



STANDING COMMITTEE REPORTS

Only policy resolutions are brought forward from Standing Committees to the Annual General Meeting; administrative or operational resolutions are not. All forwarded resolutions have been reviewed, accepted and, in some cases, amended by Presidents' Council.

STANDING COMMITTEE REPORTS

BARGAINING COORDINATION COMMITTEE

Chair: Bob Davis, Local 5
Joanne Quirk, Local 1
John Turner, Local 2
Jan Mastromatteo, Local 3
Ron Brown, Local 4
Joan Kaun, Local 6
Vicki Grieve, Local 7
Gara Pruesse, Local 8
Nolan Fretz, Local 9
Doug Henderson, Local 10
Mia Reimers/Sheree Ronaasen, Local 11

Judith Hunt, Local 12
Noel Currie, Local 14
Maggi Trebble, Local 15
Anne Cumming, Local 16
John O'Brien, Local 17
Matthew Pasco, Local 19
Jean-Bernard Ardila, Local 21
Tom Becher/Rita Wong, Local 22
Lorraine Rehnby, NRFC Liaison
Cindy Oliver, Executive Liaison

This has been an eventful year for the Bargaining Coordination Committee. Public Sector bargaining under a cooperative gains mandate gave the appearance of an attitude change within the government; however, it was essentially a new coat of paint on the same old wall. FPSE locals found themselves amongst a growing pattern of public sector settlements set at 4% and the appearance of concessions to be within the mandate.

The BCGEU instructor component reached agreement in December 2012. BCITFSA was still bargaining the 2010 round and came to agreement in early January 2013. FPSE locals remained committed to the strategy of local bargaining but found themselves needing to adjust and take advantage of the changing bargaining landscape. PSEA approached FPSE after the BCGEU Common Table agreement and asked us to consider a compensation template table. With approval of Presidents' Council, the decision was made to bargain compensation with PSEA and an agreement was reached in the early morning of February 2, 2013. It should be noted

that we were able to secure retroactive pay to January 1, 2013 and prevent changes to the extended health Pharmacare provisions.

BCC's level of communication has been exceptional. The addition of Atrium platform has been integral to allowing locals to easily share and comment on local and provincial issues. Our solidarity is strengthening as we stay committed and execute our bargaining strategy. BCC will be focusing its attention on the next round of bargaining to build upon our successes while remaining supportive to those locals still bargaining. FPSE locals need to lead our sector into the next round bargaining, so we have to prepare early. BCC is looking forward to addressing long-standing issues in our sector in the next round of negotiations, and we are confident that we can do so by continuing to working together.

In solidarity,

Bob Davis (Local 5)
Chair, BCC

CONTRACT ADMINISTRATION AND REVIEW COMMITTEE

Chair: Lui Marinelli, Local 10
John Wilson, Local 1
Jeanette Murray, Local 2
Jan Mastromatteo, Local 3
Erin Rozman, Local 4
Joel Murray, Local 5
Tammy Kiss, Local 6
Linda Toews (faculty), Local 7
David Shayler (staff), Local 7
Dominique Roelants, Local 8
Rod Watkins, Local 9

Gordon Weary, Local 11
Debbie Gascoyne, Local 12
Cheryl McKeeman, Local 14
Karen Shortt, Local 15
Janis Almond, Local 16
Mary Kruger, Local 17
Tom Becher, Local 22
Alan Rice, NRFC Liaison
George Davison, Executive Liaison

The Contract Administration and Review Committee, composed of the Chief Stewards of FPSE locals, meets twice a year to discuss issues and grievances, and to identify common threads at our locals. The local rep submits a short written report and speaks to the main concerns. As well, our meetings include an educational component to increase our skills and knowledge in dealing with the many issues at our locals. The sessions are lively, interesting, and help to inform our work as Chief Stewards.

LOCAL REPORTS

When I review the reports from the locals, it is difficult to summarize the general themes...we are all over the map with the employer. There are some unique relationships such as the tenure issue at TRU and some different language when it comes to regularization from institution to institution. But aside from those considerations, we have a lot of similar disagreements with the employer. Harassment continues to be an issue among members as well as between the member and the employer. The employer

seems to be testing their management rights boundaries in ways we haven't seen before. What exactly is a "Letter of Expectation"? We've been asking for years and still no explanation, but they keep issuing them.

PROFESSIONAL DEVELOPMENT

At the October meetings, we had two presentations during the second day. Phillip Legg presented a talk about changes to how WCB is dealing with mental stress. He spoke about recent changes to policy and law. Weldon Cowan presented information about the pension survey that was coming up. Information is being gathered from the members as to how to proceed with some changes to our pension. The pension needs some amount of overhauling and the pension committee wants direction.

In the January meeting, Leo McGrady had a presentation – A guide to the Law of Protests in BC. Following the presentation, the group discussed ideas for recruiting stewards...always a challenge getting new blood at the executive

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level. One idea floated was to create associated stewards (informal position) and give them a little bit to do: a way to ease them into the union life.

ELECTION AND FURTHER BUSINESS

Lui Marinelli (Local 10) was voted in for a second term as chair of CARC.

No future education or training was identified at this point as time was running short.

GARC

As CARC Chair, I participate with FPSE Staff Representatives and the Secretary-Treasurer in the monthly Grievance and Arbitration Review Committee meetings, where we consider grievances referred by the locals for arbitration. Being from the Kootenays, the meetings were done by teleconference.

