement ratification:

We would like to thank all members who voted on the proposed April 1, 2014 – March 31, 2019 UFV/FSA Collective Agreement. In total, 623 votes were cast, 560 of them in support. You've probably received your retroactive pay by now. To give you an idea of how much to expect, the back-pay, before deductions will be roughly \$1,780 for a top-of-scale faculty member and \$1,020 for a grade 6, step 7 staff member.

Promotion and Tenure Workshops:

In November UFV and the FSA will hold a training workshop for committee members involved in promotion and tenure decisions.

Labour and Management Committee:

In September, we resumed monthly Labour and Management consultative committee meetings with UFV admin after a pause of six months. One change is that the Provost will no longer attend, something that has occurred up until now. This committee, mandated under the BC Labour Code, is a forum for raising issues of mutual concern and seeking solutions before more formal processes, such as grievances. It will be a shame the Provost will not attend. It is very difficult for the FSA to be recognized by management as a legitimate stakeholder at UFV. It will be even more difficult for the FSA to weigh in on academic issues if we no longer have access to our highest-ranking academic officer at these meetings.

The FSA's mandate, beyond responsibility for negotiating and administering the Collective Agreement, is to represent the professional interests of all members and work toward maintaining high quality education for our students. We need to strengthen the academic governance model at UFV so that faculty and academic administrators are full partners. We need to re-assert the primacy of governance bodies in all academic decision-making. We must acknowledge the importance of faculty expertise and perspectives through respectful engagement and meaningful consultation in all university academic matters. Having the Provost at the LAM meetings would be helpful here.

But our mandate is not limited to academic matters. At every opportunity I try to emphasize the importance of the university recognizing the FSA as an important partner and stakeholder in policy making and in the planning and operations of UFV. We are not there yet. We should be involved in the presidential search. We should have a seat on the education 2025 visioning committee. We should be considered a partner when a new food service provider is being chosen, and the list goes on. The FSA executive members on the LAM committee need this venue to bring forward our issues. Though it remains to be seen, reducing access to the decision-makers at UFV does not look like it will help advance our cause to be recognized as a partner and stakeholder.

FSA OPERATIONS Strategic Plan:

We have a draft strategic plan that will go to the FSA executive for further review prior to being presented to membership.

FSA review:

Christina Neigel, Sven van de Wetering and Kulwant Gill are working on scope questions to help guide a review.

Document Management System Laserfiche:

We are in the process of posting a temporary position in the FSA office (CUPE 1004 union) to implement a document management system.

Office space:

Kim Nickel is looking at ways the FSA could obtain more adequate office space to have all of the fully released positions and the two office staff in one area.



Annual
Holiday
Dinner & Dance

*Bring your family, friends, and colleagues to join us
in celebrating another year.*

Saturday
November 26, 2016

5:30 pm cocktails
6:30 pm dinner
7:30 pm prizes & dancing
Location to be announced
Band: Randy Friskie and the Cruisers

Cost:
\$20 per ticket Includes dinner, dessert and complimentary wine.

Tickets:
On sale soon

Donations for the local food bank gladly accepted.
For more information or questions, please contact Sheila McKay, FSA Social committee chair by email (sheila.mckay@ufv.ca) or by phone (local 6338).



Campaign: Making Post-Secondary Funding an Election Issue



Post-secondary education, including at UFV, has been under attack from reduced funding resulting in program cuts, layoffs and increased tuition and student fees.

Our government is making it very expensive to go to school, according to the Federation of Post-Secondary Educators. While colleges and universities have been laying off instructors, senior administration has increased by 50 per cent and executive salaries have doubled.

“Program cuts means too many students arrive on campus not able to get into the classes they need — including ESL training and Adult Basic Education. How will they compete in this world?” asks FPSE in its Open the Doors campaign, the purpose of which is to make post-secondary education an election issue in the upcoming 2017 provincial election.

The FSA has been out in the hallways asking you to sign the Open the Doors pledge. Faculty and staff get it right away when we ask them to sign pledges to support post-secondary educa-

tion funding. Students need to hear what’s at stake. But once they understand, they bring over their colleagues and tell them to sign up. It’s really gratifying to see the light bulb go on.

So far we’ve gathered ~1,300 pledges at four Open the Doors forums on the Chilliwack CEP campus, and on the main Abbotsford campus. Congratulations to Kim, Kulwant, Sean, Colleen, Lisa, Vicki, Christina, Tanja and others for gathering the pledges. We’re trying to beat TRU and Kwantlen in pledges.

We’re planning two more Open the Doors forums before the end of this month. Watch for another forum on the Abbotsford campus during the last week of October and one forum at the Trades campus on Tuesday, October 25 during the lunch break. Stop by and say hello. We will have chocolate!

You don’t have to visit us in person to participate in Open the Doors. Click here (<http://www.openthedoors.ca/>) to sign the pledge electronically and see links to email your government representatives.

FSA CONTACTS 2016- 2017

Executive

| | | |
|---------------------------------|----------------------|------|
| President | Sean Parkinson | 4584 |
| Faculty Vice-President | Christina Neigel | 4558 |
| Staff Vice-President | Connie Cyrull | 4214 |
| Faculty Contract Administrator | Kim Nickel | 5353 |
| Staff Contract Administrator | Laura Chomiak | 4593 |
| Chief Negotiator | Colleen Bell | 4396 |
| Secretary/Treasurer | Michael Maschek | 4135 |
| Communications Chair | Lisa Morry | 2471 |
| Agreements Chair | Sven van de Wetering | 4457 |
| JCAC Co-Chair | Gayle Noel | 4093 |
| JPDC Co-Chair | Vicki Bolan | 4543 |
| OH&S Co-Chair | Noham Weinberg | 4493 |
| Social Committee Chair | Sheila Mckay | 6338 |
| FPSE Rep. Status of Women | Teresa Piper | 4054 |
| FPSE Rep. Human Rights | Kulwant Gill | 4578 |
| FPSE Rep. Non-Regular Employees | Mike Solyom | 4811 |

Local

Faculty Stewards

| | | |
|--|----------------|------|
| Faculty of Arts | Bosu Seo | 4818 |
| Faculty of Applied & Technical Studies | Vacant | |
| Academic Support Faculty | Colleen Bell | 4396 |
| Faculty of Access & Continuing Education | Julia Dodge | 2553 |
| Faculty of Science | Debbie Wheeler | 8198 |
| Faculty of Professional Studies | Vacant | |
| Faculty of Science | Vacant | |

Staff Stewards

| | | |
|------------------------------|-----------------|------|
| Staff - Abbotsford & Mission | Martin Kelly | 2509 |
| Staff - CEP / TTC | Shelley Chute | 4006 |
| Staff - Member at Large | Heather Compeau | 4096 |
| Staff - Member at Large | Kulwant Gill | 4578 |

Office Administration

| | | |
|------------------------------|-----------------|------|
| Member Services & Procedures | Tanja Rourke | 4530 |
| Finance | Harman Dhaliwal | 4475 |

Local

Local