



COLLEGE OF
THE ROCKIES
FACULTY
ASSOCIATION

2022-2023 ANNUAL REPORT

The College of the Rockies Faculty Association (CORFA) is the sole bargaining agent for the faculty members of the College of the Rockies. It was formed in 1976 under the name East Kootenay Community College Faculty Association (EKCCFA). The College has campuses in Cranbrook, Creston, Fernie, Golden, Invermere, and Kimberley BC.

www.corfa.org



Territorial Acknowledgement

College of the Rockies Faculty Association acknowledges that we live and work on the traditional homelands of the Ktunaxa People. We are grateful for the opportunity to work with and learn from the Ktunaxa, Shuswap and Metis Peoples as well as the many other Indigenous People who call this place home.



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2022-2023 CORFA EXECUTIVES



Joan Kaun
President



Sheena Svitich
Vice President



Kevin Boehmer
Chief Bargainer



Andrea Hyde
Chief Steward



Butch Butalid
Member at Large
(Resigned Dec 2022)



Jo Ann Smith
Member at Large
(Appointed Jan 2022)



Jody Mendenhall
Member at Large



Leslie Molnar
Member at Large



Year in Review President



At last year's annual general meeting, I was acclaimed into the position of president one last time. I was looking forward to a year of change. The CORFA Executive changed from 17 to 7 members. We continued to have monthly meetings and have changed our processes over the year. I'm sure we will make more adjustments in the coming year.

Communication and engagement of members was at the top of the priority list last year. I am so happy to say, it's working. We had a fun BBQ and games event at Idlewild Park, a welcome back gathering last September, and a ski and snow fun event at Kimberley Nordic Club, all with great attendance. The winter rescue bags with chocolate and CORFA gloves were a hit. The AGM held in April 2023 was a record breaker! There were about 45 of us in the room and another 15 online. I remember a time when getting 20 members to meet quorum was a challenge. Thank you so much to the Communications and Engagement Committee for their ideas, enthusiasm, and dedication to carry through.

In February 2022 we hired Pamela as our Executive Assistant. I truly believe that was the best decision of the year! Pamela keeps us organized, creates fabulous newsletters, and says "sure, I can do that" whenever we have an idea. Who knew we would have videos in our newsletters every month.

In the fall, we were able to come to an agreement with the College regarding Continuing Education Instructors. There was a grievance we had filed back in 2018 and added to in 2019. We now have Continuing Education Skills instructors as part of our Faculty Association. These auxiliary faculty are now paid on our pay scale and have right of first refusal, among other things. This grievance has been handled by a few Chief / VP Stewards. Thank you, Andrea, for working with me to get this resolved.

Andrea and her team of stewards, Sharon, Becky, Leslie, and Julie, were a great resource for all of us. Andrea arranged training, shared her knowledge, and worked closely with them and me. She was elected as co-chair of FPSE's Contract Administration Review Committee (CARC).

Bargaining preparation and meetings with the employer took a lot of time in the fall and early winter. It's a fantastic feeling to have a good agreement and be the first in the sector to sign. Thank you, Kevin, Andrea, Caley, and Larry, for all your work leading up to bargaining and while we were at the table.

A new position in our Executive is that of Vice President. Sheena has taken on this role and is doing a great job figuring out what is needed. She steps in for me at FPSE meetings, attends Labour Management meetings, is working on policies and a member handbook, and chairs the Communications and Engagement Committee.

Continued...

The Executive also had three, member-at-large positions. Leslie and Jody were elected last year, and Butch moved into the position from his previous term as Treasurer. Butch chose to resign his position in December to pursue other activities. We thank him for his years of service as CORFA Treasurer. Leslie and Jody also shared perspectives at Executive meetings and liaised with committee representatives to keep communication lines open. They both also worked on constitution and policy updates, and the member handbook. Jo Ann Smith joined the Executive in the new year to replace Butch.

