

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

AGM Agenda

Saturday, 13 June 2020, 10:00 a.m. – 12:00 noon.

ZOOM Teleconference

To access by telephone or computer select from the list below. Please note that registration is required to participate

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Call to Order: 10:00 a.m. *Reminder: Speaker List is in effect*

In Attendance:

Calling In:

Regrets:

Approval of Agenda, 13 June 2020

Approval of AGM Minutes 26 May 2019

Business arising from last meeting (President)

President's Report

Vice President Report

Treasurer's Report

PD Treasurer's Report

Chief Steward's Report

2020-21 Budget Motion

Other Motions

Election of TRUOLFA Executive

Other Business

Minutes of the TRUOLFA Annual General Meeting: Saturday, May 25, 2019: Kamloops

Present: 35 members attended in person plus five proxies.

1. **The Meeting was called to order by Mark Salopek at 5.00 pm**
2. **Mark welcomed everyone and thanked the outgoing executive. .**
3. **Motion to approve Agenda:** Bob Lindsay/Dean Scovill: Agenda Approved
4. **Approval of AGM Minutes of May 26, 2018:**

Motion: Bob Lindsay/Allison Barnes: Approved

5. **Business Arising**

There was no business arising.

6. **President's Report:**

Mark had distributed a written report and highlighted the following:

- 6.1 Attendance at the FPSE AGM and resolutions passed
- 6.2 Labour management issues
- 6.3 Attempt to create "Shadow" OL departments.
- 6.4 Minimal progress at bargaining

There were questions from the floor and Mark responded.

7. **Treasurer's (general fund) Report: Marie Low**

Copies of Marie's written report were circulated at the AGM.

She presented a proposed budget for 2019/20. It projected a deficit of \$9,900. She explained that the 2018/19 budgeted deficit did not materialize because of increased enrolments. This will likely occur again this year.

Motion: Bob Barlow/Ted Fuller: That the proposed budget for the next fiscal year and the Treasurer's report for the general fund be accepted. Carried.

Motion: Marie Low/Phil Blanshard: That stipends for the executive be increased by 2%. Carried

8. **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. John Patterson reminded members to use the most recent application form updated on our website when applying for PD.

9. **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 two old and one new policy grievances on unfair hiring practices,

hiring for 7 MBA course developments and Internet costs. Questions from the floor were answered by Rocky, Mark Salopek and our FPSE rep, Sean Hillman.

10. Motion:

The TRUOLFA executive recommends that TRUOLFA create an annual OL bursary by using \$10,000 of our union dues, each year, to provide 10 bursaries of \$1,000 each to 10 successful applicants from OL students, one from each of the 9 schools and one from any school. The criteria for determining successful applicants will be determined by the TRUOLFA executive. At the end of each fiscal year, if our total revenues exceed our budgeted revenues we will add a portion of that excess to increase the annual amount of \$10,000. **Carried.**

11. Elections: John Marasigan

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

11.1 President

Mark Salopek was nominated by Bob Lindsay and seconded by Doug Loblaw
Elected by acclamation

11.2 Vice-President

Mary Kruger was nominated by Allison Barnes and seconded by Keith Webster
Elected by acclamation

11.3 General Fund treasurer

Marie Low was nominated by Veda Roodal Persad and seconded by Rosalie Hilde
Elected by acclamation

11.4 PD treasurer

Derek Knox was nominated by Mark Salopek and seconded by Gordon Rudolph
Elected by acclamation

11.5 Meeting Secretary

Rocky Mirza was nominated by Bob Barlow and seconded by Ted Fuller
Elected by acclamation

11.6 Membership Secretary

Virginia Jacklin was nominated by Mark Salopek and seconded by Veda Roodal Persad
Elected by acclamation

11.7 Four Directors

John Patterson, Juan Caldera, John Belshaw, Aditya Sharma, Mark Butorac and Steven Earle were nominated and seconded. After a vote the following four were elected. John Patterson, Juan Caldera, Mark Butorac and Steven Earle.

12. Motion to destroy the ballots: Phil Blanchard/Doug Loblaw: Ballots destroyed.

13. Other Business: There was no other business.

14. The meeting was adjourned at 7.25 pm

President's Report
TRUOLFA AGM
13 June 2020

Dear Members,

It is very regrettable that we were unable to meet in person at the scheduled TRU-OL workshop and we can only look forward to the next year and hope that the pandemic which has scared society will be contained and that a vaccine will be available globally.

The crisis is a challenge for many, and universities in this province and across the globe are experiencing its impact on enrolment, course delivery, and finances. In our discussions with OL we were told that TRU is especially vulnerable especially as it relies heavily on international students. As you have read in the latest announcement from the Office of the President, the university is looking at economies across the institution and many of our colleagues, particularly support staff, face the prospect of layoff or worse if the pandemic continues to ravage our communities.

