



## STANDING COMMITTEE REPORTS AND RESOLUTIONS

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 & RESOLUTIONS

## BARGAINING COORDINATION COMMITTEE

**Chair: Bob Davis, Local 5**  
**Ed Lavalle, Local 1**  
**John Turner, Local 2**  
**Jan Mastromatteo, Local 3**  
**Chris Maguire, Local 4**  
**Joan Kaun, Local 6**  
**Jonathan Hughes, Local 7**  
**Gara Pruesse, Local 8**  
**Melissa Munn, Local 9**  
**Victor Villa, Local 10**

**Catharine White, Local 11**  
**Judith Hunt, Local 12**  
**Scott McLean, Local 14**  
**John Demeulemeester, Local 15**  
**Anne Cumming, Local 16**  
**John O'Brien, Local 17**  
**Matthew Pasco, Local 19**  
**Rita Wong, Local 22**  
**Jamie Rennie, NRFC Liaison**  
**Cindy Oliver, Executive Liaison**

The Bargaining Coordination Committee (BCC) continues its work to improve working conditions and strengthen the rights for our local members. A number of activities and events have occurred since the 2014 AGM. FPSE Locals affirmed a bargaining strategy last June, and locals began the process of local bargaining with many Common Agreement signatories hitting a brick wall while others, including non-signatories, were able to enter into discussion with their local employers.

Despite this rocky start to bargaining, FPSE successfully negotiated a tentative common agreement template with PSEA, which will be brought to each signatory local for ratification at the conclusion of their local bargaining.

At the time of writing this report, local bargaining continues with varying results around the province. Some locals are continuing to meet with the employer to bargain while others are trying to establish bargaining dates. At the time of this writing three of our locals have taken strike votes (two public sector and one private) and one of those is in mediation.

Given the actions of the provincial government, job security is a major issue for all of our locals and the Bargaining Coordination Committee will continue to coordinate efforts to achieve improvements and protect our members' rights.

In closing, I would like to acknowledge the efforts of all the bargainers who work tirelessly for their members and on behalf of the committee acknowledge Leslie Molnar, template table Co-Chair, and our FPSE Staff Representative Lesley Burke-O'Flynn for all the work they do for us.

In solidarity,

Bob Davis (Local 5)  
Chair, BCC

## CONTRACT ADMINISTRATION REVIEW COMMITTEE

**Chair: Lui Marinelli, Local 10**  
**Joanne Quirk, Local 1**  
**Bernie Kirkey, Local 2**  
**Jan Mastromatteo, Local 3**  
**Len Mills, Local 4**  
**Gillian Dearle, Local 5**  
**Sandi Lavery, Local 6**  
**Randy Kelley (faculty), Local 7**  
**Laura Chomiak (staff), Local 7**

**Dan McDonald, Local 8**  
**Rod Watkins, Local 9**  
**Gordon Weary, Local 11**  
**Debbie Gascoyne, Local 12**  
**Cheryl McKeeman, Local 14**  
**Frank Cosco, Local 15**  
**Janis Almond, Local 16**  
**Mary Kruger, Local 17**  
**Rita Wong, Local 22**  
**George Davison, Executive Liaison**

The Contract Administration Review Committee (CARC), 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 representative 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. At the meetings, we also hear a report from George Davison, the Executive Liaison to CARC, and are given an update from the Grievance and Arbitration Review Committee (GARC).

### LOCAL REPORTS

CARC met September 26 & 27 in 2014 and then again in January 29 & 30, 2015. As the chair, I was only able to attend the first and was the victim of trying to fly out of Castlegar in winter for the second meeting. There continues to be a wide variety of member/management relationships as is indicated by the number of grievances and arbitrations. A few locals

typically deal with 30–40 grievances a year and the number of arbitrations in the teens, while others only have a few grievances a year and arbitrations are as rare as hen's teeth. At one local's institution, the new President seems to be presenting a very different model, one where the purpose of the employer is to support the instructors and is willing to take direction from the members ... a novel idea. The funding cuts to domestic ESL programs and ABE programs are causing layoffs at some locals while others have found one-time money to put off the effects until later. Harassment continues to be an issue between members and managers and also among members, and medical marijuana issues are new to the committee.

### PROFESSIONAL DEVELOPMENT

At the September meeting, Staff Representative Weldon Cowan provided an overview of the principles of accommodations and their implications for unions.

In the January meeting, Staff Representative Leah Squance gave a presentation to the

# STANDING COMMITTEE REPORTS & RESOLUTIONS

committee on the duty of fair representation. In addition, she led a discussion to help members understand the difference between letters of direction/expectation vs. letters of discipline. In the end, the letters of expectation should not contain any disciplinary words.

## RE-ELECTION AND FURTHER BUSINESS

I was voted in for a fourth term as chair of CARC.

## 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. As I am based in the Kootenays, the meetings are done by teleconference.

## CAUT

As CARC Chair, I was unable to attend the CAUT Senior Grievance Workshop in Ottawa in December 2014. Sandi Lavery (Local 6) went in my stead and on behalf of FPSE.

The event was titled "Grievance Handling Structures". The group participated in a number of workshops on such topics as inclusive grievance handling, comparing grievance models, the negotiating team analogy, and structuring confidentiality. Sandi provided a report from this workshop and distributed to the CARC members at the winter meetings.

## THANK YOU

Thank you to Executive Liaison George Davison, Staff Representative Weldon Cowan (and Leah Squance who sat in for Weldon for the winter meeting), and Administrative Coordinator Jenny Arsenault for their support. I look forward to working with CARC in the coming year.

