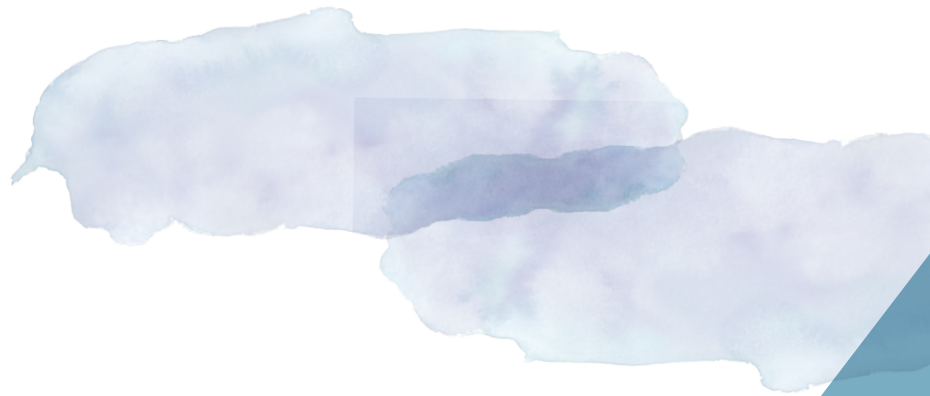




# MOBILIZING OUR POWER

TOGETHER FOR AN EQUITABLE FUTURE

FPSE | AGM | 2018 | WHISTLER BC



# TRY OUR EVENT APP



1. GO TO THE APP STORE
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EVENT MOBI APP
3. ENTER CODE  
FPSE2018
4. ACCESS AGM MATERIAL,  
GET AGM ALERTS,  
AND CONNECT WITH  
OTHER AGM ATTENDEES



# 48TH

## ANNUAL GENERAL MEETING AND CONVENTION

MAY 14-17, 2018 | WHISTLER, BC  
WESTIN WHISTLER RESORT AND SPA

HOSTED BY  
CAPILANO UNIVERSITY FACULTY ASSOCIATION





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# WELCOME

Welcome delegates, guests, observers and staff to our 48<sup>th</sup> annual general meeting (AGM) and convention. The theme of this year's convention is *"Mobilizing our Power: Together for an Equitable Future."*

Our convention theme recognizes the successes we have achieved when we have worked together in the past, and underlines the importance of cooperative action as we look to the year ahead. As we approach our contract expiry date, and the changes of the new government take effect, we have tangible examples of how collective political action affects change.

This year's event includes a number of important features. Our keynote speaker Candy Palmater is a gay Mi'kmaw actor, writer, comic, and activist. She graduated valedictorian of her class at Dalhousie and went on to practice labour law. On Tuesday afternoon, we have scheduled a number of workshops on a wide range of topics including bargaining knowledge and skills-building, decolonization, and successful communication strategies. On Wednesday afternoon, Capilano University Faculty Association (FPSE Local 1) has arranged a variety of activities for your enjoyment.

Over the course of the AGM, we will discuss and debate resolutions, our 2018/19 strategic goals, and the priorities FPSE will address in the next year. Plenary and AGM meetings will be held in the hotel's ballroom. Meals and meetings (including Wednesday's convention banquet) will be held in the hotel.

This handbook contains much of the information you will need for the week's proceedings, including the convention agenda. Separate from this, and included

in your registration kit, you will find supporting and financial documents, reports, your expense form, and a name tag, which must be worn or presented at meals (by all delegates, observers, and guests). Each delegation will find supplies and additional documents at their tables, including motion and nomination forms.

Administrative coordinators Jenny Arsenault, Rachel Garrick, Stephen Ramsay, Nancy Yip, and staff accountant Matt Toma will be available to assist you with any questions or problems that arise. You can find them in the Alta Room for the duration of the convention. Staff representatives Lesley Burke-O'Flynn, Weldon Cowan, Lucía Salazar, Nicole Seguin, and Zoe Towle will be in attendance throughout the convention.

Brent Calvert, Capilano University Faculty Association president, and other members of the host local's organizing committee will also be on hand to assist.

I'd like to thank Capilano University Faculty Association, FPSE Local 1, for their work as our AGM host this year.

There will be two AGM working committees: the Nominations Committee chaired by Brent Calvert (FPSE Local 1), and the Resolutions Committee, chaired by Sean Parkinson (FPSE Local 7), assisted by Weldon Cowan, FPSE staff representative. Two ombudspersons will be appointed for the duration of the convention. Their names will be announced at our first session.

So, once again, welcome to our 48<sup>th</sup> AGM and convention!

In solidarity,

**George Davison**  
**President**



# PROGRAM

MONDAY, MAY 14

## DAY 1

10 AM – 1 PM	Presidents' Council pre-convention meeting	3:15 – 3:30 PM	Break
11 AM – 2 PM	Registration <i>(closes at 5 pm)</i>	3:30 – 5 PM	Plenary & AGM session #1 cont'd  Keynote speaker Candy Palmater
12:30 – 1:30 PM	New delegates' orientation <i>(please register first)</i>	5 – 6 PM	Reception  <i>Dinner on your own</i>
2 – 3:15 PM	Opening plenary & AGM session #1  Recognition of Indigenous territory and welcome  President's report & presentation		



TUESDAY, MAY 15

# DAY 2

8 – 9 AM	Breakfast
8 – 9 AM	Late registration
9 – 10:30 AM	Plenary & AGM session #2
10:30 – 10:45 AM	Break
10:45 AM – 12 PM	Plenary & AGM session #2 cont'd

12 – 1:30 PM	Lunch
1:30 – 3 PM	Workshop series #1 <i>(pages 12 – 13)</i>
3 – 3:15 PM	Break
3:15 – 4:45 PM	Workshop series #2 <i>(pages 14 – 15)</i>
	<i>Dinner on your own</i>





# PROGRAM

WEDNESDAY, MAY 16

## DAY 3

8 – 9 AM	Breakfast	3 PM	Free time and activities organized by Capilano Faculty Association, FPSE Local 1
9 – 10:30 AM	Plenary & AGM session #3 <i>Speaker</i> HassanYussuff, President, CanadianLabour Congress	6 PM	Cocktails
10:30 – 10:45 AM	Break	7 PM	Convention banquet & dance
10:45 AM – 12 PM	AGM, session #3 Presentation of nominators and nominees		
12 – 1:30 PM	Lunch		
1:30 – 3 PM	Plenary & AGM session #3 cont'd (elections)		



THURSDAY, MAY 17

# DAY 4

8 – 9 AM

Breakfast

9 AM – 12 PM

Plenary & AGM  
session #4

*Speaker*  
Irene Lanzinger  
President,  
BC Federation of  
Labour

12 – 12:30 PM

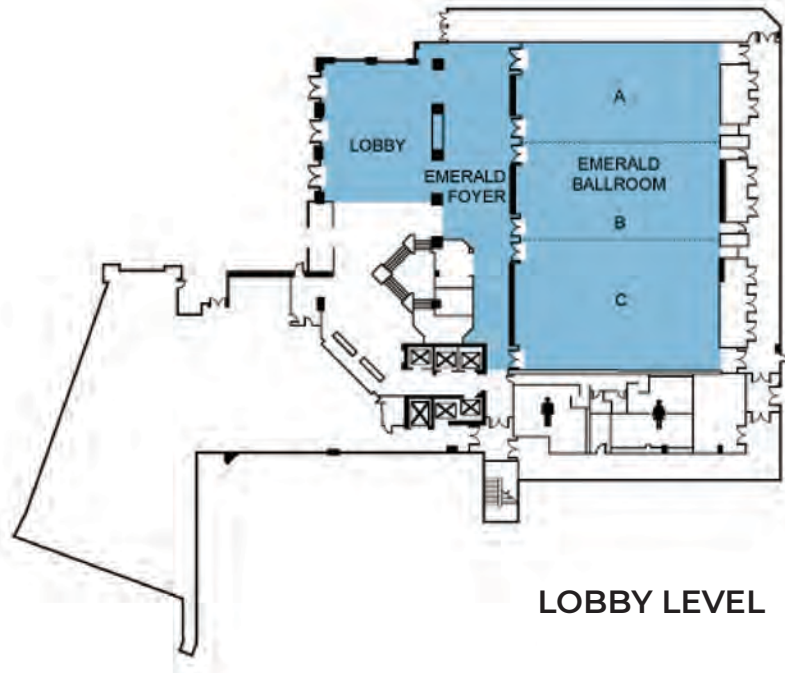
Presidents'  
Councilpost-  
convention  
meeting

# AGENDA

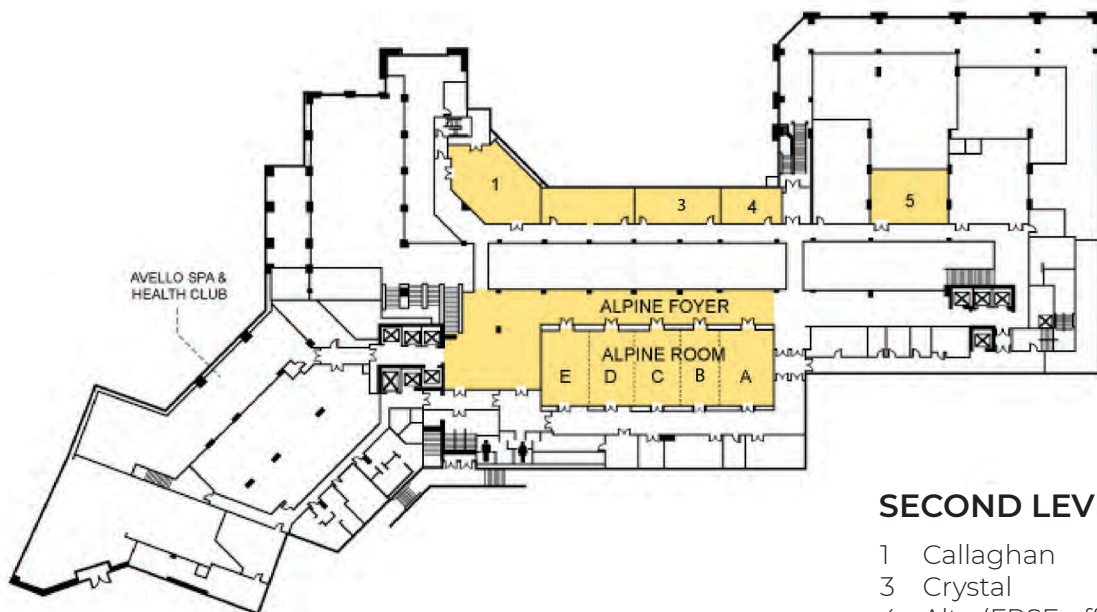
- 1 Call to Order
- 2 Annual General Meeting Proceedings
  - 2.1 Rules of Order
  - 2.2 Harassment Policy and Introduction of Ombudspersons
  - 2.3 Introduction of Nominations and Resolutions Committees
- 3 Verification of Proxies
- 4 Approval of the Agenda
- 5 Approval of the Minutes of the 2017 Annual General Meeting
- 6 Business Arising from the Previous Minutes
- 7 President's Report on  
Action Resolutions of the 2017 Annual General Meeting
- 8 Reports from the Executive Committee
  - 8.1 President
  - 8.2 Secretary-Treasurer
  - 8.3 Vice-Presidents
  - 8.4 Members-at-Large
  - 8.5 Auditors'
- 9 Calls for Nominations (*throughout*)
- 10 Reports from Standing Committees (*throughout*)
  - 10.1 Bargaining Coordination Committee
  - 10.2 Contract Administration Review Committee
  - 10.3 Decolonization, Reconciliation & Indigenization Committee
  - 10.4 Disability Management & Rehabilitation Committee
  - 10.5 Education Policy Committee
  - 10.6 Human Rights & International Solidarity Committee
  - 10.7 Non-Regular Faculty Committee
  - 10.8 Pension Advisory Committee
  - 10.9 Professional & Scholarly Development Committee
  - 10.10 Status of Women Committee
  - 10.11 Workplace Health, Safety & Environment Committee
- 11 Presentations by Nominators and Nominees
- 12 Final Call for Nominations and Elections
  - 12.1 President
  - 12.2 1st and 2nd Vice-Presidents
  - 12.3 Secretary-Treasurer
- 13 Resolutions (*throughout*)
- 14 2018 – 2019 Proposed Budget
- 15 Host and Location of 2019 Convention
- 16 Other Business
- 17 Adjournment



# FLOOR PLAN



**LOBBY LEVEL**



**SECOND LEVEL**

- 1 Callaghan
- 3 Crystal
- 4 Alta (FPSE office)
- 5 Nordic

# SOLIDARITY FOREVER

When the union's inspiration, through the workers' blood shall run,  
There can be no power greater anywhere beneath the sun.  
Yet what force on earth is weaker than the feeble strength of one?  
For the union makes us strong.

**Solidarity forever!**  
**Solidarity forever!**  
**Solidarity forever!**  
**For the union makes us strong.**

We're the women of the union and we're keeping up the fight,  
And we're working for equality and fighting for our rights.  
Together with all sisters we will demonstrate our might,  
For the union makes us strong.

