



STANDING COMMITTEE REPORTS

BARGAINING CO-ORDINATION & REVIEW COMMITTEE

CONTRACT ADMINISTRATION REVIEW COMMITTEE

DISABILITY MANAGEMENT & REHABILITATION COMMITTEE

HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE

NON-REGULAR FACULTY COMMITTEE

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

PENSION ADVISORY COMMITTEE

PROFESSIONAL DEVELOPMENT COMMITTEE

STATUS OF WOMEN COMMITTEE

Bargaining Coordination and Review Committee

Your committee: Chair: Sheldon Clare, Local 3

Nanci Delayen, Local 1
Robin Wylie, Local 4
Velma McKay, Local 6
Dominique Roelants, Local 8
Eric Turner, Local 11
Lynn Carter, Local 14
Paul Whyte, Local 16
Craig Berggold, Local 22
Cindy Oliver, Exec. Liaison

Donna Petri, Local 2
Maureen Shaw, Local 5
Shelley Drysdale, Local 7
Doug Henderson, Local 10
Darryl Ainsley, Local 12
Maggi Trebble, Local 15
Matt Pasco, Local 19
Bonita Eberl, NRFC

The focus of BCRC for the past year has been bargaining. Our experiences from the previous round led us to prepare a disciplined bargaining package. To aid in this goal, we used a contract language committee under the skilled direction of Ed Lavalley (Local 1) to help our bargaining council develop a smaller, more focussed package. Many of the recommendations from the BCRC sub-committee from the previous round were adopted, though more demands were added to the final package than intended.

The committee made several recommendations that were adopted by the Bargaining Council. These recommendations greatly contributed to the ability of the bargainers to meet the strict timelines agreed to in the protocol with the employers. Other sub-committees, both before and during the bargaining process, also made significant contributions to the process. These committees included:

1. The BCRC sub-committee, which set the standards for the process;
2. the Agreement of Association committee;
3. the 2% Stipend committee;

4. the Negotiating Committee's decision-making sub-committee, which drafted the rules of order;
5. The various sub-committees that operated during bargaining, such as Communications and Minutes, and the various ones that dealt with different pieces of language which were struck when needed. These included benefits, administrative duty, allocation of work, academic freedom and others as required.

The members of these committees all played important roles in making the process a lot smoother than it might have been. As well, the sub-committee structure made good use of the improved and renewed relationship with the BCGEU. That improved relationship was a great help throughout the process. As a result, there was less need for separate caucuses, though they still occurred when needed.

At the time of writing, FPSE and our BCGEU partners had successfully concluded the provincial tier of Faculty Sector Bargaining for the 2007-2010 Common Agreement. Most locals were heavily involved in local bargaining and some were facing a variety of

concessionary demands from employers. These employers were making maximum use of perceived interest in the government-mandated bonus. As Maureen Shaw of Kwantlen Faculty Association described it, "The message was almost that we were to mine our agreement in order to get the compensation package." It is true that many employers sought to make some gains and pushed hard to get them. At the same time, these employers were faced with strong bargainers, supported by FPSE Staff Representatives, who were in no mood to be bribed to give up rights. We also saw PSEC overturn the agreement made at Capilano and send it back to the parties to be re-negotiated. Bargaining is not made any easier when the parties across from us have limited ability to negotiate.

As I reported at the 2006 Spring Bargaining Conference, we faced a number of challenges in coming to an agreement this round. Fortunately, we had a relatively well-experienced team and we were able to focus on key goals in reaching the deal in a timely manner. We also had the benefit of the extensive efforts on language writing, research and analysis that occurred during the previous round and between rounds. Unfortunately, our internal differences, or perhaps more accurately our different needs, were a divisive factor at the end of the sector bargaining. These differing needs will require more attention in subsequent rounds to make us stronger.

Our ability to force better agreements is also hampered by not being able to apply all our power at once. The government has forced the employers to be unified, at least on monetary issues, because of the common agreement. Despite this forced unity, some employers still do not participate at the common table, although it is clear that they communicate with other employers who are present. Unfortunately, the

unions have not yet fully united. Langara, Fraser Valley, Okanagan and BCITFSA represent an additional 30% of our potential sector strength. Apart we are weak, and thus it is no surprise that the government low-balled us.

Rather than the employer or the union, PSEC is in control of the bargaining agenda: if we want rights, we have to convince them to give them to us; if we want money, the same thing must happen. This situation has meant that, ultimately, proposals are synthesized down to monetary demands and the important equity and rights demands tend to fall off the table. Workload and other problems at locals largely remain unaddressed, as salary demands tend to dominate the bargaining agenda. The problem is partially that there has been little or no money available for anything but salary, and that the unions have not been able to put enough emphasis on any other key demand to force it as an issue.