In solidarity,

Lui Marinelli (Local 10)  
Chair, CARC

## COMMITTEE RESOLUTION CARC:

**1. That CARC recommends that BCC consider the issue of custody and control of academic work and make recommendations for a strategy to achieve collective agreement language to protect members' rights in this regard. [In future rounds.]**

(November 20/21, 2014)

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## DISABILITY MANAGEMENT AND REHABILITATION COMMITTEE

**Chair: Ann Marie Davison, Local 5**  
**Joanne Quirk, Local 1**  
**Peggy McKimmon/Star Mahara, Local 2**  
**Marta Tejero, Local 3**  
**Carla Hotel, Local 4**  
**Kevi Remple, Local 6**  
**Kathy Gowdridge, Local 7**  
**Donna Kurulak, Local 8**  
**Deborah Warren, Local 9**  
**Sally Glock/Trish Foy, Local 10**

**Darlene Westerman, Local 11**  
**Micé Albano, Local 12**  
**Fulton Tom, Local 14**  
**Karen Shortt, Local 15**  
**Janis Almond, Local 16**  
**Virginia Jacklin, Local 17**  
**Mandy Jimmie, Local 19**  
**Heather Mitchell, Local 22**  
**Pat Meyer, NRFC Liaison**  
**Jason Brown, Executive Liaison**

The Disability Management and Rehabilitation Committee (DMRC) is made up primarily of members who represent their locals on the joint faculty rehabilitation committee 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 assist 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.

Following last year's trial run, FPSE sent out the final electronic version of our Manulife Satisfaction Survey to all locals in September. The locals were then requested to distribute the link and information regarding the survey to members and encourage members to reply. Only members who had ever applied for short or long term disability benefits were eligible to complete the survey. The survey asked members questions allowing them to rate their experiences with Manulife, both during the application process and during their sick

leave. The survey also included several places for comments, which provided much useful information.

At our November meeting, we analyzed the survey results and struck a sub-committee to prepare a draft report. At our spring meeting we finalized the report for submission to Presidents' Council.

Although the majority of members are satisfied with Manulife, some are extremely dissatisfied. DMRC sees that the problems members experience with Manulife fall into four themes:

1. Poor or inadequate communications
2. Lack of continuity of case managers
3. Manulife's challenges of the physician's diagnosis
4. Denial of claim

DMRC hopes that the information provided by the survey will be useful for the tendering process for disability insurance and also for local rehab committees in advising and assisting members.

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DMRC attended three workshops this year presented by Brother Al Biekse, Director of RTW Programming from the Ontario Federation of Labour. At the November meeting, in the morning there was a workshop on return to work accommodations relating to physical disabilities, followed by an afternoon session on bullying and harassment held jointly with the Workplace Health, Safety and Environment Committee. In February there was a workshop on return to work accommodations relating to mental health. There was considerable food for thought provided by these workshops.

As always, at each meeting we received updates from the committee members on challenges and successes at their local rehab committees and had fruitful discussions.

I would like to thank DMRC members for their encouragement, which was demonstrated by their decision to elect me as Chair for another year. This is a wonderful committee to serve on as it is a group of caring individuals who advocate for our members when they really need support.

The committee would like to thank our Executive Liaison Jason Brown for his valuable and informative contributions to our meetings. He did a great job of doing minutes for the February meeting in Zoe's absence, and gave the committee good advice. We would like to thank Admin Coordinator Nancy Yip for her assistance in organizing our meetings. We would especially like to thank our FPSE Staff Rep Zoe Towle for arranging the workshops and being an excellent resource to our committee.

Respectfully submitted,

Ann Marie Davison (Local 5)  
Chair, DMRC

## COMMITTEE RESOLUTIONS DMRC:

**1. That FPSE establish a quality review process that includes consideration of the findings of the 2014 DMRC Manulife Satisfaction Survey as part of the upcoming disability insurance tendering process.**

(March 19/20, 2015)

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**2. That FPSE investigate the possibility of including the DMRC Chair on the Joint Committee on Benefits Administration (JCBA).**

(March 19/20, 2015)

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## EDUCATION POLICY COMMITTEE

**Chair: Blair Fisher, Local 12**  
**Tania Bnyagan, Local 1**  
**Chris Montoya, Local 2**  
**Roberta Long, Local 3**  
**Don Mah, Local 4**  
**George Broderik, Local 5**  
**Sandi Lavery, Local 6**  
**John Carroll, Local 7**  
**Alexander Pevec, Local 8**  
**Mike Minions, Local 9**

**Victor Villa, Local 10**  
**Rocque Berthiaume, Local 11**  
**Peter Babiak, Local 14**  
**David Branter, Local 15**  
**Lesley Watts, Local 16**  
**Veda Roodal Persad, Local 17**  
**Lara-Lisa Condello, Local 19**  
**Roberta Long, NRFC Liaison**  
**Leslie Molnar, Executive Liaison**

During this past year we have experienced some successes in bargaining and some difficulties in the area of educational access, support services and funding in many core areas of delivery. The continuing decline of operating grants has put pressure on many of our member institutions to continue to do more with continually less government support. This pressure has led to stress for program delivery and additional workload pressures for our members. These pressures are having an influence on our increasingly diverse classroom composition and the delivery of our programs. Some of the concerns that have been discussed by the Education Policy Committee over the past year include workplace technology changes in the “classroom”, changing classroom composition, ABE and ESL programs, and workplace scheduling issues.

