

Thompson Rivers University Open Learning Faculty Association

Mission: To regulate relations between employees and employers, including, but not limited to, the right to bargain collectively on behalf of the employees within the jurisdiction of the Association; and to bring about improvements in the wages and working conditions of the membership without discrimination on the basis of appointment, assignment or job security.

Vision: To promote the provision of the highest possible standard of open and flexible distance learning

President's Report TRUOLFA AGM May 26, 2018

Dear Members,

Over the course of the twelve months since our last AGM, your Association has worked to improve working conditions and to enhance employment opportunities for Open Learning Faculty Members, OLFMs. A principal concern that we have addressed over the course of the last year is maximizing the opportunities for course development work for current OLFMs. While it is understood that for Open Learning (OL) to grow new blood from outside of the institution is to be expected for new courses in emerging subject areas where there are no OLFMs, but recruitment from outside of the existing OLFM pool without regard to the expertise and seniority of current OLFMs continues to be a major issue for TRUOLFA. Particularly troubling and challenging is the increasing tendency to inflate the requirements and criteria for delivery and course development without regard to the fact that the majority of the courses offered by OL are Bachelor level courses where tertiary degrees and research are not typically necessary. Over the last two years we have seen increasingly the introduction of the requirement for a Ph.D. and a research record to teach OL courses while no such requirement is in place to teach undergraduate on-campus courses. In the Labour Management Committee(LMC) TRUOLFA has emphasized that TRU employment practices are biased against current OLFMs, in particular older members of our community who lack tertiary degrees and/or have no current research publications in their field. Management's response has consistently been that requirements are set by the departments; the issue here is that OLFMs are not party to TRU department meetings and consultations and consequently their voice is not heard and we therefore have no other course but to challenge the requirements after the fact.

TRUOLFA has also questioned the selection process and over the course of the last year we discovered that while OL is satisfying the letter of the Collective Agreement with respect to the composition of selection committees and appointment of voting members, OL has on several occasions appointed to the selection committees parties who have lacked subject matter expertise. In TRUOLFA's view, this has skewed and corrupted the selection process and consequently been damaging to OLFMs who had the misfortune of being interviewed by such poorly constituted committees and moreover, where the decision to appoint was decided entirely by a majority of the selection committee having no background in the

discipline or subject area. TRUOLFA has pressed OL on this issue but our concerns have been largely discounted. While there is an appearance of fairness in the process, the execution of the selection process has introduced unfairness and bias injurious to OLFMs. Under the current Collective Agreement management has little incentive or onus to address this matter. We are entirely dependent on the goodwill of OL to express our issues to the Deans, other administrators and faculty in general.

Similarly, TRUOLFA has raised concern about the course development process, the minor and major revision cycles, and particularly the tendency of curriculum development to make unilateral decisions on updating or rewriting of a course without engaging in advance with the OLFMs delivering the course. TRUOLFA's position is that the updating and revising of current courses is strictly a matter of academic freedom and that the faculty members who hold TAP in the course are and should be the only parties to make recommendations on what revisions are necessary and when the revisions, minor or major, should happen. It is troubling that non-academic parties are intervening and dictating actions on academic matters; the consequence of Curriculum Services taking the lead in determining the revisions has been, in several instances, that current holders of the TAP and/or former authors of the course have been and are excluded from the rewrite for reasons of lacking in credentials or current research publications.

While there has been a sizeable increase in OL enrolment over the last year, TRUOLFA is mindful that many of its members fall below the benefits threshold because of low enrolment courses or too few OL courses that satisfy student demand. We have raised with management the necessity of filling out the OL calendar with senior level, i.e. 3rd and 4th year, courses as an avenue to increasing OL enrolment in general and for creating more teaching opportunities so that more of our membership can enjoy benefits. To this end TRUOLFA has encouraged members to submit new course proposals and a good number of the membership did respond to our call for new courses which TRUOLFA collated and presented to OL for consideration and future approval. TRUOLFA is hopeful that OL in consultation with departments and the Planning Council for OL will move these proposals forward and that the benefits our initiative will accrue to OLFMs in general.

