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FEDERATION OF POST SECONDARY EDUCATORS - LOCAL 6

Background information on Functional Areas

What are functional areas?

Functional Areas are specific areas of faculty work. Every Regular Faculty member is listed on the Seniority List under at least one Functional Area. To see the complete list of Functional Areas, please refer to Article 13.1.5 in our Collective Agreement. If you would like to see where you are on the Seniority list, this list is posted on the CORFA website: www.corfa.org

Why are functional areas important?

According to our Collective Agreement, Functional Areas matter in times of layoff. When the College makes a reduction in the number of Regular employees, it must specify the Functional Area(s) where the reduction will occur. The principle of seniority then applies within Functional Areas.

In practice, Functional Areas seem to get used to assign and accrue work but that is not exactly what our contract says. Accrual of work is based on Right of First Refusal (please see Article 6.4 in the 2010 – 2012 Collective Agreement).

In order to accrue work, you can apply for work that is posted, you can exercise your Right of First Refusal, or your Dean (or Manager at the Campuses) can assign your work.

- If you are placed in a new Functional Area as a result of a posting, you can claim the new area as one of your two Functional Areas.
- If you claim new work via Right of First Refusal, the work must be 'vacant' (no other employee has Right of First Refusal) and you must be deemed qualified for the work, but it doesn't have to be in your Functional Area and you can't immediately claim a new Functional Area.
- If your Dean assigns you work outside of your Functional Area (because it is vacant and another employee doesn't have Right of First Refusal to that work), obviously your Dean has deemed you qualified for the work, but again, simply doing a little bit of work in another area is not enough to qualify you for a new Functional Area.

There are some issues/concerns regarding Functional Areas:

1. Functional Areas are not all the same "size": Some functional areas, such as Adult Basic Education have a large number of employees in them, while other areas, such as Chemistry, may only have one or two employees listed. The concern is a faculty

member could be here for 20 years and still have the least amount of seniority in a relevant functional area.

2. Some faculty have one Functional Areas and other Faculty have two Functional areas - Not all faculty qualify for two functional areas. Some faculty would qualify for more than two functional areas if the contract didn't prevent this. In times of layoff, faculty with more than one functional area may be affected in one area, but their second area may not be reduced.
3. The process for getting a Second Functional Area is not the same for everyone – Some faculty are *assigned* two functional areas when they are hired. Others must go through the process outlined in Article 13.1.5.3 or Article 13.1.5.4.2

Some CORFA members have expressed dissatisfaction with the current structure. If, as a Faculty Association, we decide we would to change how we work with Functional Areas, Seniority, Right of First Refusal and Layoff, then we would have negotiate those changes in a round of bargaining. Not coincidentally, we need to open the 2012 Bargaining Round soon.

Possible Options which have been suggested at various times:

1. Eliminate functional areas altogether and simply have faculty listed by seniority. Faculty reductions would be done on the basis of seniority, being qualified to do the work, and on right of first refusal.
2. Reconfigure the list of functional areas to make some of the specific ones more broad. Try to come up with a system where there would not be one or two person functional areas.
3. Allow each faculty member to be listed in only one functional area.
4. All each faculty member to be listed in all Functional Areas for which they qualify.
5. Amend the process for getting a Second Functional Area.
6. Tie work accrual more explicitly to Functional Areas.
7. Other ideas or a combination of the ideas above.

This topic is important!

It relates to layoff and accrual of work and seniority – all very important items in a unionized workplace. The CORFA Executive (and the new bargaining team) will need your direction.

CORFA will host a couple of focus group sessions in late August and early September. Following those sessions, we will send out a survey to all faculty, asking for input on the various options. Please watch for those dates a little later in the summer.