As an association we are more fortunate than colleagues elsewhere in the provincial post-secondary sector. The disruption to classes and isolation away from the workplace disrupted the routines of faculty delivering face-to face and who for the first time had a taste of minimized or minimal social interaction with students and fellow faculty and the isolation that Open Learning Faculty know all too well.

While colleagues at TRU and other universities struggle with the new norm, Open Learning Faculty can take pride in continuing to provide quality education to students and knowing that our efforts are supporting not only OL but the University as a whole at this very difficult time.

However, this is not to say that the crisis has not affected us; student withdrawals, incompletes, or extension requests, more so than usual, have had a financial impact on many members, particularly those unfortunate to have low enrolment courses. Delayed exams, development of alternative examinations, and increasing contact with student reshaped our typical work and many members have expressed frustration at having seen a major increase in workload without additional compensation or even recognition of our efforts. In our discussions with OL during the early days of the crisis we were warned that enrolment in OL was likely to suffer, but as reported to me by many of you and revealed even in our own financial reports, there has been a significant increase in OL enrolment; members who regularly track student numbers reported that the uptake is nearly 20 percent more at this time than for the same period in the previous year. This is the silver lining for our association and it is our hope that such results will be the norm in the near and distant future. Nevertheless, we have concerns, particularly as the university has announced that the on-campus fall session will be delivered through some hybridise direct and online format. Especially concerning is the proposal to deliver on-campus courses in an asynchronous form. As you can well appreciate, delivery in this form is entirely within the domain of Open Learning and as per the Collective Agreement is reserved for our bargaining unit. The association has raised its concerns with OL and proposed a Letter of Understanding to clarify that conditions during this crisis period are an exception and not the norm for the future. For the moment we are closely monitoring developments and members can rest assured that protecting the interests and rights of our bargaining unit is our foremost priority.

These initial discussions have arisen outside of the normal labour and management process; the Labour-Management Committee was suspended for nearly a year because of bargaining and the issues that normally would be dealt with by this Committee were carried into the bargaining domain. The Committee has formally restarted and some of the items on the table relate directly to the impact of the crisis on OL faculty:

- Course revision cycle as affected by the crisis and realignment of OL resources for on-campus purposes
- Academic rigour and university expectations during and post crisis
- Final grading changes and ProctorU Examination process
- Student status, enrolment and extending extension
- Management expectations of additional work beyond typical education support without proper compensation
- Too little compensation for preparing alternative exams
- General exam confusion - students referred to faculty, Exam Department, Student Services in continuous cycle with no resolution
- BigBlue Webinars relating to COVID-19 or other university wide issues and no payment for participation
- Payment for additional time for review and getting up to speed after course revisions – issue arises from non-TAP holder contracted to do the revisions.

Since the last AGM, the association has been primarily focused on bargaining the new Collective Agreement which officially started in January 2019 and was finally completed in the first week of March 2020. Initially, the plan was for the association's bargaining team to travel to and fro Kamloops and management's team doing the same on a rotating basis. After our first bargaining meeting it soon became evident that the logistics of matching the schedules of our bargaining team and half-dozen management representatives would tax our resources as well as those of our bargaining counterparts. Once it became apparent that agreement could not be reached on travel arrangements, bargaining locations, scheduling, etc., bargaining was conducted entirely via Skype. This medium proved to be efficient and effective, particularly when an entire day or part of day was booked for bargaining, but the meeting ended abruptly after an hour or more of no progress on a specific issue, or after both parties had to withdraw to collect additional information or to rework proposals. Such was the process 3-4 times per month over the course of a year.

The most difficult part of the process was to be told repeatedly that the university could not make substantive changes to the collective agreement and that the issues dividing the parties should be put off till a future bargaining period. Our guiding principle throughout bargaining was that Open Learning Faculty is to be treated fairly and in an equitable manner with full access to the resources and facilities of the University. This principle underlines all of the other substantive issues that we have brought forward, such as clarifying what is exclusively open learning work, eliminating income thresholds for benefits, appropriate short- and long-term sick benefits, and that all academic decisions relating to course content, updating, evaluations, appointments, etc. are made by academics rather than administrators. We also sought recognition that the work done by Open Learning Faculty across disciplines and subject areas is to be paid at the same rate and that applying one rate for certain duties and activities and a lower rate for others is inequitable and fails to recognize the experience, credentials and expertise that faculty bring to Open Learning.

Many of our requests had financial implications and we were constrained by the Provincial Government's instructions to TRU and other universities on wage settlement thresholds. In the end, we settled for 2% per year for three years with retroactive pay from the 1st of April 2019. A very important concession that we obtained pertained to course TAP security by increasing the threshold for students per intake (Article 8.4 1):

Revise Article 8.4 1) a) i) as follows:

If the number of new students per intake assigned to an OLFM on probation exceeds ~~thirty-five (35)~~ 70 or if the number of new students per intake assigned to an OLFM who has completed his/her probationary period exceeds a total of ~~one hundred fifty (150)~~ 300 over two (2) consecutive intakes, then the Supervisor may, at his/her discretion choose to call for a review of the situation.