CAUT

As CARC Chair, I was fortunate to be able to attend the CAUT Senior Grievance Workshop on behalf of FPSE. The theme this year was The Grievance. We participated in a number of workshops on such topics as Grievance Language Over Time, The Informal Stage, Restricting the Scope of Grievances, Developments in Case Law, and Disclosure.

Thank you to George Davison, the Executive Liaison for CARC, Lesley Burke-O'Flynn, Staff Representative for CARC, and to Sara Rozell for their support. I look forward to working with CARC in the coming year.

Respectfully submitted,

Lui Marinelli (Local 10)
Chair, CARC

DISABILITY MANAGEMENT AND REHABILITATION COMMITTEE

Chair: Ann Marie Davison, Local 5
Joanne Quirk, Local 1
Karen Ross, Local 2
Carole Whitmer, Local 3
Kim Buchan/ Jan White, Local 6
Kathy Gowdridge, Local 7
Donna Kurulak, Local 8
Lindsay Kennedy, Local 9
Sally Glock/Mark Spielman, Local 10
Jessica Hrechka Fee, Local 11

Brent Wassermann, Local 12
Fulton Tom, Local 14
Karen Shortt/Frank Cosco, Local 15
Janis Almond, Local 16
Virginia Jacklin, Local 17
Mandy Jimmie, Local 19
Heather Mitchell, Local 22
Debbie Hlady, NRFC Liaison
Dominique Roelants, Executive Liaison

The Disability Management and Rehabilitation Committee (DMRC) is made up primarily of members who represent their locals on the Joint Faculty Rehabilitation committees at their

respective institutions. There are other members whose locals are not party to this process, but who come to learn and provide input. The Joint Faculty Rehabilitation committees were birthed

10 years ago as a result of collective bargaining, with the goal of assisting members who are unable to do their normal workload due to illness or injury. The local rehab committees assist members through all stages of the process, with the goal of facilitating a successful return to work, when and if the member is able to do so. Every DMRC meeting includes time for each member to update the committee on the status of the Return to Work (RTW) processes at their institution, and to have discussions around issues. We find these interactions are quite valuable.

DMRC wishes to thank Sandra Hochstein (Local 4) for her service as Chair last year. However Sandra stepped down from the position, and the committee elected me as Chair by acclamation at our November meeting. Highlights from the November meeting included an extremely informative presentation by James Baugh (FPSE Counsel of McGrady and Company) on privacy and personal health information, and a presentation by Zoe Towle on the changes to WorkSafe BC coverage due to the passing of Bill 14, *the Workers Compensation Amendment Act*. Bill 14 mandates the coverage of mental disorders caused by workplace stressors, and this potentially could have a significant impact on our members.

At our February meeting we made significant improvements to forms for data collection that DMRC had been working on for a couple of years. These forms will hopefully be more useful for data collection and analysis than our previous written reports. We will be looking for trends or inconsistencies as next year we begin to provide data before each DMRC meeting.

A significant accomplishment was the finalizing

of a member survey regarding their experiences with Manulife, both during the application process and during their sick leave. DMRC is requesting that FPSE distribute the survey to members at all locals whose disability benefits are provided through Manulife. Only members who have ever applied for short or long term disability benefits are eligible to complete the survey.

I would like to thank each committee member for making it a pleasure to Chair this committee. I am impressed by the dedication with which these individuals serve their peers during such a vulnerable time. And I am impressed that they did not grumble about being the last committee still working late into the Saturday afternoon of the spring meeting.

The committee would like to thank our Executive Liaison, Dominique Roelants, for his contributions at our November meeting, and George Davison, who sat in for Dominique at our February meeting. We would like to acknowledge the assistance of FPSE Admin Coordinator Nancy Yip. We would especially like to acknowledge the invaluable work of our FPSE Staff Rep, Zoe Towle.

Respectfully submitted,

Ann Marie Davison (Local 5)
Chair, DMRC

COMMITTEE RESOLUTIONS: DMRC

- 1. That FPSE approve the Satisfaction Survey and allocate the required resources for the distribution and analysis of the survey.**

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EDUCATION POLICY COMMITTEE

Chair: Chris Montoya, Local 2
Colin Gilker, Local 1
Shannon Bezo, Vasiliki Douglas, Local 3
Don Mah, Local 4
Takashi Sato, Local 5
Pauline Bennison, Local 6
Vicki Bolan, Local 7
Rachel Moll, Local 8
Mike Minions, Local 9
Laurie Read, Local 10

Catharine White, Local 11
Blair Fisher, Local 12
Julia Denholm, Local 14
Brenda Appleton, David Bratner, Local 15
Lesley Watts, Local 16
Veda Roodal Persad, Local 17
Lily Peters, Local 19
Teressa Fedorak, NRFC Liaison
Leslie Molnar, Executive Liaison

The last twelve months have witnessed the continued erosion of consultation between administration and faculty when there are changes in programs, courses, or key support services. This erosion is largely brought about by ineffective upper management, management loss, and disconnections between deans and their departments. Constant changes in administration lead to a perceived loss of continuity. Administrators merge departments and engage in deep cuts brought about by their moving toward a corporate model and revenue generation. The ten year decline in real per-student operating grants translates into our institutions pressuring faculty to constantly do more with less all the while expanding administration to keep that pressure up. The pressure to do more with less led to an increase in other modes of program delivery, modes that placed additional workloads on our members and eroded program and course quality. Administrators use blended formats with the “Teacher as Facilitator” to widen the catchment areas. Although they argue to the contrary these changes

occur at the expense of teaching quality. The other way to enlarge the catchment area is to bring the students to you. There is increased diversity in our student body. Our post-secondary students are increasingly international. However, these students often have additional language and cultural barriers to overcome. In the interest of fiduciary prudence, the support systems needed to maintain high quality learning opportunities for this unique student population are not provided. It is left, once again, to the instructor to deal with the ensuing problems.

