



General Meeting Minutes

October 23, 2024 | 5pm | COTR Cafeteria - In person & ZOOM

Attendees

In Person: Sheena Svitich, *President*; Andrea Hyde, *Chief Steward*; Kevin Boehmer, *Chief Bargainer*; John McDonough, *VP*; Larry Maki, *Member at Large*; Pam Bailie, *Member at Large, Alternate*; Joan Kaun, *Past President/Treasurer*; Lynn Wood, Kathy Nelson, Kristie Krisher, Jo Ann Smith, Tim Ross, Avery Hulbert, Jeff Quinn, Patti Thygesen, Kaite Burles, Michelle Lord, Caley Ehnes, Greg McCallum, Annette Aarts, Ben Hellewell, Lauren Anstey, Dare Sokoya, Butch Butalid, and Pamela Hellewell, *Executive Assistant*

Zoom: Allison Platt, Barb Eckersley, Ben Tippet, Jen Siemens, Jenny Gutzman, Karin Ogilvie, Lisa Stemo, Mary Shier, Anna-Marie Rautenbach, Leanne Callier-Smith, Amber Kostuik, Nathan Dueck, Vance Mattson, Stephen Stone,

Called to order at 5:10pm

1. Order of Business

a. Territorial Acknowledgement

Sheena acknowledged that CORFA as an organization and its members exist on the traditional homelands of the Ktunaxa and Kinbasket peoples. We live in a truly beautiful place and being here can be very grounding,

b. Approval of the Agenda

Motion: to approve the October 23, 2024 General Meeting agenda as presented.

Motion by Andrea H, seconded by Jeff Q. carried.

2. Introductions - Sheena Svitich, President

a. Introduce the whole CORFA Executive team.

Executive members please give a wave as I introduce yourself. John M our VP, Andrea H our Chief Steward, Kevin B our Chief Bargainer, Larry Maki, Amanda GoForth, our Members at Large, Pam Bailie as our Member at Large alternate and finally our Past President and Treasurer, Joan Kaun.

b. Welcome Pierre Cassidy, FPSE Representative.

Sheena introduced our new FPSE Representative, Pierre Cassidy. FPSE stands for "Federation of Post Secondary Educators," of which CORFA is a member, along with the 17 other faculty associations in the province. Pierre has replaced Weldon Cowan, who has been our Rep for the past few years. Pierre joined us via Zoom for the meeting and will be here in person Nov. 27th -29th.

3. Minutes - Sheena Svitich, President

a. General Meeting Minutes - March 14, 2023

Motion: to approve the March 14, 2024 General Meeting Minutes as circulated via meeting request as well as paper copies available on the table.

Motioned by Joan K and seconded by Tim R. Carried.

4. Reports

a. **President, *Sheena Svitich***

Sheena started early with her presidential duties in arbitration this summer. Last week she attended the President's Council meeting in Vancouver followed by the FPSE bargaining conference with Andrea and Kevin. For FPSE internal committees Sheena is on the FPSE website and FPSE Policy. Sheena is also on the College's Respect in the Workplace Committee. Sheena has already had several meetings including with President Paul, Ariane Tennant, Marianne Kneller, Faculty Labour Management, the Executive, and many individual faculty members affected by various issues. The VP, Chief Steward, Chief Bargainer and Sheena meet weekly to discuss various issues.

b. **Vice-President, *John McDonough***

John gave a verbal update on what he has been busy with; most recently he and Kevin have been busy doing regional campus visits which have been well attended and great feedback/discussion. John has been working alongside the engagement committee to organize some social events, more coming soon on that.

c. **Chief Steward, *Andrea Hyde***

Andrea gave a verbal report highlighting if members have questions about their job duties and rights (collective agreement) that she and her team of Stewards are available to help. With the recent email sent out by Paul V about the International Students and the suspension of a program and possibly more, the stewards will be working hard for the membership.

d. **Chief Bargainer, *Kevin Boehmer***

Kevin gave a verbal update highlighting that he has been meeting with programs/departments about bargaining issues or topics that they would like considered in the next round of bargaining. Kevin has been starting to put together proposals. He has spoken with management about working on mutual proposals together; wording can be an issue and often cause proposals to be turned down, so working together on language will hopefully be a solution to these issues. Kevin will be sending out a bargaining survey soon in hope to get some feedback from the membership.

e. **Treasurer, *Joan Kaun***

Joan gave a verbal report with financial statements included in the meeting package. She highlighted some accounts like Human Rights Campaign - the college is doing more in this area so CORFA isn't spending as much as in the past. Release time - we are waiting on getting invoiced from the College. Faculty Development - shows a little over budget; there were more participants this year. The Executive agreed to pay for the extra faculty attending the Faculty PD Day, and finally Joan highlighted the Balance Sheet, sharing that the Defence Fund is healthy.

5. Business Arising

a. **Annual Financial Internal Review - *Kevin Boehmer***

Kevin, Ben and Pamela completed a pilot project with Noelene Terblanche to perform an internal review of the CORFA finances. Findings were minimal and corrected. ie. signatures changing. If you have ideas for next year, please contact Kevin.

6. New Business

a. **Appointment Confirmations - *Sheena Svitch, President***

The CORFA Executive appointed some vacant positions that weren't filled at the AGM for one-year terms - Treasurer (Joan Kaun), Member at Large (Amanda Goforth) and Member at Large, alternate (Pamela Bailie), Michele A Sam and Daniel Wiens were appointed to EDCO.

