



PRESIDENT'S REPORT

People have tremendous capacity to change. We know this intuitively, personally, and professionally. It is the reason that education is possible, and the reason that those of all ages and backgrounds pursue education. Our post-secondary system, and our role as educators, speaks to the universal potential of every person to learn more, develop new skills, and embark on new careers or personal pursuits.

And this potential is not limited to the individual. In fact, that potential is multiplied exponentially when people and workers come together in common purpose for common good. This is the power of education, of being involved in the political process, and the power of collective bargaining.

This year's AGM and Convention theme, *Mobilizing Our Power Together for an Equitable Future*, is intended to see us build on our advocacy of the past four years, and to work together to achieve the greatest gains possible in our next round of bargaining. This is the means to our desired end of a more just, fair society. We know that after 16 years of cuts and neglect that have adversely affected students and undermined the working conditions of our members, there are many changes that need to be made. The underfunding of post-secondary has created an environment where the reliance on contract faculty has vastly increased. The closure of learning centres and rural campuses, and fewer program offerings at the remaining campuses, mean fewer learning and teaching opportunities are available in our rural communities. VCC lost thousands of students in the wake of federal funding cuts and provincial policies. The increases to tuition and fees are forcing students into record amounts of student debt requiring years to pay off.

At a time when the importance of post-secondary is only increasing, it is becoming less affordable and available. Our experience seeing the impacts of government funding and policy decisions gives us the necessary

expertise to make the public aware of problem with our system, bring policy recommendations to the government, and address educational and employment issues with our employer. We need to mobilize ourselves on all fronts to achieve the ends we want and which we know to be right for BC's post-secondary system.

A historic election, a new government

Last year's AGM took place a week after the provincial vote when we did not know the outcome of the election. In fact, we did not know the final seat count until the end of May, prompting a period of exceptionally rare political uncertainty. Ultimately, the BC NDP and the BC Green Party would reach a Confidence and Supply Agreement and Lieutenant Governor Judith Guichon would ask John Horgan to form government following the failed attempt of the BC Liberals under Christy Clark to retain power. On July 18th, more than two months after the election, the BC NDP was sworn in as government.

The 2017 election was a perfect illustration of the power of participation in the political process: every vote truly does count. We know that our outreach to the public through Open the Doors played an important role in raising the profile of the growing problems in the post-secondary system. Our consistent efforts also made an impression on the new government: after years of silence from Victoria, suddenly we received invitations to the government swearing-in ceremony; the cabinet swearing-in ceremony; and the announcements to restore tuition-free ABE and ELL programs and extend tuition waivers for former youth-in-care to all post-secondary institutions.

Politics to policy

Since the change in government, we've continued to advocate for all the changes we spoke about in our campaign, but this time we know that we are being heard.

We've had success, and we're going to keep up our advocacy for the year ahead.

Our main concern after the election was ensuring the restoration of tuition-free ABE, ELL and ASE programs. The second announcement made by the new government (after raising social assistance rates) was tuition-free ABE and ELL. We continue to lobby for all developmental programs to be tuition-free. We were invited to make recommendations about ABE and ELL policy going forward, and changes have recently been announced. Institutions will provide tuition-free programs, ensure students have education plans to assist their progression, their credits be transferable, the Adult Upgrading Grant will be less restrictive, timelines for study loosened, and partnerships will be encouraged.

We are hopeful that one of the earliest and most harmful pieces of legislation from the previous government, 2002's Bill 28, the *Public Education Flexibility and Choice Act*, which tried to strip key provisions out of our contracts, and 2011's Bill 18, which prevented

some union officials from running for seats on institutional boards, will be repealed.

Beyond developmental programs, we have engaged with the government regarding our additional priorities including stakeholder consultation, a formula funding review, changes to the Industry Training Authority, and ensuring that funding for decolonization and Indigenization are extended to all post-secondary institutions.

The new government has undertaken consultations on many fronts. As in previous years, FPSE and many locals addressed the Select Standing Committee on Finance and Government Services during their pre-budget consultations. We recommended restoration of funding for all developmental programs to be tuition-free, an increase to operating grants, and establishing a needs-based grant system as well as reducing interest rates for student loans to address student debt. We have also made submissions regarding the *Sexual Violence and Misconduct Policy Act*, the human rights commission, the poverty reduction plan, the rural development strategy, and the review of the labour code.

While much of our public policy advocacy work this year has been part of the Open the Doors campaign, including a PC lobby

BELOW: Education Minister Rob Fleming, Premier John Horgan, Advanced Education Minister Melanie Mark, and FPSE President George Davison at the ABE and ELL funding restoration announcement in Victoria.





ABOVE: Sean Parkinson, George Davison, Karen Shortt, and Rita Wong attended the BC Federation's Labour Day picnic with Premier John Horgan (centre).

in Victoria in October, we have also been advocating for policy changes on behalf of our private sector members. Over the past few years, FPSE has supported Local 21, the Education and Training Employees' Association (ETEA), in its efforts to strengthen private training sector regulation. We're still calling for a stronger regulatory framework with a mandatory registration process as the voluntary process favoured by the last government has done little to protect students.

ETEA has also taken a leadership role in advocating for stronger employment protections for the working segment of their international student population. Young people generally experience higher rates of safety violations and exploitation in the workplace, and international students with a limited capacity to communicate in English are even more at risk. ETEA members continue to work with their students and the BC Federation of Labour to provide education on the *Employment Standards Act*, workplace rights, and occupational health and safety.

Trends in post-secondary

The government's focus on post-secondary has been part of its general mandate: making improvements to services,

increasing affordability, and creating good jobs as part of a sustainable economy. So far, this has meant policies have been student-focused: the student loan interest rate has been reduced, ABE and ELL programs have been made tuition-free, tuition waivers have been extended to former youth-in-care, and provision has been made for on-campus student housing. Measures taken to make life more affordable featured prominently in the February budget. These measures included introducing affordable childcare, eliminating tolls on lower mainland bridges, phasing out regressive Medical Service Premiums (MSP), and creating policies to make housing more affordable for homeowners and renters. These actions will help educators, students and British Columbians in general.

