



General Meeting Minutes

February 25, 2025 | 4:30pm | COTR S114 - in person & virtual

Attendees

In Person: Sheena Svitich, President; ; John McDonaugh, VP; Larry Maki, Member at Large; Pam Bailie, Member at Large, alternate; Amanda Goforth, Member at Large; Joan Kaun, Past President/Treasurer; and Pamela Hellewell, Executive Assistant ,Lynn Wood, Butch Butalid, Tara Ramdin, Kathy Nelson, Kristie Krisher, Bonnie New, Candice Estrela, and Mike McPhee.

Zoom: Paula Harper (Creston), Katie Andruschuk (Invermere), Dare Sokoya (CBK), Nathan Dueck (CBK). Heather Wik (CBK), Samantha Twietmeyer (CBK), Becky Pelkonen (CBK), Allison Platt (CBK), Diana Dearden (CBK), Ben Hellewell (CBK), Colleen Weatherhead (Invermere), Andrea Eitle (Golden), Lisa Stemo (CBK), Caley Ehnes (CBK), Anna-Marie Rautenbach (Invermere), Leanne Caillier-Smith (Fernie), Jenny Gutzman (Fernie), Mary Shier (Fernie), Noelene Terblanche (CBK), Yuko Shimomura (CBK), Brenda Bruns (Creston), Barb Eckersley (CBK), Liz Hamilton (CBK), and Stephen Stone (Creston).

Regrets: Andrea Hyde, Chief Steward; and Kevin Boehmer, Chief Bargainer.

Meeting called to order at 4:45pm

1. Order of Business

a. Territorial Acknowledgement

Sheena acknowledged that we are meeting on the traditional homelands of the Ktunaxa and Kinbasket people. There are also some Shushawp and Metis peoples who have a history on this land. It's lovely seeing signs of spring.

b. Approval of the Agenda

Motion: To approve the CORFA General Meeting agenda for February 25, 2025 as presented.

Moved by Lynn, seconded by Joan CARRIED.

2. Introductions - Sheena Svitich, President

a. Introduce CORFA Executive team.

Sheena, the CORFA president, introduced John McDonaugh, the vice-president; Andrea Hyde, the Chief Steward, Kevin Boehmer, the chief Bargainer, who unfortunately could not make it tonight, Joan Kaun is our Treasurer; and two members at large and one alternate member at large, who are Larry Maki, Amanda Goforth, and Pam Bailie. She also acknowledged CORFA's Stewards, Patty Thygesen, Ben Hellewell, and Becky Pelkonen.

b. Welcome new CORFA members

CORFA has a New Member Handbook; Pamela had copies available at the meeting or she can email a digital copy,

3. Minutes - Sheena Svitich, President

a. General Meeting Minutes - October 23, 2024

Motion: To approve the CORFA General Meeting Minutes from Oct. 23, 2024.

Moved by Joan, seconded by Amanda CARRIED.

4. Reports

a. President, Sheena Svitich

Sheena gave a verbal report highlighting key meetings and key points. She attended many meetings at the College, with individual members, with Kevin, Andrea, and John, with the full CORFA executive, and meetings with management, such as Faculty-Labour Management or layoff meetings. John, Kevin, Andrea and Sheena will also be meeting once a month with the College's Executive Leadership Team and has also attended College board meetings. A big

focus right now in many of my meetings is layoffs, which will be highlighted more a bit later in the meeting..

Sheena has attended various meetings with FPSE as our local president. Last week was the Presidents' Council meeting in person, which is a meeting with the other faculty association presidents in FPSE (18 in total).

Some of the issues discussed at PC were;

- Bargaining structure - PSEA (bosses of the colleges) has signalled they want to look at a different model.
- Provincial Priorities and how FPSE plays in - more hybrid learning (digital learning strategy). Many are still unhappy about the dropped funding review.
- International Student situation and what is going on in everyone's institutions and the province. FPSE is building an FAQ for locals so they'll have all the information about what is going on. Everyone is experiencing layoffs.
- Common language among institutions: Program Reimagination, program Suspension (e.g., CNC - 10 programs). Some locals are receiving Section 54's from the employer- this is the Labour Code article that gets triggered: The main line of this is "If an employer introduces or intends to introduce a measure, policy, practice or change that affects the terms, conditions, or security of employment of a significant number of employees to which a collective agreement applies." Faculty association presidents are often commenting that their management doesn't seem incredibly competent when dealing with their situations. Reducing courses that aren't directly "international student courses" because of the huge drops in revenue. Sheena believes we're a little bit better off at COTR but that's not all that comforting to our members who are losing their jobs and work. We still need to be very watchful and push back and make sure they are following the process correctly.

b. Vice-President, *John McDonough*

John shared a verbal report giving an overview of what he has been busy working on: including but not limited to regularly meeting with the CORFA VPs and attending the EKDLG meetings. He's been working with the employee experience committee (new survey to be released), meeting with the bargaining committee, as well as Sheena and John met with Rob Morison to talk about international students, funding to different colleges, etc. He has been busy updating the harassment policy with Sheena and working with Andrea on the new 2025-2030 Strategic Plan.