There are continued and increasing problems with technology. Instructors are required to deliver distance education and blended formats without adequate training, time, or technical support. These technologies ostensibly already tend to disenfranchise the already technologically marginalized students and add yet another barrier to success in higher education. Our mantra should be: distance education and blended formats should only be used when

the preferred method of face-to-face is not possible. Finally, with the new technology there is a real student expectation that they can access any instructor “24/7.” This is an unrealistic expectation that places undo and impossible pressure on instructors. The culmination of this entire process is of course poorer learning outcomes that are blamed on poor instructional skills.

To add fuel to the fire, a recent survey of 15,000 Quebec university Students revealed that “Students are old school – they want lectures. They want to listen to a professor who’s engaging, who’s intellectually stimulating and who delivers the content to them. (Vivek Venkatesh, Associate Dean of Academic Programs and Development in the School of Graduate Studies at Concordia University).

With 40% completion rates in Open Learning scenarios, and distance education being a less than optimal option, why are administrations considering them and how are we to measure learning outcomes? Some administrators convincingly argue that a course is a course, and the number of hours taught in the classroom is irrelevant. More flexible teaching hours at one level does sound appealing, but it should never occur at the expense of a student’s lifetime outcome.

As a solution to these problems, this year saw the old *A Blue Print for Change* morph into *Charting a New Course 2.0 – Renewing Post-Secondary Education in British Columbia*. This draft position paper engages several emerging issues including

Learning Environments, International Education and Globalization, Governance, and Research and Scholarship. It also addresses a major ongoing issue in our province: the Need for Stronger Trades and Apprenticeship programs. Trades and Apprenticeship changes were the topic of extensive debate at several of our meetings. What became clear from those discussions was that overarching policy alterations greatly impacted our post-secondary trades programs and certain specific policies needed to be changed dramatically. EPC foresees the *Charting a New Course* document becoming the Post-Secondary Platform for the New NDP Government.

Over the coming year the FPSE Education Policy Committee hopes to expand and move forward on these issues, hopefully working with a new government. There are points to be made between the issues addressed above and priorities we need to address at the bargaining table. Those connections, along with the overarching need to see better funding choices made by government and better administrative choices made by our employers, will occupy an important part of the Committee’s agenda in 2013-2014.

Respectfully submitted,

Dr. Chris Montoya (Local 2)
Chair, EPC

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HUMAN RIGHTS AND INTERNATIONAL SOLIDARITY COMMITTEE

Chair: Eliza Gardiner, Local 8
Richard Brand, Local 1
Derek Cook, Local 2
Keith Tedford, Local 3
Jeffrey Shantz, Local 5
Avery Hulbert, Local 6
Melissa Walter, Local 7
Marlo Edwards, Local 9
Mary Ann Morris, Local 10
Rick Budhwa, Local 11

Larry Hannant, Local 12
Susan Weber, Local 14
John Demeulemeester, Local 15
Naomi Wolfe, Local 16
Be Harris, Local 17
Nedra McKay, Local 19
Charles Boylan, Local 21
Rita Wong, Local 22
Teressa Fedorak, NRFC Liaison
Dominique Roelants, Executive Liaison

The Human Rights & International Solidarity Committee (HRISC) has had another active year engaged in supporting the work of local campus representatives and in advising our federation on pressing human rights and international solidarity issues.

The committee thanks our Executive Liaison, Dominique Roelants, Staff Rep Sean Hillman, and FPSE Staff members Mary Bruegeman and Gisele da Silva for their ongoing support, and to the FPSE Executive and Presidents' Council for their assistance.

LOCAL CAMPUS ACTIVITIES

2011 – 2012 local HRIS reports reflect a wide diversity of human rights and international solidarity activities. Our members are actively involved in supporting activities/issues including:

- post-secondary education awareness building events
- various film screenings and film festivals with social and global justice themes
- diversity and racism awareness and anti-discrimination training

- First Nations awareness-building
- local faculty/staff discussions on various HRIS topics, including focus on increasing dialogue about equity issues for seeking groups
- collaboration with community groups on human rights/international solidarity events
- sponsoring prominent guest speakers on human rights issues

GUEST SPEAKER AT NOVEMBER MEETING

Carol Wood of CoDev on the Canadian mining situation in Columbia, and CoDev activities especially as they relate to FPSE contribution via ISF.