Our Executive had a planning retreat on May 30, 2022. We looked at the past year, making recommendations for changes, creating goals for the upcoming year, and getting to know each other's strengths so we can work as an effective team.

Thank you also to all of you who have stepped up to represent faculty on FPSE committees, CORFA committees, and College committees. With everyone taking on a little or a lot, we are all stronger.

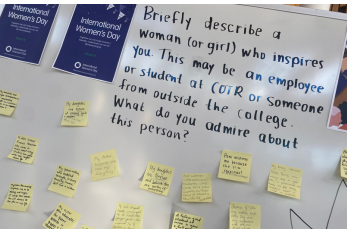
In Solidarity,

Joan Kaun, CORFA President

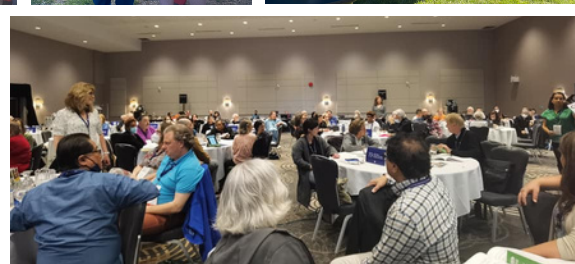


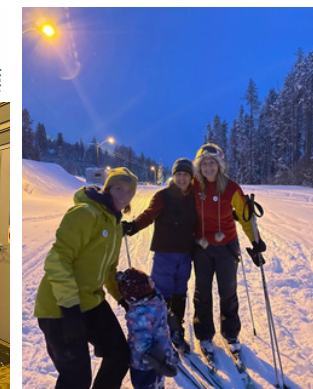
2022-2023 CORFA HIGHLIGHTS

Photos of Events and Campaigns



COLLEGE OF
THE ROCKIES
FACULTY
ASSOCIATION





INVERMERE
CAMPUS
Visits with Executives





FERNIE
CAMPUS
Visits with Executives



CRESTON
CAMPUS
Visits with Executives



GOLDEN
CAMPUS
Visits with Executives



FPSE and the FPSE Human Rights & International Solidarity Committee are proud to present a virtual event

2023 Speakers Tour ACADEMIC FREEDOM

Monday, March 20th, 1pm PST
REGISTER HERE: <http://bit.ly/3K8gBPL>

Featuring: Root Gorelick (Carleton)
Mark Muhammad Ayyash (Mount Royal)
Jim Turk (Toronto Metropolitan)
Jennifer Bardahl (UBC)
and Ben Lee (ECUAD)






DAY OF MOURNING



FPSE and the FPSE Human Rights & International Solidarity Committee are proud to present a virtual event

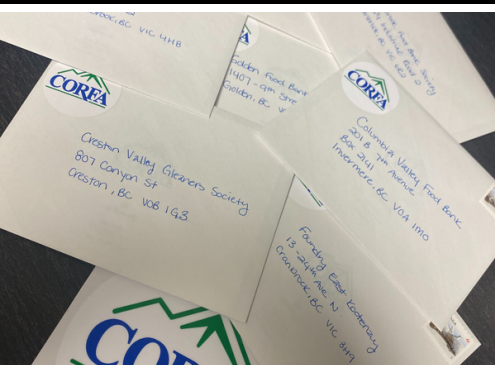
2023 Speakers Tour INTERNATIONAL STUDENTS

Friday, March 3rd, 1pm PST
REGISTER HERE: <http://bit.ly/3K8gBPL>

Featuring: Bipin Kumar (CFS)
Yağmur Kuçukakyüz (ECUAD)
Rahil Adeli (SFU)
Natalia Perez (SFU)
Syed Hussain (Migrant Workers Alliance)
Kashish Hukku Jani (ECUAD)








COLLEGE OF
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ASSOCIATION

ALL MEMBERS
ARE INVITED TO ATTEND OUR

ANNUAL GENERAL MEETING & RECOGNITION DINNER

WEDNESDAY

APRIL 26, 2023 AT 4:30PM
CRANBROOK GOLF CLUB

All members are encouraged to join us for
recognition, wine and appetizers, followed
by dinner and meeting.