Your Association has also been monitoring the growing number of OL graduate courses. An administrative barrier that has prevented OLFMs from applying for these courses, aside from credentials is that an OLFM must first be recognized as being qualified to teach in graduate studies. We have had several instances where OLFMs applied, and though fully qualified in terms of subject expertise and credentials, were excluded because they had not been pre-approved by the relevant Graduate Studies Committee. TRUOLFA raised this matter with management and was greeted with the standard reply that OL has no say in these matters and that the relevant on-campus committee has the final say. As a way to address this matter, TRUOLFA advised members to apply for approval for graduate studies delivery in advance of any actual postings.

In addition, to the above issues, it has been brought to our attention that deficiencies with the HR careers notification system have resulted in OLFMs not being made aware of current career opportunities in both course delivery and development. We have been working with HR on this matter since the start of 2018 and finally in May HR resolved the technical problem. Members who have created a job notice request should be receiving weekly updates.

TRUOLFA also engaged with OL and HR to get clarification on sick benefits. Under the Collective Agreement members accumulate sick credits which can be drawn at times of illness, but we discovered that TRU has not actually paid into this sick fund and while on paper there is a large sum of money in the OLFM sick fund, the reality is that there is no money and TRU does not have a specific line in its budget for this amount. The ramification is that TRU then seeks to shift ill members to short-term disability so as to avoid financing the ill member out of the sick fund, and even this route can be disadvantageous to members particularly if they have not met the benefits threshold. In other words, with no sick fund money, and no benefits, an ill OLFM has very few options or income. TRUOLFA's position is that if there is sick fund money in the member's account it must be drawn down fully before the member is forced on to short- or long-term disability. TRUOLFA has also asked OL to make available through the myTRU portal an accounting of the amount that each member holds in his/her respective sick fund account and that this information to be available in the same manner as our pay stub. Management has been repeatedly asked to include this information in the portal and for some reason unknown to TRUOLFA it has failed to make this information available.

In September 2017, the TRUOFA Executive convened a one day bargaining session to go through the Collective Agreement to identify bargaining issues and priorities. A separate committee was struck to collate the information and to prepare for the bargaining process. We have already announced to OL our intention to engage in bargaining and our willingness to start preliminary discussions with the expectation for full bargaining by the start of 2019. Aside from the typical concerns regarding income and benefits, issues such as vacation entitlement, sick fund, seniority, right to work, and classification of work are near the top of the bargaining agenda.

A month later, October 2017, the Association President met with the Honourable Melanie Mark, Minister of Advanced Education, and in November the President and Vice-President presented a brief to the Deputy Associate Minister outlining the trends in open and distance learning and issues particular to the membership. Specifically, the brief addressed the growing demand for open learning and the current deficiencies in the TRU Act relative to the participation of OLFM in university governance. We have received some assurance from the Ministry that it will be doing a review of institutional performance and that the matter of governance with respect to OL will be addressed.

On the matter of governance TRUOLFA sought to engage with TRU's Deans to better understand their position and perception of OL's role and place at TRU; we reached out to all of the Deans offering to meet with them in person or by teleconference. Our intent was to establish a personal relationship with the Deans and to facilitate greater OLFM involvement in department affairs and decision making. Much to our surprise each of the Deans rejected engagement and refused to meet with us on the instruction of the Provost. We were referred back to the Labour Management Committee, even though our desire was to communicate on academic rather than any specific labour-management issue. We find ourselves in this unusual quandary: when we raise academic matters at the Labour Management Committee, the Committee repeatedly refers us to address the matter with the Deans, and when matters were raised with the Deans we were referred back to the Labour Management Committee. This is an intolerable situation and aptly reveals the need for governance overhaul.

In a similar vein we have raised questions at Labour Management seeking clarification on the appointment of the Vice-President for Open Learning. As we have been without a VP for quite some time it is abundantly clear to us that there is no imperative to adjust the existing management structures to provide OL and OLFMs with a greater voice in the affairs of the university.