SPECIAL INITIATIVE: SPEAKER'S TOUR 2012

Please see the final report on the tour in your AGM package. It describes the success of the tour and includes financial statement

- FECQ President Eliane Laberge presented at four FPSE locals

- the tour supported itself via FPSE local contributions of funds, and was able to donate the excess funds raised to the FECQ legal defense fund

SPECIAL INITIATIVE: SPEAKER'S TOUR 2013

- Your AGM package also includes our ISF application that describes this year's tour intent and structure
- ongoing pre-production via sub-committee and continued conversation via listserv between meetings
- successful application to ISF fund resulted in \$1212 being awarded to HRISC for tour
- theme of the tour is water, especially as it relates to extractive industries and the connection between our own First Nations communities and those in other countries

CHAIR'S ACTIVITIES

- attended Rights Action delegation to mining harmed communities in Guatemala, July 2012
- coordinated fall 2012 FPSE Speaker's Tour: liaised with committee, organized conference calls, communicated with local representatives and FPSE staff for progress updates, scheduled itinerary, booked flights, managed budget, supported promotions/publicity, attended final FECQ President Eliane Laberge events at Selkirk College in Castlegar; completed final report
- met with Equity and Diversity sub-Committee (at FPSE AGM 2012 in Whistler, tele-conference fall 2012,

meeting Feb. 3, 2013); sub-committee is moving forward with action items re: ongoing research of similar committees in other organizations, equity audit/survey, and equity presentation for members

- attended BCFed Human Rights Committee meetings
- contacted Maxine Kaufman-Lacusta (nonviolent resistance strategies in Palestine), and Fernanda Sanchez Jaramillo (Colombian peace dialogues) re: potential guest speakers at FPSE HRISC meeting in fall 2013
- contacted Jim Turk and Linda Rumleski CAUT, and Susan Lambert BCTF re: work plan resolution recommending the building relationships with similar human rights committees
- wrote FPSE HRISC ISF grant application for Speaker's Tour 2013
- preparing Speaker's Tour 2013 via pre-coordination work with sub-committee
- coordinated local VIUFA events and initiatives including: co-sponsoring Global Film Fest, organizing Hemingway's HOT Havana production, hosting guest speaker Esperanza Luzbert (North American Director of the Cuban Institute of Friendship with the Peoples, ICAP), hosting Guatemalan forensic scientist Mr. Fredy Peccerelli (Executive Director, FAFG), co-sponsoring VDay One Billion Rising and Any One of Us campaign to end violence against women

Respectfully submitted,
Eliza Gardiner (Local 8)
Chair, HRISC

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COMMITTEE RESOLUTIONS: HRISC

2. That FPSE strongly recommend to the locals that Academic Freedom, as defined by CAUT, be a high priority for bargaining [in the] this next round.
3. That the 2013/2014 budget include a line item of \$5,000 for human rights and international solidarity events focusing on water, to be administered pursuant to FPSE policy.

NON-REGULAR FACULTY COMMITTEE

Chair: Teresa Fedorak, Local 2
Janey Lew, Local 1
Gerard Sinnott, Local 3
Wilson U, Local 4
Jennifer Wolf, Local 5
Brian Harvey, Local 6
David MacDonald, Local 7
Eliza Gardiner, Local 8
Alan Rice, Local 9

Doris Hausleitner, Local 10
Dina von Hahn, Local 11
Debbie Hlady, Local 12
Bradley Hughes, Local 14
Lorraine Rehnby, Local 15
Chris Madarasz/Matt Rader, Local 16
Sean Finucane, Local 17
Dan Starling/Beth Carruthers, Local 22
Frank Cosco, Executive Liaison

The Non-Regular Faculty Committee (NRFC) met in October 2012 and February 2013. The committee meetings were well-attended this year with a large turnover in membership due to the transitional nature of Non-Regular Faculty which disallows many representatives from committing to serve on the committee for any great length of time.

At both meetings the sharing of reports from each of the locals proved to be a beneficial exercise as this enables members to keep current on the prominent issues that are affecting Non-Regular employees in each area of the province. The advice and support from other representatives on the committee is so

valuable and encouraging that this portion of our meetings remains the most vital. There continues to be diversity in the treatment of Non-Regulars across the province both in collective agreement language and in the way they are supported, or fail to be supported, by their colleagues. Most locals continue to work towards strengthening their local collective agreement language in order to support a pro-rata model. They are working on gaining job security, benefits, professional development funding and eliminating pay-grid discrepancies or secondary scales. Gathering data on non-regular members continues to be problematic in some locals and the committee continues to discuss possible solutions to this dilemma.

This year, the fall meeting included a joint regional conference in which members of the FPSE Non-Regular Faculty Committee met with contract academic staff representatives from CAUT along with invited reps from BCIT, UVic, SFU, UBC, Olympic College in Washington State, and the Coalition of Contingent Academic Labor in California. This exciting venture provided all with a chance to really delve into deep discussion about sessional issues and identify key obstacles and goals. The key obstacle was seen to be the cultural inertia of the system which creates barriers to unity and participation in unions, division of faculty, and fear and provides limited resources for contract faculty. All parties agreed that the most important goal was to eliminate the current two-tier employment system and current state of precariousness by creating equitable career paths for all faculty which include equity in pay and increased job security through normalization. It was decided that networking, sharing knowledge and expanding alliances with other institutes in our province, country and the United States should continue as it is an empowering method for inspiring members and mobilizing the non-regular cause.

The NRFC continues to promote the Non-Regular Faculty campaign key goals and actions which are to improve rights to future work and to achieve pro-rata pay for everyone. The committee asks for your support of CAUT's pro rata model in an effort to eliminate secondary scales at institutions in order to ensure fairness and equality that, besides affecting non-regular faculty, impacts the quality of education, faculty working conditions, and solidarity across the entire post-secondary system.