RSVP TO THE OUTLOOK CALENDAR INVITE BY APRIL 19





Year in Review

Chief Steward



Thank you for your support over the last year. I've had the pleasure of working with an amazing Stewardship Committee and learning so much from them and with them.

The most time consuming task of the year was bargaining. I started working with the Bargaining Committee in the fall, meeting most weeks to work on our proposals. I brought my working experience with the collective agreement to the table and was able to highlight some places where we needed changes, and give feedback on the work the Committee had already done. As we moved into November, January, and February, I joined them in active bargaining with the employer and was pleased when we signed the agreement in February.

I attended CARC, the FPSE Chief Stewards committee, and was elected co-chair of the Committee for the 23/24 and 24/25 academic years. I attend CARC once virtually and once in person per year, and I use the opportunity to learn from more experienced stewards and to gather information and resources to make me a better steward.

In the fall, I visited all of the other campuses with Joan, Sheena, and Kevin in varying combinations. It was great to meet folks and put faces to names. We also learned about some issues we were able to resolve, and some issues that we were able to address in bargaining.

Now, instead of telling you about the grievances and issues I've worked on, I want to give you some things to watch out for that I've learned about through helping members this year. If you have any concerns that these, or any other issues are impacting you, please let me know.

- 1. Article 5 says "Faculty work happens in a variety of locations." Our collective agreement does not outline our daily schedule, just an average number of hours we are to work each week. So if you like to work at midnight and just show up during the day for classes, that's just fine in CORFA's eyes. If you have times where you can work from home, we are supportive of that work. We filed a Policy Grievance about these issues and continue working towards a solution.**
- 2. If you are assigned duties outside of the hours of 7 a.m to 6 p.m, Monday to Friday, you qualify for the hourly premium (sometimes called the shift differential) according to Article 7.5.1. This includes labs, practicums, and classes. It's easy to do the paperwork - just email Kae and ask for it.**
- 3. Get to know the college policies. The College has a Code of Ethics policy, a policy on working alone, and many, many others. It's worth spending an hour or so looking through them to get an idea of what they cover and how they might apply to you. Be sure to read both the policy and the procedures when you are looking at them.**
- 4. Remember that anything you do on your college computer or college system like email or teams can be seen by the College. All of the CORFA executive have CORFA emails that you can write to from your personal email accounts if you have things you'd like to discuss privately. Our info is in our monthly newsletters and at www.corfa.org.**

Lastly, thanks to all of you. I'm not doing this work off the side of my desk - your dues pay my release time so that I can do this work for you. When I'm tired or feel frustrated, I remember that I am accountable to all of you. Your trust in me always makes me do better, work longer, and fight harder. Thank you for being my inspiration.

-Andrea Hyde, Chief Steward



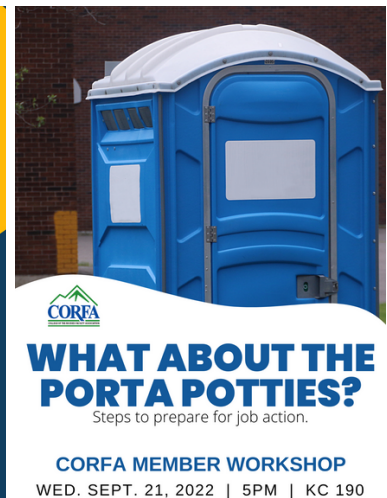


Year in Review Chief Bargainer

It was a year full of bargaining!

In May and June, we continued to work on our proposals as a bargaining committee by meeting for quite a few full days. I also attended the FPSE AGM in Vancouver. As a CORFA Executive, we had a retreat in May to set our priorities for the new fiscal year.