We did, however, gain in getting a voice on the selection of the new university President. Initially, TRU presented a plan to meet with both faculty associations and the BCGEU in combined session to obtain feedback on the selection criteria for the new President. TRUOLFA objected to such a forum as it would have minimized our voice and consequently the TRUOLFA Executive succeeded in obtaining a separate two-hour meeting with the Chair of the Board of Governors, the HR consultant leading the search, and other members of the Presidential Search Committee. TRUOLFA has always held to the position that all senior management appointments warrant representation from our Association so that the unique and specific concerns and interests of OLFMs are presented.

It was as a result of the efforts of your association that TRU included in the recent Employment Engagement Survey specific survey categories tailored to OLFMs. In addition, we made the argument that OLFMs should be compensated for participating in the survey and that such compensation was warranted by the fact that we are not salaried employees. We have raised this with OL management that all surveys, regardless of their nature or purpose, if requiring OLFM input, be compensated. We have also won concessions from OL to cover the expenses of OLFMs who wish to attend in person Convocation and other university events. Our position is that OLFMs, as members of the university community, should enjoy all the benefits, privileges and opportunities, enjoyed by other faculty and members of the university and that our distance and separation from the daily affairs of the university not be weighed against our participation.

TRUOLFA is presently involved in a number of policy grievances with OL over monetary and Collective Agreement issues and these will be reported on fully in the Chief Steward's report. At a high-level, these grievances centre on TRU off-loading costs to OLFMs, particularly internet costs, and failing to respect the Collective Agreement on adjusting compensation for use of personal equipment, work conditions, etc.

We have also been requesting enhancements to the myTRU portal, particularly improvements in the general communication tool, as well as improvements in Moodle functionality and Moodle support. As many members have reported, Moodle lacks the functionality and features of the BLearn/Blackboard Learning Systems, and deficiencies in Moodle have increased the work-load and time commitments of OLFMs on non-academic and mechanical matters for which no compensation is received. It is apparent that OL must increase both human and technical resources to provide a more efficient, streamlined, and better functioning platform and TRUOLFA is continually presenting this issue at the Labour Management Committee.

As part of our effort to enhance and strengthen ties among OLFMs, TRUOLFA organized two socials, one before Christmas of last year, and another in late March of 2018. In past years, OL organized a Christmas social and covered the cost of hosting the event, but reasons of economy, last year was the first time that an OL faculty gathering happened without any financial support or presence from OL management. It is regrettable that after such a long

tradition of meeting during the Christmas break that OL management decided against supporting the event.

Finally, during the Federation of Post-Secondary Educators (FPSE) Annual General Meeting, May 14-17, 2018, two motions passed with relevance to Open Learning. The motions are:

1. Because: Growing demand for open and online learning in Canada and globally, spurred by economic and technological factors, has led to the fragmentation and duplication of online educational systems and platforms and conflicting approaches to the development and delivery of open and online learning;
 - a. FPSE will recommend to the Ministry of Advanced Education that it review and implement an umbrella institution for the development and delivery of open and distance learning with a unique and distinct provincial structure and legislative framework to serve the needs of Canadian and international students.
2. Because: TRU Open Learning Faculty service more than half of the students enrolled at TRU, but are under represented on the TRU Senate;
 - a. FPSE will endorse legislative changes to the Thompson Rivers University Act to increase the number of Senators for Open Learning equal to the number of TRU on-campus faculty Senators.

TREASURERS' REPORT
THOMPSON RIVERS UNIVERSITY OPEN LEARNING FACULTY ASSOCIATION
GENERAL ACCOUNT

Reported by: Marnie Wright

| 1-Apr-18 |

Bank Balance (Chequing)	3/30/2018	63297.82	94,583.73
One Year Cashable GICs		61047.47	26,104.07
Fund Balance		124345.29	120,687.80