Most NRFC representatives assisted with Fair Employment Week events in their own locals

again this year. These events provide a valuable opportunity to connect, share information and build solidarity for non-regular employees. Posters, pamphlets, fridge magnets and chocolates with a fair work message on them were distributed throughout the FPSE locals as well.

The NRFC is grateful to have the valuable guidance and wisdom of Executive Liaison Frank Cosco, Staff Representative Weldon Cowan, and Administrative Coordinator Nancy Yip at the FPSE office. We also recognize President Cindy Oliver for her continuing attention to and support for non-regular issues. Thank you to all members who continue to lend their support to the work of the Non-Regular Faculty Committee.

Respectfully submitted,

Teresa Fedorak (Local 2)
Chair, NRFC

COMMITTEE RESOLUTIONS: NRFC

4. Whereas the CAUT pro rata model features three equally valued and inseparable components: teaching, service and scholarly activities:

BE IT RESOLVED That:

- a) **FPSE educate members about and promote the CAUT model for purposes of bargaining;**
- b) **FPSE recommend to locals that non-regular faculty be canvassed and encouraged for participation on both union and institutional committees;**
- c) **Locals work to open access for non-**

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- regular participation in the various governance bodies which include faculty within the institution; and
- d) The scholarly activity component be defined broadly as publication, research, creative processes, scholarly teaching, and other professional activities.
 5. That FPSE organize a regional non-regular conference for the fall of 2013.
 6. That locals be encouraged to inform non-regulars about the College Pension Plan and encourage them to join immediately upon hire.
 7. That FPSE develop and distribute enhanced campaign materials for the 2013 FEW campaign and that FPSE provide locals with assistance to promote and organize effective campaigns.

PENSION ADVISORY COMMITTEE

Chair: Penny Heaslip, Retired Appointee

Allen Zhu, Local 1

Gordon Rudolph, Local 1 (observer)

Marie Sinnott, Local 3

Jennifer Kirkey, Local 4

Suzanne Pearce, Local 5

Joan Kaun, Local 6

Norm Taylor, Local 7

Jean Blackburn, Local 8

Doug Birtwistle, Local 9

Duff Sutherland, Local 10

Ken Shaw, Local 11

Candace Fertile, Local 12

Fraser Archibald, Local 14

Alison Woods, Local 15

Sherrie Wang, Local 16

Derek Knox, Local 17

Al Fukushima, Local 19

Christian Blyt, Local 22

Gerard Sinnott, NRFC Liaison

Frank Cosco, Executive Liaison

Paul Ramsey, Retired Appointee

BC PUBLIC SECTOR PENSION CONFERENCE—APRIL 25/26, 2012 & APRIL 24/25, 2013

A few PAC members attended the annual BC Public Sector Pension Conference at the Delta Ocean Pointe Hotel in Victoria in 2012 and will do so again April 2013. This two-day event focuses on investment strategies and updates on

economic conditions, organized and supported by the British Columbia Investment Management Corporation (bcIMC).

CLC CANADA PENSION PLAN CAMPAIGN UPDATE

The Committee monitors the CLC Canada Pension Plan campaign and is actively promoting

it at their respective locals by speaking at AGMs and distributing material.

BC PENSION PLAN INFORMATION

The Committee reviewed material produced by the Public Service Pension Plan and on their website, which is intended for general plan members to use in their own discussions with neighbours, friends, etc. PAC's feedback was shared with the Trustees who will use it as they produce their own materials.

BCRTA

The Committee keeps abreast of the BCRTA Post-Secondary Branch activities through the liaison Paul RamsEy, one of two Retiree reps on PAC. Dennis Anderson, the BCRTA Post-Secondary Branch President also attends the spring meeting to give the Committee an update.

SHAREHOLDER ASSOCIATION FOR RESEARCH AND EDUCATION (SHARE)

Peter Chapman, SHARE Executive Director, attended the fall meeting and explained the role of SHARE, and the relationship and changing principles of responsible investment, long term investment strategies and fiduciary duties.

BC FORUM BOARD

Maureen Shaw, FPSE appointed BC Forum Board member, attended the fall meeting and outlined that BC FORUM is a provincial organization with 2600 members representing retired union members.

PAC SUB-COMMITTEE ON

EXTERNAL POLICY REVIEW

The Sub-Committee on External Policy Review produced a report on FPSE pension policy which was presented at the fall meeting. Working from the report, the Committee made extensive recommendations to PC regarding pension policy changes.

RETIREE ORGANIZATIONS

The Committee reviewed a report by Jeff McKeil outlining the various organizations retired FPSE members have available to join and passed the following motions:

Whereas the BCTRA Post-Secondary Branch (PSB) is re-organizing with the intention of improving its ability to be a needed voice for retirees in the College Pension Plan

Whereas PAC recognizes the need for such a voice and supports the goal of BCRTA PSB to be a voice for retirees

That PAC recommends that FPSE support the efforts of the BCRTA Post-Secondary Branch to be a voice for retired College Pension Plan members.

Whereas the BC FORUM is a means for activist retired members to maintain a role within the labour and other related movements

Whereas BC FORUM is supported and endorsed by the BC Federation of Labour (BCFL); is part of the BCFL, BC FORUM represents thousands of retired union members, providing political

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bargaining power needed to spotlight issues important to retirees, demand the attention of legislators, and negotiate the best deals for members.