There are continued and increasing problems with the demands of technology and our collective agreements. Instructors are being required to deliver distance education and blended formats without adequate training and instruction on the “best practices” for online education. Other pressures that are challenging with this changing definition of the “classroom” include

differences in time commitments, teacher technical supports, training, student technical supports, devaluing of online courses by administration and online classroom composition issues. EPC discussed these various issues at length during our fall meetings. We identified a number of issues and our staff representative, Phillip Legg, has drafted a paper that can be used to inform bargaining as our classrooms and our ideas of what the classroom can look like continue to evolve with advances in technological areas.

Another area of concern and part of the focus at our spring meetings was the devaluing of Adult Basic Education and English as a Second (or third) Language Education. We crafted a resolution that will hopefully assist in getting the message to government of the necessity of these programs to meet the current and future demands of British Columbians from both a labour and citizenship perspective. The changing composition of British Columbia is dependent on increasing diversity for our continued prosperity and cutting these critical programs is irresponsible to both students as well as all British Columbians.

# STANDING COMMITTEE REPORTS & RESOLUTIONS

Over the coming year the FPSE Education Policy Committee hopes to expand and move forward on these issues and foster a collaborative working relationship with our provincial government. There are points to be made (and heard) on the issues addressed above and continued dialogue is the key. These areas will continue to be discussed and addressed within our member locals and by the Education Policy Committee over the 2015/2016 year.

I want to thank all of our committee members for the work that they have done and their insightful and informative contributions. Our staff rep Phillip Legg and Executive Liaison Leslie Molnar have been critical to the guidance and direction of this committee. Lastly, I welcome Rocque Berthiaume from Local 11 as our incoming committee chair.

Blair Fisher (Local 12)

Chair (outgoing), EPC

## HUMAN RIGHTS AND INTERNATIONAL SOLIDARITY COMMITTEE

**Chair: Eliza Gardiner, Local 8**  
**Richard Brand, Local 1**  
**Derek Cook, Local 2**  
**James Lovitt, Local 3**  
**Peggy Wyatt, Local 4**  
**Jeffrey Shantz, Local 5**  
**Nathalie Lesage, Local 6**  
**Rajnish Dhawan, Local 7**  
**Norah Bowman, Local 9**  
**Mary Ann Morris, Local 10**

**Sheree Ronaasen, Local 11**  
**Larry Hannant, Local 12**  
**Bradley Hughes, Local 14**  
**John Demeulemeester, Local 15**  
**Naomi Wolfe, Local 16**  
**Be Harris, Local 17**  
**Nedra McKay, Local 19**  
**Charles Boylan, Local 21**  
**Alex Phillips, Local 22**  
**Teressa Fedorak, NRFC Liaison**  
**Jason Brown, Executive Liaison**

The Human Rights and International Solidarity Committee (HRISC) representatives have again this year engaged locals across BC in solidarity-building and human rights awareness events and initiatives. By providing educational opportunities to our members and supporting the work of campus partners and community organizations, we show how FPSE cares about equality and social justice in the workplace and in society at large. In order to advise Presidents' Council and our Federation on pressing human rights and international solidarity issues, we initiate activities as well as join with existing human rights groups within the community for the purpose of exchange of information and the promotion of strengthened human rights protection in BC.

Our local campus activities this year included a wide diversity of film screenings, training sessions, campaigns, theatre productions, and presentations on such topics as climate change, diversity, legal rights for new immigrants, pay-parity, RCMP accountability, extractives industry growth, socially responsible investing, and anti-discrimination. Our reps organized

conferences on First Nations land rights, lectures on "Imagining a Future for Israel/Palestine: Beyond Fear and Violence", and vigils to honour the lives of missing and murdered Aboriginal women and girls across Canada. We supported campaigns for self-government rights for Dene and Métis people, promoted online petitions to make access to clean water a basic human right, contributed to fundraising projects for local and international charities, advocated for LGBT issues, and collaborated with groups such as the Race and Anti-Racism Network, Amnesty International, and the Council of Canadians. We shared information about equity issues, sponsored events for Black History Month, and monitored equity and human rights issues on our campuses. The guest speaker at our February meeting was FPSE Staff Representative Weldon Cowan on the topic of ethical investment of our pension funds.

As Chair of HRISC this year, I attended BC Federation of Labour's Human Rights Committee meetings in Vancouver as well as the BCFED Convention, liaised with the HRISC Equity and Diversity sub-committee to forge our Equity

# STANDING COMMITTEE REPORTS & RESOLUTIONS

Survey, and met with the International Solidarity Fund Committee to deliberate project grant recipients. Again this year, I coordinated, in collaboration with an ever-dedicated group of HRISC representatives across the province, the HRISC's special initiative, the FPSE Environmental Solidarity Speaker's Tour, featuring Jacinda Mack, an Xat'sull community organizer and Mining Response Coordinator at the Northern Shuswap Tribal Council. This year's tour visited the most locals of any of our Speaker's Tours, which have been coordinated by the Committee since 2011. Ms. Mack visited five FPSE locals last fall (North Island College, Vancouver Island University, Camosun College, Okanagan College, and the Nicola Valley Institute of Technology) and another six locals this winter (ETEA, Langara, Emily Carr, College of the Rockies, Selkirk College, and Thompson Rivers University) to speak about the Imperial Metals Mount Polley Mine tailings breach disaster north of Williams Lake, which occurred in August 2014. The speaker's tour was a success again this year, educating and engaging audiences of members and students sharing with more locals than ever information on a prevalent social justice issue. The tour is funded by \$5000 in FPSE-approved funds and augmented by contributions from local executive budgets. This year, \$5,001.67 was spent on transportation, accommodation, food, and honouraria, but coverage of local costs by local executives and contributions from LFA, VIUFA and Camosun offset the total expenditures. The total expense for the 2014/15 Environmental Solidarity Speaker's Tour was \$4,551.67. Thanks to Financial Coordinator Matt Toma for accounting support during this year's tour initiative.