**Solidarity forever!**  
**Solidarity forever!**  
**Solidarity forever!**  
**For the union makes us strong.**

We come from every corner of the province of BC,  
We're post-secondary educators, we're FPSE.  
Together we'll keep fighting until bargaining is free,  
For the union makes us strong.

**Solidarity forever!**  
**Solidarity forever!**  
**Solidarity forever!**  
**For the union makes us strong.**

## KEYNOTE SPEAKER

# CANDY PALMATER

Candy is a recovered lawyer turned feminist comic. She is an actor, writer, columnist, international speaker, activist, comedian and multiple award-winning TV and radio personality, and has executive-produced three films on Mi'kmaw culture.

Candy is the creator and star of her own national, multiple award-winning TV series, *The Candy Show* (APTN). She has a role on the *Trailer Park Boys S10* (NETFLIX), appeared in *Call Me Fitz* (HBO Canada) and *Sex and Violence* (OutTV), and received a Screen Nova Scotia nomination for her role on *Forgive Me* (Superchannel). She's a broadcaster with CBC Radio One, where she has hosted *The Candy Palmater Show*, *Q*, and *DNTO*, and appeared on *Because News* and *The Next Chapter*. You can hear Candy's voice as the narrator of the CBC TV series *True North Calling*. She was a panelist on *Canada Reads* 2017.

Candy has written and hosted many broadcasts, including *Ab Day Live*, the *Indspire Awards*, and the *imagineNATIVE Film Fest Awards Show*.

Candy was valedictorian of her class at Dalhousie Law School and went on to practice labour and Aboriginal law in a large corporate firm until show biz came knocking.

Before pursuing entertainment full-time, Candy directed First Nations education for the Nova Scotia Department of Education for a decade. She is currently working on a Master's of Education at St. Francis Xavier University and has taught in the Transition Year program at Dalhousie University.

Candy spends most of her time in airports and airplanes, as she travels the globe speaking to audiences, large and small, about the power of love, kindness and self-acceptance. Candy believes we are more alike than different and that you can NEVER have too much Candy.

Candy has just signed a deal with Harper Collins. They will be publishing her first book in the spring of 2019.

Candy is currently taping Season One of her Podcast, *Sweet Talk with Candy Palmater*, which will be available on iTunes and on [TheCandyShow.com](http://TheCandyShow.com) website by the end of spring 2018.







# WORKSHOPS

## **SERIES ONE**

**TUESDAY, MAY 15, 1:30 – 3 PM**

### **1.1 THE HISTORY OF BARGAINING**

This workshop will review the history of bargaining within FPSE locals from the late '60s to the present. The workshop will also look at the lessons we can learn from that history to inform the next round of bargaining.

#### **ALPINE A**

**Weldon Cowan**  
*Staff Representative, FPSE*

Weldon has been a staff representative with FPSE since 2005. Prior to coming to FPSE, Weldon taught high school science. He also served as president of the North Vancouver Teachers' Association and worked for the BCTF for four years.

### **1.2 DECOLONIZATION & RECONCILIATION**

The Truth and Reconciliation Commission of Canada released its final report June 2015. With all the work that has been done so far, many do not know what to do next. Understanding what reconciliation is, and how to do it, can be daunting. This workshop will aim to examine themes of decolonization and reconciliation – Including examples of reconciliation in action within the public school system. Opportunity will be made available for participants to discuss and share ideas in small groups.

#### **ALPINE BC**

**Brian Coleman**  
*Local Representative, BCTF*

Brian is from the Gitxsan Nation, which means "People of the River of Mist." He is an Aboriginal math and science support teacher at Langley and Aldergrove secondary schools. As a BCTF facilitator with the Aboriginal education program, he has had the privilege of leading workshops with educators from around the province. Brian is also a local representative for the Langley Teachers' Association and is a voice for his colleagues at the Representative Assemblies of the BCTF.



### **1.3 BARGAINING 101: BASICS FOR NEW BARGAINERS**

This workshop will cover topics such as the structure of bargaining in the public sector and across the locals of the federation, the landscape on the other side of the table, the provincial funding envelop for the public sector within which post-secondary education fits, the bargaining preparation process, and an outline of the dynamics of the bargaining process itself: what happens at the table and the mechanisms used to pave the way forward through dialogue.

#### **ALPINE DE**

**Lesley Burke-O'Flynn, w**  
*Staff Representative, FPSE*

Lesley has worked for public sector education and health care unions for 29 years, first as business agent for SEIU, then as coordinator of negotiations and servicing for the BC Nurses and, for the last 12 years, has been staff representative at the Federation of Post-Secondary Educators of BC. She is responsible for providing a range of labour relations advice and expertise in the areas of contract administration and negotiation, grievance arbitration and labour education to various federation faculty associations.

### **1.4 WORKPLACE STRESS**

Exposure to toxic stress is a significant contributor to physical and psychological injury and illness, impacting both our work and home-life. This workshop is designed to identify work-related stressors and explore the role of employers, joint health and safety committees and unions in developing and implementing proactive prevention strategies. Participants will also be introduced to tools that can assist with addressing toxic-stressors in the workplace.

#### **CALLAGHAN**

**Nina Hansen**  
*Occupational Health & Safety Director  
BC Federation of Labour*

Nina Hansen is the Occupational Health and Safety Director for the BC Federation of Labour (BCFED), a role that involves contributing to policy development and advocacy, providing training and education across the province, and working with varied stakeholders to promote safe and healthy workplaces. Prior to joining the directors' team at BCFED, Nina worked for more than 16 years as an occupational health and safety representative and injured workers' advocate.

## SERIES TWO

TUESDAY, MAY 15, 3:15 – 4:45 PM

### 2.1 DEVELOPING INTRA-UNION HARASSMENT POLICIES

This workshop will look at how to develop internal union processes to deal with harassment and bullying inside the union.

#### ALPINE A

**Weldon Cowan**  
*Staff Representative, FPSE*

Weldon has been a staff representative with FPSE since 2005. Prior to coming to FPSE, Weldon taught high school science. He also served as president of the North Vancouver Teachers' Association and worked for the BCTF for four years.

### 2.2 SECONDARY SCALES: WHAT WE KNOW NOW AND HOW CAN WE MOVE FORWARD?

FPSE opposes the casualization of academic work and is committed to bargaining language to achieve the fair treatment of all faculty members, regardless of which institution they work at or what their employment status is. The long-term goal is to eliminate the inequity of lower compensation for work of equal value and to move towards elimination of all unfair differences between regular and non-regular faculty.

It's been over a year since FPSE hosted the Secondary Scales conference. Over the past three months, signatories to the Common Agreement have been meeting with PSEA to fulfill the requirements of LOU 5 on Secondary Scales. Bob Davis and Leslie Molnar will share the information gathered so far and will facilitate an open discussion on how we can move forward, together, towards achieving our common goal.

#### ALPINE BC

**Bob Davis**  
*President, KFA*

**Leslie Molnar,**  
*Second Vice-President, FPSE*

Bob and Leslie both have local and common table bargaining experience and, in the 2014-2019 bargaining round, co-chaired the Template Table for FPSE. Bob and Leslie are long-time FPSE and union activists.



### 2.3 MOBILIZING THE MESSAGE: EFFECTIVE COMMUNICATIONS THROUGH SOCIAL MEDIA

Starting with a how-to on creating messages that resonate with union members and the public, this workshop will help participants learn to engage those audiences through social media. At the end of the session, you'll be able to take the same message and get it on Facebook or Twitter and the editorial pages of your local community paper. You'll also see an easy-to-use graphic design tool in action that can be used to create eye-catching shareable posts.

#### ALPINE DE

##### Rich Overgaard

*Assistant Director Communications  
and Campaigns, BCTF*

Rich Overgaard is the Assistant Director, Communications and Campaigns, for the BC Teachers' Federation and manages the federation's media relations. He has previously worked in a strategic communications capacity at CUPE, SFU, and the BC NDP caucus. You can follow him on Twitter @RichTweets.

### 2.4 INTERCULTURAL DEVELOPMENT

In this interactive workshop, we will describe three prominent development and process models in the field of intercultural competence. We will take a closer look at the Developmental Model of Intercultural Sensitivity (DMIS) and how this model can be a tool to deepen our awareness of how we encounter and respond to difference and similarity. Participants will be introduced to the Intercultural Development Inventory (IDI) used for measuring intercultural development.

#### CALLAGHAN

##### Daryl Smith

*Intercultural Initiatives Coordinator,  
Langara College*

Daryl Smith has lived and worked in Canada, Australia, Japan, and Belize. He serves as Langara College's Intercultural Initiatives Coordinator in the Teaching and Curriculum Development Centre, fostering intercultural understanding with faculty and staff through various initiatives. Prior to this, he taught in the Biology Department and served as an advisor in the Educational Technology Department. His experience helps inform his understanding of the importance of culture in the classroom. Daryl holds a B.Sc. with Honours from Dalhousie University and a Ph.D. in Microbiology from the University of British Columbia.

AGM

# RULES *of* ORDER

- 1 Resolutions moved at an annual general meeting must be endorsed by the mover's and seconder's local presidents prior to submission to the Resolutions Committee, and allow for distribution at least one hour before debate.
- 2 Reports from committees are not subject to amendment, but a motion to refer back to the committee for reconsideration shall be in order.
- 3 Motions from committees are subject to amendment.
- 4 A motion to refer back to committees is not debatable and, when properly seconded, the question shall be immediately put to the annual general meeting.
- 5 A delegate shall not move a motion to refer back after they have spoken to the question at issue.
- 6 If the recommendation of a committee is defeated, the matter will automatically be referred back to the committee.
- 7 Any motion presented to the chair shall be the property of the annual general meeting. Prior to conclusion of said motion, withdrawal may be made by majority vote only.
- 8 A motion to reconsider shall not be entertained unless made by a delegate who voted in the majority, and shall require a majority vote.
- 9 If a delegate, while speaking, be called to order they shall, at the request of the chair, take their seat until the question of order has been decided.
- 10 Should one or more delegates rise to speak at the same time, the chair shall decide who is entitled to the floor.
- 11 Any member, for informative purposes, may request that a motion under discussion be re-read, except while a member is speaking.
- 12 No delegate shall interrupt another in their remarks, except to call to a point of order.
- 13 A delegate shall not speak more than once upon a question until all who wish to speak have had an opportunity to do so.
- 14 Speeches shall be limited to five minutes.
- 15 Except where inconsistent with these rules, the constitution or by-laws, Robert's Rules of Order shall be the guide for parliamentary procedure at the annual general meeting.
- 16 These rules are supplementary and subordinate to the constitution and by-laws.

# HARASSMENT POLICY

FPSE upholds the principles outlined in the FPSE Constitution and further upholds the rights of members to participate fully in the functions of the organization in an atmosphere of mutual respect, cooperation and understanding.

FPSE therefore upholds the rights of all members to mutual respect, dignity, and freedom from discrimination and harassment of any kind during all FPSE functions.

Any conduct that undermines these rights also undermines the purposes and goals of our organization.

It is the policy of the Federation of Post-Secondary Educators to oppose any disrespectful personal conduct, discrimination or harassment on the basis of sex, age, race, colour, religious affiliation, national or ethnic origin, sexual orientation, physical disability, political belief, marital or family status, or socio-economic circumstance.

The purpose of this statement is to make it clear that discrimination, harassment or disrespectful conduct will not be tolerated at FPSE events. Behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment will not be condoned or tolerated.

Harassment may include comments or conduct that is known or ought reasonably to be known to be unwelcome. It is the reasonably foreseeable impact of the comment or action on the victim, and not the intent of the person making the comment or taking the action, that matters. One incident or a series of incidents may constitute harassment.

## **IF YOU EXPERIENCE HARASSMENT OR DISCRIMINATION:**

Contact the ombudspersons – one male, one female – appointed by the president for the duration of the event. You can contact them by leaving a message for the ombudspersons with any FPSE support staff or by contacting them directly.

The ombudspersons will investigate and try to resolve the problem. They may take whatever action is required to correct the situation, including asking that the harasser be removed from the event.

Confidentiality will be respected throughout the process.