Nationally, post-secondary work is becoming more precarious. The OPSEU strike last fall illustrated all too clearly the 70% to 30% contract-to-regular faculty ratio in Ontario's post-secondary institutions. Ontario's Bill 148 is now law, but it remains unclear whether the wording is sufficient to compel employers to provide equal pay for equal (or equivalent) work in post-secondary. And though CAUT is pleased that more research dollars are available for universities, challenges continue across the country to academic freedom.

All this leaves FPSE with several priorities that still need to be addressed.

Governance

Governance remains one of our top issues that we are paying attention to. We continue to push for boards to become balanced through the addition of community members who understand that education is about more than revenue generating units. We've had great success with the Industry Training Authority and Northwest Community College, but this remains an ongoing process at many other institutions.

Funding

As with most sectors, the root of many problems we identify is funding. The good news is that the BC Liberals' Skills for Jobs Blueprint is dead. Though smaller institutions felt this re-engineering more than large ones, tying 25% of operating grants to "100 top jobs" made no sense, especially when industry was the only partner government listened to. But when most institutions receive less than 50% of their funding by way of operating grants, and there's been no funding review since block funding replaced formula funding in the early 2000s, it's time to look for a better way.

Of course, international education has become inextricably linked to the overall funding conversation and is another topic we are exploring. We had a good meeting with representatives of the Auditor-General's office as part of their stakeholder outreach as they develop the scope of an audit of international education. International education continues to be the area most frustrating to faculty and staff. The question to be answered is how to incorporate international education into our system in a way that is fair, balanced, and inclusive. Proper placement, supports, tuition and fee regulation, how many students can an institution handle, and the impact international education has on domestic programs are all issues that need to be addressed.

Secondary scales

We had a productive meeting last fall with the new officials at the Post-Secondary Employers' Association (PSEA). There have also been productive meetings on LOU 5 – gathering information about secondary scales with representatives from 9 locals and 9 institutions – that will serve as a backdrop for the next round in whatever form it takes. The process should also serve as a template for other locals to come to a common understanding of the problem most locals face.

Our next challenge

We have not been alone in our frustration with watching employers and those who are already ahead receive further advantage while our families, colleagues, and communities suffer from cuts and diminished opportunities. The Open the Doors campaign arose, at least in part, from our commitment to address one aspect of this disparity by restoring free collective bargaining. By joining together with each other, our friends in labour, and everyone in BC who said "enough is enough", we brought about a momentous change in government when success was far from assured. Now is the time to direct our collective energy into our next collective challenge: our contract expiry next year and our next round of bargaining.

Along with many other public sector unions, our collective agreements expire March 31. With a new government in power that has pledged to make life more affordable, improve the services we depend on, and cultivate good jobs and a sustainable economy there is a window of opportunity open for a more respectful and fair bargaining process. Further, this government has signaled that they have a very different set of expectations for the Public Sector Employers' Council (PSEC). This is welcome news as PSEC caused many problems for us in the last rounds of bargaining. The affiliates within the BC Federation of Labour remain committed to the principles and practice of solidarity

as any conversations unfold. Our labour movement is strong and united and I am honoured to represent you among such principled and passionate labour officers.

As we look at the coming months, and year ahead, we will have to sort out what we want and how we can best achieve those goals to make the most out of this opportunity. We will need to be strategic and pragmatic, while not sacrificing our ideals. To borrow a phrase from JS Woodsworth, every step we take together brings us closer to the future we desire for ourselves, and wish for all.

Supporting our locals

FPSE's raison d'être is to provide labour relations and bargaining support for our locals. PC met three times in the fall, and three times this spring. We put on a governance conference in the fall, and a bargaining conference in late February. And though the level of grievances has settled down from the highs of a few years ago, grievances still occur and locals continue to use FPSE's services. Thanks to Secretary-Treasurer Terri Van Steinburg, out-going CARC chair Lui Marinelli and the labour relations staff representatives for keeping watch over employer violations

and defending local agreements.

Going forward, we're still focused on building high-participation unions. Nowhere is this more necessary than bargaining where we need to come together to develop goals and a framework to achieve them. As directed by last year's AGM, Jane McAlevey will be training staff and local members in June and will assist our bargaining process in the coming months. On the organizing front, several locals sent members to the BC Federation of Labour's Organizing Institute at the Winter School.

Part of our commitment to supporting our members has included improving our digital communications. This year we've been integrating our campaigns to make sure that Open the Doors, Precarious Profs, and our other objectives work together. Thanks to staff representative Nicole Seguin (admirably filling in for Leah Squance) and Rachel Garrick for improving our digital capabilities. As we get deeper into bargaining preparation, we'll be asking for your support to boost our campaigns.

I immensely enjoy visiting locals. Thanks to VIUFA for inviting me to meet with their Executive, to LFA and CFA for visits





ABOVE: George Davison with *Whose Land Is It Anyway* co-editor Nicole Schabus and contributor Melina Laboucan-Massimo.

this past year, to TRUFA for inviting me to their book launch, and to all the locals who invited Terri and me to their AGMs – we wish we could have attended them all!

FPSE and the TRC recommendations

In addition to acting as executive liaison to BCC, I also served on our newest standing committee on decolonization and reconciliation. This committee has had two meetings, electing Sharon McIvor (FPSE Local 19) and Justin Wilson (FPSE Local 14) co-chairs. FPSE and our institutions have a long way to go, but we've begun the process of providing advice on what educators can do to make things better, to understand the history and to point the way to "decolonize ourselves," our faculty associations, and our institutions. Thanks to HRISC and its speakers' tour, an ad hoc committee of PC helped get the standing committee going, but also helped coordinate the publication of papers from a TRU conference in honour of Arthur Manuel, who travelled around the province two years ago visiting most of our locals talking about

what reconciliation could be. His partner and TRUFA HRISC rep, Nicole Schabus, co-edited the handbook with Peter McFarlane. *Whose Land is it Anyway? A Manual for Decolonization*, was launched at Emily Carr University of Art and Design's Aboriginal Gathering Place March 15, and then at successful events in Kamloops and Kelowna. The book will be the focal point of this coming fall's speaker's tour.