In addition, the University agreed to standard rate for specific activities which under the previous agreement had variable rates. The new standard rate is reflected in the updated compensation form as shown here:

Activity		New Rate	Previous Rate
Committee	COM	41.38	39.09
Committee - Senate	CSN	41.38	39.09
Meeting	MTG	41.38	32.21
Curriculum Revision Honorarium	CRR	300.04	283.43
Course Development	CDH	41.38	39.09
Course Maintenance	CMH	41.38	39.09
Course Reviewer	CRH	41.38	39.09
Directed Studies Course Fee	DSF	655.83	619.52
Grade Appeals (Academic Integrity)	APL	41.38	34.43
PLAR activity	PLR	36.44	32.86
Manual Base Pay	TTR		
Manual Assignment Pay	ASG		
Informal Exam Review*	EXM	36.44	34.43
Other (please specify)			
Computer Course Rate	CCR	41.38	

We are still awaiting publication of the new Collective Agreement as TRU has responsibility for completing the editing and printing. If not for the current crisis the new agreement should have been made available to members in advance of the AGM.

Although the University and Membership have ratified the new Collective Agreement, the association continues to impress on Management the importance of the issues that have not been resolved during bargaining and it is our hope and expectation that the University will be more amenable to our requests relating to the outstanding issues such as:

- That Open Learning Faculty be included in all discussions and department/discipline initiatives, and that [Open Learning Faculty] views, concerns and interests are listened to and heard, and

that we are recognized as equal contributors to the collegial community when it comes to delivering the best education for our students;

- Proper access to university services, facilities and equipment to simplify or make more efficient the management of our courses;
- Regular updating of assignment file, examination files and gaining greater control over courses and specifically to make changes in such files as thought necessary without prior approval from management and with appropriate compensation;
- Clarification of OLFM rights with respect to course development and right to OL work;
- Altering the benefits threshold and enhancing sick benefits without threshold limits;
- Enhancing vacation and pension benefits;
- Proper payment for on-site travel and preparation for any university sponsored or promoted event, workshop, etc.;
- Academic freedom consistent with the academic freedom principles of the university.

We also understand that for any movement to be achieved on these issues and others necessitates changes in government policy, and specifically, the Provincial Government needs to amend the financial constraints it imposes on post-secondary institutions on how budget surpluses are used. At the last count TRU had a budget surplus last year of \$18 million and an accumulated surplus of nearly \$138 million, but not a penny of it can be used for operational purposes. It is in this respect that the association in conjunction with other FPSE associations continues to lobby the Minister of Post-Secondary Education and the Premier to introduce legislation permitting the use of these surpluses for activities other than capital expenses. It is our hope, as of the other FPSE associations, that the current pandemic will bring home the message that current policy on post-secondary base funding, government and institutional reliance on international students to offset general funding shortfall, and institutional surpluses needs to change. A new bargaining session will start in a year and half and the association will continue to press for significant changes in the Collective Agreement to address the issues raised above and other concerns arising from working at TRU.

I should like to report that the TRUOLFA Bursary was initialized and we received many worthy applications from Open Learning students. The Bursary Committee reviewed the applications and unanimously agreed that the TRUOLFA Bursary be awarded to:

- Jennifer Brown for Arts
- Chris Mayhew for Business
- Karmen McNamara for Open Learning
- Rachel Raymond for Science
- Charlaine Jackson for Social Science

In September of 2020, the association will accept applications for the November Award Ceremony.

I want to acknowledge the service and contribution of the TRUOLFA Executive and to thank them for their support and encourage. Please extend your appreciation to:

Vice President	Mary Kruger
General Treasurer	Marie Low
Secretary	Rocky Mirza
Membership Secretary	Virginia Jacklin
PD Treasurer	Derek Knox
PD Director	John Patterson

Director	Juan Caldera
Director	Steven Earle
Director	Mark Butorac

Finally, I should to thank our FPSE Representative, Sean Hillman, for his efforts during bargaining and grievance consultations as well as the TRUOLFA representatives on the FPSE Subcommittees:

Committee	Representative
<u>Bargaining Coordination Committee</u> : FPSE's Bargaining Coordination Committee actively monitors negotiations across the post-secondary...	Mary Kruger
<u>Contract Administration Review Committee</u> : FPSE's Contract Administration Review Committee brings Chief Stewards together to coordinate and...	Rocky Mirza
<u>Decolonization, Reconciliation and Indigenization Committee</u> : FPSE is working toward our strategic goal of supporting decolonization, reconciliation, and...	Derek Knox
<u>Disability Management & Rehabilitation Committee</u> : FPSE's Disability Management & Rehabilitation Committee has a mandate to assist locals to identify...	Amy Tucker
<u>Education Policy Committee</u> : FPSE members care deeply about their work as educators and staff at BC's post-secondary institutions...	Virginia Jacklin
<u>Human Rights & International Solidarity Committee</u> : FPSE members care deeply about equality and social justice, not only in our working lives, but also	Steve Earle
<u>Non-Regular Faculty Committee</u> : Improving working conditions for non-regular faculty and supporting initiatives to enhance job...	Sean Finucane
<u>Pension Advisory Committee</u> : FPSE's Pension Advisory Committee provides advice and information to the FPSE Presidents' Council...	Juan Caldera
<u>Private Sector Policy Committee</u> :The FPSE Private Sector Policy Standing Committee works to promote	Abdullah Modh

better and more consistent...	
<u>Professional & Scholarly Development Committee:</u> Faculty and staff take pride in their role as professionals. In support of this, FPSE works to...	Muhammad Mohiuddin Email: mmohiuddin@tru.ca
<u>Status of Women Committee:</u> Although many gains in women's rights have been made over the decades, the struggle for gender...	Georgann Cope Watson Email: gcopewatson@tru.ca
<u>Workplace Health, Safety & Environment Committee:</u> Every worker has the right to a workplace that is safe, healthy, and free of harassment. FPSE's...	Marie Low Email: mlow@tru.ca

Following this AGM, the 2020-21 Executive will appoint new members for the 2020-21 FPSE Sub-Committees.

If interested in sitting on the 2020-21 FPSE Sub-Committees please send your expression of interest following the AGM to truol.president@gmail.com. Identify in the expression of interest the name of the committee and include a paragraph or two outlining your background and other relevant information.

In closing, I draw the membership's attention to the upcoming Federation of Post-Secondary Educators AGM to be held via ZOOM on 18-19 June 2020. The first call for nominations for the FPSE Executive has been released (4 June 2020). The FPSE nomination form and other information relevant to the FPSE AGM and Executive Elections are attached.

Mark Salopek
President, 2019-20 Executive

TRUOLFA

TRUOLFA Vice-President's Report (V-P) for 2019 - 2020

In my role as the TRUOLFA Vice-President, most of my time was spend on:

- Getting ready to bargain, which included reviewing the Collective Agreement (CA), and based on the issues that were brought to our attention by OLFMs, and the issues that we noted in the language of the Collective Agreement as well as the issues that we had experienced as OLFMs.
- Meetings with Dr. Mark Salopek, Dr. Rocky Mirza, and Mr. Sean Hillman (TRUOLFA's Federation of Post-Secondary Educators (FPSE)) to get ready to bargain for the several bargaining sessions that we had without spending time, energy, and funds to travel to TRU.
- Participated in the virtual bargaining sessions that Dr. Salopek set up with his computer where we from FPSE and a hotel from Richmond when FPSE meeting room was not available used to conduct the bargaining.
- As a member of the Bargaining Team, got ready for the bargaining sessions, and attended most of the Bargaining sessions except the sessions that occurred during the times that I was teaching nursing in the clinical settings.
- We were able to make minor changes to the Collective Agreement to address the issue of different hourly rates for various types of meetings and committee work. We have worked on this issue for a couple of bargaining years but got nowhere. This time, we were able to address the issue that the hourly work fees should be the same for all types of meetings.
- In addition, we were also able to finally make a case that we need to adjust the Internet fees because we should not pay Internet fees from our pockets. The employer after several bargaining years that had refused to pay the full cost of the Internet use for online teaching from our homes, finally agreed to pay for the increase in our Internet fees.
- Consulted with Dr. Salopek on issues that some OLFMs brought to my attention.
- Supported OLFMs that asked me questions about issues that that they were experiencing.
- Met with Dr. Salopek on as needed basis.
- As the TRUOLFA representative on the Federation of Post-Secondary Educators (FPSE), Bargaining Coordination Committee (BCC) meetings, attended most of the sessions and if relevant, shared the information with Drs. Salopek and Mirza.

Mary Kruger

VP 2019-20 Executive

TRUOLFA

TRUOLFA Treasurer's Report to the 2020 Annual General Meeting

In times that continue to be challenging for all of us, I am pleased to report that thanks to the dedication of all of our members, we had another excellent year in 2019-2020. Revenue for the year was just shy of \$156,000, which is nearly \$19,000 above the ambitious goal approved at last year's AGM. The additional revenue enabled us to cover several expenses that were not in the approved 2019-2020 budget: bursaries to deserving OL students, and an invoice from the Employer for exceeding the 2018-2019 Bargaining Fund in the old collective agreement, which was much higher than anticipated. The Executive also worked very hard to keep the other expense lines at or below budget. The net result is that we came very close to breaking even for the year, a much stronger result than the budgeted \$9900 loss.