FOR THIS EVENT, THE APPOINTED OMBUDSPERSONS ARE:

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2018

# VOTING ENTITLEMENT

Member Local		Average FTE	Basic Delegate Vote	FTE-Based Delegate Votes	Total Delegate Votes
Local 1	CFA.....	528	1	7	8
Local 2	TRUFA.....	880	1	12	13
Local 3	FACNC.....	344	1	5	6
Local 4	DCFA.....	857	1	11	12
Local 5	KFA.....	1088	1	14	15
Local 6	CORFA.....	171	1	2	3
Local 7	UFVFA.....	772	1	10	11
Local 8	VIUFA.....	738	1	10	11
Local 9	OCFA.....	351	1	5	6
Local 10	SCFA.....	199	1	3	4
Local 11	AWU.....	45	1	1	2
Local 12	CCFA.....	682	1	9	10
Local 14	LFA.....	796	1	10	11
Local 15	VCCFA.....	647	1	9	10
Local 16	NICFA.....	234	1	3	4
Local 17	TRUOLFA.....	125	1	2	3
Local 19	NVITEA.....	72	1	1	2
Local 21	ETEA.....	179	1	2	3
Local 22	ECUADFA.....	157	1	2	3
	TOTALS.....		19	118	137



# 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

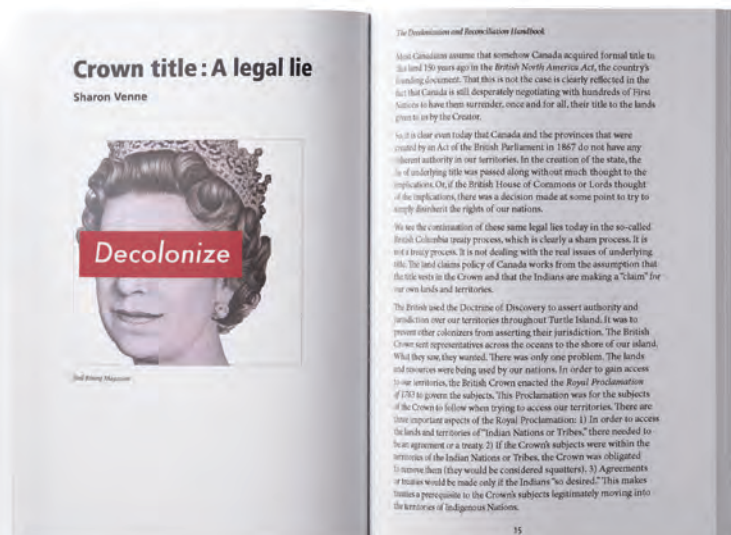
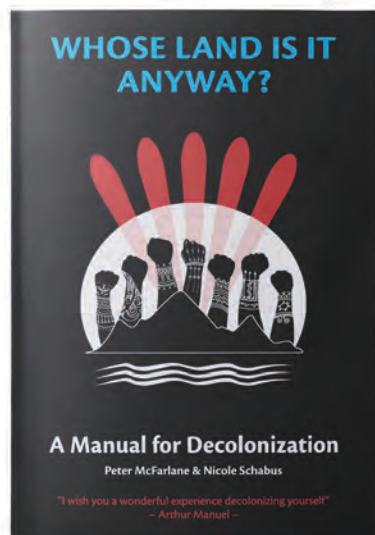
FPSE's raison d'être is to provide labour relations and bargaining support for our locals. PC met three times in the fall, and three times this spring. We put on a governance conference in the fall, and a bargaining conference in late February. And though the level of grievances has settled down from 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 (CBEBEC) and I also serve on CAUT's executive. CBEBEC 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 CBEBC. This past year CBEBC 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)**





2017-2018

# PRESIDENTS' COUNCIL

- 1 Capilano University Faculty Association.....BRENT CALVERT
- 2 Thompson Rivers University Faculty Association.....TOM FRIEDMAN
- 3 Faculty Association of the College of New Caledonia .....BILL DEUTCH
- 4 Douglas College Faculty Association.....ERIN ROZMAN
- 5 Kwantlen Faculty Association ..... BOB DAVIS
- 6 College of the Rockies Faculty Association ..... JOAN KAUN
- 7 University of the Fraser Valley Faculty & Staff Association ..... SEAN PARKINSON
- 8 Vancouver Island University Faculty Association .....CHRIS JAEGER
- 9 Okanagan College Faculty Association .....TIM WALTERS
- 10 Selkirk College Faculty Association .....DUFF SUTHERLAND



11	Academic Workers' Union .....	SHEREE RONAASEN
12	Camosun College Faculty Association .....	AL MORRISON
14	Langara Faculty Association .....	SCOTT MCLEAN
15	Vancouver Community College Faculty Association.....	KAREN SHORTT
16	North Island College Faculty Association.....	SHIRLEY ACKLAND
17	Thompson Rivers University Open Learning Faculty Association .....	MARK SALOPEK
19	Nicola Valley Institute of Technology Employees' Association.....	SHARON McIVOR
21	Education and Training Employees' Association.....	KEVIN DRAGER
22	Emily Carr University Faculty Association.....	RITA WONG



2018-19

# STRATEGIC PRIORITIES

MOBILIZING OUR POWER  
TOGETHER FOR AN EQUITABLE FUTURE



Over the next twelve months, FPSE is proposing a set of overarching goals to frame our ongoing work. These goals include:

### **Preparing for 2019 bargaining**

- Non-regular faculty issues.
- Developing recommendations for the parties through Common Agreement LOU#5 on Secondary Scales.
- Developing shared goals and strategies for local and common table bargaining.
- Mobilizing members to support our bargaining goals.
- Preparing for the fall 2018 bargaining conference.

### **Advocating for improved rights and benefits for all members**

- Organizing the unorganized at member institutions/regions.
- Support for all locals, including FPSE Local 21, in a campaign for improved working conditions in and better oversight of private institutions, and regulation of international student tuition and fees.

### **Lobbying the government to implement comprehensive post-secondary reforms**

- Public policy advocacy and lobbying based on policy priorities documents developed by Presidents' Council, including detailed policy recommendations on issues.
- Produce a document reviewing the current funding model, outlining challenges, and providing recommendations for a fully-funded post-secondary system.
- Analyse and make recommendations regarding all aspects of international education.

### **Democratizing post-secondary governance structures**

- Legislative amendments, such as ensuring union activists can serve on boards of governors and repealing 2002's Bill 28, the *Public Education Flexibility and Choice Act*.
- Lobbying for increased faculty participation on governance structures.
- Providing more member education on governance.

### **Supporting decolonization and reconciliation on our campuses**

- Developing tools to support members in the work of implementing the Truth and Reconciliation Commission's Calls to Action.
- Supporting initiatives to increase Indigenous funding, programming and content at our institutions.


### **Fulfilling ongoing action commitments and providing member services**

- Mobilizing our power through coordinated bargaining efforts.
- Labour relations and legal supports services.
- Research on bargaining, contract and labour issues.
- Building high-participation unions through member education and engagement.
- Advocacy on major and emerging public policy issues.
- Strengthening the role of our standing committees in implementing our strategic priorities.



# STANDING COMMITTEE REPORTS





# BARGAINING COORDINATION

**COMMITTEE CHAIR**  
Bob Groves, local 9

Joanne Quirk /  
Michael Begg, local 1  
Lloyd Bennett, local 2  
James Lovitt /  
Jan Mastromatteo local 3  
Stephen Crozier, local 4  
Raphael Lagoutin, local 5  
Ben Heyde, local 6  
Colleen Bell, local 7  
Laura Suski, local 8  
Victor Villa, local 10

Ted Altar /  
Melanie Wilke, local 11  
Chris Ayles, local 12  
Darrell Kean /  
Scott McLean, local 14  
Frank Cosco, local 15  
Janis Almond /  
Tony Trudel, local 16  
Mark Salopek, local 17  
Sharon McIvor, local 19  
Alex Hass, local 22  
Mike Solyom, NRFC liaison  
George Davison, executive liaison

At FPSE's 2017 annual general meeting in Victoria, a resolution was passed tasking BCC with creating model collective agreement language relating to retirement incentives, phased retirement processes and post-retirement employment. The principles that should inform the language created were expressed as follows:

- When regular members retire, institutions should be obligated to fill those vacancies with regular positions or regularized faculty.
- Retirement incentives should not result in cost savings that benefit the employer. Any savings should go towards supporting and encouraging workforce transition, or towards regularizing non-regular faculty.
- As such transition initiatives are to be standing, reoccurring features of workplace arrangements, the work created should lead to regularization or the regularization track.

At its November 2017 meeting, the BCC struck a sub-committee to research and prepare model language. The sub-committee conducted a review of the language already existing in several of the agreements of our locals, as well as FPSE and CAUT policy papers on the topic. The preliminary work of the sub-committee has identified several areas where further investigation might prove beneficial. These include the possibility of using pensions to top up salaries during phased retirement, whether access to post-retirement benefits would be a helpful retirement incentive, and whether a survey of the members of FPSE locals would be useful for the purpose of learning what particular options they might wish to have available to them in a transitional phase, or upon full retirement. The work of the sub-committee continues.

The past year has seen the BCC focus its attention on the issues that are expected to dominate the discussions in negotiations as collective agreements expire early in 2019.

Equity issues, particularly those affecting non-regular faculty, continue to be a priority for many locals. Working conditions for non-regular faculty are not uniform throughout the province. The reality is, however, that our non-regular faculty members almost invariably experience a status that offers them fewer benefits and imposes a more precarious working relationship with their employers than is the case for their regularized colleagues. This distinction works to the advantage of our employers and, to the extent it endorses a two-tier form of employment within our sector, it carries with it the potential to undermine our solidarity. In light of this, the BCC has followed, with interest, the work of the FPSE/PSEA Working Committee on Secondary Scales established in the last round of bargaining. It also expects that the elimination of disparities in working conditions, based on status, will be a major focus for bargaining next year.

Increases in workload have also become a topic of concern. Our employers do

not hesitate to download administrative work onto the desks of faculty. The trend towards the internationalization of our student demographic has also created instructional, as well as administrative, challenges, which have often led to significantly longer hours of work for faculty. Diversity is valuable and is to be encouraged. That said, one can expect that demands will be made for the provision of greater resources to ease the transition to internationalization, and to address the needs of all students who may be ill-prepared to succeed in our classrooms.

These issues, as well as others, were identified at a bargaining conference of local bargaining chairs and stewards, among others, hosted by FPSE in Vancouver on February 24, 2018. Morning sessions included an update from staff representative Lesley Burke-O'Flynn on the activities of the BC Federation of Labour's Public Sector Bargaining Coordination Working Group, and an informative session on the Bargaining History and Lessons Learned in our sector, delivered by Weldon Cowan, FPSE staff representative. A provocative panel discussion followed, chaired by Tom Friedman, president of TRUFA, which canvassed ways we might mobilize our power in the coming round of bargaining. The panelists who shared their views were Glen Hansman, president of the BC Teachers' Federation, Jennifer Whiteside, the secretary-business manager of the Hospital Employees' Union, and Alison Hearn, past president of the University of Western Ontario Faculty Association.

The afternoon sessions of the conference included a short report on local preparedness, delivered by yours truly, lengthy sessions on overall strategies and priorities facilitated by Betty Baxter, and comments relating to possible next steps and recommendations offered by Leslie Molnar (FPSE Local 6) and Bob Davis (FPSE Local 5). In all, the conference tilled fertile ground, and served as a productive introduction to the ideas percolating within our sector which may dominate the landscape as we prepare ourselves for 2019.

I wish to thank each of the BCC local representatives, who have served on the committee during the past year, for their time and commitment. Special thanks must also be conveyed to the members of the BCC sub-committee on retirement language for the extra work that fell onto their plates. It is very much appreciated.

The work of the committee could not be completed without the attention and support of Lesley Burke-O'Flynn, our staff representative, George Davison, FPSE president and our executive liaison, and Jenny Arsenault, our administrative coordinator. Thanks to them, as well.

Respectfully submitted in solidarity,

**Bob Groves (FPSE Local 9)**  
**Chair, BCC**





# CONTRACT ADMINISTRATION REVIEW

**COMMITTEE CHAIR**  
Lui Marinelli, local 10

Joanne Quirk, local 1

Mike Looney, local 2

Jan Mastromatteo, local 3

Len Millis, local 4

Diane Walsh, local 5

Sandi Lavery, local 6

Vicki Bolan (staff), local 7

Colleen Bell (faculty), local 7

Colleen Price, local 8

Rod Watkins, local 9

Melanie Wilke, local 11

Judith Hunt, local 12

Darrell Kean, local 14

Frank Cosco /  
John Demeulemeester, local 15

Anne Cumming, local 16

Rocky Mirza, local 17

Graeme Cheadle, local 21

Rita Wong, local 22

Andrew Candela, NRFC Liaison

Terri Van Steinburg, Executive Liaison

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

we also hear a report from the executive liaison and are given an update from the Grievance and Arbitration Review Committee (GARC). In our September meeting, we met for our normal two days while the February meeting was a single day with the second day being the bargaining conference.

## Local reports

Similar messages are reported each year, instances of the employer pushing the boundaries that initiate grievances and/

or arbitrations, and other times where the employer seems to be playing fair. At least three institutions have had a fair amount of administrator turnover which sometimes has a beneficial effect. In other cases, it's perhaps too early to tell the effect, or provides an opportunity for local unions to train new administrators.

In the February meeting, harassment in a variety of forms kept coming up so we had a healthy discussion about the various harassment issues from member to member, student to member, and administrator to member.

## Committee work

The committee was asked by PAC to review our collective agreements to ensure compliance with human rights legislation concerning the referencing mandatory retirement or the use of a member's age in calculating access to benefits or leaves. References should have been eliminated or minimized. I heard back from the majority of locals and most found that they were in compliance. For the others, the references were quite minimal.

Joanne Quirk (FPSE Local 1) was voted in as chair of CARC for 2018-2019.

