

# A message from our President

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## **Greetings All:**

Well, where has the time gone? I hope your summer holiday plans are coming along and the weather is cooperating. Many things have happened since my October 25<sup>th</sup> newsletter; I will hit the highlights.

## **Key Events in 2012**

The most significant event was the negotiation, ratification and implementation of the April 1, 2012 to March 31, 2014 new collective agreement. For a Word and pdf copies, please go to <http://truolfa.ca/resources.html>. As our contract expires March 31, 2014, we have started looking at new items for bargaining. The Fluid Survey tool worked well before and we plan to survey members again this fall.

Another key event was the January 27<sup>th</sup> AGM held at FPSE office in Vancouver. Though it was lightly attended, we had a quorum and hence were able to conduct important business and elect our executive for 2013-2014. A contact list is included near the end of this newsletter.

## **Special Thank You to 2011-2013 Outgoing Executive Members**

My thanks to Be Harris, Don Sinclair, and Sean Finucane for their valuable contribution to TRUOLFA in the past two years. Special thanks to Don and Be who have been active members on TRUOLFA for decades, and have mentored several of our members to take on important roles to help us serve our members.

## **Please Welcome Your 2013 -2014 New Executive Members!**

I would like to welcome Susan O'Connor and Allison Barnes in their new Director roles on the 2013 to 2014 TRUOLFA Executive, and Deb Marchant as the General Fund Treasurer.

Congratulations to Juan Calera for taking on the Professional Development Fund Treasurer position.

In our efforts to recruit OLFMs to serve TRUOLFA, I am thankful for Allison Barnes for her commitment to learning the roles of Shop Steward to serve our members. To this end, Mary

Kruger, in her role as Chief Steward, has begun the process of helping mentor Allison in her Shop Steward role.

## Topics Discussed at May 26, 2013 TRUOLFA Meeting

A **Special General Meeting** was held following the May workshops. Over 50 OLFMs attended and the energy was invigorating. The three main purposes for the meeting and their content were:

1. To provide an overview of the changes we were able to achieve in the 2012 contract negotiations. A review of the collective agreement generated several questions that required clarification. We used this occasion to distribute 50 printed copies of the April 1, 2012 to March 31, 2014 TRUOLFA Collective Agreement. I have 50 paper copies remaining that I like to send to those members who like to have a copy. Please send me an email with your address and I will mail you a copy on a first come first serve basis.
2. To provide the Stipend Review Committee, the committee set up by your outgoing Executive on the stipends of TRUOLFA Executive members, all except the President, the opportunity to present their recommendation to members and respond to questions. Ron Lakes graciously agreed to Chair the Committee that included Keith Whitmore and Gordon Rudolph. The recommendation made was based on input from several past and present TRUOLFA Executives, a copy of the Report is placed at the end of this message. The members unanimously approved the new Stipends effective April 1, 2014. A big thank you to Ron Lakes, Keith Whitmore, and Gordon Rudolph for their thorough review.
3. To present to members the financial report for informed decision-making. Deborah Marchant presented her report and confirmed we are slowly eating away at the surplus of funds, which is exactly what your Executive had planned to achieve by the actions we took to decrease your dues earlier this year. The planned change to decrease our surplus was implemented by your outgoing Executive, which took effect on April 2013, when your dues decreased from 2.25% to 1.75%. This 0.5% decrease in our dues was possible because we have done away with face-to-face and phone meetings using Navigata phone services. To this end, I thank Sean Finucane for suggesting the use of Skype, and helping us to use Skype for our meetings. Although at times the Skype service is not as reliable as the Navigata phone services, with patience we have been able to manage conducting our business and hope to do so in the future.