That PAC recommends that PC appoint a formal liaison to attend BC FORUM meetings.

Whereas, both BCRTA PSB and BC FORUM would benefit from College Pension Plan members joining one or both of these organizations

And whereas the choice of which to join depends upon each retirees' specific interests;

That PAC recommends to PC that FPSE encourage members to join BCRTA Post-Secondary Branch.

That PAC recommends to PC that FPSE encourage members to join BC FORUM.

RETIREE BENEFIT PLAN OPTIONS

After reviewing and discussing research provided by Jeff McKeil regarding benefit plan options available to retired FPSE members, the Committee, by consensus, passed a recommendation to PC that FPSE produce a "guide" regarding benefit options, focusing on questions that retirees need to ask. No recommendations should be made and a clear disclaimer be included.

"BEYOND ETHICAL INVESTING: THE RECONOMY PROJECT

A short paper was presented to the Committee at the fall meeting by Ken Shaw, AWU Local 11

"Beyond Ethical Investing" regarding alternative investment strategies to take into account global warming and other issues that, it was argued, needed more emphasis. It is expected that this item will be on the next meeting agenda.

PENSION SURVEY

The Committee monitored and provided ongoing feedback on the FPSE Pension Survey. Weldon Cowan presented the findings of the Survey to the PAC on March 2, 2013.

FPSE CPP TRUSTEE NOMINATION

PAC voted by secret ballot to recommend to PC that Candace Fertile, Local 12, should be the FPSE Trustee-Designate for the 2014-17 term.

The Committee thanked Peggy McKinnon for putting her name forward.

PAC "MINI- RETREAT"

The Committee engaged in a "mini-retreat exercise at its March 2013 meeting, which involved small group work designed to help the committee reflect upon its work now and in the future. The Committee considered questions such as if the Terms of Reference needed updating, Committee effectiveness and pension issues that are expected to dominate the foreseeable future.

COMMITTEE SERVICE

I would like to express my thanks to the PAC committee who have served during the past year and express a special thank you to Tom Friedman who has served as chair for the committee.

PAC CHAIR ELECTION

Finally, I was elected as PAC Chair at the March 2013 PAC meeting.

Submitted in solidarity,

Penny Heaslip, (Local 2)
Chair, PAC

COMMITTEE RESOLUTIONS: PAC

8. **That the PAC Sub-Committee Report on Pension Policy be adopted.**
(Report in AGM package)
9. **That FPSE provide information on benefit plan options for retirees.**
10. **That FPSE support the efforts of the BCRTA Post-Secondary Branch to be a voice for retired College Pension Plan members.**
11. **That FPSE appoint a formal liaison to attend BC FORUM meetings.**
12. **That FPSE encourage members to join BCRTA Post-Secondary Branch.**
13. **That FPSE encourage members to join BC FORUM.**

PROFESSIONAL AND SCHOLARLY DEVELOPMENT COMMITTEE

Bob Fuhr (Chair), Local 5
Lyne Gareau, Local 1
Elizabeth Templeman, Local 2
Bruce Bennett, Local 3
Norma Sherret, Local 6
Vicki Bolan, Local 7
Alanna Williams, Local 8
Sasha Johnston, Local 9
Rita Williams, Local 10
David Archer, Local 11

Kathy Tarnai-Lokhorst, Local 12
Giselle Lemay, Local 14
Maggi Trebble, Local 15
Janice Nicklin, Local 16
Juan Caldera, Local 17
Nedra McKay, Local 19
Danuta Zwierciadlowski, Local 22
Alan Rice, NRFC Liaison
Frank Cosco, Executive Liaison

The FPSE Professional and Scholarly Committee is mainly made up of members who serve on PD committees at their local institutions. A primary responsibility of the members is evaluating, supporting, and funding professional and scholarly development activities for faculty. The PSDC, as a result, provides the opportunity twice per year for members to share their experiences

and seek advice for improving professional and scholarly development at their locals.

The PSDC welcomed new members this past year:

- Lyne Gareau, Local 1: CFA
- Bruce Bennett, Local 3: FACNC
- Sasha Johnston, Local 9: OCFA

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- Kathy Tarnai-Lokhorst, Local 12: CCFA
- Juan Caldera, Local 17: TRUOLFA

The Professional and Scholarly Development Committee met on November 30th and December 1st in the fall term and returned on February 22nd and 23rd to review recent developments at locals, discuss best practices in the administration of PD committees, and compile a list of possible speakers for a workshop at the spring AGM. A useful discussion at our recent meeting revolved around issues arising from PD applications brought to the table by Kathy Tarnai-Lokhorst from Local 12 – CCFA:

- Exploitation of funding
- PD Committee orientation sessions
- Community partners question/philosophy regarding how to be transparent about payment for external participants at in-house funded activities
- In-house funding for department-organized training events
- Payment for faculty trainers: honoraria? Wages?
- External non-profit applicants for in-house funded activities

A concern at several locals is the possibility that unused 0.6 PD funds might be reclaimed by administration under new collective agreements. Some locals combine their 0.6 funds with their regular PD allotments so this will create bookkeeping problems and confusion as to the amount of funding available in a fiscal year.

