

General Meeting Minutes

November 4, 2025 | 4 p.m. | S114 and Zoom

Attendees

In Person: Sheena Svitich, President;; John McDonaugh, VP; Andrea Hyde, Chief Steward; Kevin Boehmer, Chief Bargainer, Larry Maki, Member at Large; Pam Bailie, Member at Large, alternate; Amanda Goforth, Member at Large; and Pamela Hellewell, Executive Assistant, Tim Ross, Jen Siemens, Dare Sokoya, James Wishart, Dave Dick, Lauren Anstey, Allison Platt, Jennifer Ham, Kathy Nelson, Butch Butalid.

Zoom: Greg McCallum (CBK), Sharon Demaine (CBK), Barb Eckersley (CBK), Lynn Wood (CBK), Dawson Bernard (CBK), Amber Petersen (CBK), Vance Mattson (CBK), Patti Thygesen (CBK), Colleen Weatherhead (Invermere), Lisa Stemo (CBK), Jo Ann Smith (CBK), Nathan Dueck (CBK), Ben Hellewell (CBK), Kevi Remple (CBK), Amber Kostuik (CBK), Leanne Caillier-Smith (Fernie), Jenny Gutzman (Fernie), Becky Pelkonen (CBK).

1. Order of Business called to order at 4:05pm

a. Territorial Acknowledgement - *Sheena Svitich, President*

Sheena acknowledged that we are meeting on the traditional homelands of the Ktunaxa people. And acknowledged the other indigenous peoples that have a long-standing historical presence in our area: the Shuswap, the Kinbasket, and the Metis.

b. Approval of the Agenda - *Sheena Svitich, President*

Motion: to approve the November 4, 2025 Regular General Meeting agenda as presented.

Moved by John M, seconded by Kevin B Carried.

2. Minutes of Previous Annual General Meeting - *Sheena Svitich, President*

a. General Meeting February 25, 2025 (link)

b. Special General Meeting Sept 10, 2025 (link)

Motion: To approve the CORFA General Meeting Minutes from February 25, 2025 and the Special General Meeting Minutes from Sept 10, 2025.

Moved by Amanda G, seconded by Andrea H Carried.

3. Introduction of Current Executive - *Sheena Svitich, President*

Sheena, the CORFA president, introduced John McDonaugh, the vice-president; Andrea Hyde, the Chief Steward, Kevin Boehmer, the Chief Bargainer, Joan Kaun is our Treasurer who unfortunately could not make it tonight; and members-at-large who are Larry Maki, Amanda Goforth, and Pam Bailie.

4. Reports

a. President's Report - *Sheena Svitich*

Sheena provided a verbal update since the April 22 AGM, focusing on broader ongoing issues rather than individual meetings.

Provincial

- FPSE is addressing the province-wide funding crisis in post-secondary education.
- Loss of international student revenue has exposed long-standing underfunding, resulting in significant program cuts and faculty layoffs across institutions.

- These cuts reduce student program choice and negatively affect both faculty and learners.
- Union presidents will be lobbying provincial government ministers in Victoria on November 19–20 regarding these concerns.

Local Issues (COTR)

- The College has eliminated several programs and courses, including ELP, Hospitality, Tourism, History, Political Science, and First Nations Studies.
- CORFA disagrees with the College's stance that discontinuing courses does not require EDCO notification or involvement.
- A grievance was filed concerning the process and layoff impacts; however, it was withdrawn when FPSE declined to fund arbitration.
- CORFA continues to prioritize and advocate for proper collegial governance and shared decision-making.

Budget and Workload Concerns

- CORFA is pushing for increased transparency and involvement in the College's budgeting process.
- There are difficulties obtaining clear data on faculty FTEs and budget allocations.
- Lack of budget support for short-term sick coverage is causing strain.
- Ongoing concerns persist around inconsistent or outdated definitions of "vocational" vs. "career-technical" programs, which affect workload expectations and equity. Work continues through bargaining and Faculty Labour Management to address this.

b. Vice-President Report - [John McDonaugh](#)

John gave a verbal report, highlighting his activities since the last meeting:

- Regularly attends meetings with Sheena and the Executive Team
- Regularly attends Bargaining meetings
- Attended the campus visit with Sheena to Golden to chat and discuss campus issues.
- Attended the FPSE Academic Governance Council meeting in Vancouver - Collegial Governance focus.
- Working on new member contacts
- Attending East Kootenay District Labour Council meetings monthly. Always looking for a few more CORFA reps to attend, if interested please connect with John.