## GARC

As CARC chair, I participate with FPSE staff representatives and the secretary-treasurer in the monthly Grievance and Arbitration Review Committee (GARC) meetings, where we consider grievances referred by the locals for arbitration. Being from the Kootenays, the meetings were done by teleconference.

Thank you to Terri Van Steinburg, the executive liaison for CARC, Weldon Cowan, staff representative for CARC, and all the support staff who arrange, book, and email for the committee. I look forward to working with CARC in the coming year.

Respectfully submitted,

**Lui Marinelli (FPSE Local 10)**  
**Chair, CARC**



# DISABILITY MANAGEMENT & REHABILITATION

## COMMITTEE CHAIR

Ann Marie Davison, local 5

Maggie Feist / Kirsten McIlveen, local 1

Lucille Anderson /  
Jessica Chardon, local 2

Marta Tejero, local 3

Jacquie Arndt, local 4

Kevi Remple, local 6

Kevin Antonishen, local 7

Anna Atkinson, local 8

Priscillia Lefebvre, local 9

Sally Glock / Trish Foy, local 10

Michele Cook, local 11

Jody Isaac, local 12

Tanya Lewis, local 14

Lesley Watts / Anne Cumming, local 16

Virginia Jacklin, local 17

James Beck, local 19

Carly Diab, local 22

Pat Meyer, NRFC liaison

Leslie Molnar, executive liaison

The Disability Management and Rehabilitation Committee (DMRC) is made up primarily of members who represent their locals on the joint faculty rehabilitation committees at their respective institutions. Other members, whose locals are not party to this process, come to learn and provide input. Joint rehabilitation committees (JRCs) assist members who are unable to do their normal workload due to illness or injury. Local rehab committees assist members through all stages of the process to facilitate a successful return to work, when and if the member is able to do so.

The DMRC met September 15 and 16. We discussed the ramifications of the fact that Manulife is continuing to be the benefits provider at most FPSE locals. Although Manulife was awarded the contract by the Benefits Consortium, Manulife was informed that there were issues that needed improvement, especially with regards to disability benefits. Manulife agreed to make positive changes in several areas, including communication with members, shortening response times, etc. They also agreed to hold “discovery meetings” with the JRCs at each local to hear about issues. Unfortunately, some

DMRC members reported that they were given insufficient notice of the meetings or lacked pertinent information, so that the meetings were not as useful as they should have been. The members who had not yet had their discovery meeting were better informed and encouraged to make the most of the opportunity.

The committee members thoroughly enjoyed a thought-provoking workshop provided by Jon Chapnick, UBC senior advisor on mental health and substance abuse disorders in the workplace. Jon had led a successful workshop at the 2017 FPSE AGM, and the DMRC wanted to hear more. He provided a fresh perspective on how to best support our members who have addictions.

At the beginning of the workshop, Jon asked each of us about our backgrounds as he wanted to understand his audience. It was a great opportunity to learn more about my fellow committee members and I was amazed by the quality of people who sit on the DMRC. It is an honour to serve with them.

We met again January 12 and 13. This meeting focused on examples of challenging cases at the local level and how best to deal with them. These conversations are of great value to our DMRC members. Sometimes helping our members requires reminding Manulife of aspects of the Faculty Common Disability Plan that they seem to forget. It is wonderful to see how some of our members advocate very actively and successfully for members on disability, and it inspires all of us to do more.

As DMRC chair, I also sit on the Joint Committee on Benefits Administration (JCBA) along with Zoe Towle, FPSE staff representative. At the February meeting, we had an opportunity to remind Manulife of the commitments they had made and to “hold their feet to the fire.” Zoe and I will take every opportunity to keep that up.

Hopefully there will be another JRC training session in October of this year, but there is a possibility that it will be postponed until next year. This will be a joint training session, with representatives from both management (mainly human resources) and unions from each local attending. At the 2016 training session, there were fewer union reps than employer reps in attendance. The DMRC passed a resolution at our January meeting requesting that FPSE fund two union reps per local in order to increase union representation at future training sessions.

I thank FPSE for choosing to send me as a rep to the CAUT Equity Conference in Ottawa, April 6–7.

I would like to thank the DMRC members for their continued support and their decision to re-acclaim me as chair for yet another year.

The committee would like to thank our new executive liaison, sister Leslie Molnar, for her helpful contributions at our meetings. We would like to thank administrative coordinator Jen Schmidt for her assistance in organizing our meetings. We would especially like to thank our FPSE staff representative, Zoe Towle, for all the work she does for our committee and for her support of FPSE members who need help with issues related to disability benefits.

Respectfully submitted,

**Ann Marie Davison (FPSE Local 5)  
Chair, DMRC**





# DECOLONIZATION RECONCILIATION & INDIGENIZATION

## COMMITTEE CO-CHAIRS

Sharon McIvor, local 19  
Justin Wilson, local 14

David Kirk, local 1

Shelly Johnson, local 2

Nichollette Prince, local 3

Jennifer Kane, local 4

Seema Ahluwalia, local 5

Dawn Storgaard, local 6

Shirley Hardman, local 7

Kathleen Reed /  
Lexis Linklater, local 8

Deb Warren, local 9

Sue Hackett, local 10

Christane Carr, local 11

Dawn Smith, local 12

Suzanne Touahria, local 15

Evelyn Voyageur, local 16

Juan Caldera, local 17

Nedra McKay (alternate), local 19

Lindsay McIntyre, local 22

Mandy Jimmie, NRFC liaison

George Davison, executive liaison

The Decolonization, Reconciliation and Indigenization Standing Committee (DRISC) was created by last year's AGM and has had two meetings this year. A lot of preliminary work was done by an ad hoc committee, chaired by Tom Friedman (FPSE Local 2), and composed of Karen Shortt (FPSE Local 15), Sheree Ronaasen (FPSE Local 11), Sharon McIvor (FPSE Local 19), and Duff Sutherland (FPSE Local 10) with Rene-John Nicolas (FPSE staff). They surveyed decolonization work being done

by FPSE committees, other federations, associations and unions, all of which culminated in setting up the new standing committee, suggesting that it needed to develop its own terms of reference, name, and workplan.

In keeping with Indigenous cultural practices, the committee began and closed its meetings in a circle with a prayer by an elder (Evelyn Voyageur, FPSE Local 16). At the inaugural meeting of the committee in

December, a guest presentation was made by Sherry Small, a director of the Aboriginal Friendship Centre Society. She provided an overview of colonialism, and invited the committee to ground themselves in the importance of the work of decolonizing post-secondary, while being mindful of the scale and scope of colonial practices in place at our institutions that must be changed. The next morning, members analyzed the typical practice of committee meetings in following Robert's Rules of Order and discussed ways of doing and being, and how decisions would be made that could better reflect the committee. These practices will be added to the committee's terms of reference. The committee also held a roundtable conversation that highlighted policies and practices at local institutions (on Indigenization, funding, relations with local Indigenous Peoples, student populations and their needs). The committee decided that they would be best served by co-chairs, and elected us (Sharon McIvor, FPSE Local 19, and Justin Wilson, FPSE Local 14).

The March meeting began with a song by Squamish carver and elder Aaron "Splash" Nelson-Moody, who introduced hereditary Chief Leanne Joe. Chief Joe is one of sixteen hereditary chiefs of the Squamish nation: she spoke about her life and responsibilities, and about decolonization. Both stayed with the committee and offered their wisdom for the Friday evening part of the meeting. The committee name and logo was first up on the agenda, and all acknowledged the importance of following the proper protocol in adopting a name that fits the goal of the committee. But the outcome of two recent court cases – the trials of those accused of murdering Colten Boushie and Tina Fontaine – sent shockwaves through Indigenous communities. Committee members shared what was happening on their campuses, from silence to statements of condolence to healing circles. Members urged FPSE to add our name to the letter

from Indigenous faculty, encouraged locals to do the same, and to donate to the Colten Boushie legal fund.

Committee members had a good discussion about the terms of reference and a small group was delegated to draft a set of terms for the next meeting. Because the committee is just getting started, and because there is so much work to do, they recommended several meetings in the coming year, starting with one in late May, and try to align it with the Village Experience workshop. The resolution to add three extra meetings will come to the AGM.

Finally, members engaged in small groups about our vision for the committee. Several wonderful statements were developed, and then synthesized into the following:

*Walking together with all our relations and recognizing our own humanity, we respect everyone for their strength and desire to learn. In learning to become better relations, we are a committee that honours and respects the cultural identity, self-determination, sovereignty, and traditional ways of knowing and methodologies for Indigenous peoples in learning environments and in broader society for present and future generations. To transcend the injustice of the past and thrive in abundance in the future...*

Our thanks to the committee for reconfirming us as co-chairs.

Thank you to George Davison, the committee's executive liaison, Nicole Seguin, staff representative, and Rachel Garrick, administrative coordinator, for all they do to support this new committee, and for helping it get off to such a great start. We still have much work to do, but we are finally on the path to accomplish it.

Respectfully submitted,

**Sharon McIvor (FPSE Local 19)**  
**Justin Wilson (FPSE Local 14)**



# EDUCATION POLICY

**COMMITTEE CHAIR**  
Christina Neigel, local 7

Martin Godwyn, local 1

Chris Montoya, local 2

Grace Dyck, local 3

Jeffrey Shantz, local 5

John McDonaugh, local 6

Alexander Pevec, local 8

Renee Jackson-Harper, local 10

Catharine White, local 11

Trisha Jarrett, local 12

Stephen Phillips, local 14

David Branter, local 15

Judy Johnson, local 16

Jason Mirzaei, local 17

Lara-Lisa Condello, local 19

Lorelei Pepi, local 22

Andrew Candela, NRFC liaison

Leslie Molnar, executive liaison

The Education Policy Committee (EPC) is charged with monitoring institutional and government policies and practices relating to advanced education and to faculty members' abilities to provide the highest quality education to their students. Many, but not all, EPC members sit on their institutional Senates or Education Councils.

This year, EPC engaged in work on several topics, the main two being: (i) scheduling at our institutions and (ii) the impact of increasing numbers of international students in our classrooms.

The first aspect of scheduling relates to

how it is actually done at each institution (manually or using software), and how much input or control faculty have into those course schedules. The committee broke down the topic further to look separately at course scheduling vs exam scheduling. Issues raised included the challenge of being able to schedule to accommodate personal needs, such as dependent care or working at multiple institutions; course timetabling at times inconvenient for target students which affects enrolments; the complete lack of ability of non-regular faculty to have input into their course schedules; and the lack of institutional policies to guide fair and



equitable practice. The committee has developed survey instruments to gather data to identify better the issues and explore solutions. The scheduling survey is almost ready to go and we hope PC will approve it so we can distribute it to faculty this April.

A second important topic is related to our institutions' increasing reliance on international student fees to balance budgets. Although faculty welcome international students into our classrooms, the lack of policy and planning is having marked effects on faculty workloads and student success. EPC plans to gather data over the summer and discuss this at our fall meeting. The ultimate goal would be to develop model policy language around internationalization at our institutions, as well as deal with issues, such as underpreparedness of students, which impedes student success. Enrolment management was also identified as an area of concern.

We continue to discuss ABE and ELL enrolments at our institutions. Since the removal of tuition fees, many institutions report an increase in student numbers. The AUG is still being utilized, often for mandatory fees and other student supports. The work is not done, as a number of developmental programs were excluded from the tuition removal. FPSE is lobbying to have this situation corrected.

Most institutions report an increasing amount of applied research being done, as well as Centers for Research being created. Often, these centers seem to deal with administrative items and not actual faculty support. Institutions do have research and ethics policies in place and are able to access NSERC and SSHRC grants, but there seems to be few dollars directed at faculty workload to do the research. Much is being done off the side of desks.

Decolonization and reconciliation was discussed. Again, there is a noted lack of policy at many of our institutions and a lack of coordination on how indigenization is represented across the curriculum. Some institutions, such as Camosun, Northwest, Fraser Valley, and Nicola Valley, are well ahead in these matters. EPC looks forward to liaising with DRISC, if that committee feels our input would be of value.

We seem to have completed our look at Educational Technology as far as it relates to institutional policy and are focusing, at the moment, on the impacts of using scheduling software. We did very much appreciate PSDC's paper, examining this issue from a professional development point of view and agree much more support is needed in terms of pedagogical support for faculty implementing new technologies.

I wish to thank all the committee members for their hard work, their diligent reporting of information from their own institutions, and their contributions to lively discussions and debate at our meetings. I also extend my sincere thanks to Gilbert Bede (FPSE Local 9) for his work as chair of EPC this fall, and to Christina Neigel (FPSE Local 7) for taking on the chair role for the upcoming 2018 – 2019 year. A special thanks to Nicole Seguin, our staff representative, for her hard work supporting EPC and keeping us on task, and to Rachel Garrick, who provided invaluable administrative support.