	ACTUAL	F 100% % Year to Date	Approved 2017-2018 Budget 1-Apr-17 31-Mar-17
Revenue			
Members Dues	124,813	97,500	\$ 97,500.00
Interest	-	250	\$ 250.00
Total	124,813	97,750	\$ 97,750.00
Expenses			
FPSE Dues	68,232	45,000	\$ 45,000.00
Honoraria	34,553	39,032	\$ 39,032.13
Negotiations & Grievances	1,997	20,000	\$ 20,000.00
Travel	889	1,000	\$ 1,000.00
Office Expenses	682	1,000	\$ 1,000.00
Banking	249	100	\$ 100.00
Teleconference	731	750	\$ 750.00
Accounting	2,830	1,200	\$ 1,200.00
Other	700	2,500	\$ 2,500.00
Total	110,863	110,582	\$ 110,582.13
Surplus (Deficit)	13,949.75	(12,832.13)	\$ (12,832.13)
			(12,832)

**THOMPSON RIVERS UNIVERSITY OPEN LEARNING FACULTY
ASSOCIATION
GENERAL ACCOUNT**

Reported by: Marnie Wright

Bank Balance (Chequing)	63297.82
One Year Cashable GICs	61047.47
Fund Balance	124,345.29

Approved 2016-2017 Budget	
Revenue	
Members Dues	117,000.00
Interest	250.00
Total	117,250.00
Expenses	
FPSE Dues	54,000.00
Honoraria	48,000.00
Negotiations & Grievances	25,000.00
Travel	1,000.00
Office Expenses	1,000.00
FPSE Standing Committee	1,400.00
Banking	100.00
Teleconference	750.00
Accounting	1,200.00
Other	2,500.00
Total	134,950.0000
Surplus (Deficit)	-17,700.00
	0.00

PD TREASURER REPORT

Professional Development Fund
April 1, 2017 to March 31, 2018

At the close of the last fiscal year (March 31, 2018) we had 57 OLFMs participating in the Professional Development (PD) Fund. This represents about 25% of our members whose applications were approved during that period. The Fund is in good financial health and is topped up annually by TRU-OL as per our Collective Agreement; an amount equivalent to 1½% of total OLFM regular salaries. Applications are dealt with quickly and application forms and procedures are on the TRUOLFA website. The PD Fund committee consists of two OLFMs (John Patterson and Derek Knox) and one employer representative (Sarah Langlois). Sarah has been especially helpful with us in reviewing and approving applications.

Last fiscal year's annual allotment from TRU-OL was \$83,327.57 and was banked on June 2, 2017. The total amount paid out during this period was \$74,046.36. In addition, we have a commitment of \$22,309.51 for approved PD activities that will occur after March 31, 2018. Our PD Fund bank balance at March 31, 2018 was \$64,463.17.

Some examples of our member's PD activities during this period include:

19th Biennial Conference of the Canadian Gerontological Nursing Association, Ottawa, Ontario
CASN Clinical Instructor Certificate Course, Online
Canadian Network for Innovation in Education, Banff, Alberta
BCSLs Congress, Kamloops, BC
North American Association of Educational Negotiators Conference, Clearwater, Florida
BC Campus Open Ed - Open Textbook Summit, Vancouver, BC
The Pain Paradox: Compassion Based Approaches for PTSD & Complex Trauma, Vancouver, BC
British Association for Canadian Studies, London, England
12th International enviBUILD 2017 Conference, Vienna
Break the Cycle of Inherited Family Trauma, Victoria, BC
Education by Design Spring Workshop, Kelowna, BC
Congress of the Humanities and Social Sciences and CSSE Annual Conference, Toronto, Ontario
Teacher Training: Teaching Spanish as a Foreign Language, Tia Tula School, Salamanca, Spain
Western Academy Management Conference, Palm Springs, USA
European Conference on Education, Brighton, UK
Critical Perspectives in Accounting Conference, Quebec City, Quebec
8th Annual Summit on Educational Technology Strategies, Toronto, Ontario
Centre for Educational Learning - Summer Institute, Seattle, Washington
21st Annual Congress of European Business History, Vienna
Canadian Association of Prior Learning Assessment Conference, Toronto, ON
International Conference on Teaching Psychology, Vancouver, BC
Qualitative Health Research Conference, Kelowna, BC
Royal Astronomical Society meeting, Ottawa, Ontario
Resources for Future Generations: Conference on Energy, Minerals, Water, Earth, Vancouver, BC