In September we added some more members to our regularly scheduled Bargaining Committee meetings and we were able to fine tune all of our proposals in October. We also brought in our FPSE rep, Weldon Cowan, to do some bargaining preparation, job action training, and some pension workshops. In order to advertise these to faculty, we had some lovely posters printed up. There was a little bit of controversy from management as our job action workshop was called “What about the porta potties?” and we had a big picture of a porta potty. For some reason that was offensive to some. I don’t know if they would prefer us to not use porta potties if on strike.



I also attended a FPSE BCC (Bargaining Co-ordination Committee) conference in Vancouver in September. The FPSE BCC committee was meeting every three weeks via Zoom and continued to do so for most of this year (I attended most of the meetings).

I had some regular meetings with bargainers from Selkirk College and North Island College as we worked together on proposals and sought input from each other; this was really helpful overall.

In October we visited the the regional campuses. I went to Creston, Fernie, Invermere, and Golden along with other members of the Executive. We really enjoyed seeing the campuses and connecting with our members; we usually took those campuses out for a meal, gave some information, listened to concerns, and answered questions.

We officially opened up Bargaining on November 28 & 29. Management had some members that were sick, so it was a combination of in person and online meetings. There was one other institution that technically started bargaining before us, but we were the first to exchange all of our proposals. CORFA had about 40 proposals, while management had about 35 proposals. This didn’t actually correlate together as many of our proposals were multi-faceted, while management usually had each item as an individual proposal. For example, we had one proposal on housekeeping and general clean up in the agreement, which had many items, while they had 9 separate proposals that would have equated to our one housekeeping proposal. If we were to compare apples to apples, CORFA had about twice as many proposals as management.

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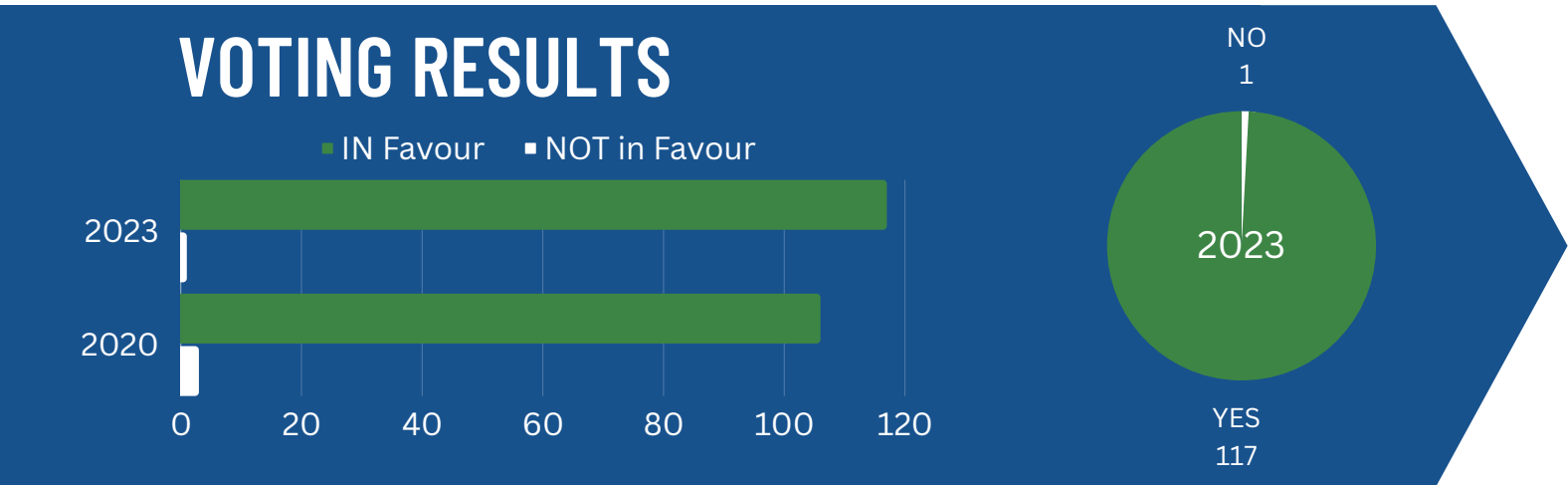
We had a general CORFA meeting on November 30 at the Heritage Inn, where I gave a bargaining update from the first couple of days.