On the national scene

I continue to represent FPSE at the Canadian Association of University Teachers (CAUT), attending the fall and spring council meetings and the western regional conference (in Prince George last October). I also sit as a NUCAUT rep on the CLC's Education Advisory Committee, which shares information amongst congress affiliates on labour education, and oversees the new Labour College. FPSE is proud to have sponsored associate staff representative Lucía Salazar to be part of this new program.

Provincial representation

FPSE's affiliation to the BC Federation of Labour (BC FED) allows us to participate in the provincial labour movement. Under the leadership of Irene Lanzinger and Aaron Ekman, the BC FED kept up the Fight



ABOVE: *George Davison and Terri Van Steinburg with BC Green leader Dr. Andrew Weaver.*

for \$15 to raise the minimum wage, and provided advice to the new government on a wide range of labour issues, making the Labour Relations Board, WCB, ICBC and BC Hydro work better for workers.

An important part of our BC FED affiliation is solidarity work. In the past year, FPSE attended meetings of the poverty reduction coalition, and the public sector working group (which advises the CCPA's Alex Hemingway on public policy matters). We joined other labour affiliates at the Vancouver Pride Parade, and the annual Labour Day picnic at Holland Park. We're also pleased to support the work of the BC Labour Heritage Centre, and are looking forward to collaborating with them on our own FPSE history project.

I have been pleased to continue FPSE's participation with the Public Education Network Society (PENS), which meets occasionally to discuss public education in BC and ways to protect it. PENS has focused its recent efforts on adult

education, partnering with parent groups and SFU's Your Education Matters. FPSE also maintains its connections with our colleagues in the research university sector through the Confederation of University Faculty Associations (CUFA-BC) and with student activists at the BC Federation of Students (BCFS). CUFA-BC representatives attend PC meetings, and I attend CUFA's fall and spring councils (with its associated Distinguished Academic Awards dinner).

FPSE actively supports the good work of the United Way of the Lower Mainland, where I co-chair the Campaign Cabinet Labour Committee (with Jeannie Kilby, CUPE Local 402) and chair the Labour Committee of the Board of Governors (which also puts me on both the cabinet as co-chair of the education division and the executive of the Board). It is very humbling to be a small part of the important community work of the United Way. Watch for the roll-out of the new strategic plan, focusing on Local Love!

Thank you

I am honoured that you continue to have faith in me to represent this organization, but I don't do this alone: I need to

acknowledge and thank those who contribute to our federation's success.

FPSE benefits enormously from the talent and skill of our staff, who work to ensure that the priorities we identify at AGMs, at our Presidents' Council and in our standing committees are translated into action. Our labour relations staff representatives, Lesley Burke-O'Flynn, Weldon Cowan, Sean Hillman, Zoe Towle, and our associate staff representative Lucía Salazar, as well as our communications and policy staff representative Nicole Seguin, are all dedicated to meeting our members' needs. Leah Squance has taken a leave of absence and spent the past year as a senior ministerial assistant to Minister of Social Development and Poverty Reduction Shane Simpson. We appreciate the tremendous work Leah has done in this role! The other staff change has been that we said good-bye at the end of June to Norman Gludovatz, who was later hired by MoveUp as their director of communications.

Administrative coordinators Jenny Arsenault, Nancy Yip, Jen Schmidt, Rachel Garrick, and Stephen Ramsay provide outstanding support to staff, committees and Presidents' Council, and they manage these responsibilities with aplomb under demanding timelines. Our staff accountant, Matt Toma, keeps our financial affairs in tip-top shape. It's also been nice to have Mary Bruegeman come in to help out when we're short-staffed.

Presidents' Council members (pages 46–47) help keep FPSE effective between AGMs. Thank-you to all members of the Council for their dedication and support.

The Executive Committee also plays a crucial role in the ongoing work of FPSE. Their advice, input, and participation in regular teleconferences help Terri and I tremendously. My thanks go out to Vice-Presidents Frank Cosco and Leslie Molnar and to Members-at-Large Shirley Ackland and Tim Walters. We'll miss Tim this coming year as he's off on an exciting education leave. All have made great contributions to our federation. I'm also thankful to our Secretary-Treasurer, Terri Van Steinburg, who helps me every day, as well as providing thoughtful advice and counsel to the Executive, PC, and our member locals.

And finally, I want to thank the members whose support and activism is our core strength. Your commitment makes our federation work and makes it possible for FPSE to be an effective advocate for post-secondary education.

In solidarity,

George Davison
President



SECRETARY- TREASURER'S REPORT

It's been an exciting year since our last AGM. We have a new government in Victoria bringing in changes in BC. One of their first acts was to eliminate tuition on Adult Basic Education and English Language Learning – I believe this change came about due to the persistent and persuasive advocacy efforts of FPSE and our member locals. Of course, our lobbying efforts are far from over. Adult Special Education and a number of other developmental programs are still tuition-bearing.

We know we still have a lot of work to do to provide everyone in BC with the best post-secondary choices and opportunities. We're committed to continuing the important work of advocating to improve our post-secondary system, and I know you are too.

FPSE committees and activities

FPSE was pleased to welcome two new administrative coordinators, Rachel Garrick and Stephen Ramsay, to our staff last summer and fall. Rachel and Stephen are welcome additions to our staff complement: Rachel is supporting communications and Stephen is currently our executive support.

Our staff provide outstanding support to the executive officers and all FPSE members – we sincerely appreciate it. George and I thank you.

I continue to work closely with our staff accountant, Matt Toma, to review our financial and operational processes and reporting requirements, including approving expenditures and monitoring the budget. The 2018 – 2019 budget will be presented on Thursday of this week's AGM.