c. Chief Bargainer, *Kevin Boehmer*

Kevin was absent so there will not be a bargaining report at this time. The bargaining team has been meeting each week as a check in along with our FPSE staff rep, Pierre Cassidy. A couple of weeks ago Kevin had a meeting with Robin Wylie to help go over CORFA's Collective Agreement. Robin is a faculty who has been seconded as the Faculty Bargaining Coordinator at FPSE.

d. Treasurer, *Joan Kaun*

Joan gave a verbal report, mentioning that the Treasurer position will be up for election in April. [See reports attached](#) (linked).

e. 2024-2025 Committee Reports (folder linked)

There are three reports linked electronically in the package. The reports are; Contract Administration and Review Committee (CARC) - Andrea Hyde. FPSE Women and Gender Equity Committee (WGEC)- Michelle Lord. And there is a board report from Sharon Demaine.

5. Business Arising

a. 2025-2030 Strategic Plan for CORFA (doc linked)- *Andrea Hyde & John McDonough*

John gave a presentation to the membership on the draft 2025-2030 Strategic Plan, It was encouraged for members to share their thoughts on it, a feedback form will be sent out to membership for members to ask questions, comments, and add input.

b. Appointment Confirmations - *Sheena Svitich, President*

Barb Eckersley was appointed to the EDIIB working group in late October to replace Ben Tippet. Liz Hamilton was appointed in January to the Joint Rehabilitation committee while Karin Fraser is on maternity leave. Michele A Sam was appointed to EDCO back in the fall, but had to step back and so Jenny Gutzman has now been appointed to EDCO.

Motion: To acknowledge the appointments of Barb Eckersley (EDIIB), Liz Hamilton (JRC), and Jenny Gutzman (EDCO) to their respective committees.

Motioned by: Butch, seconded Patti CARRIED.

c. CORFA Family Scholarship - *Sheena Svitich, President*

One of the scholarships CORFA offers this time of the year is the CORFA Family scholarship. It was asked as an executive for the word "spouse" to now be included as an eligibility [\(Read out eligibility for Family Award attached\)](#) linked

Motion: For CORFA to add the word "spouse" to the CORFA Family Award/scholarship.

MOTION TABLED.

Discussion we had around full-time vs Part -time scholarship for students seems it could be a barrier and what is full time? Part time and levels 1-4 apprentices to be considered to qualify. The wording around essay requirements and clarification needed on if it's an essay or a paragraph that is needed.

Motion: To table the discussion and come back with more information and updated wording.

Motioned by: Joan, Seconded by Kathy CARRIED.

d. Committee Vacancies - *Sheena Svitich, President*

There are still some committee vacancies, if members are interested in filing a position, reach out to CORFA.

- i. Stewardship
- ii. Finance & Investments
- iii. Communications and Engagement
- iv. Joint Occupational Health & Safety (alternate)

e. Upcoming Elections - *Sheena Svitich, President*

The CORFA Executive will be planning the CORFA AGM for late April. Terms that end in July 2025 will be up for election at the AGM (linked file with the term information). Also note there are several people's terms up in EDCO in September.

It was encouraged for membership to connect with John or Sheena if you are interested or to connect with them to help answer any questions. Sheena expressed the importance for members to be on EDCO, and the possibility of training.

f. Faculty Development Committee - *Larry Maki, representing FD Coordinator*

- i. Reimaging CFPD
- ii. Ed Leave Working Group

Larry gave the presentation, highlighting...Discussion around more than 80% as it can be a hurdle for people to apply.

CFPD Motion

Motion; That CORFA members accept the motion in principle given that the full language will be presented and voted on once finalized.

Motioned by Joan, seconded by Butch. WITHDRAWN.

It was brought to the membership's attention that there is no motion required, the membership agreed in principle and it was referred back to the FD committee with some recommendations for clarifications and continued work. It will then be brought back to membership with new wording and will be voted on at the AGM in April.

6. New Business

a. Layoffs Presentation - *Sheena S & Andrea H*

Sheena presented on the need to educate our members on the layoff process in our CA, and what to expect. Unfortunately Andrea was sick so she couldn't be there to present. Andrea created the excellent slides and this presentation should help to make things clear for the membership. [Layoff Presentation](#) (linked)

b. We Want to Hear Your Issues - *Sheena S*

Sheena emphasized that no one should hesitate coming to talk to anyone on CORFA. If we don't know about things that are going on, we can't help you with them. It was encouraged to share at the meeting or to catch someone on the Executive or a Steward. There are no dumb questions.

c. Upcoming events/meeting - *John M*

The Engagement and Communication Committee have been meeting to discuss planning a bowling event over the next few months. John asked members with a show of hands how many would be interested in coming. Around fifty percent of the members in person said they would be interested in attending.

7. Adjournment

Sheena adjourned meeting at **6:31pm**