We met again January 9, 10, and 11, to bargain. During that time, as a committee we had gone through and addressed all of their proposals and prepared for this set of meetings. I sent out a bargaining update on where we were at on January 12.

After those meetings we didn't bargain again until February 13, 14 and 15. We officially reached a tentative agreement late in the night on February 15. I sent out some information on February 16 regarding our tentative agreement.

We tried to be very organized on our end for bargaining and tried to make sure we were able to respond quickly. While we were bargaining, we had a lot of downtime waiting for management responses. There were times when we were supposed to receive something early morning and did not see anything from them until late afternoon or even the next day.

I then held some collective agreement sessions to go over the new changes in the agreement. We put most of our gains into the benefits package this round. After the sessions, we had our electronic vote and our agreement was ratified by the Board a little bit after that. The electronic vote was held from Friday, March 3, to Tuesday, March 7. We had 118 total votes by members, with 117 voting yes and 1 voting no. This was up slightly from our previous round when we had 109 members vote, with 106 voting yes and 3 not in favour.



We planned some small celebrations after ratifying our agreement and included CUPE members in them. We had two tables set up on Cranbrook campus and we gave out delicious snacks. We also provided funds for each regional campus to do the same thing in order to make sure everyone was a part of the celebration.

We planned a CORFA, CUPE, and management big celebration to happen in June. But that will appear in next year's annual report.

A special thank you to Andrea, Caley, Joan, and Larry for all their hard work on our bargaining team.