Grievance and Arbitration Review Committee (GARC)

Supporting local grievances and arbitrations is one of the most critical services FPSE provides. FPSE's Grievance and Arbitration Review Committee (GARC), comprising the labour relations staff representatives, the Contract

Administration Review Committee (CARC) chair, and myself as GARC chair, meet regularly to review cases submitted by locals to determine viability for arbitration. GARC uses several criteria to determine whether a grievance should be advanced to arbitration:

1. Likelihood of success at arbitration;
2. Expense, especially if likelihood of success seems low;
3. Significance of the issue to the post-secondary system; and
4. Political significance to the local and to FPSE.

The cases presented to GARC vary widely, covering issues such as discipline, termination, work reductions, job classification, wages and rates of pay, regularization, workload, seniority rights, and sick leave.

Contract Administration Review Committee (CARC)

Another one of my roles is acting as executive liaison to CARC. Like FPSE's other standing committees, CARC meets twice per year, sharing information on issues that have arisen at locals, participating in training opportunities to develop advanced shop steward skills, reviewing current case law, and providing support to one another on difficult local grievances or other concerns. This past year, committee members have been discussing issues they have seen at their respective locals such as harassment, seniority rights, and regularization.

I want to recognize and thank Lui Marinelli (local 10) for his years of service as CARC chair. Thanks also to Weldon Cowan, FPSE labour relations staff representative, who provides excellent staff support, wisdom and advice to CARC. Congratulations to Joanne Quirk (local 1) who has been elected the new CARC chair.

International Solidarity Fund (ISF)

International solidarity work is a critical part of our collective effort in the Canadian labour movement. While we may not always agree with the policies and decisions of our governments, we are fortunate to be free to express that disagreement without fear for our lives. Canadian trade unions and union members have significantly more rights than our fellow workers and friends in labour in many other parts of the world.

The International Solidarity Fund Committee (ISFC) meets annually to review nominations and disburse 1.25 per cent of our annual budget to international solidarity projects. This year, we allocated \$48,735 in funds to 8 different projects. FPSE is pleased to support the following projects and the important work that they do:

1. **Migrant Workers Dignity Association (BC)**
2. **Alianza Prenatal Program (Guatemala)**
3. **Canadian Humanitarian Organization (Ethiopia)**
4. **Red de Apoyo para Migrantes Agrícolas (RAMA) – Migrant Farmworkers Support Network (Okanagan)**
5. **Leaving Footprints (Guatemala)**
6. **Workers Information Centre (Cambodia)**
7. **Sadnice Mira (Bosnia and Herzegovina)**
8. **Co-Development Canada (El Salvador and Northern Central America)**

Thank you to the ISFC for their work again this year. Members of the ISFC are Norah Bowman (HRISC chair), Tim Walters (PC), Brent Calvert (PC), Jen Wrye (HRISC) and myself as chair. I would also like to thank the all the locals that submitted applications, for the time and thought put into the proposals, and for their ongoing commitment to international solidarity.

Bargaining conference

Part of my responsibilities this past year was to chair the Bargaining Conference Planning Sub-Committee. Along with committee members Bob Davis (PC), Chris Jaeger (PC), Victor Villa (BCC), Joanne Quirk (BCC), Joan Kaun (PC) and Bob Groves (BCC chair) we took on the task of organizing the Bargaining Conference which took place February 24, 2018. Thank you to the sub-committee for your work. Thanks also to PC and FPSE's labour relations staff for their input and guidance.

Campaigns and communications

Last year, we ran our largest public campaign to date: *Open the Doors* raised the importance of affordable, accessible post-secondary education in BC. The provincial election yielded a rare, historic result, bringing in a change in government for the first time in 16 years.

Within a month of taking office, the new government reinstated tuition-free Adult Basic Education and English Language Learning, something our members and presidents have championed since tuition for these programs was introduced. Quickly thereafter, the government expanded tuition waivers for former youth in care to all public post-secondary institutions in BC, and began to introduce affordability measures, benefitting both our members and our students. Our Presidents' Council met with the Hon. Melanie Mark, Minister of Advanced Education, Skills and Training, in October; we thanked her for these efforts and brought up several priority issues identified by our membership.

We may not always agree, but we are able to have discussions about how to make our post-secondary system affordable and comprehensive. This reflects the goal of our Open the Doors campaign, an effort that continues as part of our integrated campaigns effort. We continue to be supported by public advocacy through social media and direct public



engagement. Through our members, activists, and presidents, we have sustained the momentum of *Open the Doors* to keep up the pressure for a post-secondary system that is sustainably and fully funded, affordable and comprehensive.

Our integrated approach to our campaigns means that the important message of our *Precarious Profs* campaign is folded into our government and advocacy work. This year, we distributed material about the *Precarious Profs* campaign and the issues of precarity in our sector to hundreds of fellow union members at the Canadian Labour Congress' (CLC) Winter School.

BC Federation of Labour

As a member of BC Federation of Labour's (BC FED) Executive Council, Political Action Committee, and as a trustee, I continue to participate in BC FED activities.

I was re-elected as trustee for the BC FED and look forward to continuing that work for the next couple of years. Trustees meet several times a year to review the federation's financial records and determine if they are in order.

FPSE President George Davison, FPSE

staff representative Nicole Seguin, and I attended the CLC Ranking Officers meeting (Executive Council and senior staff) January 29 – 31 at the CLC's Winter School in Harrison Hot Springs. We received updates about the Labour Relations Board and WCB, and heard presentations from labour affiliates and the CLC. Another highlight of the meeting was the compelling presentation on proportional representation from guest speaker Professor Dennis Pilon of York University.

Canadian Labour Congress (CLC)

National Union of the Canadian Association of University Teachers (NUCAUT)

Canadian Association of University Teachers (CAUT)

In addition to our membership in the Canadian Association of University Teachers (CAUT), FPSE is affiliated to the Canadian Labour Congress (CLC) through the National Union of Canadian Association of University Teachers (NUCAUT). These

affiliations allow us to participate more broadly in the national labour movement and to connect with academic staff associations across the country. 2017 was a convention year for NUCAUT. George Davison completed his term as NUCAUT president after 6 years of service.

