

President's Message

Spring is coming quickly and the snow is melting. In some cases, it's melting too quickly! I hope you haven't had to endure excessive water in your basement.

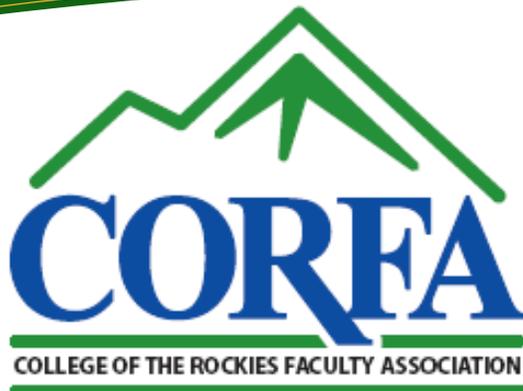
We are less than 40 days to the BC Election. Our right to vote is protected under the Charter of Rights. Along with that right is our responsibility to vote. Be sure you are registered by going to www.elections.bc.ca. Election Day is May 9, 2017; polls are open 8 a.m. to 8 p.m. Pacific Time. Advance Polls will also be open on April 29 and 30, and May 3 to 6. Locations will be available soon.

The Open the Doors Campaign is continuing provincially on social media and events are happening at many institutions. We will be sharing our local videos and e-book of bursary winners in the next few days. Stay tuned!

Please see the back page of this newsletter for upcoming events that may interest you!

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Disability: The Long (Term) and Short of It

Although none of us plan to become sick or injured, it is wise to know ahead of time what is available if you do. All regular and term employees who are employed for 4 months are entitled to:

- Full pay for up to 30 calendar days
- Short Term Disability for 21 weeks at 70% of your pre-disability income
- Two years of LTD also at 70%
- An extension past the two-year limit for LTD if the member is still seriously disabled

With these benefits, however, also come responsibilities. The member must complete the appropriate application forms and participate in the rehab process in order to continue receipt of benefits.

Here are a few other things to be informed about:

- Things usually take longer than you expect. Be patient with your healing process and with the reintegration back to your workplace. No one will be pushing you to return before your physician says you are ready.
- While on disability, you may not return to work without medical clearance from your doctor.
- Many members have a graduated return-to-work plan.
- You must inform your supervisor if you become seriously ill/injured while on vacation.

- All return-to-work plans must be approved by the Rehab Committee and others. A Return-to-Work meeting is usually scheduled before the member comes back to work to ensure that everything has been arranged in order to support a successful return.
- Documentation to support sick leave claims related to mental health issues will need to include a diagnosis listed in the American Psychiatric Association's *Diagnostic Statistical Manual of Mental Disorders* (DSM-5), as "stress leave" is a misnomer.

If you are currently on sick leave or disability, feel free to contact us. We would also be happy to answer any questions you may have, whether you are on disability or anticipate making a claim.

- **Kevi Remple & Caley Ehnes**



For the complete article, go to corfa.org under Documents/Reports: **Disability Management and Rehab Committee**.

Precarious Academic Work: FPSE's Fight for Fairness

Same Work, Same Rights

Instructors are the heart of colleges and universities across BC. They work hard, sharing their knowledge and their research to ensure that students succeed and to improve the lives of all British Columbians.

Luckily, BC's colleges and universities have excellent and dedicated teachers. Unfortunately, a growing number of these educators are non-regular faculty: instructors with no job security and lower pay, hired on a per course or limited-term basis, never sure if they will be working next semester. These poor working conditions hurt students and they hurt communities. It's time to change that.

FPSE opposes the casualization of academic work and advocates for the full employment and the fair treatment of all academic staff regardless of their appointment status. FPSE and precarious faculty across BC are mobilizing to build support for fair working conditions. Precarious faculty do the same work as regular fac-

ulty and have the same qualifications. Despite this, they often earn lower salaries, have no employment stability, and are treated as disposable employees by institutions.

BC's precarious faculty do the same work as regular faculty, and they deserve the same rights. Are you ready to join us as we fight for fairness?

Get involved and show your support in FPSE's Precarious Profs campaign! Sign the pledge online or share your own story at <http://www.precariousprofsbc.ca>. You can also participate in the conversation using the hashtag #LetsMakeItFair.



FPSE's Secondary Scales Conference

Commitment to fair work and wages for non-regular faculty in 2019

On Saturday, January 28th, the Federation of Post-Secondary Educators hosted the Secondary Scales Conference in Vancouver, and Joan, Allison, and I attended. This was launched at last year's FPSE Annual General Meeting, with the goal of discussing issues and collective agreements so there can be an attempt towards equalization of pay and work for Non-Regular Faculty in the next round of bargaining. The morning was spent with presentations from the various locals, from which it appears that a principle difficulty will be figuring out how to align our efforts when the definitions of Non-Regular Faculty are so different. There appears to be a commonality however with the desire to bring all employees onto the regular pay scale. There will be a future working group with members from the various locals, and this session was important to help get a set of ideas and directions to guide that working group.

In the afternoon there was a guided strategy session with Betty Baxter, first discussing the challenges of eliminating Secondary Scales, then strategies and solutions to overcome them. The most important challenge, in my opinion and others, is convincing our memberships, whose most active members are often Regular Faculty, that issues facing Non-Regular Faculty are important bargaining issues.

- Ben Heyde

Save the Date

CORFA's Annual General Meeting will be held Wednesday, April 26. This year we have several Executive and Committee positions up for election. Please consider attending and getting involved by putting your name forward for one or more of the vacancies. Details will be circulated soon.

[Precarious Academic Labour in the Age of Neoliberalism](#) – May 5 to 7 at Okanagan College in Kelowna.

[Pacific Northwest Labor History Association Conference](#) – May 26 to 28 in Vancouver.

[Summer Institute for Union Women](#) – August 7 to 11 in Honolulu. If you're interested in this one, please send your name to Joan with a brief note about why you would want to attend. FPSE will be sponsoring several participants.

CORFA's 40th Anniversary Celebration on March 10 was a huge success! Thank you to the Planning Committee for a wonderful event: Butch Butalid, Sharon Demaine, Denise Regina, Gaby Zezulka, and Sharon Richardson, and Sharon Richardson. A special thank you to FPSE President George Davison for celebrating with us. Congratulations to the award recipients who were recognized for their service on the Executive and on local and FPSE Committees. Your time and effort are appreciated. **Here's to another 40 years, CORFA!**