I respectfully suggest that the role of BCRC in preparing for the next round should be to research and recommend improvements so that we can be more effective in our bargaining. We need to review and plan all aspects of our bargaining approach. With this in mind, there are number of options to think about over the next three years. These might include, but are by no means limited to:

- a. retaining the present bargaining structure without change;
- b. certifying FPSE as the bargaining agent for all locals;
- c. devising a structure that both retains local autonomy, yet enhances our bargaining strength;
- d. addressing long-standing system problems, such as eliminating secondary scales, improving pension, removing

caps and bars, and leveling up benefits.

These options each have various problems associated with them; each also offers some advantages. Those problems need some candid discussion to improve our bargaining process. We seem to have a continual internal clash between idealistic goals and the realistic acceptance of a government-controlled bargaining agenda. Even in that situation, this round did have some successes. We encouraged more employers and unions to come to the common table, we protected the Common Agreement, and we bargained in a professional manner, even if there were some process problems at the end.

In short, we need to work together to maximize our bargaining agenda. We need to set our own mandate and stand by it. If we set clear but limited objectives for ourselves in the 2010 round, then we should be able to maximize our bargaining position. We must not underestimate the ability of government to exploit our real or perceived weaknesses to achieve their own goals.

In closing, I would like to thank and acknowledge the hard work of the bargainers from the member locals, our Caucus Chair George Davison and, of course, Staff Representative and chief spokesperson Jeff McKeil.

Respectfully submitted,
Sheldon Clare (Local 3)
Chair, BCRC

Contract Administration Review Committee

Your committee: Chair: Linda Forsythe, Local 4

Pat Hodgson, Local 1
George Davison, Local 3
Debbie Hope, Local 6
Linda Cornell, Local 8
Patti Barnes, Local 11
Cheryl McKeeman, Local 14
Shirley Ackland, Local 16
Sheree Ronaasen, NRFC

Keith McIsaac, Local 2
Mary Griffin, Local 5
H. Tvette / C. Magnuson, Local 7
Lui Marinelli, Local 10
Mark Kunen, Local 12
Ingrid Kolsteren, Local 15
Teresa Nahanee, Local 19
Dileep Athaide, Exec. Liaison

CARC met on two different occasions: September 2006 and January 2007. The one change to process we made this year was to conduct our meetings in a similar time structure as Presidents' Council. Now we meet Friday afternoon and Saturday morning.

Each local submits a report on contract administration issues and tasks. Discussions are focused around topics that are problematic and common to most locals. Here are the highlights of our discussions this year.

Job security and regularization issues include: conditional regularizations

where faculty are required to finish a Master's or Ph.D. within a certain time limit; management manipulating the regularization process and reinterpreting the collective agreement; specific dates that trigger regularization; posting a position just before a member reaches the regularization threshold and therefore sidestepping the individual's ability to regularize. One local suggested that it was not regularization that was the issue but the rights of non-regulars as they try to work to regularization.

Contracting out done through the mechanism of Continuing Education was

discussed as a problem where faculty have no say in hiring and course content. One suggestion was to try to deal with this is through credit courses and the articulation route.

Harassment in the form of member to member disputes was discussed with many locals offering input into how it is managed at their institutions. We believe that more interpersonal disputes arise as work is downloaded and members become more stressed.

Management rights and attacks on shared governance issues include management not respecting departmental policies, especially where no college policies exist; management ignoring timelines of deans' terms in an attempt to have them extended when the union clearly stated it did not want extensions; management ignoring CA language on preference given to internal candidates in selections; management asking for preferences for timetabling choices and then ignoring them; management wanting a role in coordinator selections; management disregarding recommendations of selection committee; management making an agreement with the union and then ignoring it (like our governments seem to be doing).

Disability management and illness issues were other points of interest to the chief stewards. We discussed vacation entitlement for people on sick leave and STD. We looked at lack of provisions in the local and provincial collective agreements and work that had been done through JADRC. FPSE developed a questionnaire that we are attempting to

use to get a handle on the system-wide issues and processes related to illness.

Two motions were put forward for possible AGM workshops: Conflict resolution (member to member), and disability application processes.

As CARC chair, I attend Grievance and Arbitration Review Committee (GARC) meetings with Secretary-Treasurer and GARC Chair Dileep Athaide and the Labour Relations Staff Representatives. These meetings occur about once a month.