-Kevin Boehmer, Chief Bargainer



2022-2023 

FINANCIAL HIGHLIGHTS

Detailed Financial Statements available at www.corfa.org

DEFENCE FUND BALANCE

\$792 K

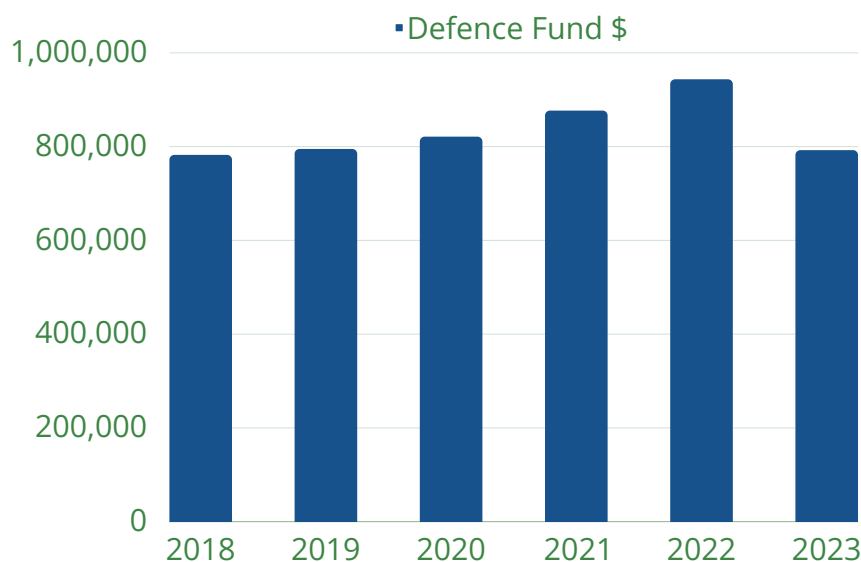
On April 30, 2023

CASH AND SHORT-TERM INVESTMENTS

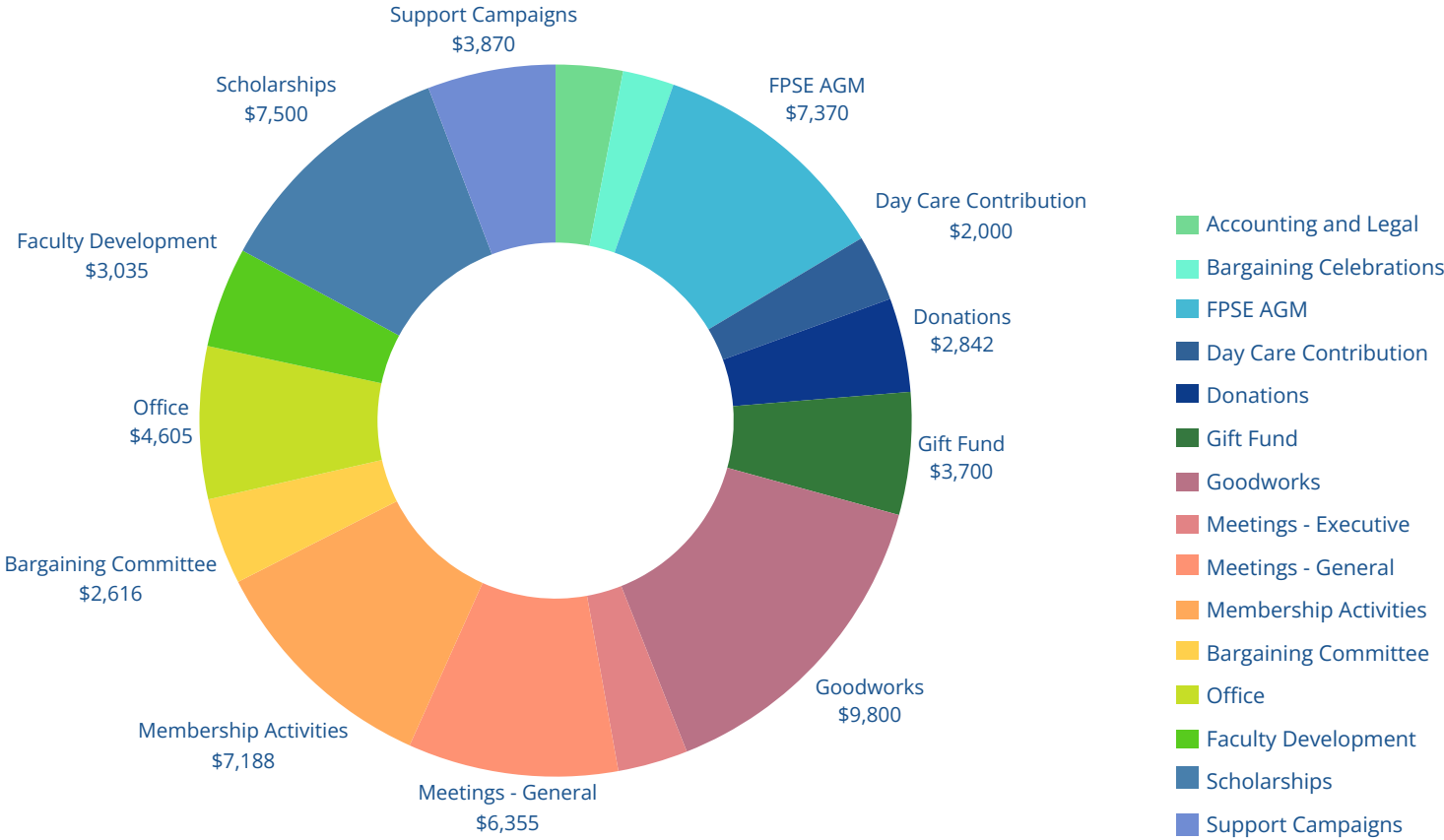
\$50 K

On April 30, 2023

CORFA finished its 2022/2023 fiscal year in a very strong financial position with total assets over \$840 thousand, representing a decrease of 10 % over the previous year. Cash and short-term investments on April 30, 2023 were just over \$50 thousand. The total revenue for the year was down slightly compared to the previous year, operating expenses were high due to it being a bargaining year, leading to an annual operating deficit.