The PSDC Comparison Chart continues to be updated by locals. Those interested in examining the level of funding, education leave opportunities, PD days, non-regular access, and release time at all member institutions can

access this chart at the FPSE website.

The Comparison Chart, as always, reveals the great diversity among member institutions as to the level of funding and the way professional and scholarly development is supported.

I have agreed to return as Chair of the PSDC for 2013-14. Our committee appreciates the support by Sean Hillman, Frank Cosco, and the staff at FPSE.

The Professional and Scholarly Development Committee is aware that there may be limited time for workshops at the AGM on in Nanaimo. Should the opportunity arise, the committee compiled the following list of BC based speakers who might be available for workshops in May.

ABORIGINAL EDUCATION THEMES

1. Dr. Richard Wagamese – Ojibway Author – Story telling from a First Nations perspective.
2. T. Scott Walker – Addressing aboriginal literacy.
3. Martin Brokenleg – Cofounder of the Circle of Courage which consults worldwide for Reclaiming Youth International. The Circle of Courage addresses youth development based on the heritage of First Nations.
4. Kory Wilson – Vancouver Community College. Director of Aboriginal Education and Services.

MINDFULNESS AND STRESS REDUCTION WORKSHOPS

1. Geoffrey B. Soloway –PhD. – Workshops on Mind-well. Mindfulness-

- Based Wellness Education (MBWE) is a “model of health promotion and stress reduction focusing on the present while creating intention for the future. Mind-well engages the person from the inside out and transforms his/her ability to be with oneself, others and in the world.”
2. Martha McAlister – Camosun College – Mindfulness speaker.

3. Elaine Decker – BCIT – Humour as a resource for teaching.

Respectfully submitted,

Bob Fuhr (Local 5)
Chair, PSDC

STATUS OF WOMEN COMMITTEE

Chair: Candace Fertile, Local 12
Jennifer Moses, Local 1
Gail Morong, Natalie Clark, Local 2
Sandra Chulka, Local 3
Val Innes, Local 5
Linda Olm, Local 6
Lisa Morry, Local 7
Joy Gugeler, Local 8

Norah Bowman-Broz, Local 9
Robin Higgins, Local 10
Mia Reimers, Local 11
Heather Chan, Local 15
Yiling Chow, Local 16
Kathie Ross, Local 17
Eliza Gardiner, NRFC Representative
Leslie Molnar, Executive Liaison

The Status of Women Committee (SWC) met November 16-17, 2012, and February 22-23, 2013. with several 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 included the following ongoing issues:

CHALLENGES IN OBSERVING DECEMBER 6

Again several representatives noted that it is difficult to get participation and that students generally have minimal knowledge of what the day means. The challenge is heightened when classes end before Dec. 6. However, locals will continue to observe Dec. 6 in some capacity, and as we are a group of educators, we can use our skills to help students (and others) learn about the significance of Dec. 6. The small rose cards that FPSE produced in 2007 and have distributed

STANDING COMMITTEE REPORTS

since then are received very well. We are looking into getting small buttons with a rose and the date on it—a simple reminder of the day and perhaps a less somber way of marking the day to honour the wishes of the families of victims.

WAYS TO PROMOTE INTERNATIONAL WOMEN'S DAY (MARCH 8)

The SWC received colourful bookmarks and magnets to distribute at locals to help celebrate IWD. The committee exchanged ideas and brainstormed about ways to celebrate IWD, and as it falls on a Friday this year, that presents a bit of a challenge as some campuses are quieter on Fridays.

CHILD CARE

Obviously this issue isn't going away, nor is the situation improving. Current governments, both provincial and federal, are not helping. The SWC is dedicated to supporting the BC Federation of Labour's childcare campaign, along with the Code Blue Coalition.

COLLEGE PENSION CHANGES AND WOMEN

We hope to have a speaker next year to address issues of pensions and women. Clearly pensions are becoming more of an issue for all Canadians, and women tend to have less pensionable service and therefore smaller pensions.

SUMMER INSTITUTE ON UNION WOMEN

FPSE sponsored the participation of five SWC members to attend the Summer Institute on

Union Women 2012 at Sonoma State University in California, July 23-27, hosted by the UC Berkeley Labor Center. We would like to thank FPSE for this opportunity and note that when more members than the number funded wish to go, we try to ensure that those who have not attended get the first chance after following FPSE's priority list for attendees. Many of the workshops were inspiring and definitely educational. We are hopeful that at least five women will be able to attend this year's SIUW to be held at the University of Washington in Seattle, June 25-30, 2013.

WEBSITE

We are continuing to collect material for the FPSE SWC website.

SURVEY

We conducted a survey to see the current state of some issues at locals regarding women's studies, courses, childcare, and local support. The survey and results are included in your AGM Package.

FUNDING

We are gathering information on local executives and release time, specific women/gender studies courses, and local funding of SWC (ad hoc caps).

DEPENDENT CARE

The SWC recommends that Presidents' Council encourage locals to provide dependent care or reimburse dependent care costs for local union events (i.e., childcare, eldercare, care for the disabled).

VIDEOS

We discussed the possibility of creating short videos for IWD. Lesley will talk to Phillip Legg about FPSE assistance.

MINISTRY OF WOMEN'S EQUALITY

We made a resolution for the AGM: That FPSE lobby the government to restore the Ministry for Women's Equality and funding for women's initiatives.