I would like to thank you, the chief stewards, for your commitment to CARC and your willingness to discuss issues from your locals. I appreciate all the patience and support you give each other as we hash through issues that may not directly affect you. For me, and I hope for you, the time spent is valuable in getting new, different and broader perspectives on our issues.

I would like to thank Executive Liaison Dileep Athaide, and Staff Representative Lee Whyte for all the assistance in setting up these meetings, taking notes and managing to write clear minutes, and reporting out on arbitrations.

I will be stepping down as CARC Chair to be replaced by Shirley Ackland from Local 16 (North Island). I will also be leaving CARC as my term as Vice-President, Stewardship, at DCFA is complete in August and I will be retiring at the end of the year.

Good luck in your future work.

Respectfully submitted,
Linda Forsythe (Local 4)
Chair, CARC

Disability Management & Rehabilitation Committee

Your committee: Chair: Lil McPhail, Local 6

Yvonne McColl, Local 1
Melhina Dragusica, Local 3
John Neville, Local 8
Karen Chrysler, Local 11
Fulton Tom, Local 14
Sheree Ronaasen, NRFC

Penny Heaslip, Local 2
Ann Marie Davison, Local 5
Linda Gomez, Local 10
Heather Biasio, Local 12
Jane Coleman, Local 16
George Davison, Exec. Liaison

The FPSE Disability Management and Rehabilitation Committee (DMRC) is primarily made up of members who serve as representatives on their institutions' local DMRC. The mandate of these local committees is to provide support to faculty members on medical leave and to assist in their return to work. Committee members carry out a wide variety of tasks which may include helping colleagues with the paperwork required by the insurer, staying in touch with those who are ill, assisting in return to work planning, and providing information to all members about our disability plans.

DMRC meetings serve many important purposes for its members. Our meetings are our primary opportunities for learning and information sharing about the important work we do on behalf of our colleagues. Members regularly acknowledge that their participation on this committee enables them to be more effective local reps. Although membership on DMRC tends to be long term and there is remarkable continuity, there are always new issues and concerns. Discussion at our meetings is our primary way of learning about disability management and of determining if our disability plans are meeting our members' needs. Committee members appreciate the opportunity to meet twice a year.

The committee met in November and February this year. Reports from locals made up a significant part of both meetings and enabled members to discuss issues, both similar and different from those at their own colleges. As usual, some trends emerged. This year members

again reported numerous mental health cases, as well as health problems related to workplace/workload issues. Through our lengthy discussions we also became more aware of our insurance carrier's policies and practices. Staff Representative David Piasta provided a variety of information at both meetings, including copies of the updated disability plan policy, system-wide plan utilization information, and relevant disability management reports and case summaries.

At our November meeting the Committee also developed a workplan and identified topics for future educational activities. In February, we reviewed the confidentiality practices of our individual college committees and discussed out of province/country coverage issues. We also fine-tuned an activity record sheet developed by Staff Representative David Piasta. DMRC members spend considerable time in their roles and frequently meet with their local committees, fellow faculty members, and local union representatives. Previously, we have had no way to track the work we do, but now we will begin to use this tool. This record will be helpful when we are required to justify the need for release time for DMRC members.

This year, the Committee chose to not have training activities at our meetings, as members wished to maximize the opportunities for discussion of their issues. Next year, however, we intend to return to the past practice of providing an educational activity at its fall meeting and again participating in the Spring Joint Committees Conference.

I am pleased to have the opportunity to serve on this important committee and to work with my fellow committee members. On behalf of the committee, I wish to thank Executive Liaison, Vice-President George Davison, and FPSE Staff Representative David Piasta. David has

worked with this committee since it was established, and DMRC members continue to benefit from his extensive knowledge and experience.

Respectfully submitted,

Lil McPhail (Local 6)
Chair, DMRC

Education Policy Committee

Your committee: **Chair: Jan Harkess, Local 6**

Reg Johansen, Local 1
Sharon Bezo, Local 3
Balbir Gurm, Local 5
Don Parks, Local 10
Peter Maidstone, Local 12
Brenda Appleton, Local 15
Veda Abu-Bakare, Local 17
Deborah Hlady NRFC

Anne Baker, Local 2
Leda Reaume, Local 4
Brent Lee, Local 8
Elise Kruithof, Local 11
Mark Smith, Local 14
Helena Higgs, Local 16
Joanne Armstrong, Local 19
Dominique Roelants, Exec. Liaison

This year, the EPC continued to discuss and report on education policy issues and initiatives that have the potential to, or currently do, affect the BC colleges, university-colleges and institutes, as follows:

Developmental education: The Adult Basic Education (ABE) Campaign was successful. Institutions received \$4,000,000 for tuition relief for developmental education students, primarily directed at single mothers. FPSE continues to lobby to get funding for other students as well.