The committee thanks our Executive Liaison Jason Brown, Staff Representative Sean Hillman, and Administrative Coordinators Gisele da Silva and Sara Rozell for their ongoing support, as well as the FPSE Executive and Presidents' Council for their assistance and mentorship.

Respectfully submitted,

Eliza Gardiner (Local 8)  
Chair, HRISC

## COMMITTEE RESOLUTIONS HRISC:

**1. That FPSE urge locals to create or strengthen academic freedom language in their local collective agreements. [In future rounds.]**

(November 20/21, 2014)

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**2. That FPSE budget \$6000 for funding for the 2015/16 Speaker's Tour.**

(March 19/20, 2015)

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*Whereas Bill C-51 (Anti-terrorism Act) represents an immediate and real danger to human rights, liberties, academic and artistic freedom, and the rule of law in Canada, posing a particular danger to the indigenous nations, defenders of the environment and all other people in Canada;*

**3. Be it resolved that FPSE resolutely condemns Bill C-51 and calls for its defeat; and**

**Be it further resolved that FPSE urge its members to contact their MPs to demand Bill C-51 be defeated.**

(March 19/20, 2015)

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# STANDING COMMITTEE REPORTS & RESOLUTIONS

## NON-REGULAR FACULTY COMMITTEE

**Chair: Teresa Fedorak, Local 2**  
**Susan Summers/Arezou Hashemi, Local 1**  
**Rob-Roy Douglas, Local 3**  
**Jamie Rennie, Local 4**  
**Aydan Bekirov, Local 5**  
**Trish Clark, Local 6**  
**Clare Dale, Local 7**  
**Pat Meyer, Local 8**  
**Steve Weber, Local 9**

**Jonathan Buttle, Local 10**  
**Kathryn Fullerton, Local 11**  
**Tanya Kirkland, Local 12**  
**Niall Christie, Local 14**  
**Lorraine Rehnby, Local 15**  
**Alex Bowie, Local 16**  
**Sean Finucane, Local 17**  
**Mandy Jimmie, Local 19**  
**Nancy Bleck/Howard Ursuliak, Local 22**  
**Frank Cosco, Executive Liaison**

This was a busy year for the Non-Regular Faculty Committee. As Chair of the committee, I attended the COCAL XI conference August 2014 in New York City along with other FPSE members. The biennial conference was an excellent opportunity to connect with fellow union activists from Canada, the United States and Mexico. FPSE is considered a leader in the contingent academic movement throughout North America.

As a consequence of the COCAL conference, FPSE was invited to attend a contingent faculty conference put on by the Fédération nationale des enseignantes et enseignants du Québec (FNEEQ). Weldon Cowan and I attended on behalf of FPSE. FNEEQ is committed to improving pay and working conditions for sessional faculty in Quebec's universities. The conference included a keynote address on the dangers of managerialism and the culture of "excellence" as well as presentations of research on the effects of increased precarity in the Academy. The conference was an opportunity to strengthen ties between FPSE and FNEEQ.

The October meeting integrated a Western Joint Regional Conference which included invited guests that represented teaching faculty at the British Columbia Institute of Technology, the University of British Columbia, the University of Victoria, Simon Fraser University and Olympic College in Washington. The conference included presentations from CAUT on trends in contingent work, a report on the FPSE survey on non-regular faculty and a lively discussion by Skype with the faculty association representatives at Acadia University who had just recently won a strike focused on sessional issues.

On the bargaining front, NRFC organised to ensure that a non-regular representative was present at the template table negotiations held earlier this year. This was a very difficult round given the hard mandate approach used by government. However, bargainers pushed hard on non-regular issues and were able to make small gains.

Fair Employment Week occurred from October 27-31, 2014. Non-regular representatives in each local worked with their Executives to develop FEW activities. Many locals chose to hold events where faculty were encouraged to connect, ask

questions and share information in an effort to build solidarity for contract faculty on campuses throughout the province.

The NRFC thanks Executive Liaison Frank Cosco for ensuring non-regular issues are always acknowledged and considered in the Federation’s decision-making processes and for his bank of irreplaceable knowledge surrounding the non-regular journey in this province and beyond. As Chair of the Committee, I wish to thank Weldon Cowan for all the work he does to support the committee. Thanks also to Administrative Coordinator Nancy Yip at the FPSE office for her assistance in organizing our meetings and reports. The committee continues to recognize President Cindy Oliver for her efforts to keep non-regular issues at the forefront at all FPSE events. 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, Non-Regular Faculty Committee

**COMMITTEE RESOLUTION NRFC:**

**1. That the NRFC Chair elections occur in the fall, and that the NRFC Terms of Reference be changed accordingly.**

(March 19/20, 2015)

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AGM 2014, Whistler

# STANDING COMMITTEE REPORTS & RESOLUTIONS

## PENSION ADVISORY COMMITTEE

**Chair: Penny Heaslip, Retired Appointee**  
**Allen Zhu, Local 1**  
**Gordon Rudolph, Local 1 (observer)**  
**Peggy McKimmon, Local 2**  
**Marie Sinnott, Local 3**  
**Jennifer Kirkey, Local 4**  
**Raphael Lagoutin, Local 5**  
**Joan Kaun, Local 6**  
**Norm Taylor, Local 7**  
**Robert Pepper-Smith, Local 8**  
**Randy Brown, Local 9**  
**David Feldman, Local 10**  
**Ken Shaw, Local 11**