The convention elected a new executive:

Terri Van Steinburg, President
Leslie Molnar, Vice President
Robert Farmer, Treasurer
Mike Shaw, Member-at-Large, West
Jim Ketchen, Member-at-Large, Central
Robin Vose, Member-at-Large, East

As NUCAUT president, I am a member of the Canadian Labour Congress Canadian Council, which meets several times

throughout the year in Ottawa. It has been an interesting time to sit on the executive council, especially with UNIFOR pulling out of the CLC earlier this year.

The CLC has focused its efforts this past year on its *Pharmacare: A Plan for Everyone* campaign. In addition, the CLC developed online campaigns on domestic violence and mental health at work.

My CAUT responsibilities include chairing the Collective Bargaining and Economic Benefits Committee (CBEB) and I also serve on CAUT's executive. CBEB is responsible for developing new model clause language: bargaining language that academic staff associations across Canada use to improve revisions in their collective agreements. We review and ensure that model clause language is current and up to date. In addition, we develop policy on a myriad of topics and issues.

BELOW: Collecting menstruation products for the United Way's Tampon Tuesday campaign.



Policy statements are also developed by CBEBBC. This past year CBEBBC developed draft model clauses on performance metrics and whistleblower protection. We also crafted a draft policy statement on performance metrics.

Solidarity activities and external representations

One of my favourite aspects of this role is the opportunity to travel to our locals across BC to meet face to face with members at meetings and events. Every time I visit a local, I meet someone new and develop a different perspective. It is a priority for me to maintain these opportunities for direct communication to exchange ideas and engage in discussions with our membership, so never hesitate to invite George or me to your GM, AGM or special event, and we'll do our utmost to be there.

FPSE joins many other unions in its long history of partnership with the United Way of the Lower Mainland. We are proud to support their efforts in the community, working toward reducing poverty and improving lives of BC's most vulnerable residents. On November 29 we hosted our annual lunch for FPSE staff and the United Way of Lower Mainland Labour Participation Program.

We participated in the United Way's "Tampon Tuesday" campaign for the second year, collecting menstruation products for those living in poverty and for those experiencing homelessness.

FPSE also continues its support of the Union Protein Project (UPP), formerly Protein for People. UPP is a non-profit society started in 2006 by unions and the United Way of the Lower Mainland who saw a way to make a real difference in our communities. Unions and individual union members donate cash that is then used to subsidize food bank purchases of canned salmon and peanut butter. Because of this, hundreds of thousands of cans of salmon and jars of peanut butter have helped to feed vulnerable people. FPSE donated

\$4000 to UPP to purchase protein in the form of peanut butter and distribute it to the food banks in BC communities who were affected by the wild fires this past summer. I was elected to serve of the Executive Board of the Union Protein Project at their AGM in June 2017. The AGM was followed by UPP's annual Salmon BBQ. My time on the Executive Board thus far has been interesting and rewarding.

A word of thanks

I would like to express my gratitude to all the hard-working and professional FPSE staff who make our organization run smoothly.

I am also grateful for the commitment and wise counsel of the FPSE Executive: Frank Cosco, Leslie Molnar, Tim Walters and Shirley Ackland. Thank you for another year of service to our organization.

Thank you to Presidents' Council for another year of lively debate, good discussion and productive decision-making. It is a true pleasure working with all of you.

The person I work most closely with day-to-day is our president, George Davison. We work well together and we complement one another in the different ways we approach problem-solving and decision-making. Thank you, George, for your support and for the leadership you provide our organization.

Last, but certainly not least, I wish to thank you, our members, for your dedication to post-secondary education, to our students, our communities, our unions, and our federation. It has been a pleasure and privilege to represent you this past year. The work of our federation is so important. I am honoured to work with such an incredible group of activists.

I appreciate your ongoing support and look forward to continuing to work with you.

Respectfully,

Terri Van Steinburg
Secretary-Treasurer



Federation of
Post-Secondary Educators



EXECUTIVE REPORTS

FRANK COSCO

1st VICE PRESIDENT

I support the work of FPSE through working on a variety of assignments and representative functions for the president, Presidents' Council (PC) and the Executive Committee (EC).

Through the executive I have helped review ongoing lobbying projects, and have worked on the budgeting sub-committee and as a screener for organizing projects. The Executive also screens and comments on the PC agendas and other FPSE work.

Bargaining

As is normal in union work, all locals must turn their minds to bargaining as our current agreements expire in a matter of months. While we can have a reasonable expectation that the new NDP government will not be as tight on "agenda control" as the BC Liberals were, we will nevertheless have to deal with the financial mandates the government sets for PSEC and PSEA.

However, what matters more is our clarity about what gains are important for each of our locals and about developing a serious commitment to empowering our bargaining. That means strategizing about timelines, engaging with our members, and resolving that, since we have to deal with serious cost issues besides an overall salary increase, then if we want to make progress on those cost issues, we cannot afford to adopt bargaining approaches that do not serve to maximize our bargaining power potential.

Being affiliated through FPSE is a strategic advantage that can serve to maximize our power far beyond that of any individual local.

College Pension Plan

I have joined President George Davison and Secretary-Treasurer Terri Van Steinburg as a representative at the College Pension Plan Partners table and at all plan partner meetings. Other partners from other plans are in the throes of the type of discussions and planning for plan redesign that FPSE went through. It was satisfying to know that slivers (0.05 per cent) of our pay increases went to fund the Inflation Adjustment Account – that's paying it forward for future and current retirees, another FPSE leadership position. Being a Pension Plan Partner is the only official statutory power that FPSE has. It is important that members' appreciation and knowledge of their plan continue to be encouraged.



Pension Advisory Committee Executive Liaison

PAC has had direct sessions with the BC Investment Management Corporation staff, challenging their representatives on socially responsible investing (SRI) and how it has been measuring success. A PAC subcommittee will be putting out its second SRI report next year. The 2016 *Transition to Retirement* report continues to drive work in other standing committees. A joint PAC / PC group is working on a survey on retirement drivers. Another PAC / PC group is working on revisions to the selection of the retired trustee. FPSE pension trustees regularly attend PAC meetings and there's always informative discussion and engagement. Thanks to FPSE administrative coordinator Nancy Yip and FPSE staff representative Zoe Towle for their effective support of this group.