Domestic and international ESL programs are faced with increased competition, privatization, workload, and delivery issues. Last year, the EPC recommended a broader discussion of ESL issues. This resulted in a resolution from the 2006 AGM to organize an ESL Conference, similar to the one that took place for ABE in 2005.

The ESL Conference took place on January 26-27 in Vancouver. Virginia

Monk (Local 15) chaired the workshop with the help of the Working Committee, and representatives from FPSE and BCGEU locals that offer ESL, including one from a private ESL institution. The chair of EPC was also in attendance. The Conference was very productive, the outcomes of which will be:

- a brief that will address the history, funding, partnerships, and issues faced by ESL educators, students, and citizens;
- a call for future action from FPSE, EPC, and locals to raise the status of ESL, its professionalism, and the need for job security.

EPC also passed a resolution to recommend to Presidents' Council that FPSE host a workshop on current ESL issues.

The Campus 2020 campaign was discussed. As students face significant workload and other pressures while trying

to get their education, EPC recommended to Presidents' Council that FPSE get information about students' workloads, both academic and paid work.

Research was conducted by EPC members at their respective institutions for the purposes of gathering data for bargaining and for FPSE to monitor and analyze FTEs, completion and attrition rates, and other aspects of online delivery, and trades' completion and attrition rates.

FTE counting methodology was allegedly made consistent around the province. The committee felt that it should know what the new methodology is so that it can verify the methodology is actually being applied throughout the system. Some members reported that the new method of counting FTEs is reducing the number of FTEs in some areas. Staff Representative Phillip Legg is researching this.

Declining enrollment continues to be a concern in many institutions, particularly the smaller ones. Layoff notices have already been delivered or are pending as a result. At some institutions, courses with low enrollment are being converted to directed studies. The committee determined that the issue is a workload issue and forwarded it to BCRC. The EPC also expressed the need for data on curriculum and transfer that looks at the system as it exists and to help plan for the future. It recommended a workshop be held at the AGM on this issue.

Competition from Continuing Education caused EPC to pass a motion that urges FPSE to explore ways to unionize those involved in the development and/or delivery of these courses.

Online delivery/BCcampus issues were identified. EPC members surveyed members from their institutions to gather data on the delivery of online education for the Bargaining Committee and FPSE. This data was collated by Executive Liaison Dominique Roelants, who summarized it in a report.

BCcampus has not renewed its license with WebCT. In its place it is

proposing to use Desire2Learn. However, some institutions are already using Moodle, an Open Source platform. Faculty are concerned that they have not been consulted. This proposal could mean that some students could be learning in two or three different online platforms. Consequently, motions were made that FPSE seek representation on the BCcampus Steering Committee, that it draft and submit a response to the BC Campus Service Plan, and that it host a workshop on Internet delivery courses at the AGM.

Copyright of BCcampus courses: EPC made a motion encouraging FPSE to investigate whether the acquisition of copyright by BCcampus is in compliance with the Common Agreement.

The Degree Authorization Assessment Board and assessment: The committee further discussed BCCAT and DQAB. Concerns were raised about the possibility that private for-profit institutions have been and are trying to get transfer credit through BCCAT. EPC members gathered data and reported to Staff Rep Phillip Legg any requests from private colleges that wanted to share curricula, sit on advisory committees, or be added to articulation committees.

The role or vision of the EPC was expanded when the EPC passed a motion recognizing that, in addition to its Terms of Reference, the vision (or role) of the EPC is to deal with issues of an academic or pedagogical nature. The committee also recognizes that it may overlap with other committees and will either collaborate with or forward such items to other committees as need be.

Resolution 53 from the 2006 AGM opened a discussion regarding the updating of the FPSE policy on "Scholarly Teaching". A subcommittee was struck to review and update the FPSE Values Statement and the policy entitled "FPSE Position on Degree Completion Programs at BC Colleges".

Scholarly teaching was defined by the subcommittee, and Balbir Gurm (Local 5) presented a motion that was passed with proposed amendments to Section

7.25 on Scholarly Activity in the FPSE
Policy and Procedures Manual.