**Debbie Hlady, Local 12**  
**Scott McLean, Local 14**  
**Karyn Eisler, Local 14 (observer)**  
**Alison Woods, Local 15**  
**Sherrie Wang, Local 16**  
**Derek Knox, Local 17**  
**Al Fukushima, Local 19**  
**Christian Blyt, Local 22**  
**Sean Finucane, NRFC Liaison**  
**Frank Cosco, Executive Liaison**  
**Paul Ramsey, Retired Appointee**  
**Weldon Cowan, CPP Trustee**  
**Candace Fertile, CPP Trustee**  
**Doug Birtwistle, CPP Trustee**

The Pension Advisory Committee met twice over the past year, in October 2014 and February 2015, for a very active year of committee work, much of which was accomplished in sub-committee meetings by teleconference and email. FPSE appreciates the willingness of members to serve as PAC representatives from their locals and thanks the retiring committee members for their service.

### PENSION PLAN TRUSTEES

We have had a busy year receiving nominations for the interim and permanent Trustee positions. The call for nominations resulted in outstanding nominees, and we are pleased to report that PAC recommended to Presidents' Council Doug Birtwistle as the potential Trustee who would replace Dominique Roelants on the College Pension Plan Board. Doug Birtwistle also served as interim trustee replacing Dominique Roelants for the fall term of 2014.

The committee thanks Dominique Roelants, who served as a Pension Plan Trustee on the Board

of the College Pension Plan from 2001 through to 2014. For four of those years he served as the Chair of the Board. The College Pension Board manages approximately \$3.8 billion for over 23,000 members. He is now serving as the Executive Officer of the British Columbia College, Public Service and Teachers' Pension Boards.

Candace Fertile is entering her second year of term one (2014-2017) serving as a trustee as the replacement for John Wilson (Local 1), who retired.

Weldon Cowan was appointed to the board of directors in 2011 by the College Pension Board of Trustees. He taught French immersion science at the secondary level for 17 years before accepting a staff position at the BC Teachers' Federation in 2000. In March 2005 he became a staff representative for the Federation of Post-Secondary Educators of BC. FPSE appointed him to the College Pension Board of Trustees in September of that year. He serves currently as the Chair of the Pension Corporation Board.

PAC is very fortunate to have the skills and commitment of these individuals as they serve FPSE in their Trustee role.

## PAC 2014-2015 WORKPLAN

1. Monitor and support the CLC pension campaign: PAC continues to do so. The Canadian Labour Congress together with union affiliates, pension experts, youth groups, anti-poverty associations and retiree associations, calls on the federal government to improve retirement security for all Canadians by expanding the Canada Pension Plan.
2. Monitor the development of pension plans globally: PAC continues to do so by reviewing material available online. Trending is the promotion of private pension plans and the promotion of defined contribution plans in contrast to our defined benefits plan.
3. Develop a draft policy on phased retirement: There is a Joint PC/PAC Sub-Committee on Phased Retirement and Action Plan Issues working on this initiative.
4. Review education programs about facts on public sector plans: Produced "A Fact Sheet for College Pension Plan Members" available from your local. Eighteen PAC and FPSE local representatives attended the Share 2015 BC Pension Forum in February 2015.
5. Consult with retiree members of the Association of British Columbia College Pension Plan Retirees (ABCCPPR): President Mary Griffin has been reporting to PAC regarding the development of the independent retirees association for post-secondary educators. The association has launched a website at <http://www.bccollegepensionplanretirees.ca/> A Joint PC/PAC Sub-Committee on Consultation Process with ABCCPPR has been struck to develop a process for consultation as part of the process for selection of a Retiree Trustee for the College Pension Plan.
6. CPP's Socially Responsible Investing (SRI) Practices [FPSE Policy 5.12.2]: PAC has been actively working toward the deadline of February 2016 to submit the final report to Presidents' Council for the 2016 Annual meeting.

PAC welcomes Scott McLean, Local 14, as the new Chair of PAC for the term 2015-2017. As outgoing Chair, I wish to express my thanks to all the PAC members who served with me over the past two years. Your dedication made it a pleasure to serve in this role. To Frank Cosco, Executive Liaison, I extend my deepest appreciation for your guidance and support. To FPSE Staff Nancy Yip and Zoe Towle, thank you for contributing your organizational skills and guidance to this active committee.

Yours in solidarity,

Penny Heaslip (Retiree, Local 2)  
PAC Chair (outgoing)

# STANDING COMMITTEE REPORTS & RESOLUTIONS

## COMMITTEE RESOLUTIONS PAC:

1. That the proposed “Terms of Reference: Triennial Review of College Pension Plan SRI Practices” be approved as submitted below:

In its triennial review of the College Pension Plan’s Socially-Responsible Investment practices, PAC shall:

1. Target the spring 2016 PAC meeting for its first report;
2. Compare and contrast CoPP’s SRI screens and actions to FPSE’s SRI screens and actions;
3. For each year 2013-2015 (inclusive) identify the major SRI initiatives the CoPP has taken;
4. To the extent practicable and possible, identify exemplary SRI international practices;
5. Of the major CoPP investments, attempt to identify the “worst” SRI offenders; and
6. List other ideas for consideration.