Transforming STEM Higher Education, San Francisco, USA
21st Annual Congress of European Business History, Vienna
American Sociological Association Annual Meeting, Montreal, Quebec
Creativity in Open Learning Workshop, Kamloops, BC
Boston area history, cultural and literary tours and Boston by foot, Boston, USA
Once in a Decade - Documenta 14, Skulptur Projekt, Venice Biennale, Germany and Italy
Canadian Association of Prior Learning Assessment Conference, Toronto, Ontario
Strategic Leadership, Fundamentals of Leadership and Management, Las Vegas, Nevada
OLC Accelerate 2017 - Accelerating Online Learning Worldwide, Orlando, Florida
ETUG Workshop, Vancouver, BC
Hawaii International Conference on Education, Honolulu, Hawaii
Workshops for Instructors Teaching Spanish to International Students, Valencia, Spain
Inquiring with Compassion with Gabor Mate, Vancouver, BC
2018 Castle Conference in East Sussex, England
National Conference of Teachers of Math, Washington, DC
Clute International Conference on Education, Maui, Hawaii
International Sociological Association meeting in 2018, Toronto, Ontario
Hawaii International Conference on System Sciences, Honolulu, Hawaii
Western Casewriters Association Conference, Salt Lake City, Utah
13th International Conference on E-Learning, Cape Town, South Africa
Botany 2018 Conference, Rochester, Minnesota
NAFSA 2018 - Diverse Voices Shared Commitment, Philadelphia, Pennsylvania
Canadian Academic Accounting Association Annual Conference, Calgary
The PD Fund Committee would like to encourage all OLFMs to consider using the fund to help support their professional development activities. All procedures and forms are on the TRUOLFA website. We look forward to receiving your applications.
Respectively submitted,
Derek Knox
PD Fund treasurer

2017-18 Report of Chief Steward: Rocky Mirza: AGM 2018

Here is a list of grievances and related concerns of OLFMs which I dealt with during my 2016-17 term as Chief Steward.

1. OL-17-03: Policy Grievance, Internet costs:

We attempted through Labour Management to get the employer to review what we are paid for providing internet service for our students based on LOU # 2. LOU # 2 states that the bi-weekly rate of \$23.21 will be reviewed by both parties on October first each year. Initially, the employer indicated a willingness to undertake this review and even see if it could find a way of making this a non-taxable expense. However, the employer dragged its feet and much later reneged on that promise. It said that internet payment was governed by the terms of the stabilization fund whereby any increase requires an equivalent cost saving elsewhere. We argued that the employer had bargained LOU # 2 in bad faith and launched a grievance. After step 3 we informed the employer on December 21, 2017 that we will be proceeding to arbitration. Having received no response, we asked the employer on March 19, 2018 to send us the contact information for their lawyer. In the meantime, our FPSE rep took some time off. This delayed the grievance going to GARC for approval by FPSE. That was done in April by our substitute rep, Leslie Burke-O'Flynn. GARC approved the arbitration. On April 17, Leslie informed us that the file will go to FPSE's lawyer, Jamie Baugh. Jamie will arrange with the employer's lawyer to choose an agreeable arbitrator and set dates for arbitration.

While we did not include a review of the bi-weekly rate of \$16.00 for the use of our computers, explicitly in the grievance, we brought that to the attention of the employer during our LM and grievance meetings. We informed Leslie of that. More recently, we have complained about the employer's refusal to supply OLFMs with printers. We do not see our LOU #2 as agreeing to providing our own printers.

2. OL-17-06: Policy Grievance: Hiring of Course developers and consultants External to the Bargaining Unit.

Background

We have observed that since the merger the employer has been misusing our separation of development from delivery in our long standing CAs to hire increasing numbers of non-OLFM faculty for course development and delivery. Non-OLFM faculty, specifically members of on-campus departments, have the opportunity to bring new courses to their department chairs, EPC, APPC and PMAC, directly or through their department chairs, associate deans and deans. OLFMs not holding a joint appointment as an OLFM and on-campus faculty have no such direct avenues. We have asked all OLFMs, whether exclusively an OLFM or an OLFM holding a joint appointment to send new course suggestions to Sarah who passes these to the deans. What we have discovered is that suggestions arising from OLFMs holding no other appointment at TRU are ignored or discounted entirely. We see this as injurious to OLFM who hold no other appointment on campus and as an infringement of academic freedom for treating OLFM without an on-campus appoint as inferior to other members of the university.