In solidarity,

**Leslie Molnar**  
**2nd Vice-President**  
**Executive Liaison, EPC**





# HUMAN RIGHTS & INTERNATIONAL SOLIDARITY

**COMMITTEE CHAIR**  
**Norah Bowman, local 9**

**Kim Bothen, local 1**

**Nicole Schabus, local 2**

**William Gottschall, local 3**

**Peggy Wyatt, local 4**

**Michael Ma, local 5**

**Butch (Rezin) Butalid, local 6**

**Kulwant Gill, local 7**

**Don Alexander, local 8**

**Takaia Larsen, local 10**

**Melanie Wilke, local 11**

**Peter Ove, local 12**

**Bradley Hughes, local 14**

**John Demeulemeester, local 15**

**Jen Wrye, local 16**

**Be Harris, local 17**

**Nedra McKay, local 19**

**Graeme Cheadle, local 21**

**Alex Phillips, local 22**

**Leesa Dean, NRFC liaison**

**Tim Walters, executive liaison**

Thank you to the members of HRISC for this past year of work. I've served my first year as HRISC chair, and I am grateful for the opportunity to serve my brothers and sisters for the coming year. Thank you for your confidence in me.

This past year we lost brother Charles Boylan, a long-time HRISC and FPSE member. Charles' solidarity inspired us all to reach out to workers in our field who are not yet unionized and to consider the lives of working people around the world. Charles was a member of ETEA, FPSE Local 21. ETEA is currently administering

the inaugural Charles Boylan Memorial Human Rights and International Solidarity Fund. The fund has received support from Charles' friends and family and from FPSE.

HRISC members continue to take action at the local level. This includes organizing educational and solidarity events. Many of these events take heed of the TRC calls to action.

It is in this spirit that HRISC's annual tour has the theme of *Call to Action*. The 2018 tour will be organized in tandem with decolonization handbook launch

HRISC members voted to hold meetings using consensus rather than Robert's Rules. As committee chair, I worked to chair the meetings as consensus meetings. While it was a bit bumpy at times, overall I think we succeeded in discussing our agenda items and agreeing on recommendations for PC. We will continue to meet in a consensus style manner in the future, as guided by our wise committee members.

Members reported back about ongoing work to bring fair trade goods and services to their local workplaces. Local 10, Selkirk College, has a fair trade campus and has advice for other locals hoping to accomplish the same. Members noted that labour on campus, such as cafeteria, janitorial and security labour, should also be fairly paid for a campus to be a fair trade campus.

There has been some loss of continuity with the speakers' tour, and, with that in mind, HRISC moved to hold tours in the fall term rather than in the winter term. We find that our communities and students are more able to attend gatherings in the fall. We also hope to avoid travel cancellations due to winter weather.

We continue to be grateful to include a Non-Regular Faculty liaison representative on HRISC. Workers rights are human rights, and until our precariously employed brothers and sisters are employed fairly, none of us are employed fairly.

In solidarity,

**Norah Bowman (FPSE Local 9)**  
**Chair, HRISC**



# NON-REGULAR FACULTY

## COMMITTEE CHAIR

**Teressa Fedorak, local 2**

**Susan Summers /  
Kirsten McIlveen, local 1**

**Chris Maguire, local 4**

**Alina Rapa, local 5**

**Allison Platt local 6**

**Mike Solyom, local 7**

**Pat Meyer, local 8**

**Janice Mcquilkin, local 9**

**Leesa Dean, local 10**

**Yuriko Riesen, local 11**

**Darren Alexander, local 12**

**Niall Christie, local 14**

**Andrew Candela, local 15**

**Erin McConomy, local 16**

**Sean Finucane, local 17**

**Mandy Jimmie, local 19**

**Daman Singh, local 21**

**Alex Hass /**

**Michael Markowsky, local 22**

**Frank Cosco, executive liaison**

The Non-Regular Faculty Committee had lively meetings in both September and January this year. We are a committee with members who continue to strive to create more voice for the contract faculty who are teaching such a large percentage of the courses at institutes throughout our province. I thank them for taking the time to come to these meetings so that we can set goals and strategize for change. It is such important work and takes so much commitment when, for most, service is not part of their teaching contract.

Our round-robin reports highlighted issues surrounding the continuing secrecy that is

exhibited by administration when it comes to sharing the number of contract faculty on campuses. Some locals seem to get the data easily, while others have to extract painfully this information using creative measures. The numbers are constantly changing, and there is much turnover in this employee group but, for success in making positive changes, it is a crucial endeavour that locals need to address. Many representatives reported issues around administration crafting workload to preclude regularizing deserving non-regular faculty members. Misuse of collective agreement language seems common practice in many institutes and

the committee reported a large number of cases where caps and bars were being used to the institutes' advantage. Inappropriate evaluation content and low completion numbers continues to be problematic for contract faculty who often depend on satisfactory teaching evaluations for subsequent contracts. Non-regulars are adversely affected by large numbers of international students in classes, both directly in terms of office hours, higher needs for student support, and increased marking loads, and indirectly by additional departmental meetings and discussions trying to solve issues such as the "harass until you pass" model many international students engage in. This is just a smattering of the issues non-regulars face. It is the committee's hope that the FPSE locals' unified "attack" on secondary scales can work to equalize the pay structure and achieve the pro-rata model we have been working towards for many rounds of bargaining. When institutes are run like businesses and have millions of dollars in surplus funds, it is absolutely possible to have a balanced budget and pay people fairly. Non-regulars are dependent on union leadership to give their issues voice and create a less divisive work environment for current and future employees in the province's colleges and universities.

Fair Employment Week was promoted on campuses around the province by non-regular representatives and association executive members. FPSE provided posters that members put up and promotional swag that was distributed in a variety of ways. Members of the committee organized panels of guest speakers, meetings, and socials to mark the event and use it as a way to connect and engage contract faculty. We were invited to participate in the Fair Employment Week Higher Education Pub Social which was organized by contract faculty at SFU. FPSE helped sponsor this yearly event which provides a much needed opportunity for members to connect with the unions and associations that are not part of FPSE so we can share information regarding new

issues that are arising for contract staff and discuss solutions and a way forward.

The Precarious Profs campaign has continued this year with members of the Committee featured in the biographies posted online. Many requests were made to have other non-regulars from locals volunteer to be videoed and have their stories included on the website, but it proved to be challenging to find contract faculty brave enough to be featured. This was disappointing for the NRFC, yet understandable as it speaks to the vulnerability that this group of workers experiences daily. We also put a call out for regular or tenured faculty who used to be contract faculty to be interviewed and featured but that proved fruitless as well. Thus, the committee and FPSE staff decided to focus the campaign more on engaging our own members by creating ready-to-print articles about issues surrounding non-regular work that locals can include in their newsletters and by creating a sub-committee to develop a presentation about life as a non-regular which will be presented at general meetings or other planned events at each of the FPSE locals. Understanding of the issues surrounding precarious faculty will be crucial for all members as we move into a year of fighting for fairness for members doing the same work as others for sub-pay.

As NRFC chair, I attended President's Council this year which I believe has been a vital inclusionary step in allowing the non-regular voice to be heard and acknowledged. I would like to thank this group for being so welcoming and allowing me to act as a conduit between the NRFC and PC. Frank Cosco continues to act as NRFC executive liaison and imparts his great teachings about union structure and roles and about asserting our agenda. Weldon Cowan acts as our staff representative and adds his knowledge from years of experience with this committee to keep us focused on moving forward step by step. Nancy Yip keeps everyone organized with our hotel bookings and meeting packages,



even when reports are sent in under the wire. The committee is grateful to George Davison for continually ensuring that the growing percentage of non-regulars remains an issue of utmost importance to the federation.

Respectfully submitted,

**Teressa Fedorak (FPSE Local 2)**  
**Chair, NRFC**



# PENSION ADVISORY

## COMMITTEE CHAIR

Peggy McKimmon, local 2 (*on leave*)  
Ken Shaw, local 11 (*interim chair*)

Gordon Rudolph, local 1

Karen Bowers, local 3

Jennifer Kirkey, local 4

Raphael Lagoutin, local 5

James Wishart, local 6

Norm Taylor, local 7

Robert Pepper-Smith, local 8

Randy Brown, local 9

Shannon Shah, local 10

Chris Avis, local 12

Bryan Breguet, local 14

Alison Woods / Karen Shortt, local 15

Sherrie Wang, local 16

Derek Knox, local 17

Nick Conbere, local 22

Erin McConomy, NRFC liaison

Frank Cosco, executive liaison

Kathy Conroy, retired appointee

Brenda Appleton, retired appointee

Weldon Cowan, CPP trustee

Doug Birtwistle, CPP trustee

Candace Fertile, CPP trustee

Paul Ramsey, FPSE / BCGEU  
retired trustee

The committee benefits from the commitment, knowledge and interest of all of its members, the FPSE-appointed pension trustees, and FPSE staff Zoe Towle and Nancy Yip. Thanks to everyone for their dedication and for their valuable contributions. PAC continues to operate at a very high level of engagement.

## Committee work

The action recommendations from the 2016 Transitions to Retirement report

continue to be worked on by FPSE and its standing committees. Two PC/PAC sub-committees are currently at work, one on developing a survey of active and retired members on retirement decision factors, and the other on the GEU/FPSE process for selecting the retiree trustee for the CPP.

The PAC education sub-committee supports in-service educational activities for PAC members during our meetings. In October there was a very informative session with SHARE Executive Director

Peter Chapman (members can provide locals with copies). In February we had presentations from trustee Doug Birtwistle on College Pension Plan funding and on the new College Pension Plan website/communications from BC Pension Corporation staff.

PAC's sub-committee on socially responsible investing will be working on its second triennial report due in 2019.

## Trustees

The FPSE-appointed trustees are Doug Birtwistle (FPSE Local 9), Candace Fertile (FPSE Local 12), Weldon Cowan (FPSE staff) and Paul Ramsey (Joint FPSE/ BCGEU Retired – 3). Doug is completing his first term and has been recommended for a second term (2018/21). Candace's second term runs till 2020. PAC acknowledges and thanks the trustees for all that they do. Their reports and interactions at PAC meetings are greatly appreciated.

## PAC chair

Penny Heaslip (retired, FPSE Local 2) had been elected chair for PAC for 2017/18. Unfortunately, she had to relinquish her position\* on PAC. Peggy McKimmon (FPSE Local 2) was elected chair at the fall meeting; however, unfortunately she's had to step away temporarily. At the last meeting Ken Shaw (FPSE Local 11) was acclaimed as Acting PAC chair. Thanks to all of them for their service.

\*PC elected Brenda Appleton (retired, FPSE Local 15) to fill this spot, Kathy Conroy (retired, FPSE Local 3) is the other retiree rep on PAC.

In solidarity,

**Frank Cosco**  
**First Vice-President**  
**Executive Liaison, PAC**



# PRIVATE SECTOR POLICY

**COMMITTEE CHAIR**  
Kevin Drager, ETEA President

Jean Ardila, ETEA local 1 (ILSC)  
Dan Reilander, ETEA local 1 (ILSC)  
Leon Dunn, ETEA local 2 (EC)  
Shmuel Marmorstein,  
ETEA local 3 (Kaplan)

Graeme Cheadle, ETEA local 7 (inlingua)  
Mike Bisson, ETEA local 11 (Hanson)  
Anthony Fawcett, ETEA local 11 (Hanson)  
John Sutherland,  
ETEA Student Advocacy Committee  
Niall Christie, NRFC liaison  
Frank Cosco, executive liaison

The Private Sector Policy Committee (PSPC) primarily comprises of representatives from FPSE 21's sub-locals as well as a representative from the Non-Regular Faculty Committee (NRFC). The committee's interests this year were still on the new regulations for private institutions.

The committee continued to work on concerns around regulations developed for private schools by the Ministry of Advanced Education's Private Training Institute Branch (PTIB). We had hoped to raise our concerns with how the regulations are applied and the areas we feel they are lacking.

Primary areas of concern remain the lack of regulations for education agents that recruit international students to both public and private schools. This is following

up from a resolution at the 2017 AGM that FPSE lobby government to include regulations for education agents. At our committee meetings we heard from FPSE staff representative Nicole Seguin, as part of her project with the United Way Public Policy Institute using our proposed policy changes. We had hoped to meet with someone from the office of the Ministry of Advanced Education to raise our concerns directly, but could not secure a meeting. The committee is still hopeful that such a meeting will be arranged.

Another area the committee discussed was the agreements between public post-secondary institutions and private language schools, often referred to as Pathway agreements. These agreements allow students to enter a public institution without taking a language test. These



programs are often abused at non-union schools and students are streamlined through without the appropriate training. Although these agreements help bring students to schools, there is concern that teachers at non-union schools are pressured to move students through the program which creates an unfair advantage in attracting students to those schools.

In past years, the committee was interested in working with the BC Federation of Labour on adapting some of their material on workers' rights for international students that might work in Canada. One of the committee members also teaches a course for the BC FED for workers who do not have English as a first language. He was able to obtain access to the materials the BC FED uses in their course and permission to use them. A few members of the committee began a review of the materials and ideas on how we might be able to use them as part of international student outreach. This is specifically targeted to international students who

study at private career colleges. Although "organizing" is no longer in the title of this committee (the committee was formerly named the Private Sector Locals Organizing Committee), we see a benefit of continuing our student outreach and advocacy work as a way to raise the profile of ETEA at non-union career colleges and possible future organizing targets.