Here are a few of the highlights for the year that impacted our revenue and expenses:

Student Bursaries

A motion at the 2019 AGM approved the expenditure of up to \$10,000 to provide bursaries of \$1000 each to deserving OL students. TRU assisted us in promoting the bursaries, and we collected a respectable number of applications, given that this was the first year of the program. A committee was struck to review the applications and make recommendations to the Executive on awards. The decision was made not to duplicate awards within a program, and we did not receive eligible applications from all OL programs. In October, we made five \$1000 awards, to students in Arts, Business, Science, Social Science, and one student who had not yet declared a major.

GIC's

Our two GIC's (for \$60,000 and \$30,000 initial amounts) are both doing well and were renewed, along with their accrued interest, in October and January. We now have over \$93,000 in this reserve fund which will continue to grow for us with compounding.

Collective Bargaining Costs

Our Bargaining Team, comprised of Mark, Mary, and Rocky, did an amazing job of holding down bargaining costs for the new Collective Agreement by arranging with the Employer to conduct almost all bargaining meetings using virtual technology. Mark's report will cover the details of the bargaining in much greater detail, but the conservative expenditures allowed us to cover both the bursaries and the unexpectedly high TRU invoice (see below) from the approved budget for Negotiations and Grievances.

Overages to TRU Bargaining Fund

As many of you are aware, the last Collective Agreement contained an annual budget for Bargaining expenses which would be covered directly by the Employer, in response to invoices submitted to OL through the regular channels (OLFMclaimforms). Our understanding was that TRU would be charging only the direct costs for these invoices to the Fund; however, in late May we received an invoice from the Employer that included a surcharge of over 40% to add benefit costs to the invoice amounts. We made a valiant effort to have these surcharges overturned, including making them part of the negotiations for the new Collective Agreement. Unfortunately, research into the charges levied in previous years put us in a weak position, as prior members of the Executive had paid the extra charges. In the end, we decided it served the membership better to remove the issue from bargaining and focus on issues with more long-term benefit to the membership, such as increased coverage of computer costs and removal of technology support from the 2% provincial mandate for salary increases. We are keeping our own records now of charges to the Bargaining Fund, and although we will likely receive a small invoice for benefits surcharges for FY 2019-2020, we will stop all charges to the Fund going forward once we reach an amount where the benefits surcharge would put us in excess of the Fund amount. By paying any extra costs directly, we can save the membership over 40% in benefits costs.

FY 2020-2021 presents many uncertainties, due to the potential impact of the COVID-19 pandemic on student enrollments. However, we are off to a good start: April revenue was higher than the average revenue for the preceding 24 months.

Thank you to everyone whose hard work every day puts our Association in a solid financial position.

Respectfully submitted,
Marie Low
General Treasurer, 2019-20 Executive

TRUOLFA Financial Statements (unaudited) 31 March 2020 Attached

**THOMPSON RIVERS UNIVERSITY OPEN LEARNING FACULTY ASSOCIATION
GENERAL ACCOUNT (Through 5-31-20)**

Reported by: Marie Low

Bank Balance (Chequing)	91,686.51
GIC 1 (1/20) 62,115.80	
GIC 2 (10/19)	30,450.00
Fund Balance	184,252.31

Revenue	This Month	Budget YTD	Actual YTD
Members Dues	14,879.19	25,000	28,559
Interest	0	292	0
Total	14,879.19	25,292	28,559
 Expenses			
FPSE Dues	6155.82	11,666	11,684
Honoraria	4139	8284	8278
Negotiations & Grievances	0	2000	0
Travel and Meetings*	625.00	466	625
Office Expenses**	68.59	200	69
Banking	16.65	50	36
Teleconference***	254.43	134	254
Accounting	0	500	0
Bursaries	0	1666	0
Total Expenses	11,259.49	24,966	20,946
YTD Expense Surplus (Deficit)	4020	4020	4020
Annual/YTD Revenue Surplus (Deficit) vs. Expenses	4020	4020	7613

YTD Surplus (Deficit) vs. Actual Revenue: 14,041

*Meeting Expense includes FPSE AGM Registrations and Stipend paid to attendees to FPSE committee meetings @ \$100 per meeting. May expense includes \$525 in 2019 FPSE AGM registrations that FPSE failed in error to bill us for last year.

**Office expense includes website renewal and maintenance, and voting management for approval of the collective agreement.

***Teleconferencing includes invoices from our teleconferencing provider (Genesis Integration) and annual subscription to Zoom at \$200.