This has been a busy year and, as
Chair, I would like to thank the FPSE
Executive, Presidents' Council, Executive
Liaison Dominique Roelants, Staff
Representative Phillip Legg, support staff
Margaret Sutherland, the members of

EPC, and all other FPSE members who
have supported the work of the EPC.

Respectfully submitted,
Jan Harkess (Local 6)
Chair, EPC

Human Rights & International Solidarity Committee

Your committee: **Chair: Liz Ball, Local 10**
Richard Brand, Local 1
Marja Tejero, Local 3
Juergen Dankwort, Local 5
Cheryl Dahl, Local 7
Pouyan Mahboubi, Local 11
Rick Gordon, Local 14
N. Wolfe / M. Newton, Local 16
Charles Boylan, Local 21
Terri Van Steinburg, Exec. Liaison

C. Hayes / P. Powers, Local 2
M. Waskow/M. Smitshoek, Local 4
Louise Abbott, Local 6
Lynn Wytenbroek, Local 8
Micé Albano-Crockford, Local 12
Linda Duarte, Local 15
Sharon McIvor, Local 19
Duane Seibel, NRFC

The Human Rights & International
Solidarity Committee had another
productive year of full and active
meetings, debating topics and passing
resolutions for change on human rights
issues of local, national and international
impact. HRISC members are active in
their locals, distributing information
received via the human rights listserv to
local members and receiving input from
their locals to inform HRISC debate.
HRISC members are also active in their
larger communities, sitting on institution-
wide committees, organizing film festivals,
speakers, and photograph contests,
participating with a myriad of NGOs, etc.

HRISC is grateful that Presidents'
Council and the Executive have supported
most of the Committee's initiatives, and
that the broader FPSE membership will
have opportunity for debate on a key
HRISC document at the 2007 Annual
General Meeting.

HRISC recommended that FPSE
continue its membership in Co-
Development Canada, with funds used to
enhance Co-Dev work in Central America.

Other resolutions forwarded to PC
addressed issues of potential privacy
violations of "Best Doctors" and "Turnitin"
(or the like) where personal information is
held on U.S. servers and could be subject
to the *Patriot Act*. Further discussion and
resolve centred on the wars in Afghanistan
and Iraq, campaigns and coalitions around
the wars, Canada's violation of
International Covenants of Human Rights
through security certificates, etc.

The focus piece of 2006-07 HRISC
work is the draft proposal, **FPSE
International Solidarity Fund**. The
Committee was empowered by a
resolution from the 2006 AGM to develop
such a proposal and to "... work with locals
to identify the resources necessary to
establish an International Solidarity Fund
within FPSE that provides meaningful and
effective support for progressive initiatives
outside of Canada." At the Fall meeting,
terms of reference from other Union
solidarity funds were reviewed, and guest
Larry Kuehn of the BCTF shared the
history, the workings, and the terms of
reference of their International Solidarity

Fund. A sub-committee of HRISC was struck to develop an FPSE document to bring to the Spring meeting. Rick Gordon (Local 14) was especially helpful on this sub-committee. A document was tabled to the HRISC February 16, adopted February 17, will be reviewed by PC at the March 9-10 meeting and, hopefully, will find full support of the FPSE members at the 2007 AGM.

It has been my pleasure to Chair this Committee for the past three years, and to have had the advice of Staff Representatives Lee Whyte, Lesley Burke, and Barb Brown, the assistance of support staff Margaret Sutherland, Angela Kenyon, and Nancy Yip, and the collegiality of

Executive Liaisons Members-at-Large Tom Friedman and Terri Van Steinberg.

The representatives to HRISC are an amazing lot, and I thank them for their energies in the Committee's work. I have stepped down as Chair, to allow for a change in representation from SCFA, Local 10. I congratulate Rick Gordon on his election as next Chair, and wish him and the committee all the best.

And thank you, Cindy and Dileep. You lead by example.

Respectfully submitted,
Liz Ball (Local 10)
Chair, HRISC

Non-Regular Faculty Committee

Your committee: **Chair: Debbie Hlady, Local 12**

Aurelea Mahood, Local 1
Graham Pearce, Local 3
Dwayne Kaban, Local 5
Paul Dance, Local 7
Ian Parfitt, Local 10
Susan Weber, Local 14
Michael Plant, Local 16
Heidi May, Local 22

Ed Frey, Local 2
Len Millis, Local 4
Brian Harvey, Local 6
Vicki Mygaard, Local 8
Sheree Ronaasen, Local 11
Bonita Eberl, Local 15
Peter Pike, Local 19
Dominique Roelants, Exec. Liaison

The Non-Regular Faculty Committee met twice this past year, in October and February. Members brought forward reports from their locals focusing on regularization issues and other local initiatives that have affected non-regular faculty, including cutbacks and bargaining priorities.