The PSPC plans to hold its third student outreach event in March of 2018. For last year's student outreach event, we promoted directly to private career colleges, as they also are concerned about how some employers take advantage of their students. This resulted in a smaller turnout, but with a much higher percentage of attendees being from our target group. The committee plans to follow the same model and would like to make it an annual event.

In solidarity,

**Kevin Drager (FPSE Local 21)**  
**Chair, PSPC**



# PROFESSIONAL & SCHOLARLY DEVELOPMENT

COMMITTEE CHAIR  
Marcel Dirk, local 6

Laura Mackay, local 1  
Che-Hui Lien, local 2  
Mark Wendling, local 3  
Debbie McCloy, local 4  
Balbir Gurm, local 5  
Vicki Bolan, local 7  
Denise Hook, local 8  
Amy Cohen, local 9

Rebecca Jacobson, local 10  
Catharine White, local 11  
Elizabeth West, local 12  
Carolyn Wing, local 14  
Helga Mankhof, local 15  
Noreen McCaffrey /  
Sandra Milligan, local 16  
Derek Cook, local 17  
Ursula Katic, local 19  
Leslie Molnar, executive liaison

Representatives from a majority of FPSE's locals dutifully met on two occasions in 2017-18 and were productive in accomplishing four of the objectives assigned in the PSDC work plan.

Its greatest accomplishment was the production of *Refresh: Educational Technology and Professional Development A Response Paper*, written by committee member, Rebecca Jacobson. The paper sets out the current state of educational technology use in post-secondary institutions, as well as the need for learning how to use not only the available and growing number of tools but also how to acquire better understanding of the pedagogy behind teaching online. Ultimately, since training in all these areas requires money and time, committee members passed a resolution.

Arising out of Refresh, two other surveys were designed and conducted to collect data around other important aspects of professional development: scholarly activity and applied research. Findings were sent on to Presidents' Council along with a resolution.

Local reports discussion concentrated on internationalization, a topic not normally associated with the committee's mandate.

However, members felt it necessary to add their voices to the growing issues surrounding this matter. Consequently, three more resolutions were passed.

Finally, steps have been taken to liaise with the Decolonization, Indigenization, and Reconciliation Committee co-chairs, first with the aim of listening to/carrying back their expectations in these important matters, and then with an eye to carrying forward the committee's expectations around how they can be addressed within the current professional development structures.

All in all, committee members are pleased with their accomplishments for 2017-18. They look forward to continue working with Lucía Salazar, who ably stepped in as a rookie staff representative, and has their thanks. Likewise, I thank them for re-acclaiming me chair; it is a great honour to facilitate for such a dutiful and productive group, and a wonderful way to give back to FPSE, an organization which has done so much for me.

In solidarity,

**Marcel Dirk (FPSE Local 6)**  
**Chair, PSDC**



# STATUS *of* WOMEN

## COMMITTEE CHAIR

Elena Kuzmina, local 15

Efrat El-Hanany, local 1

Natalie Clark /

Tracy Penny Light, local 2

Anna McLauchlan, local 3

Arsineh Garabedian, local 4

Seema Ahluwalia, local 5

Mary Shier, local 6

Anastasia Anderson, local 7

Melissa Stephens, local 8

Sasha Johnston, local 9

Leanne Reitan/Paris Voykin, local 10

Christane Carr, local 11

Tara Tudor, local 12

Melissa Roberts, local 14

Yiling Chow, local 16

Kathie Ross, local 17

Molly Toodlican, local 19

Sonja Winks, local 21

Carly Diab /

Elizabeth MacKenzie, local 22

Teressa Fedorak, NRFC representative

Shirley Ackland, executive liaison

Last year, the dedicated group of Status of Women Committee members continued advocating for diverse women's issues at our campuses and in our communities.

The SWC is a platform for its members to share issues affecting women faculty and students on campuses, to highlight events celebrating women and provide support and mentorship.

At our meetings we explored barriers to women's participation in our unions and in

leadership positions, developed strategies and proposed several resolutions for overcoming those barriers. In particular:

- SWC suggested to locals that they provide release time for SWC committee work and workshops; as well as to include a local SWC chair/representative on her local executive;
- At our fall meeting Irene Lanzinger, President of the BC Federation of Labour, gave a talk about women and leadership



in labour. Committee members had an informal and very informative discussion with Irene after the presentation.

- At our next fall meeting we will invite a speaker or a facilitator who will provide a presentation on leadership and women, so that all our committee members can benefit from this training.

We also discussed grassroots organizing and the study of women's issues on campus. A subcommittee for gender studies faculty was struck at our Fall meeting. The members are: Efrat El-Hanany (FPSE Local 1), Lindy Munk (FPSE Local 3), Tara Tudor (FPSE Local 12), and Seema Ahluwalia (FPSE Local 5). This committee will periodically update the committee on items of interest arising from their research or developments in the field.

### **Government consultation on Sexual Violence and Misconduct Policy Act**

SWC members shared FPSE's submission to this consultation with their local union members and encouraged locals to send individual submissions.

The provincially mandated sexual violence and misconduct policies generated discussion, at our Fall meeting, about a lack of training for faculty regarding what to do and where to go when victims/survivors report or disclose sexual misconduct, particularly when the alleged perpetrator is another faculty member or a student. SWC members decided to canvass their Chief Stewards to see whether sexual harassment / misconduct complaints are tracked at their local and to raise awareness of the issue.

At our spring meeting, local representatives provided information on whether sexual harassment complaints involving faculty are tracked at their institutions and on the number of complaints. All other information proved difficult to access due to privacy concerns.

The committee reviewed and sent a memo to BCC which included considerations for local bargainers negotiating intimate partner violence and child care provisions.

### **Women's Memorial March**

SWC asked FPSE to donate \$1,000 to the Downtown Eastside Women's Memorial March fund and the donation was made in February, 2018. SWC has asked FPSE to make another donation of \$1,000 in 2019.

KFA (FPSE Local 05) was successful in requesting that KPU lower flags to half-mast on February 14 in honour of the Women's Memorial March.

### **Indigenous Brilliance panel and guest speaker**

On March 2 we attended the Indigenous Brilliance panel at Growing Room: A Feminist Literary Festival. In this evening of storytelling, Indigenous authors shared their compelling work and talked about the trailblazers and mentors who stood and are still standing alongside them.

### **National Day of Remembrance and Action on Violence against Women**

Committee members organized a variety of local events December 6, the National Day of Remembrance and Action on Violence against Women:

- Vigils and rose cards on campuses
- Memorials commemorating missing and murdered Indigenous women and young women killed at the École Polytechnique in Montreal
- Window displays at the libraries and table displays
- A joint student and faculty panel discussion on gender and campus culture

## International Women's Day

SWC members celebrated International Women's Day by planning and organizing engaging and educational events that honoured and celebrated women, as well as raised awareness of women's issues. These events included:

- Organizing a rally, a panel symposium, talks, panel discussions and guest speaker presentations
- ChatLive: What happens after #metoo
- "Eat and Art" celebration of the strength and resilience of women
- Art posters "Men stay at home" that replaced "Women stay at home" ads
- "Sisters with spokes," bike workshop
- Consent workshops on campus
- Local authors' presentations
- Hosting Wikipedia edit-a-thon for 'feminist art' entry
- IWD breakfast in the Kamloops community sponsored by the TRUFA Status of Women and Equity committees along with other partners

SWC members are grateful to FPSE for supporting our committees' IWD celebration each year by providing posters and magnets.

## Activities and initiatives

Over last year our committee members were involved in:

- Mentorship program for female faculty
- Forming a status of women committee
- Clothesline Project pitched on campus in solidarity with off-campus partners; it contained messages of hope and critique
- Second annual Nanaimo Women's March

I would like to encourage local union members to support their local SWC committees by attending events organized by them and, better yet, by volunteering to

help a local SWC member in planning and organizing these events.

## Ending Violence Association of BC (EVA) training and KFA Community Champion Toolkit

FPSE funded SWC member Paris Voykin (FPSE Local 10) to attend this training in November 2017 and she reported back that the training was worthwhile. Given the positive feedback, the committee discussed requesting additional funding for next year as well as recommending that FPSE provide a workshop on intimate partner violence at 2018 AGM using KFA Community Champion Toolkit. The Toolkit was developed by Dr. Balbir Gurm, who has worked with several community partners, including the Provincial Office on Domestic Violence and DiverseCity.

## SWC resource list

Over several years, committee representatives built a list of valuable resources and this year it was revised and updated by the three volunteers that comprise the SWC's Resource List sub-committee: Efrat ElHanany (FPSE Local 1) replaced by Dina VonHahn (FPSE Local 11), Melissa Roberts (FPSE Local 14), and Tara Tudor (FPSE Local 12).

The SWC list includes key events, speakers, films, books and music. It serves to support local representatives on campuses and resides on the FPSE website.

The committee members would like to express their gratitude to the sub-committee members for keeping our resource list updated and relevant.

## DOXA film festival

FPSE sponsored the DOXA film festival and our committee chose curation as a sponsorship option, so that the film could be screened in a community outside the Lower Mainland. VIUFA was the local

selected for 2018 screening.

Melissa Stephens (VIUFA FPSE Local 8), VIUFA Status of Women chair and Gayle Hurmuses, IWD coordinator for Duncan, organized *Our People Will Be Healed, Our People Will Be Heard* film screening event on March 17, 2018 at VIU's Duncan campus.

The films that were chosen are: *Our People Will Be Healed* (feature), plus a selection of BC produced film shorts by Indigenous youth on related topics. There is information about this event on the VIU Status of Women Facebook page: [www.facebook.com/VIUStatusOfWomen](http://www.facebook.com/VIUStatusOfWomen)

## Summer Institute for Union Women

FPSE continues to send several women delegates to the Summer Institute on Union Women (SIUW). The institute presents invaluable experience for union sisters.

Three SWC members attended this year's institute. The delegates had an opportunity to attend the courses and make great connections with union sisters from various unions in the US and Canada.

The 2018 SIUW will be held July 10 – 14 in Sonoma, California. Our committee members were encouraged to consider applying to be facilitators.

Committee members would like to extend our gratitude to Lucía Salazar, our staff representative and Shirley Ackland, our executive liaison as well as to the FPSE executive and Presidents' Council for their ongoing support, funding and guidance.

In solidarity,

**Elena Kuzmina (FPSE Local 15)**  
**Chair, SWC**



# WORKPLACE HEALTH, SAFETY & ENVIRONMENT

COMMITTEE CHAIR  
Reto Riesen, local 11

David Geary, local 1

Amy Tucker, local 2

Bruce Bennett, local 3

Susana Phillips, local 5

George Dunne, local 6

Noham Weinberg, local 7

Chris Alemany, local 8

Jasmine Korčok, local 9

Jason DaCosta  
/ Rob Macrae, local 10

Tim Elkin, local 12

Nina Heir, local 14

Scott Urquhart, local 15

Alix Carrel, local 16

Marnie Wright, local 17

Tom Willms, local 19

Jason Edward Collinge, local 21

Martin Rose, local 22

Allison Platt, NRFC liaison

Tim Walters, executive liaison



WHSEC met twice during the past year. The first meeting in September 2017 was used for a shorter round of discussion of local reports, a review of the recently implemented WCB changes, and a workshop on Implementing CSA Psychological Health Standards. The March 2018 meeting had a first look at survey results and spent a lot of time discussing reports from our locals as well as from BC FED Health and Safety Centre.

## **Workshop: Implementing CSA Psychological Health Standards**

How to achieve psychologically healthy workplaces? Since WCB has introduced regulations regarding mental health injuries, this question has been repeatedly asked and addressed at this table. In this workshop, presented by David Durning, from the BC FED Health and Safety Centre, we learned that using CSA standards has its own advantages and challenges, among them the fact that they are voluntary, not enforced, and do not fit into the WCB regulation/Joint Occupation Health & Safety committee model.

## **Worker's Compensation Board regulation changes**

This is the first year that new WCB regulations have been in force regarding the operating of JOHS committees. David Durning reviewed the new regulations, and the implementation of the changes at different institutions led to much discussion. It is important that JOHS committee members are reminded of their right and duty to take their mandatory training as part of their paid time.

Changes to WCB regulations came about as consequence of the two sawmill tragedies in Prince George and Burns Lake in 2012. Other changes to WCB are still slow e.g., benefit applications. The committee therefore passed a motion recommending that the government restructure the WCB board with a worker majority.

## **Survey results**

Staff representative Lucía Salazar presented results of the surveys on workplace violence and email workload. She will prepare a report for our next meeting that integrates her findings with results from similar studies. In regards to the violence survey, the biggest point for me personally was how often still a lack of training or awareness of policies was mentioned.

The response rate to the email workload survey was lower and seems to indicate that, on average, the email load has not yet reached a critical level – but it has the potential to become a much bigger problem.

## **International education**

NRFC passed two motions at its last meeting calling for a conference/workshop to explore best practice in international education. WHSEC discussed how to teach and support international students adequately and the related health and safety issues and endorsed the motions from NRFC. A motion to that effect will come to the AGM.