In the course of our inquiries we have discovered that the Selection Advisory Committees, SACs, have not treated OLFMs without a campus affiliation unfairly and requiring higher qualifications and credentials than would be required for like on-campus position. In some instances SACs were constituted without any OLFM

representation, contrary to the Collective Agreement; in addition, it was also discovered that it was not uncommon to constitute SACs where the voting members had no background, experience or expertise in the discipline or course and that such committees made recommendations injurious to OLFMs. We have raised this matter repeatedly with OL and the standard response we have received is that it is difficult to find a suitable OL content expert and that in any case it is up to the departments to suggest representatives, appropriate or otherwise, for the SAC.

Since our merger, OLFMs have lost most, if not all, of our academic oversight role in the university. OLFMs have no departments, no Department Chairs, no Deans or Associate Deans and without representation are consequently excluded from proper engagement in the academic governance of OL. There is little doubt in our mind that the unstated goal of the so called "One-TRU" policy is to minimize the academic participation of OLFMs in the delivery and development of OL programs and courses.

It is for this reason that we launched this grievance with the intent of removing the anarchistic separation of development from delivery not found at any traditional university including TRU campus. In the grievance we argue that the employer's separation of delivery from development is artificial, violates our academic freedom and treats non-campus OLFMs unfairly relative to OLFM holding an appointment on campus. We point to clauses in our CA which support our claims to both delivery and development work, both for new courses and revisions. We further argue that the employer's separation of minor and major revisions is also artificial and not clearly defined. We argue that OLFMs should be at the heart of both delivery and development, initiating and overseeing all aspects of course development and maintenance. The employer should only hire an external candidate for development if a qualified OLFM cannot be found. The employer should not use qualifications exceeding what is required, such as extensive research, to exclude qualified OLFMs. More importantly, the employer must consider the special qualifications and experience of the OLFM in both delivery and development. Hiring external candidates unfamiliar with the specific needs of OL courses, such as length, number of assignments, workload for both OLFMs and students, is to be discouraged. Ignoring the strong connection between good content and expert delivery abilities is a grave mistake currently made by the employer on a massive scale. Overloading delivery with extensive video clips, internet references, audio over print and the latest high-tech gizmos only serve to reduce the time spent by students on the course material. **If an external candidate is hired that person must become an OLFM for the duration of the development and pay union dues to TRUOLFA not TRUFA.**

After step 3 we informed the employer on March 27, 2018 that we will be proceeding to arbitration. We asked the employer to provide us with the contact information of their lawyer and the employer did not respond. Leslie took our grievance successfully to GARC in April and sent the information to FPSE's lawyer on April 17, 2018. Jamie will contact the employer.

3. **OL-13-01:Old Policy Grievance: Hiring course writers for MBA courses.**

This grievance has been timed out by the employer. We were told by our FPSE rep that we could not proceed to arbitration because TRUFA also had a grievance on hiring these same course writers and moving the grievance to arbitration requires both unions to move together. What we did not know was that our FPSE rep should have arranged with our employer to "put the grievance in abeyance." Since our FPSE rep failed to do that, by the time we found out that TRUFA had settled their grievance, too much time had elapsed. This is a serious blow to us because many of

the TRUFA faculty hired to develop the OL MBA courses subsequently applied to teach those courses and were hired as OLFMs. Now that these courses are being revised the revisions are mostly done by the same TRUFA faculty. They are being delivered as paced cohort online courses. This may best fit the schedules of campus faculty also teaching the same campus MBA courses but not our students who prefer the flexible web, independent study format. From what I have seen so far, the revisions are relatively modest and do not reach the standards for what we think of as major revisions. We were never consulted during the initiation of this so-called major revision of both the OL MBA program and courses. However, once the revisions were advertised we were free to apply. Some of us did.

4. OL-14-02: Sick Leave:

This grievance arose because TRU did not honour TRUOLFA's Article 10.4, Sick Leave and the rights of an OLFM.