Proposed 2020-2021 TRUOLFA Budget

				Proposed 2020-2021 Budget
				1-Apr-20 31-Mar-21
Revenue				
Members Dues				\$150,000.00
Interest	_____	_____	_____	\$1,750.00
Total				\$151,750.00
Expenses				
FPSE Dues				\$70,000.00
Honoraria				\$49,700.00
Negotiations & Grievances				\$12,000.00
Travel and Meetings**				\$2,800.00
Office Expenses*				\$1,200.00
Banking				\$300.00
Teleconference				\$800.00
Accounting				\$3,000.00
Bursaries	_____	_____	_____	\$10,000
Total				\$149,800.00
YTD Expense Surplus (Deficit)	_____	_____	_____	\$1,950.00

Professional Development Fund Report

April 1, 2019 to March 31, 2020

for the 2020 AGM

At the close of the last fiscal year (March 31, 2020) we had 66 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 \$106,390.87 and was banked on June 14, 2019. The total amount paid out to OLFMs during this period was \$111,012.00. In addition, we have a commitment of \$38,450.22 for approved PD activities that will occur after March 31, 2020. Our PD Fund bank balance at March 31, 2020 was \$71,226.81.

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

- 2019 Assn for Educational Communications & Technology Conference, Las Vegas, October 21-24, 2019
- 2019 Gerontological Assoc of BC Annual Conference, Vancouver, April 4-6, 2019
- 2019 WEI Int'l Accd Conference on Education, Boston, July 29 to August 2, 2019
- 2020 AIS Educator Conference, Colorado Springs, Colorado, USA, June 25-28, 2020
- 2020 Diversity, Equity and Student Success, 2020 in New Orleans, March 19-21, 2020
- 2020 Hawaiian International Conference on Education, Honolulu, January 3-7, 2020
- 21st International Workshop on Trust in Agent Societies, Montreal, May 12-15, 2019
- 46th College Chemistry Canada Conference, Art of Chemistry, Camosun College, Victoria, May 24-26, 2019
- 4th Annual Education Solutions International Conference, New York, July 17-19, 2019
- 5th Annual Martial Arts Conference, Orange, CA May 23-24, 2019
- 6th Global Conference on Contemporary Issues in Education, St. Petersburg, Russia, August 29-31, 2019
- 6th World Conference on Research Integrity, Hong Kong, June 2-5, 2019
- AERA Conference, Toronto, April 3-9, 2019
- AIS Educator Assn Conference, Denver Colorado, June 19-22, 2019
- American Education Research Assn Annual Meeting, Toronto, April 5-9, 2019
- B Cell Renaissance ... Symposium, Banff, March 1-5, 2020
- BC Studies Conference, TRU Kamloops, May 2-4, 2019
- Canadian Economic Assn Conference, Toronto, May 22-24, 2020
- Canadian Historical Assn Conference, UBC, Vancouver, June 3-5, 2019
- Canadian Network for Innovation in Education, UBC, Vancouver, May 21-24, 2019
- Canadian Nurse Educator Certification Program, Module 2, Online, April 18 to June 7, 2019
- Canadian Sociological Assn Congress for the Humanities and Social Sciences, Vancouver, June 1-8, 2019
- CAPSLE Conference, Ottawa, April 28-30, 2020
- Cascadia Open Education Conference, Vancouver, April 17-18, 2019
- Certified Psychological Health and Safety Advisor Training, Vancouver, September 5-6, 2019
- CHSPR 2020 Annual Health Policy Conference, Vancouver, March 5-6, 2020
- CN Assoc. of Schools of Nursing (CASN) Simulation Certification Program, Module 3, April 4-6, 2019
- Cn Nurses Educator Certification Program - Module 1, September 19 - November 7, 2019
- Congress of the Social Sciences and Humanities, UBC, June 1-4, 2019

- Corporate Restructuring, Section 85: Transfer of Property, Vancouver, Feb 18, 2020
- CPA Courses, Vancouver, July 11, 2019
- CPA Mandatory PD Training, Vancouver, June 17-19, 2019
- CPA PD, Vancouver, February 20-21, 2020
- CPHR professional membership renewal
- CSRT National Educational Conference, Niagara, Ontario, May 9-11, 2019
- Doctor of Education in online distance education, 2019 to 2020
- Emotional Intelligence, Seattle, June 13-14, 2019
- First International Conference of Hellenic Studies in Montenegro, September 29 - October 4, 2019
- French one week Lummes inst at UBC, Vancouver, July 8-12, 2019
- Global Learning Summit, Toronto, October 8-10, 2019
- IAFOR international Conference, Honolulu, January 8-13, 2020
- ICCIS Conference, Bangkok, December 17-18, 2019
- ICPR 2020 International Conference on Philosophy and Realism in Rome, March 5-6, 2020
- IEMCON October 16-19, 2019 and Victoria in December for Ph.D. defence
- IFRS Workshops in Vancouver, February 20-21, 2020
- Int'l Conference on Applied Physics and Mathematics, Amsterdam, June 8-10, 2019
- Intercultural Communications Workshop, Washington, DC, May 24-29, 2019
- Intercultural Competencies & Teaching Critical Cultural Awareness, Heidelberg, Germany, October 10-20, 2019
- Learning and the Brain - Educating Anxious Minds, San Francisco, February 13-16, 2020
- Literature Hispanic in Granada, August 26-30, 2019
- Northern Legal Symposium, Prince George, May 10, 2019
- Northern Symposium BC Human Resources Assn, Prince George, September 26-27, 2019
- Online Learning Conference, Pasadena, June 17-19, 2020
- Online Learning Consortium, University of Hawaii, Maui, September 18-20, 2019
- Open Education Conference in Phoenix, October 30 to November 1, 2019
- Plant Canada 2019, Guelph, July 6-9, 2019
- PLAR Training, third week in September, 2019, Loyalist College, Belleville, On
- PRIME meeting, workshop, site visits and field excursions, Newcastle, UK, March 29 - April 19, 2019
- Provincial Instructor Diploma Program, VCC Vancouver, April 2019 to January 2020
- Sacramento Mountains Spectroscopy Workshop, Sacramento Ca. February 22-24, 2019
- Scholarship of Teaching and Learning Retreat, Kamloops, June 24-25, 2019
- Spanish Literature, Granada, Spain, August 26-29, 2019
- Student's Perceptions of Openness: Survey of Current Literature in Edinburgh, Sept 9-19, 2019
- Tel Aviv Finance Conference, Tel Aviv, December 17-18, 2019
- Water Environment Federation Membership, April 1, 2019
- Western Case Writers Conference, Hawaii, March 18/21, 2020
- Western Case Writers Conference, Rohnert Park, CA, March 7-9, 2019
- WHA Conference in Las Vegas, October 16-20, 2019
- Whistler Anesthesiology Summit, February 29 - March 1, 2020
- Workshop with Dr. Sharon Stanley, Richmond BC, October 31, 2019
- World Sleep Congress 2019, Vancouver, September 22-25, 2019