Next Steps:

- CORFA executive actively engaging with faculty across all campuses
- Academic governance training will be a strategic priority

c. Chief Steward Report - [Andrea Hyde](#)

Andrea Hyde gave a verbal update mostly focussing on faculty professional development and support.

- Andrea emphasized that PD (Professional Development) is faculty-driven and faculty get to choose their PD activities
- Deans should not dictate what faculty can do for PD as long as it fulfills at least one of the goals listed in Article 5
- PD time and funds are part of faculty compensation
- Professional development is different from on-the-job training
- Encouraged members to reach out with any concerns or issues

Next Steps:

- Faculty should contact the steward if they receive pushback on their PD choices

- There are stewards available to support faculty with workplace issues. If we don't know about it, we can't fix it.

d. Chief Bargainer Report - [Kevin Boehmer](#)

Kevin Beamer provided a verbal update on Bargaining

- CORFA & COTR bargaining has been pushed back from October to February due to management's request and the lack of a mandate
- BCGEU has a tentative agreement for 4 years at 12% (3% per year)
- This agreement will likely form the basis for CORFA's agreement
- The bargaining team will use interest-focused bargaining to work with management on issues like workload, program definitions, and class size limits
- Thank you to BCGEU who took a stand, CORFA made a donation to BCGEU to support their strike action as it helps us and other colleges in their negotiations.

Next Steps:

- Bargaining will begin in February 2025
- The focus will be on collaborative problem-solving rather than traditional positional bargaining

e. Finances

i. **[Financial Report](#)** (link) - [Joan Kaun, Treasurer](#)

A written report was provided in the meeting package by Joan Kaun.

ii. **[CORFA Financial Statements](#)** (link) - [Joan Kaun, Treasurer](#)

Financial Statements were provided to the membership in the meeting package. Sheena gave a brief overview highlighting:

- Note that although we are 50 percent through the budget year, expenses don't line up perfectly with that. Some expenses we get much later, such as for release.
- We donated money to the BCGEU hardship fund, so there have been some unplanned expenses but we are still doing alright.
- Note that there's less revenue from dues, which is part of the reason for general cost cutting, such as restricting dinners except for the AGM.
- Joan and CORFA are still looking for someone who is willing to be mentored into the treasurer role.

iii. **[2024-2025 Annual Report](#)** (link)

The 2024-2025 Annual Report was provided in paper and digital form. Sheena asked everyone to take a look at the report from last year as it is a very attractive and visual document that Pamela put together. It will not be professionally published/printed to save expenses, but there are a few copies printed, if anyone would really prefer that. Thank you to everyone who participated by being on either a College, CORFA, or FPSE committee this past year. We continue to have vacancies on some of our committees. Please consider getting involved. Feel free to reach out and ask questions about being on a committee or on the annual report.

The college is in need of a faculty representative on the Joint Health and Safety Committee, if no one steps forward, the college will appoint someone.

5. New Business

a. **New CORFA Logo Contest Launch** (Link)

The CORFA logo hasn't changed since 1995, when it was changed from EKCFA to CORFA. An idea was that since it's CORFA's 50th anniversary this coming year (2026), it was a perfect time to refresh the logo.

The rules are; Logo ideas due December 15; vote will be in January; Logo must be made/designed by a person, not AI; Winner receives their choice of a gift card or gift basket. Send your logos to info@corfa.org.

b. **Workload Inventory** (Link)

Andrea discussed the workload inventory survey initiative. The survey aims to document all the non-teaching tasks that consume faculty time. At the moment 25 responses have been received. Common issues include technology problems, student accommodations, communication issues, academic integrity, and removal of support services. The survey will remain open for an extended period, Faculty are encouraged to submit all issues, no matter how small it may seem. The data will be used in labor management discussions to quantify wasted faculty time.

6. Adjournment @4:55pm

Action items

All faculty:

- Submit entries to the workload inventory survey (ongoing)
- Consider submitting designs for the new CORFA logo (by December 15)

Sheena:

- Lobby in Victoria with FPSE presidents (November 19-20)

John:

- Continue the new member welcome/checkins

CORFA Executive:

- Continue campus visits to regional campuses
- Find a faculty representative for the Joint Health and Safety Committee
- Organize voting for the new logo (January)
- Prepare for bargaining (February)
- Plan next general meeting (February)