Non-Regular Faculty Committee Executive Liaison

Teressa Fedorak (FPSE Local 2) ably chairs our important NRFC, with appreciation extended to our staff Weldon Cowan and Nancy Yip, who support the committee's work. Committee members also do double duty as reps to other standing committees. Each meeting provides a solidarity building opportunity for what often feels like a lonely individual task for many reps. FPSE has among the highest general level of rights for non-regulators in North America, and it has developed an unparalleled set of guiding principles and policy. Its leadership groups are fully committed to supporting non-regulators and to improving their conditions. Further, FPSE is often invited to events in North America to speak to these issues.

However, the lack of tangible recent success means that this cluster of issues has served to increase the level of frustration. Not being able to bargain for so long has not helped. Committee members

do feel these issues should be a priority for many locals. As always with union work, there needs to be a re-commitment to achieving our goals.

For most locals, secondary scales are a key problem, and, pursuant to a 2016 AGM motion, FPSE provided a forum for an initial discussion of the scope of the problem. There will be further work through the joint committee with employers that was an outcome of 2015 bargaining. Because of their contingent status, from time to time non-regular representatives find it difficult to consistently attend the meetings of the committee. There should be a way for locals to ensure that when their primary non-regular delegate cannot attend a meeting, an informed alternate is ready to step in. It is significant when a member misses a meeting because there are only two in a year.

Private Sector Policy Committee

This committee, which is made up of reps from sub-locals of FPSE Local 21, the Education and Training Employees' Association (ETEA), provides a forum for discussion and union development. Kevin Drager (FPSE Local 21) has chaired the meetings and FPSE staff representative Sean Hillman and administrative coordinator Rachel Garrick support the work of the group. It has now been close to 20 years in which the fees of non-Canadian students have supported the so-called "public" system. ETEA, which works in the fully private sector is the most organized and aware group of faculty on the need for reform of how non-Canadian students are being channeled through both our "public" and our private institutions. Their insider knowledge enables FPSE to have yet another effective platform on which to lobby government.

Campaigns must continue

FPSE must be the lead voice in the province against the insidious and continuing hollowing out of the “public” post-secondary system which the BC Liberal government fostered for most of 20 years. We have a realistic hope for our voices being heard with the new government. As has been seen over the past year, they have not come into office with a comprehensive agenda on reforming post-secondary – the ground is open to us to lead that advocacy.

Appreciation

Thanks to George, Terri, fellow executive members Leslie, Shirley, and Tim, all the staff, Presidents' Council and to committee members for their support and comradeship as we collectively continue to evolve and improve FPSE as an exemplary post-secondary union organization.

In solidarity,

Frank Cosco
First Vice-President
(VCCFA, FPSE Local 15)

LESLIE MOLNAR

2ND VICE PRESIDENT

It has been another interesting and busy year. I very much enjoy my work on the FPSE Executive Committee and appreciate all the opportunities it brings. I particularly enjoy the fact that FPSE not only supports all of us in bargaining and in contract administration but also actively engages in lobbying and advocacy work.

Two things which especially resonate with me this year: we are stronger when we focus on our similarities and work together; and we have much work and much opportunity in the next year to really engage with and meaningfully connect with all the faculty members at our locals. Bargaining is looming in our near future, the precarity of work is a significant issue for more and more faculty members, our institutions need legislative, funding and governance changes, and faculty work keeps evolving, bringing us all new challenges and opportunities.

Presidents' Council has had a particularly active year. We decided at our June retreat we needed to meet more in order to advance our advocacy and legislative agendas, as well as develop a positive working relationship with the new BC government. As I'm sure George and Terri's reports will outline, PC has many goals and an ambitious work plan. Buoyed by the success of the removal of tuition fees from ABE and ELL programs, we are advocating for legislative changes, for our voice at decision-making tables relating to all post-secondary education, for more union-friendly Boards of Governors, and

for an atmosphere which will support free collective bargaining.

As a result, the Executive Committee met in person six times, and via teleconference several more. Presidents' Council also had six meetings, instead of the usual four. FPSE hosted both a governance conference and a bargaining conference. The executive and presidents continue to reach out to members so we can better understand the work that needs to be done.

I continued my work as executive liaison to two FPSE standing committees: the Education Policy Committee (EPC) and the Disability Management and Rehabilitation Committee (DMRC). I continue to sit on the



finance sub-committee, I sat on the governance conference planning sub-committee, I sit on the scope document sub-committee, and I sit on the LOU 5 secondary scales working committee, a leftover from the 2014 – 2019 bargaining round.

Finance and Budget Sub-committee

The Finance Committee oversees the money directed towards organizing work done by the private sector locals. We do our work primarily via email. A particular emphasis this year has been on organizing and we would like to see the sector mapped, so the organizers can make the best use of funds.

Education Policy Committee

I am the executive liaison to the EPC which meets twice a year, once in the fall and once in the spring. The Committee spent much of its time this year on two topics: scheduling and the effects of increased international student numbers. Scheduling was broken into 3 parts: how the scheduling is actually done (whether software is used or not, and whether or not faculty input is sought), scheduling relating to courses, and scheduling relating to exams. The committee has revised the survey and hopes to distribute it this April.

On the topic of challenges relating to international students, dominant themes were: under-prepared students; lack of support for both faculty and students; lack of cultural awareness; lack of enrolment planning or management; academic honesty issues; English language proficiency issues. The committee's next step is to inventory which institutional policies do exist and to determine how international departments are governed. International education is often hived off as a separate department and considers itself separate from regular policy. Another survey is being developed so EPC members will know what information to

gather at their respective institutions.

EPC also shared information on ABE and ELL enrolments and issues, governance issues, concerns over the new K to 12 curriculum implementation, and issues relating to academic freedom.

I'd like to thank all the committee members for their work, Gilbert Bede for chairing the committee in the fall, Nicole Seguin for her wonderful work as the staff representative supporting EPC, and Rachel Garrick for her administrative support to the committee.