(November 20/21, 2014)

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2. That FPSE as a partner have the appropriate person or authority investigate inconsistencies in calculating and reporting pensionable service for non-full time and non-regular faculty.

(November 20/21, 2014)

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3. That the locals consider establishing a retired members association.

(November 20/21, 2014)

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4. That FPSE advocate as a partner for a labour position on the bcIMC board.

(November 20/21, 2014)

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## PROFESSIONAL AND SCHOLARLY DEVELOPMENT COMMITTEE

**(Chair), Marcel Dirk Local 6**  
**Laura Mackay, Local 1**  
**Elizabeth Templeman, Local 2**  
**Mark Wendlins, Local 3**  
**Alice Macpherson, Local 5**  
**Vicki Bolan, Local 7**  
**Kathleen Reed, Local 8**  
**Steve Weber, Local 9 & NRFC Liaison**  
**Rebecca Jacobson, Local 10**

**David Archer, Local 11**  
**Jacquie Conway, Local 12**  
**Giselle Lemay, Local 14**  
**Helga Mankof, Local 15**  
**Janice Nicklin, Local 16**  
**Juan Caldera, Local 17**  
**Catherine Crow, Local 19**  
**Danuta Zwierciadlowski, Local 22**  
**Leslie Molnar, Executive Liaison**

A reinvigorated Professional and Scholarly Development Committee composed of long serving and new members met twice this past year.

In that time, their biggest accomplishment addressed the first of the committee's assigned responsibilities, "[p]lann[ing]...projects dealing with faculty access to professional development, including bargaining and contract administration on professional development matters." To wit, the Professional Development & Scholarly Activity comparison chart has been re-worked so it will provide interested members, especially bargaining teams, with collective agreement language to important topics. Not only was some housekeeping done around column titles/order and linkages to each local's collective agreement, but deeper discussion developed clear expectations about what will go into each spreadsheet cell, abetted by an accompanying cover page to ensure consistency in responses. In association with the chart, two other initiatives were planned: first, to add forms, guidelines, and other good practices to the committee's page on the FPSE website so they can be accessed more readily; and second, to build a glossary so the variety

of terms used by individual locals could be understood by all. (One of the understandings members have come to over the course of their discussions is that, although professional and scholarly development is common to each of their institutions, there can be confusion about specific funds, constructs, and the like.)

The committee's other major accomplishment, tied to its fourth responsibility of "[s]upport[ing] designated professional development representatives by facilitating opportunities for networking and sharing of experiences and ideas," came about through the committee's new practice of reporting. As a result of those reports, the following items of interest and concern arose. Chairing professional development fund committees is done by volunteers in half of the institutions, so those doing this work off the sides of their desks are finding the work increasingly difficult to incorporate with all their other responsibilities. The line of supporting personal versus professional development has been drawn differently by associations, not the least over potential taxable benefit considerations. Finally, though noting the accepted standard

# STANDING COMMITTEE REPORTS & RESOLUTIONS

of faculty members being the best judges of their professional development needs, some locals are reporting committees', deans', and other administrators' increasing involvement in dictating "proper" professional development activities.

Other points discussed by the committee included providing answers to a question raised about applied research and determining impacts of proposed tuition charges to Adult Basic Education courses on public post-secondary institutions. Rounding out the committee's work this past year was Staff Representative Phillip Legg's presentation providing an overview of two campaigns, one protesting the cuts to English as a Second Language training throughout the system and the other to disabuse the general public of the myths surrounding post-secondary education. These discussions not only kept committee members in the loop about FPSE's actions, but also indicated the wide-range of matters ultimately connecting back to committee's mandate.

In conclusion, as this year's chair, acclaimed to another term, I would like to acknowledge the contributions to the Professional and Scholarly Development Committee of:

- **Executive Liaison Leslie Molnar,**
- **Staff Representative Leah Squance,**
- **Administrative Coordinator Gisele da Silva,**
- **and, especially, the committee members, a wonderful collection of wise and energetic individuals, for bringing such an informed perspective and a renewed vigour to this important FPSE standing committee.**

In solidarity,

Marcel Dirk (Local 6)  
Chair, PSDC



AGM 2014, Whistler

## STATUS OF WOMEN COMMITTEE

**Chair: Joy Gugeler, Local 12**  
**Ki Wight, Local 1**  
**Gail Morong, Local 2**  
**Jennifer Murphy, Local 2**  
**Anna McLauchlan, Local 3**  
**Kathie Leroux, Local 4**  
**Wendy Smith, Local 5**  
**Linda Olm, Local 6**  
**Rhonda Snow, Local 7**  
**Ann McKinnon, Local 9**  
**Robin Higgins, Local 10**

**Melanie Wilke, Local 11**  
**Candace Fertile, Local 12**  
**Lealle Ruhl, Local 14**  
**Lorraine Rehnby, Local 15**  
**Yiling Chow, Local 16**  
**Kathie Ross, Local 17**  
**Elaine Herbert, Local 19**  
**Karen McCullough, Local 21**  
**Peg Campbell, Local 22**  
**Tanya Kirkland, NRFC Representative**  
**Terri Van Steinburg, Executive Liaison**

The Status of Women Committee (SWC) met November 28/29, 2014 and February 20/21, 2015 with all but four locals in attendance. SWC provides an opportunity for representatives, often without committees, releases, budgets or seats on their Executive, to share their issues at the local level and to discuss current concerns for women faculty and students common to all campuses. SWC recognizes Person's Day, Sisters in Spirit, December 6, One Billion Rising, February 14 Memorial Women's March, 16 Days of Activism, International Women's Day, and Women's History Month, and strives to be the campus voice of women in larger union and community initiatives from *Idle No More* and *Occupy to Up for Debate*. We continue to share information during frosh week to guard against drink spiking and date rape, and to protest rape chants. We try to empower and inform because "If not us, who? If not now, when?"