EQUITY SUB-COMMITTEE

As Chair, I was a member of the FPSE Equity Sub-Committee. We met on February 23 to discuss the draft survey on equity issues.

ELECTION OF CHAIR

Joy Gugeler (Local 8) was acclaimed as Chair for 2013-2014.

The SWC would like to thank Leslie Molnar (Executive Liaison) for her invaluable help on this

committee. The SWC would also like to thank Mary Bruegeman, Gisele da Silva and Lesley Burke-O'Flynn (FPSE Staff Representative). Of course, we also thank Cindy Oliver and rest of the FPSE Executive and Presidents' Council for their support of this committee.

Respectfully submitted,

Candace Fertile (Local 12)
Chair SWC

COMMITTEE RESOLUTIONS: SWC

14. **That FPSE encourage locals to provide dependent care or reimburse dependent care costs for local union events (i.e., childcare, eldercare, disabled care).**
15. **That FPSE lobby the federal government through the CLC and CAUT to bring back the Ministry for Women's Equality and funding for women's initiatives.**

STANDING COMMITTEE REPORTS

WORKPLACE HEALTH, SAFETY AND ENVIRONMENT COMMITTEE

Chair: Reto Riesen, Local 11
Susan LeBlanc, Local 1
Neil Burnett, Local 2
Yvonne Yaschuk, Local 3
Sarah Stephens, Local 4
Bill Burgess, Local 5
Melodie Hull, Local 6
Kathy Gowdridge, Local 7
Chris Jaeger, Local 8
Youry Khmelevsky, Local 9

Rob Macrae, Local 10
Tom Rippon, Local 12
Leona Friesen, Local 15
Alix Carrel, Local 16
Marnie Wright, Local 17
Lily Peters, Local 19
Martin Rose, Local 22
Brian Harvey, NRFC Liaison
Jason Brown, Executive Liaison

The WHSE Committee met twice during the past year. November 2012 was a full meeting with extended reports from locals and a presentation from Joe Pinto, WCB, regarding the implementation of Bill 14. The February 2013 meeting featured a lively discussion on reports from the locals as well as the joint session on Saturday morning.

EXCHANGE OF EXPERIENCE

The committee is an amazing resource for the locals. The representatives have all different backgrounds and are able to discuss topics from different angles. While some of the representatives are dealing at their local institutions with supportive or proactive H&S managers, others encounter inertia or hostility, or are excluded from the mandated oversight. This makes for useful exchanges of experience and ideas between the reps.

The struggle for effective committees is not restricted to the post-secondary sector. The BC Federation of Labour Health and Safety Centre has developed a new course addressing the issue. A motion was passed by the committee

- **That the BC Fed Health and Safety Centre be asked to present its Committee Effectiveness course to the WHSEC during its Fall 2013 meeting.**

Similarly, to support the work of local OH&S reps, the committee collects information regarding the databases used of electronic MSDS. This has proved useful for those locals that are only now switching from paper forms to electronic copies.

Since then, the committee has also compiled a list of institutional Working Alone Policies.

The recent emphasis on Lockdown procedures in the wake of school shootings has led to a call for a similar collection of lockdown procedures; it was passed

- **That FPSE collect information on lockdown procedures at the various campuses, as per the report on working alone policies, and report back to the committee for the next meeting.**

BILL 14 – AMENDMENTS TO WORKERS COMPENSATION ACT IN REGARDS TO MENTAL DISORDERS

The bill came into force July 1, 2012 after lobbying by many organizations, including FPSE and locals. There were some changes to the bill from the draft; the term 'mental stress' is replaced with 'mental disorder', and they can only be diagnosed by psychologists or psychiatrists. Data on the application of the new rules are still scarce, and there is quite a bit of uncertainty how employers, insurance companies and WCB itself will react. The committee has asked the staff rep to track declined and accepted claims under Bill 14, and to track who the physician consultants are.

IMPORTANT ISSUES

Worldwide lobbying against the continued support of **Asbestos** finally showed some effect as the Federal government has abandoned its previous support for asbestos mining in Quebec. Even so, expect asbestos to continue as a health problem due to the long-term nature of this threat, and how widely it was used in buildings until a few years ago.

WCB is supporting a study led by Dr. Tim Takaro, SFU, on Beryllium Exposure in BC workplaces such as welding. This could impact members in several of our locals, and Brian Harvey (CORFA) has volunteered to gather more information about the study and how locals could support it. FPSE has approved funding for him to attend an initial meeting March 14 in Vancouver.

The current system to protect workers, called **WHMIS** (Workplace Hazardous Materials Information System) will be replaced in the

next two (?) years with **GHS , the Globally Harmonized System**. Even as Canada has yet to announce its new regulations, GHS labeled products already start appearing in workplaces. Our staff rep was asked to look into differences in terminology and symbols used in WHMIS vs GHS.

UPDATE

Due to a lack of resources, the two workshops that were supposed to be offered by FPSE - 'Rights and Responsibilities in Response to Student Violence' and 'Workplace Stress' have not yet been developed.

CHAIR FOR 2013/2014

Reto Riesen was acclaimed as chair for another year.

My thanks go to Zoe Towle, our staff representative to the WHSEC, for her support and coverage of BC Fed and CAUT; Carolynne Fardy, past chair, for helping me ease into the new role, and the many initiative members of the committee.

Respectfully submitted,

Reto Riesen (Local 11)
Chair, WHSEC