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, 2019-20 Executive

2019-20 Report of Chief Steward: Rocky Mirza: AGM 2020

Here is a list of grievances and related concerns of OLFMs which I dealt with during my 2019-2020 term as Chief Steward.

1. Two Policy Grievances on Internet costs, **OL-17-03**, and Hiring of Course developers and consultants External to the Bargaining Unit, **OL-17-06**, respectively, which I reported on at our 2019 AGM, were put into abeyance once collective bargaining began. We have not made a decision as to whether we should bring these grievances out of abeyance now that we have signed a new CA.

2. Policy Grievance **OL 20-01**. This grievance dealt with the employer's violation of

Article 11.5 of the TRU/TRUOLFA Collective Agreement reads as follows:

....The University shall pay one hundred percent (100%) of the monthly premium of Group Life Insurance plus Accidental Death and Dismemberment Insurance on behalf of each of these Employees in order to achieve a benefit level of three times (3X) the annual gross earnings.

We were able to secure partial success in resolving this grievance. The employer's response is:

Since before Open Learning joined TRU, there has been a non-evidence maxima in place for the provision of Life Insurance to OLFMs. Currently, for any OLFM to access life insurance in excess of \$450,000 they must submit evidence of insurability. This is not a breach of the Collective Agreement, or in the alternative it is a past practice for which there is an estoppel in place.

However, given the small number of individuals that this may impact, the University, in order to resolve this grievance would be willing on a without prejudice and precedent basis to change the contract with the insurance provider to eliminate the non-evidence maxima.

3. **Individual grievances:** OL 19-01 – Step 2 Grievance: MKTG 2431: Lack of consultation of OLFMs before initiating major course revisions. Major course revisions were initiated in several courses, including MKTG, and affecting three OLFMs. The employer's response was that our CA does not specify when consultations with OLFMs are to take place. While they had not consulted so far in the process they fully intend to consult at some point. Our position is that consultation of OLFMs should start as soon as a major revision is initiated. The employer disagrees.

4.

4. Enquiries:

I have been contacted by many OLFMs who had concerns. In most cases these were resolved to the satisfaction of the OLFMs. In a few cases the OLFMs were disappointed but agreed not to move to step 2 of the grievance stage.

Respectfully submitted
Rocky Mirza

Chief Steward: May 2020

Rocky Mirza

Secretary, 2019-20 Executive

TRUOLFA 2020-21 Executive Elections

The following are standing for election:

President	Mark Salopek
Vice President	Mary Kruger
General Treasurer	Marie Low
Secretary	Rocky Mirza
Membership Secretary	Virginia Jacklin
PD Treasurer	Derek Knox
PD Director	John Patterson
Director	Juan Caldera
Director	Steven Earle
Director	Mark Butorac

Nominations will be accepted during the AGM.