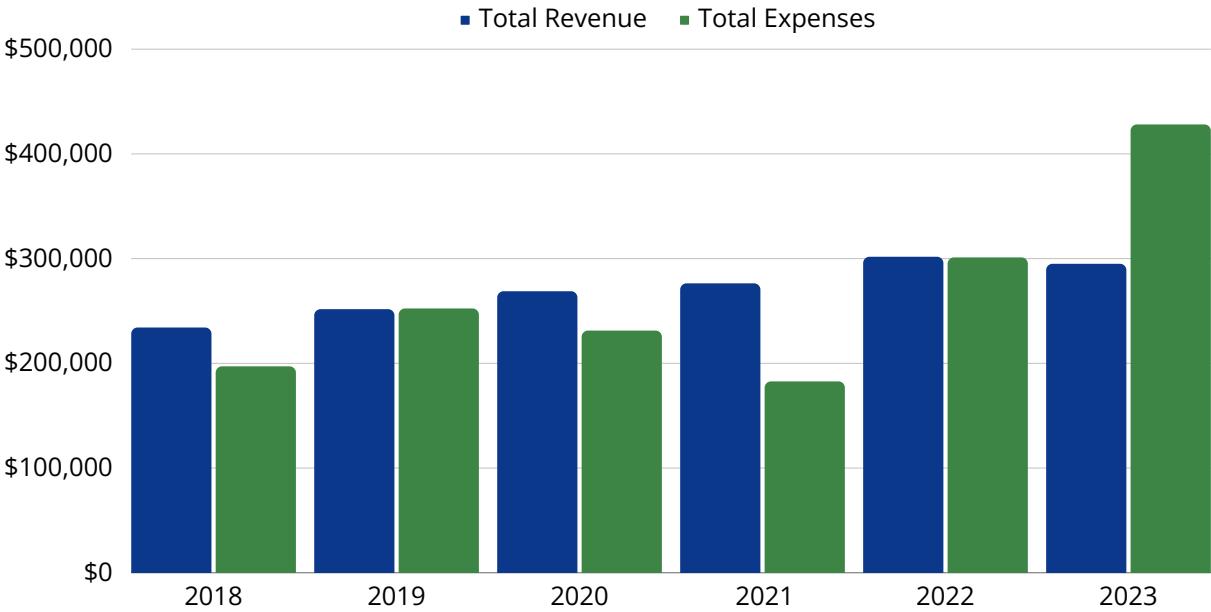


EXPENSE HIGHLIGHTS - YEAR ENDING APRIL 30, 2023



Total Release Time: \$ 219,410.00
FPSE Dues: \$ 110,626
CORFA Employee Expenses: \$30,380
Detailed Financial Statements available at www.corfa.org

OPERATING RESULTS - YEAR ENDING APRIL 30, 2023



Our Vision is an inclusive, thriving workplace where fairness prevails, academic freedom is honoured, and students achieve success.

CORFA Vision

It is our Mission to be the voice and advocate for all faculty at College of the Rockies. We will work to empower faculty to realize fulfillment in their careers and prepare every student to succeed in an inclusive and interdependent world.

CORFA Mission

We are Educators Working Together.

- **Solidarity** - *We stand together to protect our rights and achieve collective change.*
- **Equitable Opportunity** - *We recognize diversity and pursue inclusion and justice for all members.*
- **Democracy** - *We embrace the democratic process for elections and decision making to ensure our executives most accurately represent the interests of our members.*
- **Professionalism** - *We aim to conduct ourselves with responsibility, integrity, accountability, and excellence.*
- **Collaboration** - *We value the joint efforts of Faculty, CUPE and COTR administration to fulfill our vision.*

CORFA Values

2700 College Way, PO Box 8500, Cranbrook, BC V1C 5L7 | www.corfa.org | info@corfa.org | 250-489-8251