## **Scent and sensitivities**

Scent issues were reported from different institutions. Even as scents can be associated with cultural practices, it is important to find solutions that consider the well-being of all workers.

A related subject is the practice of bringing animals to campus for stress relief (e.g., puppy therapy) and the effects this may have on faculty, staff, and students with allergies. A motion on this topic is also coming to the AGM.

## Chair for 2018 / 2019

Jasmine Korčok (local 9) was acclaimed the new committee chair.

I am grateful for the collegiality, participation, restraint, and support of all the committee members. My thanks go to Lucía Salazar, our staff representative, for her work at and between meetings, especially set-up and analysis of the surveys. I always felt supported by the executive liaison during my time as chair – thank you to Tim Walters who filled this role this year.

Respectfully submitted,

**Reto Riesen, (FPSE Local 11)  
Chair, WHSEC (outgoing)**



# OTHER REPORTS

# ETEA ORGANIZING

This is the ETEA Organizing Committee's eleventh year. We continue to work under the philosophy of "One mountain, two streams," where we actively engage in organizing on the one hand, and do community building and advocacy on the other. This year ETEA only took on a small number of organizing projects and continued its mandate not to organize any small schools. ETEA has shifted its focus to mapping the industry in order to get a better grasp of its scope and to create a more thoughtful organizing plan.

## Projects pursued

On April, two organizers pursued reactivating our sub-local 5, NYIT, with the hope of finally starting bargaining after years of inactivity. Unfortunately, many of NYIT's faculty also have managerial functions and are philosophically opposed to unions. Like previous attempts, we could not convince NYIT teachers that pursuing a collective agreement was in their best interests.

We supported the efforts of another FPSE local in their investigations of a possible organizing drive. One year previously, we had done some preliminary work on this project. During that visit, we learned that classes for this non-unionized group only ran in the summer. This complicated the ability to move forward with a union drive. Still, we were glad to offer support

and insight to another FPSE local in our organizing work.

The committee also spent time collecting information from accreditation bodies, such as the Private Training Institutes Branch (PTIB), to begin to create a comprehensive map of the ESL industry. This industry includes a broad range of targets, including career colleges and private K-12 institutions. The vast majority of those 354 targets identified were non-union and many of them are very small. In April 2018, the committee will continue the important task of creating a comprehensive map of the industry and putting together data from many sources.

## Future directions

Once comprehensive mapping of the ESL industry is complete, the committee will have a better informed view of what kind of organizing is possible. Through new methods of organizing based on creating power, our committee will be strategic and thoughtful in its future organizing pursuits.

Together with the help of FPSE, ETEA will continue to keep improving the working lives of private post-secondary teachers in BC.

Respectfully submitted,

**Dan Reilander,**  
**Chair, ETEA Organizing Committee**





# INTERNATIONAL SOLIDARITY FUND

Consuelo, age 10.  
His mother was part of  
Alianza's earliest prenatal  
group. His grandmother  
participated in Alianza's  
elder women's group.  
Both women voiced  
great appreciation for  
Alianza's programs.

PHOTO Rebekah Shoop



## 2018 RECIPIENTS

**Alianza | \$5,000**

**Canadian Humanitarian Organization  
for International Relief | \$9,000**

**CoDevelopment Canada | \$10,000**

**Leaving Footprints | \$4,635**

**Migrant Workers'  
Dignity Association | \$3,600**

**RAMA Okanagan | \$11,000**

**Sadnice Mira | \$2,500**

**Workers' Information Centre | \$3,000**

### ALIANZA

#### ALIANZA PRENATAL PROJECT GUATEMALA

Now in its eleventh year, this program enrolls 10 women with demonstrated financial need in a nine month series of prenatal / postnatal care, including: monthly prenatal / newborn care classes, prenatal vitamins, food supplementation, newborn supplies, and access to emergency funds.

The goals are to improve the health of participants during and after pregnancy, increase birth weights and infant health, and to reduce maternal/neonatal morbidity and mortality.

### CANADIAN HUMANITARIAN ORGANIZATION FOR INTERNATIONAL RELIEF

#### HALECU EDUCATION SUPPORT PROGRAM ETHIOPIA

The Halecu Education Support Program provides comprehensive after-school support to at-risk children in rural Ethiopia.

Children are enrolled in local school facilities and integrate with the community's education system. The program registers students in school, provides their school supplies and uniforms, and pays their tuition.

Education Center staff sign all student registration documents, and so become co-guardians of the children providing legal protection.

### CODEVELOPMENT CANADA

*CoDevelopment Canada acts as a bridge between civil society organizations in Canada and Latin America that share values of social justice and defending workers' rights.*

#### SALVADORAN ASSOCIATION FOR INTER-COMMUNITY HEALTH AND SOCIAL SERVICES (APSIES)

#### PROMOTING SOCIAL PARTICIPATION IN PUBLIC HEALTH AND THE EMPOWERMENT OF WOMEN AND YOUTH IN TWO PROVINCES.

#### EL SALVADOR

The project's goals are to strengthen the right to healthcare and the social participation of the rural population in San Miguel and Usulután, with an emphasis on women and youth.

APSIES is a grassroots-based organization that works to mobilize citizens to protect and enhance publicly-funded healthcare and other social services. APSIES takes a comprehensive approach to health as a human right, with a special emphasis on women's empowerment and rights.

#### CENTRAL AMERICAN WOMEN'S NETWORK IN SOLIDARITY WITH MAQUILA WORKERS (THE NETWORK)

#### STRATEGIES FOR A SAFE, VIOLENCE-FREE WORKPLACE FOR WOMEN MAQUILA WORKERS IN CENTRAL AMERICA

#### NORTHERN CENTRAL AMERICA

The Network is a Central American-wide coalition of seven women's rights organizations, with a focus on maquila workers' rights.

The Network will carry out the regional campaign "Living Free of Workplace Violence and Sexual Harassment" for working women in Nicaragua,

Honduras, El Salvador, and Guatemala. This three year campaign includes forums that bring together women's advocates, academics, and state officials from the participating countries.

### LEAVING FOOTPRINTS

#### ORGANIZED WOMEN, PARTICIPATING TO LIVE FREE OF VIOLENCE

##### GUATEMALA

Organized Women is primarily oriented to strengthen the political participation of women in key decision-making policy spaces and to increase awareness and reduce the incidence of violence against women.

The objective is to contribute to the alternative and equitable development of communities and organizations by the active participation of youth and women in the processes of education, exchange, reflection, analysis, and generation of solutions for social change.

### MIGRANT WORKERS' DIGNITY ASSOCIATION

#### CARING FOR OUR MIGRANT COMMUNITIES: BREAKING THROUGH HEALTH INEQUITIES FOR TEMPORARY FOREIGN WORKERS IN BC

##### CANADA

The Association is a non-profit organization to help protect the rights and dignity of migrant workers, with a focus on farm workers.

The goals of the project are to provide opportunities for workers to access healthcare in their own living spaces, to advance their understanding of rights to health services, and to expand the knowledge of medical practitioners regarding the issues and conditions of migrant workers.

### RAMA OKANAGAN

#### RADICAL ACTION WITH MIGRANTS IN AGRICULTURE

##### CANADA

The aim of this project is to work alongside migrant farmworkers in their struggle for dignity and justice. We work towards this goal through direct support, advocacy,

BELOW: *Migrant farmworkers and volunteers ride a bus to a dance organized by RAMA.*

PHOTO: AMY COHEN





ABOVE: *Migrant women sort cherries in a plant in the central Okanagan.*

PHOTO: AMY COHEN

documenting abuses, and facilitating English language learning, socializing, and solidarity.

RAMA continues to advance the basic human rights of people in 'economically disadvantaged countries' by confronting the abuses that workers experience while inside 'economically advantaged countries.'

### **SADNICE MIRA**

#### **SUMMER SCHOOL**

#### **BOSNIA AND HERZEGOVINA**

Sadnice Mira is a volunteer-based, independent, non-political, non-profit and non-governmental organization of citizens.

The project will bring together youth from Bosnia and Herzegovina, Serbia, and Croatia in a one-week intercultural camp intended to foster peace, human rights, intercultural understanding, and cooperation in a post-conflict area still divided by the scars of war and ethnic cleansing. The aim is to create an artistic

space that promotes non-violence, harmony and integration.

### **WORKERS' INFORMATION CENTRE**

**TO EMPOWER WOMEN WORKERS TO BUILD COMMON UNDERSTANDING, IDEAS AND ANALYSIS, AND TO ENSURE WORKERS' DECISIONS ARE REACHED BY CONSENSUS**

#### **CAMBODIA**

The Centre is an International Women's Development Agency partner organization that works directly with women garment workers to build their confidence to speak out about working conditions.

Key activities include education, discussion and solidarity, and providing knowledge and spaces where women can meet to discuss their issues and find solutions to their lack of rights and dignity in the workplace.



# PENSION TRUSTEES

The FPSE trustees continue to focus on maintaining the long-term stability and sustainability of the College Pension Plan. The plan is currently fully funded. As of August 31, 2017, the plan achieved an annual rate of return of 7.3%. Trustees have spent a portion of this last year engaged in a risk analysis of the plan. This risk analysis will allow the trustee to develop a strategic plan to address and manage the key identified risks to the viability of the plan.

Last year, the College, Teachers and Public Service Boards selected Green Shield Canada as the benefit carrier for retiree health and dental benefits. The transition to GSC was quite smooth. Benefit coverage has remained the same, but premiums have decreased. Integration with the Pension Corporation is much improved. Retired trustee Paul Ramsey played a critical role in ensuring the transition was as smooth as possible for members.

In November, the new College Pension Plan website was launched. The new site allows members to more easily access information, learn about their pension benefits, and manage their pension through My Account. Among other things, members are now able to submit a retirement application online.

FPSE trustees continue to strongly support initiatives which defend and promote retirement security for all members of society. To that end, the Board has been active in the Canadian Public Pension Plan Leadership Council (CPPLC). The CPPLC is using evidence based research to promote informed debate on retirement

income issues. The organization has been in existence for about three years and represents several public sector pension plans from across the country. FPSE staff representative Weldon Cowan represents the College Pension Plan on the CCPLC Board of Directors.

Candace Fertile (FPSE Local 12) was elected vice-chair of the board effective September 1, 2017. Weldon Cowan has been reappointed to the Pension Corporation Board of directors and currently chairs that board.

FPSE trustees participated in the Western North American PRI initiative. The trustees met with other trustees and fund managers from the west coast of Canada and the United States to discuss responsible investment issues and approaches. The trustees continue to support the UNPRI initiatives.

FPSE trustees have traditionally maintained a high degree of engagement on the various committees that operate within BC's public sector plans. This year was no different. During 2017/18, FPSE trustees were active on the following boards and committees:

- BC Pension Corporation board of directors and associated committees\*
- Benefits Committee\*
- College Pension Board of Trustees
- Communications Committee
- Governance Committee\*
- Interplan Executive Committee

- Interplan Investment Committee
- Interplan Trustee  
Education Committee\*
- Post-Retirement Group  
Benefits Committee
- Interplan Website  
Redesign Committee
- Interplan Audit Committee

*\*Committees marked with an asterisk are currently chaired by an FPSE trustee.*

Respectfully submitted,

**Doug Birtwistle**  
**Weldon Cowan**  
**Candace Fertile**  
**Paul Ramsey**



REPORT ON

# ACTION RESOLUTIONS *from the* 2017 AGM

1. To approve the 2017/2018 Strategic Goals, as amended and further amended at Presidents' Retreat. [11]	Done.
2. That a line of \$10,000 be designated in the 2017/2018 budget to commission the FPSE bargaining history. [17]	Completed in-house, no cost.
3. That HRISC receive \$2,000 in funding for the development book and/or digital document for the FPSE website detailing the 2016 CoDev tour of Nicaragua and Honduras. [20]	Ongoing.
4. FPSE will send a letter of support to Academics for Peace and donate funds to support Academics for Peace at an amount of \$5000. [22]	Done.
5. FPSE will create an Indigenous standing committee with the resources of all other standing committees and with the collective support and effort of our federation. [23]	Done.
6. FPSE will establish a fund of up to \$100,000, informed by an FPSE debrief/analysis of Open the Doors and the '30 drops out of the bucket' campaigns at OCFA and UFVFSa, to maintain/raise awareness of student debt and the ongoing and often crushing costs of post-secondary education, and will engage in a focused lobbying campaign around excessive student debt. [24]	Referred to 2018 AGM.
7. FPSE will allocate up to \$25,000 to support its continuing advocacy for tuition-free ABE and ESL programming. [26]	Tuition-free ABE / ESL reinstated.
8. That, because labour rights are human rights and our campuses provide unfair trade goods and services, FPSE investigate and take action to promote and ensure fair trade practices. [33]	Referred to HRISC.
9. That FPSE support the inherent and collective rights of Indigenous peoples to rights of sovereignty and self-determination, and the Truth and Reconciliation Committee's Calls to Action, especially through supporting the development and implementation of education on Indigenous themes for students at their members' post-secondary educational institutions. [34]	Referred to DRISC; <i>Whose Land Is It Anyway?</i> (launched March 2018).