Motion: I move to acknowledge the appointments of Joan Kaun, Amanda Goforth, Pam Bailie, Michele A Sam, and Daniel Wiens in the above mentioned positions. .

Motioned by Andrea H and seconded by Annette A **carried.**

Sheena thanked them for stepping forward to take on these responsibilities, and looks forward to having them a part of the team.

b. **Faculty Development Committee - *Katie Burles, FD Coordinator***

Katie gave a verbal update on the CFPD and Ed leave working group.

i. **Reimaging CFPD and Ed Leave Working Group**

Katie met with the College finance team; it was not a bad thing but they had to have a chat about the CFPD funds. It was addressed that they are overspending and recommended the FD committee give a 1 year warning and explain that the PD Fund does not have the surplus to continue like it has.

Common Faculty Professional Development fund (CFPD) money is spent right now but will re-open in spring, and the committee is working to make it easier for faculty to apply and use the fund.

Options were presented to the membership:

Option 1 - Maintain the status quo with historical individual funding limits (\$2,500 per year, \$5,000 per four years), CFPD, and Education Leave. The Working Group will continue to review and propose updates to the CFPD and Education Leave guidelines for membership ratification in the Spring 2025 CORFA AGM.

Option 2 - Explore redistribution of Faculty Development Funds. One scenario could involve incorporating Education Leave funds into individual faculty development funds, potentially increasing individual entitlements at a minimum of \$4000 per year or \$8000 every four years and maintaining part-time leave options (ie CFPD). The Working Group will continue to review and propose updates to the CFPD guidelines for membership ratification in the Spring CORFA AGM. Changes to the redistribution of Faculty Development Funds would require a proposal to CORFA members for ratification and a potential update to the Collective Agreement during the 2025 Bargaining period.

ii. **Ed Leave Working Group** - recommendations to be brought to membership, please complete the survey. Opportunity for CORFA members to provide feedback to the Working Group and help guide the reimagine process.

c. **Sexual Violence Prevention & Response (SVPR) update - *Avery Hulbert***

Avery shared a presentation on Safer Campus for faculty and students and the importance of being educated on the initiative. For training refer to Safer Campuses for Everyone - a training module.

There is also a new link called Supporting Students on the portal and members were encouraged to use On Track for students needing extra support.

d. **2023-2024 Annual Report - *Joan Kaun, Past President***

To be sent out via email.

e. **ELP program - *Sheena Svitich, President***

Sheena shared that members are aware about the impacts to College programs from the recent changes to the government's rules for international education and how it will be affecting College programs. The most recent suspension of Hospitality and possible upcoming effects to Business and Tourism are concerning. A process for Hospitality will likely be starting right away.

CORFA Executives have been working through the pre-layoff process which involves language in both the common agreement and the local agreement. They have met with all the affected faculty. They have sent communication back and forth with the College. We are currently in the period that involves the faculty labour management committee canvassing members in departments the regular faculty are considered qualified for. So if members receive a canvassing letter seeking suggestions, do not worry, your job is not a risk. It's intended to raise ideas of possibly saving that member's work. Once we hit the formal layoff process, we will be having upcoming meetings with management that can include faculty if they are able to participate.

As to the ELP program itself, we are facing a pretty solid wall from the College that this decision will not be changed. We are continuing to put every possibility forward for alternatives to this.

Annette Aarts was introduced to the membership by Sheena and shared how this whole process has played out for her as a regular faculty member of the ELP program. It is sad because that framework for setting international students up for academic success is now gone.

6.1.5 Suspension of Programs

The sad reality of how programs are suspended and then cancelled was discussed. The College unilaterally suspends a program for up to 4 years. It later goes to EDCO for cancellation. In the meantime, EDCO members have now changed since the course/program was suspended and may not know the history of the program. Then because no one is taking or interested in the program anymore, it gets cancelled.

Avery spoke to the membership about the importance of EDCO, and if you are a member of the committee to truly take it seriously, There were significant changes made to the suspension/termination policy (from 12 pages to 2 pages), which is very concerning seeing as the committee that created the original policy incorporated a lot of protective language. This is such an important committee; we need cameras on and passionate members participating.

f. **Bargaining - *Kevin Boehmer, Chief Bargainer***

Kevin gave a bargaining update in his report in section 4.D

g. **Committee Vacancies - *Sheena Svitich, President***

Committee vacancies to be emailed out separately to membership.

- i. Stewardship
- ii. Finance & Investments
- iii. EDIIB Committee
- iv. East Kootenay Labour Council

- v. FPSE Climate Action committee
- vi. Communications and Engagement
- vii. Joint Occupational Health & Safety (alternate)

h. Strategic Plan for CORFA (45-60 mins) - *Andrea Hyde & John McDonough*

John and Andrea shared that the last strategic plan was created a few years ago and updated members on the completion of most of the goals. The membership was asked to find a flipchart in the room and work with a group to answer questions geared towards topics/Goals for a 2025-2030 plan. Members online were given a link to a Google doc to fill in the answers and an email will be sent out to the whole membership to share their thoughts/ideas. Andrea and John will collect the data and work on creating a strategic plan with the Executive based on the membership input.

7. Adjournment @ 7:05pm