Disability Management & Rehabilitation Committee

This was my first year as executive liaison to this committee and it was a steep learning curve. The committee members are very knowledgeable, hardworking, and do impressive advocacy work for their members. Meetings consist of a lot of education and also sharing of stories and strategies.

Common themes included challenges regarding working with Manulife, reports on the Discovery meetings held at each institution by Manulife, and challenges to have enough time, education and resources to help members. The committee members will attempt to make more use of union websites and newsletters to better inform members of supports available to them.

I appreciate all I have learned so far from this committee, specifically things like the purpose of accommodation is to remove barriers, to change the workplace and not the employee. Also, that union stewards and return-to-work committee members can work together in complementary roles to best help faculty members through the process of short and long-term disability claims, and of returning to work.

Thanks to all the dedicated committee members, to Ann Marie Davison for her wonderful work chairing the committee, and to FPSE staff Zoe Towle and Jen Schmidt for their support of DMRC.

LOU 5 Secondary Scales Working Committee

Bob Davis (FPSE Local 5), Lesley Burke-O'Flynn (FPSE staff representative), and I are working to meet the conditions of this Letter of Understanding (LOU) from the 2014–2019 bargaining round. A number of meetings have been set up where both the faculty union representative and the human resources representative from the signatory locals meet to discuss caps, bars, placement issues, secondary scales, discounted hours, bars to accruing work, and bars to regularization.

These meetings have been very productive and faculty have done a great job highlighting the issues at their particular institutions.

Other

We all know the underfunding of our institutions is an issue and PC has directed a sub-committee to map out the scope of the funding issues and make recommendations for FPSE's next steps. I sit on this sub-committee with Chris Jaeger (FPSE Local 8), Karen Shortt (FPSE Local 15), and Tom Friedman (FPSE Local 2). Each of us has compiled information about our own institutions and we are working on finding common themes and forming recommendations.

I sit as the vice-president of NUCAUT. This is an easy role, as meetings are held via teleconference and we are ably led by NUCAUT President Terri Van Steinberg.

I attended the BC Federation of Labour's renewal conference last October. I enjoy hearing from unionized workers outside of our sector and province. We share many social advocacy goals (education is the key!) and it is very evident the precarity of work is an issue across many fields.

I was on the governance conference organizing committee and Bob Davis and I did our best to summarize the outcomes of our February bargaining conference.

Appreciations

I would like to sincerely thank all the other members of the Executive Committee – George, Terri, Frank, Tim, and Shirley – for their support and for all the work they do. I would also like to thank all the members of Presidents' Council. I learn so much from all of you. A very special thank you to all the FPSE staff – you are an invaluable resource and provide so much help on many topics. And finally, to you the members of FPSE, thank you for providing me with this opportunity. I love this work.

Respectfully submitted,

Leslie Molnar
Second Vice-President
(CORFA, FPSE Local 6)

SHIRLEY ACKLAND

MEMBER *at* LARGE

Rather than recount the minutes of the Professional and Scholarly Development Committee (PSDC) and the Status of Women Committee (SWC), I wish to give you a sense of the focus of the conversations and work of these groups.

Professional and Scholarly Development Committee

At last year's AGM with the welcome news of establishing a decolonization, committee, PSDC highlighted issues and expectations which both committees may consider. Future liaisons with both committees is likely as we explore how to implement Indigenous content and learning in our institutions.

- Infusing Aboriginal Content workshop was hosted, with discussions centring around professional development (PD).
- Personal: we all need to understand the history of Canada.
- Professional: infusing Indigenous content into curricula is operationalized differently in each discipline – PD needs will vary.

Status of Women Committee

Internationalization and the issues that arise at our institutions that currently have large numbers of international students was also discussed. Adequate supports, faculty distress, working conditions and workload were all identified as part of the internationalization issue to bring to bargaining.

Building greater participation of women in our union and equity issues dominated the conversations at the SWC. Representatives organize and facilitate annual events in their locals on the National Day of Remembrance and Action on Violence Against Women (December 6) and International Women's Day (March 8). The CLC has a campaign on this too! <http://canadianlabour.ca/issues-research/domestic-violence-work>

Leadership training is another education area that would assist in building the numbers of women who actively participate in union roles. Training at the CLC Winter School, Labour College, and Summer Institute for Union Women were all offered as excellent opportunities for our sisters and comrades to build their



Encouraging our members to be active in municipal politics was another conversation in the room. This is an election year and, for those interested, working as a councillor or mayor is another way to promote our educational goals around the province. We enjoyed success on a provincial level with our campaign to axe fees for ABE/ESL, but that campaign began in our municipalities – enlisting the aid of our councils to lobby the government hard on ABE/ESL fees.

Equity within our locals seems to be the proverbial elephant in the room. We have numerous policies that have been adopted at our annual general meetings, yet a poll of the room indicated that many of these FPSE policies are not in practice at our locals.

Here is the list of equity policies that are current at FPSE:

1.17.5 FPSE encourages locals to amend their constitutions to include the chairs of the local Human Rights and Status of Women Committees on their local executives. (1996 AGM)

7.11.1 FPSE encourages locals to educate members on equity issues facing women, visible minorities, aboriginal people, people with disabilities, and gay, lesbian, bisexual and transgender persons, and to educate members that our interests are served in removing any and all barriers preventing full equity. (1999 AGM)

7.11.2 FPSE strongly recommends that each faculty association ensures that each faculty association has in place a Status of Women Committee, funded and supported by the local association. (1988 AGM)

7.11.3 Locals are encouraged to achieve gender parity in the makeup of their elected positions. (1988 AGM)

7.11.4 All member organizations of FPSE shall:

- (a) work to encourage full participation of women in their own unions and in FPSE;
- (b) examine their own By-Laws and Constitutions to identify barriers to participation of women in the leadership and operation of their unions;
- (c) initiate or cooperate in studies similar to Kwantlen's Achieving Gender Equality which could identify barriers to access for women at individual institutions. (1985 AGM)

For women to fully participate in our federation, they must be full participants in their local unions. Women are standing up to declare “me too” in face of long-endured sexual harassment. For the first time ever, we have a provincial cabinet that has achieved gender equity. How do we declare ourselves to be an equitable federation unless all of our locals embrace our equity policies, align federation policies with their own local equity policies, and open participation in the union for all? It's 2018. It's time.