5. OL-17-04: Unfair treatment of OLFM for Course Writing:

The **lowest** level economics course delivered by OL was advertised for a major revision. A long-time OLFM who had written/updated and delivered all of the **higher level** economics course was not consulted before the posting. When the OLFM enquired why this most recently developed economics course was selected for a major revision when much older economics courses were not, neither OL delivery nor OL curriculum services were aware of the rationale for the proposed revision. When the OLFM was not hired either for the writer or consulting position, a grievance was filed. After digging into the PMAC minutes it was discovered that the Associate Dean of SOBE had initiated the major revision because the textbook used was no longer being updated by the publisher. OL had no knowledge of this basic fact. Not surprisingly, the SAC hired two campus faculty for the writer and consultant positions. TRUOLFA asked that the OLFM be given the writer's position or compensated. At Step 3 meeting, the OL administration admitted wrong doing but offered only compensation for the consultant's position, \$1,500 instead of \$8,500. TRUOLFA accepted because the employer agreed to ensure that "OLFM rights under the collective agreement are adhered to."

6. Grievances which were discontinued after Step 1:

a. OLFM consistently not hired to deliver courses such as CYCA 2001, for HUMS 1771 and SOCW 2061:

OLFM claims that the employer use the same content experts on the SACs and they are biased in favour of campus faculty. While we have other similar complaints by other OLFMs, the employer refuses to admit systemic bias. The OLFM spent a lot of time documenting the case but eventually gave up as there was little indication that the employer will address the concerns.

b. OLFM applying for both development and delivery of computer courses:

This was a similar complaint of unfair treatment. In this case the employer's response was that the OLFM did not have a Ph.D. This is but one of many examples brought to us where OLFM's with lots of delivery and development experience are overlooked by claiming that they lack higher degrees or research experience. This OLFM has since re-applied after the position/positions were re-advertised because the employer had failed to find a suitable applicant/applicants.

c. OLFM applying to be the course writer for a major revision of an OL MBA course: BUSN 5041: Global Economics:

OLFM was qualified in economics and global economics but was passed over and given consultant's position. Employer claimed that the course writer hired had exceptional qualifications and research in global economics. This was not the case. A campus faculty with zero qualifications and research in global economics was hired. Evidence suggests that this was the same course writer hired when the course was originally developed by SOBE with no input from OL, violating our CA. What he had developed was a basic macro course, not a course in global economics. The SAC had no content expert in global economics. The OLFM pointed out that the original course was a basic macro principles course and not a course in global economics. Responses from the employer included:

- i. Difficult to find content expert for such a specialized field
- ii. No OLFM available for SAC because those qualified were applying for the positions
- iii. SAC can be filled with content expert from cognate department
- iv. The course is a macro course but a little higher than principles
- v. It's not a global economics course but changing it from macro to global will slow down the revision
- vi. It's a major revision but it's really not since a major revision will slow down the revision and not meet SOBE's schedule

Other OLFMs who have applied to develop or deliver MBA and graduate courses in education have made similar complaints about the selection process favouring campus faculty. It was campus which initiated the MBA program for OL. The intent seems to be to get OL students but have the same campus faculty teaching the campus MBA courses, develop and deliver the equivalent OL courses in the same cohort, paced format. SOBE find ways to get around our CA.

7. Enquiries:

- a. OLFM enquired about which income is used by the employer to determine the threshold for benefits. It's not the employment income in box 14 of our T-4. After a lot of back and forth with the employer the income used is all earnings, except payment for internet. This implies that benefits received is not counted as earnings to qualify to reach the income threshold next time.
- b. Two OLFMs asked if they had any rights to doing major revisions in courses they are teaching. Our CA does not provide such rights. We have rights to minor revisions but not major revisions. The distinction between minor and major is unclear.
- c. One OLFM asked for help getting his VOIP phone working after more than a week dealing with IT and delivery support. I contacted Sarah and she was able to expedite the repairs.

**Minutes for 2017 AGM
TRUOL Faculty Association**

Minutes of the Annual General Meeting: Saturday, May 13, 2017: Kamloops

Present: 36 members attended in person plus one proxy.