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

Proxy for 2020 Annual General Meeting (AGM), to be held via ZOOM, 13 June 2020, 10-12 am

To access by telephone or computer select from the list below. Please note that registration is required to participate

Join Zoom Meeting

<https://us02web.zoom.us/j/85114093599?pwd=Y3EzTElyWTFvbmIvSzQyVUICSkg5QT09>

Meeting ID: 851 1409 3599

Password: 715516

One tap mobile

+15873281099,,85114093599#,,1#,715516# Canada

+16473744685,,85114093599#,,1#,715516# Canada

Dial by your location

+1 587 328 1099 Canada

+1 647 374 4685 Canada

+1 647 558 0588 Canada

+1 778 907 2071 Canada

+1 438 809 7799 Canada

Password: 715516

Find your local number: <https://us02web.zoom.us/j/kuTheuLo0>

This is to certify that, I (_____), a TRUOLFA member in good standing, do hereby designate (_____), my TRUOLFA colleague, or the Meeting Secretary (Dr. Rocky Mirza, Email: rockym1@shaw.ca), (_____) to cast my vote, as **per the Bylaws of Article 7- Voting** of the Constitution of the Thompson Rivers University Open Learning Faculty Association, which says,

2. Proxy, mail and email ballots are allowed for any General Meeting or date on which a poll is held. Members not present may have their vote exercised by written proxy delivered or mailed or emailed to the Meeting Secretary (or his/her representative) prior to the Meeting. Authorization pursuant to this provision may be limited to a particular motion (TRUOLFA, 2009, p. 8).

I am instructing my designate indicated above to vote on all motions relating to the TRUOLFA Constitution and Bylaws and any other matter arising during the 2020 AGM provided that the motions are duly moved and seconded at the June 13, 2020, Annual General Meeting. My

designate, (_____), is to act as my proxy in voting on all motions duly moved and seconded at the 2020 AGM. This authorization is to terminate at the conclusion of the June 13, 2020 TRUOLFA AGM.

Designate signature

Member signature

Thompson Rivers University Open Learning Faculty Association

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

Proxy for Voting OLFMs to Serve on TRUOLFA's 2020 – 2021 Executive at the 2020 Annual General Meeting (AGM), to be held via ZOOM, 13 June 2020, 10-12 am

To access by telephone or computer select from the list below. Please note that registration is required to participate

Join Zoom Meeting

<https://us02web.zoom.us/j/85114093599?pwd=Y3EzTElyWTFvbmIvSzQyVUICSkg5QT09>

Meeting ID: 851 1409 3599

Password: 715516

One tap mobile

+15873281099,,85114093599#,,1#,715516# Canada

+16473744685,,85114093599#,,1#,715516# Canada

Dial by your location

+1 587 328 1099 Canada

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+1 647 558 0588 Canada

+1 778 907 2071 Canada

+1 438 809 7799 Canada

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Find your local number: <https://us02web.zoom.us/u/kuTheuLo0>

This is to certify that, I (_____), a TRUOLFA member in good standing, do hereby designate (_____), my TRUOLFA colleague, or the Meeting Secretary (Dr. Rocky Mirza, Email: rockym1@shaw.ca), (_____) to cast my vote, as **per the Bylaws of Article 7- Voting** of the Constitution of the Thompson Rivers University Open Learning Faculty Association, which says,

2. Proxy, mail and email ballots are allowed for any General Meeting or date on which a poll is held. Members not present may have their vote exercised by written proxy delivered or mailed or emailed to the Meeting Secretary (or his/her representative) prior to the Meeting. Authorization pursuant to this provision may be limited to a particular motion (TRUOLFA, 2009, p. 8).

I am instructing my designate indicated above to vote for each Board position marked with a "Y" to

serve on the TRUOLFA Executive in 2020/2021, if each member in good standing is duly nominated and seconded at the **June 13, 2020, Annual General Meeting**.

My designate, (_____) is to act as my proxy voting on TRUOLFA Board Applicants only.

This authorization is to terminate at the conclusion of the voting for TRUOLFA 2020-2021 Executive at the end of the 2020 TRUOLFA AGM.

President (); Vice-President (); Membership Secretary (); Meeting Secretary ();
General Fund Treasurer (); Professional Development Treasurer ();

Director 1 (); Director 2 (); Director 3 (); Director 4 ()

Designate signature

Member signature

Thompson Rivers University Open Learning Faculty Association

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TRUOLFA AGM

Saturday, 13 June 2020, 10:00 a.m. – 12:00 noon.

ZOOM Teleconference

**TRUOLFA EXECUTIVE NOMINATION FORM
2020-21 TRUOLFA EXECUTIVE**

(Nominations may be presented in written form before the AGM or made orally during the AGM)

I _____, a TRUOLFA member in good standing, nominate for the position of (check off):

- PRESIDENT _____
- TREASURER _____
- VICE-PRESIDENT _____
- SECRETARY _____
- PD TREASURER _____
- MEMBERSHIP SECRETARY _____
- DIRECTOR _____
- DIRECTOR _____
- DIRECTOR _____
- DIRECTOR _____

_____ Date: _____
Signature

Acceptance of the Nomination

I _____, a TRUOLFA member in good standing accept the nomination for the position of _____.

_____ Date: _____
Signature

Please return completed nomination form to:

Dr Gordon Rudolph

Email: gr2442@gmail.com