Non-regular faculty continue to struggle to maintain ground and make new gains in contract rights and regularization. Some points to consider:

- Non-regulars at some institutions make up over 40% of teaching positions.
- Non-regulars can be paid at different rates for the same workload as continuing faculty

members; there are efforts being made by administrations to further reduce pay for non-regulars and sessionals.

- Non-regular faculty may be required to teach more courses than regular faculty in order to be paid at the full-time rate.
- Non-regular instructors approaching regularization are sometimes told they are no longer qualified to teach courses they have successfully taught for several semesters, even though they have the same credentials as regular colleagues.

Other major issues dealt with by the committee this year include:

Bargaining Objectives: of crucial interest to non-regular faculty are elimination of secondary scales, allocation of work based on Right of First Refusal, benefits for all employees working at 40% or more, and progression on the salary scale by one step for each year worked at 20% or more.

COCAL VII: Several members of the NRFC attended the Coalition on Contingent Academic Labour, held in Vancouver last August. This conference focused on non-regular issues affecting educators in Canada, the USA and Mexico. The conference was informative and inspiring, and made us aware of how much we have already accomplished through organizations like FPSE and CAUT. Our colleagues in other countries often are not unionized and have no rights or benefits whatsoever.

Fair Employment Week: This continues to be a focus for colleges in the fall semester. Locals are working to raise

the profile of non-regular issues among students and faculty.

Liaison to Standing Committees: The NRFC sends members as liaisons to all FPSE Standing Committees twice a year, giving non-regulars a much-needed voice across the college system.

The Non-Regular Faculty Committee faces a number of ongoing and challenging issues in the coming year. We are grateful to have the support and valuable advice of Executive Liaison Vice-President Dominique Roelants and Staff Representative Weldon Cowan. Thank you as well to our past Chair, Sheree Ronaasen, for her years of work on the committee's behalf, and to other FPSE members who have supported the work of the NRFC.

Respectfully submitted,
Debbie Hlady (Local 12)
Chair, NRFC

Occupational Health & Safety Committee

Your committee: Chair:Carolynne Fardy, Local 2

Dave Winstanley, Local 1
Nancy Maloney, Local 4
Wendy Panchyshyn, Local 6
Alan Chapelle, Local 8
Reto Riesen, Local 11
Catherine O'Brien-Bell, Local 14
Sherrie Wang, Local 16
Jim Billy, Local 19
George Davison, Exec. Liaison

Steve Campbell, Local 3
Jim Jamieson, Local 5
Colleen Olund, Local 7
Rob MacCrae, Local 10
Heather Biasio, Local 12
Colleen van Winkel, Local 15
Rosalyn Alexander, Local 17
Bonita Eberl, NRFC

The FPSE OH&S Committee met twice during the past year, in November 2006 and again in February 2007. We have a number of representatives who have served on the committee for a number of years. This proves to be most beneficial during reports as many ways of helping less experienced members deal with problems in their locals. This sharing of

ideas continues to be one of the strengths of this committee.

During the November meeting the committee discussed the idea of changing the name of the committee to the Health, Safety and Environment Committee. This is reflective of many committees across Canada. Many of the issues developing in our workplaces are related to the health and safety of our members as well as the

environment: replacement of toxic chemicals in our workplace, proper removal of such toxic substances if they have been used, and pesticide use, to name a few. We are recommending changes to our terms of reference to reflect this name change and additional scope. We have recommended other changes to our terms of reference to reflect ongoing changes in our workplace.

Security on campuses continues to be a common concern with everyone. Many institutions have initiated the wearing of nametags for employees who must enter different departments as part of their daily activities. Many institutions have working alone policies to address this issue as well. We continue to wrestle with the smoking outside doors affecting people's health versus the rights of the smoker in the workplace to be accommodated.

A priority for safety issues and release time for OH&S duties are other common threads seen in many of the institutions. This is most frustrating as these rights are legislated but seemingly difficult to actually achieve. A motion re: release time for OH&S duties has been forwarded in hopes of bringing light to this dilemma and that it can be addressed in future bargaining.

The committee actively participated in an interactive workshop facilitated by the

Labour Environmental Alliance Society's (LEAS) Executive Director Mae Burrows. This workshop focused on chemical trespass and toxins in our workplace as well as our everyday lives. We discussed ways FPSE can work with LEAS to advance and promote such important issues, such as lobbying for complete ingredient disclosure and hazard identification for consumer products as part of their right to know campaign. We have such rights in our workplace with WHMIS legislation and are pushing for the same information in all our lives.