### DECEMBER 6

Most students in our classrooms are millennials who were not born on December 6, 1989, now more than 25 years ago. They think the

struggle to assure access to education for female students in any discipline is no longer necessary given that they are the majority in most departments. December 6 also usually falls during exams and in inclement weather for outdoor vigils. Families of the 14 victims have asked that their daughters no longer be named and that the day be more activist in nature so this year our reps organized the following on their campuses: anti-poverty rallies; support for the Moose Hide, Am I Next?, Walking with Our Sisters (moccasin top tapestry), These Hands Don't Hurt (handprint banner), Take Back the Night, Carry that Weight (mattress), He for She, Walk the Hall in Her Shoes, and Art & Feminism Wikipedia Edit-a-thon campaigns, as well as installations of art-aktion murals, faceless dolls, and pink crosses to remember the murdered and missing women of Canada; showings of the films *The Promise*, *Wonder Women!*, *Tough Guise 2*, *The Macho Paradox*, *Hedwig and the Angry Inch*; plays like Eve Ensler's *What I Want to Do to You* and *Dissolve*; distribution of candles at malls and hockey games – lighting a candle (modeled on Earth Day re: turning off lights) at 8:00 PM on December 6 and posting a photo on

# STANDING COMMITTEE REPORTS & RESOLUTIONS

social media; curation of photos and biographies of female mentors; and partnerships with local Elizabeth Fry and women's shelters and centres. This day remains a touchstone in many communities and a platform from which to shine a light on sisters in need and in solidarity.

## INTERNATIONAL WOMEN'S DAY (MARCH 8) AND SLIDESHOW

IWD fell on a Sunday this year so most celebrated Friday or Monday and showed films like *Wadjda*; created panels with female international students speaking about feminism and Islam; put on potluck and recognition dinners and presented scholarships; sold donuts to men for \$1 and women for \$.75 to emphasize the wage gap; hosted speakers like Glenda Bonifacio (U of Lethbridge) speaking about gender, religion and migration; and donated proceeds to a Cameroon Girls' School or women's shelters and transition societies. Many campuses distributed new FPSE posters, bracelets, magnets and other visuals that raise the profile of this day now celebrated for over 100 years. SWC is gathering images for a three minute slideshow of local IWD activities and female students and faculty at work with a view to having it ready for the FPSE AGM in May in Kelowna. Makeshift photobooths were set up on March 8 to take headshots of women and men holding placards that finished the sentences: IWD matters because / I celebrate IWD because...

## SWC RESOURCE LIST

We have updated an annotated resource list we are in the process of vetting. It includes a calendar of key events, speakers, films, music, books, organizations, and websites. It is intended

to be accessed by all reps (especially useful for new ones) and to become increasingly sophisticated as we focus activities. Locals can supplement this digital library with contact information for politicians, educators, shelters, and resource centres. Social media will also act as a digital archive for the role and these people/ organizations should be followed on Twitter, LinkedIn and Facebook.

## RECOMMENDATIONS

SWC has recommended that we:

- partner with DOXA for feminist and union film screenings;
- propose the government restore funding to Canadian Women's Health Network;
- lobby for safe lockdown policies, fair parental leave, and universal access to day care;
- send 5+ delegates to the Summer Institute for Union Women in Portland this June.
- promote the CLC Winter School.

## RE-ELECTION OF CHAIR

Joy Gugeler (Local 8) was acclaimed Chair for 2015-16, her third year in the role. The SWC would like to thank Gisele da Silva, Sara Rozell and Lesley Burke-O'Flynn, Cindy Oliver, Terri Van Steinburg and the FPSE Executive and Presidents' Council for their ongoing support and funding.

In solidarity,

Joy Gugeler (Local 8)  
Chair, SWC

## WORKPLACE HEALTH, SAFETY AND ENVIRONMENT COMMITTEE

<b>Chair: Reto Riesen, Local 11</b>	<b>Rob Macrae, Local 10</b>
<b>Darcie Hillebrand, Local 1</b>	<b>Tom Rippon, Local 12</b>
<b>Joanna Urban, Local 2</b>	<b>Mark Smith, Local 14</b>
<b>Bruce Bennett, Local 3</b>	<b>Matt Wheatley, Local 15</b>
<b>Sarah Stephens, Local 4</b>	<b>Alix Carrel, Local 16</b>
<b>Susana Phillips, Local 5</b>	<b>Marnie Wright, Local 17</b>
<b>Ben Heyde, Local 6</b>	<b>Linda Epps, Local 19</b>
<b>Noham Weinberg/Kathy Gowdridge, Local 7</b>	<b>Martin Rose, Local 22</b>
<b>Chris Alemany, Local 8</b>	<b>Trish Clark, NRFC Liaison</b>
<b>Sasha Johnston, Local 9</b>	<b>Terri Van Steinburg, Executive Liaison</b>

The Workplace Health, Safety and Environment Committee (WHSEC) met twice during the past year. The first meeting in November 2014 was a full meeting with reports from locals, a WCB presentation, and a workshop on bullying and harassment. Updates from the BCFED OHS committee were provided by Staff Representative Leah Squance. I reported on the BCFED Injured Workers' Forum I had attended on May 30.