- 1. The Meeting was called to order by Mark Salopek at 4.33 pm**
- 2. Mark welcomed everyone.**
- 3. Motion to approve Agenda:** Mary Kruger/John O'Brien: Agenda Approved
- 4. Approval of AGM Minutes of May 14, 2016:** Motion:
Veda Roodal Persad/John O'Brien: Approved

5. President's Report:

Mark had distributed a written report and highlighted the following:

- 5.1** Full recognition of OLFMs as an integral part of TRU
- 5.2** Increasing Internet costs not paid by TRU
- 5.3** Concerns relating to TRU-OL's interpretation of our sick fund
- 5.4** Establishing a mechanism for OLFMs to develop new courses
- 5.5** Regularly scheduled Labour Management meetings
- 5.6** Enhancing the role of seniority
- 5.7** Role of senior OLFMs
- 5.8** Post-65 benefits

There was a question on which benefits were lost when an OLFM turns 65? The response was that we lost out of province medical and LTD.

6. Treasurer's (general fund) Report: Marnie Wright

Marnie circulated copies of a written report to those present at the AGM. The report had three columns identifying the 16/17 actual, the 16/17 budgeted and the % year to date. She presented a proposed budget for 2017/18. A question was raised about the amount of \$20,000 budgeted for Negotiations and Grievances. It was explained that the employer had not yet billed us for Negotiations and Grievances for 2016/17. The 2016/17 budgeted deficit did not materialize both because of increased payroll and us not yet receiving a bill for past negotiation/grievances expenses from the employer.

Motion: John O'Brien/John Patterson: That the proposed budget for the next fiscal year and the Treasurer's report for the general fund be accepted. Carried.

7. PD Report: Mark Salopek

Derek Knox sent a written report but was unable to present it because he was absent. It was presented by Mark.

8. Chief Steward's Report: Rocky Mirza

Rocky provided a written report. He highlighted the grievances and enquiries he dealt with during the year. This included our old policy grievance on the hiring of course developers for the OL MBA courses, two new policy grievances on unfair hiring practices and Internet costs, two individual grievances by OLFMs to teach a graduate course and enquiries related to bereavement leave and hiring outside the

province.

9. Motion: Mark Salopek/Amy Tucker: Bylaw Amendment. To indemnify past and future members of the executive. Notice of motion had been sent.

The Association shall exempt and save harmless each current and former Executive member from any liability action arising from the performance of these duties, and assume all costs, legal fees and other expenses arising from any such action.

Carried

10. Elections: John Marasigan

The elections were conducted by John Marasigan. There was a full slate of candidates nominated.

10.1 President

Mark Salopek was nominated by Rocky Mirza and seconded by John O'Brien
Elected by acclamation

10.2 Vice-President

Mary Kruger was nominated by Veda Roodal Persad and seconded by Amy Tucker
Elected by acclamation

10.3 General Fund treasurer

Marnie Wright was nominated by Mark Salopek and seconded by Juan Caldera
Elected by acclamation

10.4 PD treasurer

Derek Knox was nominated by John O'Brien and seconded by Gordon Rudolph.
Elected by acclamation

10.5 Meeting Secretary

Rocky Mirza was nominated by John O'Brien and seconded by Veda Roodal Persad
Elected by acclamation

10.6 Membership Secretary

Gordon Rudolph was nominated by Veda Roodal Persad and seconded by Mark Salopek . Elected by acclamation

10.7 Four Directors

John Patterson, Marie Low, Juan Caldera and Veda Roodal Persad were nominated and seconded. Elected by acclamation

11. Other Business: A concern was raised regarding the existence of "Phantom OLFMs," those with very few or no students. In an attempt to discourage the employer hiring such OLFMs and/or too many OLFMs, it was proposed to introduce a minimum union due of \$400 on newly appointed OLFMs, as of today's date. A motion to that effect was moved by Mark Salopek and seconded by Mary Kruger. Heated discussion followed. It was decided to table the motion until the next AGM.

12. Motion to adjourn: Veda Roodal Persad. Meeting adjourned at 6.09 pm