I am honoured to be representing FPSE on the LEAS board of directors. This is proving to be a positive alliance in moving health and safe issues forward. LEAS have many valuable resources that our members are able to utilize to further initiatives within their communities.

I was re-elected as Chair of the OH&S Committee. I look forward to working with the FPSE Health, Safety, and Environment Committee in the upcoming year as we strive to provide healthy and safe work environments for our members.

Respectfully submitted,
Carolynne Fardy (Local 2)
Chair, OHSC

Pension Advisory Committee

Your committee: Chair: Al Valleau, Local 5

Debby Volbrecht, Local 1
Marie Sinnott, Local 3
Harry Keller, Local 6
Rick Monaghan, Local 8
Mona Izumi, Local 11
Alan Cooper, Local 14
Christine Hodgson, Local 16
Al Fukushima, Local 19
Dwayne Kaban, NRFC
Dominique Roelants, Exec. Liaison

js Bourget, Local 2
Pam Burry, Local 4
Norm Taylor, Local 7
Ross Bates, Local 10
Candace Fertile, Local 12
Brian Haugen, Local 15
Rocky Mirza, Local 17
Rick Williams, Local 22
Jim Ford, Retired

Attendance at PAC meetings continues to be strong, an indication that both the local representatives and the locals see our pension plan to be of importance to all members. The committee met in October and February as usual this year. The following issues were discussed at the meetings:

1. An ongoing review of the performance of the pension plan. The plan has performed quite well over the past three years.
2. An investigation of the interest in and viability of allowing members to invest RRSP funds into an RRSP run by BCIMC. The survey of locals showed there was not sufficient interest in such an option to warrant its cost.
3. A comparison of the extended health plan available to members of the College Pension Plan upon retirement and the plan offered by CAUT to its members. Our plan offers retirees better coverage.
4. A discussion of the bridge benefit in our pension plan in relation to the concept of an age-neutral pension plan. PAC endorsed the principal of an age-neutral pension plan and recommended the concept to

Presidents' Council for further discussion.

5. Meeting with representatives of the Pension Corporation and reviewing the Pension Corporation's pension workshops. PAC endorsed the concept that local PAC representatives would attend local workshops or contact FPSE to ensure that an FPSE representative attended workshops in their stead.
6. An examination of retirement and re-employment and how it relates to the pension plan.
7. A discussion of the importance of inflation protection to the pension plan and a recommendation to Presidents' Council that the various options to fund inflation protection be given serious consideration.
8. A discussion of the Canadian Federation of Independent Business paper on Canada's pension "predicament" and a discussion of sound, well-run, defined benefit plans (our plan) as opposed to defined contribution plans and other pension planning mechanisms. There was concern that the public may not understand that, as more and more pension plans become weakened by

employers' reluctance to see the importance of maintaining a good pension plan for their workforce, the more likely it will become that retirees in Canada are adversely affected.

Wilson presented a standard retirement seminar. The committee, in examining the workshop, made recommendations for changes to the Pension Corporation slide show.

9. To educate new members of the committee, Pension Trustee John

Respectfully submitted
Al Valleau (Local 5)
Chair, PAC

Professional Development Committee

Your committee: **Chair: Cynthia Lane, Local 12**

Carol Cram, Local 1

Barb Lee, Local 3

Betty Mosher, Local 6

Steven Earle, Local 8

David Archer, Local 11

Mark Smith, Local 14

Lesley Watts, Local 16

Paul Willms, Local 19

Tom Friedman, Exec. Liaison

Penny Heaslip, Local 2

Bob Fuhr, Local 5

Shelley Drysdale, Local 7

Rita Williams, Local 10

Cynthia Lane, Local 12

Cheryl Deyalsingh, Local 15

Gary Zilkie, Local 17

Ian Parfitt, NRFC

The FPSE Professional Development Committee met in October 2006 and February 2007, and continues to provide a forum for sharing information about PD rights, activities and conferences.

Self-directed professional development: The work of the PD Committee includes policy initiatives that give educators a role in shaping the teaching and learning environment.

0.6% Professional Development Common Faculty Fund: The committee continued to share information on progress and the processes used at each institution to distribute the funds.

Peer mentoring: The committee agreed that language relating to peer mentoring should be included in the FPSE *Policy & Procedures Manual*. Presidents' Council requested clarification, which is in progress.