The February 2015 meeting featured another, shorter round of local reports and two information sessions. WHSEC member Tom Rippon (Local 10) presented on electromagnetic fields and radio frequency radiation, and John Calvert, Associate Professor, Faculty of Health Sciences at SFU, summarized the historic and current status of asbestos in Canada in light of the well-known health hazards.

### CONTINUING EDUCATION OF COMMITTEE MEMBERS

The first function of WHSEC is to be a welcoming place for new members and their questions. Some may have previous experience on their

local OH&S committees, but not others. As we discuss the local reports, we regularly refer back to the requirements of provincial legislation and regulations. Every discussion increases members' confidence to apply the regulations at their home institution and become more engaged and active.

The committee is also responsible for taking information back to the locals. This year, we had several presentations that touched on recent changes and developments at WCB.

### TREATMENT OF INJURED WORKERS

For the last 100 years, workers' compensation has been based on the Meredith Principle: prompt and adequate compensation based on lost wages. This principle has been cut back during the last fifteen years of a BC Liberal government. It got harder to have claims accepted, additional paperwork was introduced that is very complex, and final decisions have been drawn out so that some compensation claims drag on for a decade. Claims for mental disorders or bullying and harassment are some of the cases that have been accepted poorly by

# STANDING COMMITTEE REPORTS & RESOLUTIONS

the WCB, and their numbers are expected to increase with the introduction of Bill14.

## **BULLYING AND HARASSMENT**

BCFED is offering a whole list of OH&S courses that satisfy the legal requirement of eight hours of training for OH&S committee members. A new course on bullying and harassment was introduced in response to the WCB adding regulations on these topics. WHSEC and DMRC members were among the first to take the (abbreviated) workshop.

## **WCB PREVENTION WORKSHOP**

The committee also had a chance to ask questions from WCB representatives during a session on prevention. It was interesting to hear that the WCB view themselves as an insurance that sees the world through numbers and money. Yet their representatives agreed that introduction of mental disorders and bullying and harassment was rushed and had not undergone the normal process of public consultation, leading now to some absurd rulings. As an example, acute trauma such as being held up at gunpoint is not recognized because it is not recognized in the DSM.

As a result of discussion after the WCB presentation, WHSEC passed a motion about the need to address the problems with the high threshold for successfully making a claim for mental in jury.

## **ELECTROMAGNETIC FIELDS AND RADIO FREQUENCY RADIATION**

The committee was lucky to have Tom Rippon give an insightful talk about risks and risk

management of life in the electronic age. He addressed especially the potential risks of cell phones and pointed out some red flags in studies on the safety of cell phones. His advice was to err on the side of caution and keep as much distance from cell phones as possible—while using them, while carrying them, and certainly while sleeping.

## **ASBESTOS**

Asbestos is the leading cause of occupational disease in the developed world, even as its use has been outlawed in many places and applications. John Calvert, Associate Professor, Faculty of Health Sciences at SFU, summarized the historic and current status of asbestos in Canada in light of the well-known health hazards. It was a reminder that asbestos will be a threat for many years to come, and we have to stay vigilant in our institutions.

## **CHAIR FOR 2015/2016**

I was acclaimed as chair for another year.

My thanks go to Leah Squance, our Staff Representative to WHSEC during the last year for her support and coverage of BCFED and CAUT, to Staff Representatives Phillip Legg for WCB-related updates and Weldon Cowan for his help during the February meeting, and to Terri Van Steinburg for her valuable input as Executive Liaison. I would also like to thank Cindy Oliver and Presidents' Council for supporting my attendance at the Injured Workers' Forum.

Respectfully submitted,

Reto Riesen (Local 11)  
Chair, WHSEC

**COMMITTEE RESOLUTION WHSEC:**

**1. That FPSE lobby the WCB and the BC Government, in cooperation with efforts at the BC Federation of Labour, to review the regulation, policy and procedures regarding mental disorders, to improve access to compensation for affected workers.**

(November 20/21, 2014)

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AGM 2014, Whistler

# STANDING COMMITTEE REPORTS & RESOLUTIONS

## Report on Actions taken on Standing Committee Resolutions

on resolutions from 2014/15 Standing Committee meetings

### EPC

1. FPSE will support a campaign to restore full funding of ABE programs delivered at public post-secondary institutions by:
  1. Establishing an ABE caucus that includes representatives from each local, to provide research and information on ABE;
  2. Incorporating the issue of ABE into FPSE's broader public post-secondary campaign;
  3. Meeting with the Minister of Advanced Education to press for a system of accountability and transparency that will ensure any transition funding of ABE by the Ministry goes to support ABE programs, not administrative overhead;
  4. Working with allies including the Canadian Federation of Students, the BC Federation of Labour, the BC Teachers' Federation and other unions and supportive community organizations to build public support for the restoration of full funding for ABE.

(March 19-20, 2015)

### HRISC

2. That FPSE donate \$1000 to support the Xat'sùll First Nation and Williams Lake Indian Band to engage in negotiations, hire their own experts and technical teams, and undertake independent testing to respond to the Mount Polley Mining Disaster; and  
  
That FPSE contact Premier Clark, Environment Minister Mary Polak and Minister of Energy and Mines Bill Bennett to demand a full cleanup of this disaster and to provide clean and safe drinking water to the directly impacted communities; and  
  
That Presidents' Council informs the locals of this action.

(November 20-21, 2014)

### SWC

3. That FPSE write a letter to the appropriate people in the federal government to restore funding to the Canadian Women's Health Network.

(January 22-23, 2015)

5. That FPSE endorse and support the Up for Debate Alliance.

(March 19-20, 2014)