## Major Items of Interest 2012 to 2014 Collective Agreement

1. Appendix B – Marked Assignment Fee (MAF) & Final Project / Exam Marking Schedule (pp. 78 -82)

I would like to share with you the work that we did with TRU to automate the billing system for exams, which will have a significant positive impact on the turnaround time for being paid the exams we mark from 6 weeks to two weeks. It is important to note that at this time the **Exam/Project marking fee** payment is automated for the majority of courses. For all new courses, and for Final Projects for Online courses, it will take two or more offerings of these and other new courses in order to establish the average time it takes to mark the Final Exams or Final Projects in these courses. I will be pushing to get the remaining courses surveyed so that most courses are paid without sending in unnecessary billings. There are a few courses where a disagreement exists about the standard time; those courses will continue to be invoiced. If the course you teach was a Dynamic Web Course and now an Online courses, the Final Project /Exam Marking Time in the Collective Agreement may not be accurate because the marking time may not reflect the time it takes to mark the Online Final Exam or Final Project for the Online version of these courses. What this means is you need to submit an invoice to OLFMclaimforms using the [Final\\_Exam\\_Project\\_Marker\\_2013.xls](#), which you can request from OLFMclaimsforms.

2. At our May 2013 meeting in Kamloops, some of you inquired about if we had Course Tuition Waiver language. Please refer to page 62 of the April 1, 2012 to March 31, 2014 TRUOLFA Collective Agreement for information on Course Tuition Waiver for you, your spouse or dependents.
3. Letter of Understanding (LOU) #9 (p. 104 of 2012- 2014 Collective Agreement)  
For those who are teaching Online courses or are interested to teach online courses in the future, I encourage you to read the new LOU #9. If you have any questions please email [mkruger@tru.ca](mailto:mkruger@tru.ca) or call (ext. 6997) Mary Kruger.

## Need to Support Peers for their Excellent Service to Our Students

I would like to bring to your attention that three times a year we can nominate individuals for recognition. Recognizing the excellent work of our peers is very satisfying for those involved. Please look for opportunities to recognize the contribution that your peers are making. The deadlines are Feb 28, **June 30**, and October 31. Contact me if you have a nomination or need any help!

On a personal note, I had been trying to improve the student support tools and succeeded in gaining the attention of the University. A new tool has been developed and was demonstrated at the May workshop. I think it has the potential to help engage students that take the independent studies courses. A copy of the workshop presentation is attached.

## **Need to Support and Groom Members to Serve on Your Executive**

We must look to developing members for the near future. This will be my last term as President; which I have really enjoyed! I have heard “unofficially” that other members are also considering making room for new blood. It is preferable to develop senior positions from the Executive ranks. I would invite each of you to seriously consider positions that you may be interested in and let me know. While our members have the final say who represents them, it is prudent to provide a group of interested, experienced and enthusiastic talent to pick from. If you have any questions or comments please pick up the phone and call or send an email.

John O'Brien, CGA, MBA  
President 2011-2014  
250-852-6962 (VOIP 6962)  
Private email [john.obrien@shaw.ca](mailto:john.obrien@shaw.ca)

## TRUOLFA executive members for 2013-2014

<b>President:</b> John O'Brien	VOIP Phone: <b>6962</b> TRU email: <a href="mailto:jobrien@tru.ca">jobrien@tru.ca</a>
<b>Vice President and Chief Steward:</b> Mary Kruger	VOIP Phone: <b>6997</b> TRU email: <a href="mailto:mkruger@tru.ca">mkruger@tru.ca</a>
<b>Meetings Secretary:</b> Rocky Mirza	VOIP Phone: <b>6954</b> TRU email: <a href="mailto:rmirza@tru.ca">rmirza@tru.ca</a>
<b>Membership Secretary:</b> Rosalyn Alexander	VOIP Phone: <b>6904</b> TRU email: <a href="mailto:ralexander@tru.ca">ralexander@tru.ca</a>
<b>Professional Development Treasurer</b> Juan Caldera	VOIP Phone: <b>7031</b> TRU email: <a href="mailto:jcaldera@tru.ca">jcaldera@tru.ca</a>
<b>General Fund Treasurer:</b> Deb Marchant	VOIP Phone: <b>6949</b> TRU email: <a href="mailto:sfinucane@tru.ca">sfinucane@tru.ca</a>
<b>Director:</b> Allison Barnes	VOIP Phone: <b>6906</b> TRU email: <a href="mailto:abarnes@tru.ca">abarnes@tru.ca</a>
<b>Director:</b> Derek Knox	VOIP Phone: <b>6935</b> TRU email: <a href="mailto:dmarchant@tru.ca">dmarchant@tru.ca</a>
<b>Director:</b> Susan O'Connor	VOIP Phone: <b>6963</b> TRU email: <a href="mailto:soconnor@tru.ca">soconnor@tru.ca</a>
<b>Director:</b> Terry Power	VOIP Phone: <b>6968</b> TRU email: <a href="mailto:tpower@tru.ca">tpower@tru.ca</a>
<b>Past President:</b> Don Stanley:	VOIP Phone: <b>6980</b> TRU email: <a href="mailto:dstanley@tru.ca">dstanley@tru.ca</a>