The Art of Teaching DVD: Neil Smith shared *The Art of Teaching* DVD developed at Malaspina during the breaks of the October meeting. This was a very well-received "value added" activity.

Thank you, Neil, and Malaspina, for your generosity.

Scholarly activity and faculty development: The committee made several recommendations regarding changes to the FPSE Values Statement and several Policy Manual articles in support of scholarly teaching.

Traveling abroad and research: The committee recommended to Presidents' Council that FPSE compile research on policies and insurance coverage regarding traveling overseas for professional development activities. Several Locals have members who travel abroad during their activities. Work is in progress.

Many thanks to Executive Liaison Tom Friedman, Staff Representative Barb Brown, and Administrative Assistants Margaret Sutherland and Nancy Yip.

Respectfully submitted,
Cynthia Lane (Local 12)
Chair, PDC

Status of Women Committee

Your committee: Chair: Candace Fertile, Local 12

Laurie Jensen, Local 1
Melinda Worfolk, Local 3
Gillian Gausboel, Local 5
Lori Wirth, Local 7
L. Reltan / J. Mayr, Local 10
Heather Hume, Local 14
Serena Patterson, Local 16
Kathleen Wasacase, Local 19

Karen Ross, Local 2
K. Leroux / L. Sigola, Local 4
Tammy Kiss, Local 6
Anna Atkinson, Local 8
Leanne Boschman, Local 11
Dianna Morgan, Local 15
Bernadette Harris, Local 17
Terri Van Steinburg, Exec. Liaison

The Status of Women Committee (SWC) met October 20-21, 2006, and February 16-17, 2007, with most locals in attendance. SWC provides an opportunity for representatives to share their experiences at the local level with colleagues from other locals, and to discuss important issues regarding women and FPSE. The purpose of the SWC, as noted in its mandate, is to support activities at the local level that help improve the situation of women.

This past year the main issues discussed include the following:

1. **Women's Resource Manual**

This manual was created in 2005-06 under the direction of the previous Chair of SWC, Serena Patterson, with the invaluable help of FPSE Staff Representative Barb Brown. The manual is a living document to be added to and modified as needed. SWC members suggested a variety of materials to be added: a brief guide to Robert's Rules, material on gender and non-regular faculty, a flow chart of the Labour movement, the inclusion of Labour Day to the calendar of events, a list of lead cases on pay equity and gender discrimination, and material on academic freedom.

2. **Funding Cuts to Status of Women Canada**

The cuts to the budget of SWC Canada and the deletion of the term "equality" from the mandate are of great concern.

Members discussed ways to protest these retrograde moves, such as writing letters to their MPs.

3. **Childcare**

Childcare continues to a hot topic with the current government programs effectively decreasing childcare places. Barb distributed material on the Code Blue for Childcare campaign and noted that the CLC has a link on its website that can be used to write to MPs.

4. **December 6th**

Members discussed various ways of ensuring that December 6th is remembered. Staff Rep Barb Brown distributed a model postcard that the CLC is distributing, and Terri Van Steinburg distributed a CUPE memorial card with the suggestion that FPSE could do something similar. The cards were produced and SWC members distributed them at their locals. We will distribute the cards again next year.

5. **Workshops for AGM**

Members discussed numerous ideas for AGM workshops and brainstormed ideas about how to get younger women involved in the Women's Movement and Labour.

6. **International Women's Day**

Members discussed how to mark IWD and, among the many suggestions, Barb Brown reported

that stickers regarding equality will be made up and distributed to local representatives for distribution.

7. **Stress and Workload**

This topic is clearly an important one for the committee as there is some concern that women are being viewed differently in the classroom than their male colleagues, resulting in more time spent counselling students and dealing with personal issues. SWC has much anecdotal evidence of this situation and is investigating what research has been done. As stress levels rise in students because of poor funding and increased costs, the stress levels of faculty are adversely affected. The whole movement in administration to seeing students as "clients" is indicative of a systemic problem that may be affecting women disproportionately. Workshop

suggestions for the AGM dealing with this issue have been proposed.

8. **Pensions**

Members discussed the possibility of the pension plan being altered in some way to redress historical inequities (women's work patterns differing from that of men, for example). The result was a motion to Presidents' Council for the AGM.

9. **Election of Chair**

Candace Fertile was acclaimed as Chair for 2007-2008.

The SWC would like to thank Staff Rep Barb Brown and Executive Liaison Terri Van Steinburg for their invaluable help on this committee.

Respectfully submitted,
Candace Fertile (Local 12)
Chair, SWC