In solidarity,

Shirley Ackland
Member-at-Large
(NICFA, FPSE Local 16)

TIM WALTERS

MEMBER *at* LARGE

This has been my third year serving as one of the executive members-at-large and, as I am taking a sabbatical for a year starting next month, I will be stepping down from Presidents' Council and not seeking another year of service on the executive. My time with our federation's leadership group(s) has consistently reconfirmed my conviction that we are fortunate to be represented provincially by outstanding and committed union activists and leaders, and I consider myself extraordinarily lucky to have had the opportunity to learn from each of them over the past several years. I feel very grateful to all of these folks, and will miss working and playing with them very much. So, with a sad face, here is the part where I tell you what I got up to over the past year....

Workplace Health, Safety and Environment Committee

These meetings were well-attended, collegial, and consistently anxiety-generating in their identification of the workplace as a source of potential peril of seemingly innumerable varieties. WHSEC was once again well-served by an experienced and engaged chair in Reto Reisen and the always excellent staff representative, Lucía Salazar, who has valuable expertise in this area.

Primary areas of discussion:

- Perhaps the dominant theme of the year from my perspective was a multifaceted focus on mental health issues and their effect on our members and our workplaces.
- There was lots of lively debate about the challenges of teaching ever-growing numbers of unprepared international students, often from countries with different pedagogical traditions and cultures, which was identified as a WHSEC concern because of the psychological stresses this places on faculty.
- Distribution and review of the email workload survey and workplace violence survey, both of which are now on their way to PC.



- The presence of support animals on campus; numerous bad stories about harassment of many types; multiple locals banning smoking outright on campus; problems with drug (ab)use and overdose; unpreparedness for bad weather; a surprising number of (mostly) students injuring themselves on campus by crashing into things, people, falling down stairwells while texting, etc.

Jasmine Korčok (OCFA) was acclaimed chair at the March meeting.

Human Rights and International Solidarity Committee

These two meetings were also both well-populated and characteristically zesty affairs, chaired by Norah Bowman and support-staffed by (new Dad!) Sean Hillman and Zoe Towle.

Primary areas of discussion included:

- befitting their status as status quo abolitionists, and moved by a righteous impulse toward internal decolonization, the group chose to abandon Robert's Rules in favour of a consensus-based model, which was explained by the chair, endorsed by the group, and has thus far worked well.
- Remembrances of our friend, comrade, and brother Charles Boylan, and FPSE Local 21's attempts to create a bursary in his name, which was subsequently approved by PC.
- As part of the group's wider commitment to Indigenization, and inspired by Arthur Manuel's speaker's tour last year, the primary focus of the year was devising and advocating for appropriately robust and attention grabbing provincial and local launches of our decolonization handbook *Whose Land Is It Anyway? A Manual for Decolonization*, which this year (and next) will be merged with the provincial speaker's tour to maximize the collection's exposure among our membership and the communities we serve.

Other FPSE work

Along with my companeros on the International Solidarity Fund Committee, I vetted several applications seeking support for a wide range of excellent and inspiring projects. Because of the consistently high quality of the proposals from around the province, this continues to be among the most gratifying work I am involved with.

I participated in the first full meeting of the Working Committee on Secondary Scales, as well as one involving only the common agreement signatories; I remain optimistic that these sessions will prove fruitful.

With several members of the NRFC, George, and Lesley, I attended a CAUT conference on Precarious Academic Work in Toronto, and was generally very impressed both with the quality of the presentations (the highlight of which was, obviously, the FPSE President's talk!), and the articulated level of commitment to addressing the unfair treatment of our non-regular sisters and brothers.

Final thoughts

These are, as they say, interesting times, and for that reason now feels like a difficult time to be stepping away from President's Council and the executive, as, in lots of ways, I think that the year ahead will be when we discover the degree to which the lobbying and advocacy groundwork we have lain over the past few years has paid off. In my time on the executive we have organized conferences, workshops, surveys, talks, and all manner of events dealing with the struggles of our non-regular sisters and brothers, and we have spoken often together about this subject. This systemic inequity was also a key feature of *Open the Doors*, the largest public relations campaign we have ever undertaken as an organization, which aimed to influence the provincial election in ways that would be broadly beneficial to the post-secondary system, to all of our members, and to the students we serve. And now, for the first time in 17 years, we are preparing to bargain with a government that has

spoken with conviction about the social value of our sector and of unionized public employees, that campaigned on reducing inequality and precarious work, that we helped elect, and who have already made positive signs regarding their commitment to what we do through the restoration of ABE funding. More broadly, we have also seen the issue of the unfairness and unsustainability of the model of precarious academic work bubble up in lots of intriguing and useful ways into the public's consciousness. If now is not the right time to end the obscenity of precarity, when is?

I am convinced that, if we play our cards right, this has the potential to be a genuinely transformative round of bargaining for all of us. Fully capitalizing on this historically unusual opportunity will require an intense and focused embrace of the principal of solidarity on our part, which is the most rewarding but difficult thing of all to do. It will demand great, and collective, energy, commitment, and ingenuity. On a good day, we have all of that. I only hope we have enough of it, because a chance like this may not come around again anytime soon. I believe we do.

Last but not least...

Once again, I'd like to extend my gratitude to all of the happy warriors on the executive, on PC, and in the FPSE office for their dedication to our federation and its members, for their support, patience, and for their constant willingness to share their expertise and experience, and most of all for making our work together a pleasure: I really appreciate it, and I will miss every damn one of you.

I hope you all enjoy what I trust will be another fun, inspiring, and productive AGM, and I look forward to connecting with many of you again this week as we prepare together for an interesting and exciting year ahead.

In solidarity!

Cheers,

Tim Walters
Member-at-Large
(OCFA, FPSE Local 9)