# Subject: Executive Stipend Committee Recommendation

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Email from Ron Lakes to John O'Brien May 18, 2013

Hi, John. As requested, Gordon Rudolph, Keith Whitmore and myself have undertaken a study to determine if the stipends paid to our Executive members should be increased. The study did not consider the stipend paid to the President which remains unchanged at \$12,484.80. After talking to several present and former Executive members and deliberating amongst ourselves, we have determined that the present yearly stipends paid to our Executive members should indeed be increased.

The stipend amounts shown in Column A reflect the current yearly stipends paid to Executive members as of April 1, 2013. The stipend amounts shown in Column B reflect the increased yearly stipends that our committee is recommending. Column C reflects the estimated hours worked per year by the incumbents of the various Executive positions (the stipend for the President was determined by a previous study and the Vice-President's stipend is based on 50% of the President's stipend).

	<b>Column A</b>	<b>Column B</b>	<b>Column C</b>
President	12,484.80	12,484.80	
Vice-President	2,019.94	6,242.40	
General Fund Treasurer Year	1,346.63	3,102.96	84 hours per
PD Fund Treasurer year	1,346.63	2,216.40	60 hours per
Membership Secretary year	1,346.63	2,216.40	60 hours per
Meetings Secretary year	1,346.63	3,102.96	84 hours per
Chief Steward year	585.48	886.56	24 hours per
Past President year	585.48	886.56	24 hours per
Director year	585.48	886.56	24 hours per
Director year	585.48	886.56	24 hours per
Director year	585.48	886.56	24 hours per
Director year	585.48	886.56	24 hours per
Total	23,404.14	34,685.28	

It is our recommendation that the Vice-President's stipend should be based on a percentage of the President's stipend rather than on the number of hours worked. It is very difficult to estimate how much time the Vice-President works on average per month as the interaction between the President and the Vice-President is so frequent. We are recommending that the Vice-President's stipend be 50% of the President's stipend and be increased to \$6,242.40.

The remaining stipends are based on our best estimates of the average number of hours worked by the Executive members. We are recommending that the Executive members be reimbursed at the committee rate of \$36.94 per hour.

We are recommending that the Chief Steward, Past President and the four Directors be paid \$36.94 per hour for attending 12 monthly Executive meetings of two hours duration for a yearly stipend of \$886.56. It should be noted that the Chief Steward also bills for the time that he/she spends on working on grievances and attending grievance meetings.

We recommend that the General Fund Treasurer, PD Fund Treasurer, Membership Secretary and the Meetings Secretary also be paid the same stipend of \$886.56 for attending the 12 monthly meetings.

We also recommend that the General Fund Treasurer and the Meetings Secretary be paid an additional 5 hours per month for work performed between the monthly meetings for a total yearly stipend of \$2,216.40 plus \$886.56 equals \$3,102.96.

We also recommend that the PD Fund Treasurer and the Membership Secretary be paid an additional 3 hours per month for work performed between the monthly meetings for a total yearly stipend of \$1,329.84 plus \$886.56 equals \$2,216.40. It should be noted that the PD Fund Treasurer's stipend is not paid by our faculty association but is billed to the PD Fund provided by the university. The PD Fund Treasurer also bills the university for administrative work performed each month.

Based on the figures shown on Columns A and B, the total stipends paid to the executive members will increase by \$11,038.74, an increase of 48%. If we withdraw the President's stipend from the calculations (this stipend remains constant), our recommendations represent an increase of slightly more than 100% (the Vice-President's stipend increases by more than 200%).

Respectfully submitted on behalf of the Stipend Committee,

Ron Lakes

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Ron Lakes,  
Faculty Member, Business and Economics Program Area