10. That FPSE make a public statement that:	Done.
1. We support the Aboriginal Rights of the Treaty 8 First Nations, particularly the Indigenous people of the Peace River watershed;	
2. We call for an independent review of the Site C dam by the BC Utilities Commission. [35]	
11. That FPSE request that bcIMC present shareholders' resolutions that corporate funding for policy activities be restricted to activities that are aligned with, and do not actively work against, the interest of pension plans. [36]	Done.
12. That FPSE pursue and lobby for changes that would serve the overall goals of supporting senior faculty who wish to collect pension income before retirement and reduce their workload. Such changes would include the possibility of partial or other forms of "pre-retirement" pensions. [39]	Ongoing.
13. That FPSE continue to work towards improvements in access to affordable and comprehensive post-retirement medical/dental benefits. [40]	Ongoing.
14. That the president of FPSE write a letter to the Ministry of Advanced Education demanding that all institutions provide PD to all regular and non-regular faculty and staff re: TRC recommendations, and to provide adequate release time to access this PD. [45]	Referred to Presidents' Council.
15. That FPSE encourage locals to consider sending their SWC representatives to the AGM as delegates. [46]	Referred to locals.
16. That FPSE urge all locals to negotiate domestic violence language in their collective agreements that recognizes domestic violence and ensures work protections, using the principles of the Canadian Labour Congress concerning domestic violence as a guide. [47]	Referred to BCC/SWC.
17. That FPSE encourage all locals to bargain collective agreement language regarding the provision of childcare and/or resources for childcare to members. [48]	Referred to BCC/SWC.
18. FPSE WILL allocate up to \$250,000 from its defence fund to continue to support and build upon its Open the Doors advocacy during the 2017/2018 fiscal year. [50]	Done.

19. FPSE will send our public statement on Indigenous rights and the need to review the Site C dam to every MLA, urging them to work together to suspend the dam and send it to the BCUC for review. [PC 1]	Done.
20. FPSE will lobby PTIB and the Ministry of Advanced Education to include the following policy positions in the Private Training Act Regulations: <ul style="list-style-type: none"> <li>1. That all contracts between agents and schools be on record and available to PTIB;</li> <li>2. That the percentage of tuition and any other fees collected by agents be transparent and fully disclosed to the student and PTIB;</li> <li>3. Any additional incentives or “loyalty” rewards institutions provide agents also be transparent and reported;</li> <li>4. That schools are required to only use agents that have completed the Canada Course for Education Agents (CCEA);</li> <li>5. That schools be required to publicly list the agents they use;</li> <li>6. That there be a process in place that can investigate cases where agent misconduct is alleged and publicly lists agencies that don't comply or are guilty of misrepresentation and/or misconduct; and</li> <li>7. That accredited institutions bear some responsibility for agent misconduct. [PC 2]</li> </ul>	Ongoing.
21. FPSE will investigate the possibility of creating a Group Tax Free Savings Account for members who do not otherwise have access to a pension plan. [PC 3]	Ongoing.
22. FPSE will have Presidents' Council review the Open the Doors campaign at Presidents' Retreat, including a detailed financial breakdown of all expenditures for the campaign. PC will report back to Locals through local presidents. [PC 4]	Done.
23. FPSE will: <ul style="list-style-type: none"> <li>1. Support the development and implementation of mandatory curricula on Indigenous themes for students within programs at their member institutions; and</li> <li>2. Lobby for federal funding to support the development and implementation of such curricula. [PC 5]</li> </ul>	Referred to DRISC.
24. That the Organizing Committee report be operationalized. [PC 6]	In progress.

25. That FPSE call on college administration, education councils, faculty, and staff to work together to take such steps as may be required to ensure that international students either have on their arrival in Canada, or acquire after their arrival, sufficient language, literacy, social support, and scholastic skills to meet the requirements of courses before they are admitted to such courses, and provide ongoing supports for international students while they are enrolled. [PC 7]

Lobbied  
ministry  
and BC  
Colleges;  
in progress.

The background of the entire page is a photograph of several people, likely at a conference or meeting. The image is heavily overlaid with a solid orange color. In the foreground, a woman with dark curly hair and glasses is looking slightly to her right with a gentle smile. Behind her, another woman with glasses is visible, also smiling. The text is overlaid on the upper half of the image.

REPORT ON

# ACTION RESOLUTIONS *from 2017/18* PRESIDENTS' COUNCIL



[22] That FPSE donates \$1,000 to the Tiny Houses project. 9/21/2017

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[23] That FPSE donates \$4,000 for peanut butter for foodbanks affected by wildfires. 9/21/2017

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[24] That FPSE expresses support for the Walk for Reconciliation, and that local presidents encourage members to attend. 9/21/2017

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[30] That FPSE promotes the Manual on Decolonization and officially launches it in spring 2018, including by producing, subject to availability of funds, a limited number of paper copies. 11/16/2017

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[36] That FPSE organizes training and secure naloxone kits at the 2018 Annual General Meeting [See Appendix page 150]. 11/16/2017

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[37] That FPSE contributes \$2,000 to the Charles Boylan Memorial Fund for 2017/18. 11/16/2017

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[53] That FPSE participates in the BC Fed/Stratcom poll. 12/1/2017

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[72] That FPSE donates \$1,000 to the Women's Memorial March fund in 2017/18. 1/18/2018

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[73] That the \$10,000 budget for the speakers' tour be moved to the decolonization and reconciliation special project. 2/22/2018

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[84] That FPSE consider a \$1,000 donation to the legal defence fund of Colten Boushie's family. 3/15/2018

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[94] That FPSE endorses and promotes the rallies organized around the International Day to Eliminate Racism. 3/15/2018

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[124] That FPSE includes a Student Outreach Event in the PSPC budget annually. 3/15/2018

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# *non-monetary* RESOLUTIONS

PRESIDENTS' COUNCIL  
STANDING COMMITTEES  
MEMBER LOCALS



## **PRESIDENTS' COUNCIL**

[12] That FPSE seeks the approval of an existing local before organizing a second local at a member institution. 6/16/2017

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[51] That FPSE approves the priorities action plan. 12/1/2017

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[63] That FPSE adopts the International Solidarity Fund language for inclusion in FPSE's Policy and Procedures Manual. [See Appendix page 136] 1/18/2018

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[75] That FPSE endorses the proposed legislative changes to the *University Act*, *College and Institute Act*, and *Thompson Rivers University Act*. 2/22/2018

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[113] That FPSE moves to an individual membership system in which members are appointed by the locals using a proportional formula like the one currently in use. 3/15/2018

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[114] That FPSE joins a pro-proportional representation campaign with other labour organizations and unions. 3/15/2018

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## **CONTRACT ADMINISTRATION REVIEW COMMITTEE**

[80] That FPSE recommend locals develop bargaining language for faculty research workload. 3/15/2018

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## **DECOLONIZATION, RECONCILIATION & INDIGENIZATION COMMITTEE**

[81] That Idle No More's open letter from Indigenous faculty members, including the list of public signatories, be presented to Presidents' Council; that FPSE sign the letter. That FPSE encourages all presidents to endorse, and to bring the letter to the attention of their faculty associations and to their local institution's administrations. 3/15/2018

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[83] That FPSE encourages locals to invite/add DRISC members to their working conditions committees or bargaining committees (similar to NRFC local reps). 3/15/2018

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## **HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE**

[35] That FPSE contacts the federal and provincial governments to ask them to expunge criminal records for simple possession and all other offences that would be no longer illegal under the new regulations related to decriminalization of cannabis. 11/16/2017

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[95] That FPSE encourages locals to introduce motions creating or modifying policies on naming institution properties and assets to reflect community support. 3/15/2018

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[96] That FPSE writes a letter to the provincial government incorporating points from the letter from NDP members and supporters that appeared on the Tyee on February 2, 2018. [See Appendix page 139] 3/15/2018

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## **NON-REGULAR FACULTY COMMITTEE**

- [100] That FPSE requests the signatories of LOU 5 of the 2014-19 Common Agreement add a Non-Regular Faculty Committee member to the LOU 5 working caucus. 3/15/2018

## **PRIVATE SECTOR POLICY COMMITTEE**

- [125] That FPSE undertakes research to identify the scope and risk of pathways programs and streamlining students into public post-secondary institutions to potentially be included in future lobbying asks; and this research be shared with PSPC as it is developed. 3/15/2018

## **PROFESSIONAL & SCHOLARLY DEVELOPMENT COMMITTEE**

- [48] That FPSE recommends that bargainers for each local review both Refresh: Educational Technology and Professional Development and collective agreement language, and strengthen the language on professional development and technology articles so that faculty are provided resources, including but not limited to, time to learn technology tools and the pedagogical appropriateness of their use. [See Appendix page 143] 11/16/2017
- 

- [49] That FPSE recommends to bargainers at each local to bargain release time for members who are engaging in scholarly activity. 11/16/2017
- 

- [129] Given that many locals have voiced workload and working conditions concerns when there are a large number of international students in classes without adequate supports, and that this is resulting in faculty distress, that FPSE recommends to locals that this be an issue for bargaining. 3/15/2018

## **STATUS OF WOMEN COMMITTEE**

- [69] That FPSE encourages locals to: (1) remind committee reps about annual funds available to them; (2) allocate annual funds to their Status of Women Committees if none are currently available. 1/18/2018
- 

- [70] That FPSE asks CLC to include training around responding to sexual harassment and sexism in the workplace at the Pacific Region Winter School. 1/18/2018
- 

- [71] That FPSE encourages locals to provide release time for SWC work and workshops. 1/18/2018
- 

- [132] That FPSE continues to lobby the provincial government to implement the \$10 a day Childcare Plan as outlined by the Coalition of Child Care Advocates of BC. 3/15/2018



**[133]** That FPSE encourages locals to implement the following FPSE policies, and that they be in place at locals by AGM 2019:

- 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) 3/15/2018
- 

**[134]** That FPSE recommends to Locals that they not adopt flat rate dues structure as they are unfair to those who make a low wage and instead use a dues percentage model. 3/15/2018

#### **WORKPLACE HEALTH, SAFETY & ENVIRONMENT COMMITTEE**

**[138]** That FPSE writes a letter to Labour Minister Harry Bains strongly encouraging that the WCB Board of Directors be restructured such as to ensure a worker majority, and that this action be undertaken within 60 days of the receipt of said letter. 3/15/2018

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**[139]** That FPSE encourages representatives on locals' Joint Health & Safety Committees to work to either discontinue programs using animals for stress relief in favour of other stress relief measures, or to run these programs in locations other than inside college buildings to mitigate allergen exposure. 3/15/2018

#### **LOCAL 14 LANGARA FACULTY ASSOCIATION**

- [143]** 1. Because it is unjust that many workers in British Columbia do not make a living wage; and
2. Because all workers on our campuses deserve fair pay; and
3. Because there is an established Living Wage for Families Campaign in British Columbia with over 50 certified living wage employers who are addressing poverty ([www.livingwageforfamilies.ca/employers](http://www.livingwageforfamilies.ca/employers)); and
4. Because certified living wage employers include municipalities, unions,

businesses, and nonprofits, but do not include any post-secondary institutions; FPSE will (1) become a certified living wage employer; (2) ask each local to ask their membership for their union to become a certified living wage employer; and (3) work with each local to lobby each of our institutions to become certified living wage employers.

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- [144] 1. Because telecommunications technologies have much improved in recent years and can be an effective member engagement tool for both FPSE and locals; and
2. Because FPSE locals and their members are geographically distributed across British Columbia; and
3. Because we want to support and enhance communication among FPSE members; and

4. Because many locals do not have sufficient resources or capacity to develop robust telecommunications tools;

FPSE will (1) develop capacity and invest in infrastructure in telecommunications technologies, including but not limited to social media tools such as NationBuilder, email and web services, and virtual meeting spaces such as Zoom; (2) expand and augment FPSE committees' and members' ability to communicate using these technologies; and (3) develop infrastructure that supports the effective use of telecommunications technologies at the local level.

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- [145] 1. Because FPSE has a large budget with many moving parts; and
2. Because FPSE sometimes goes over budget on items; and
3. Because it is important that our members feel that FPSE makes the very best use of their dues;

FPSE strikes a committee that will develop regulations that will help FPSE, without changes to the current dues structure, to: (1) stay on budget throughout the year as well as at the AGM; (2) contribute at least 5% of monthly dues to the Defence Fund; and (3) pay for operational costs without the need to use the Defence Fund.

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#### **LOCAL 15 VANCOUVER COMMUNITY COLLEGE FACULTY ASSOCIATION**

- [140] 1. Because FPSE is a growing organization with a substantial defence fund;
2. Because the rental rate for the office premises at 550 West 6th Avenue, Vancouver, will likely continue to increase;
3. And because purchasing office space would be a long-term investment with an opportunity for FPSE to build equity;

FPSE will convene a sub-committee of Presidents' Council to research and report on the feasibility of purchasing and financing suitable office space in the Lower Mainland.

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- [141]** 1. Because the time commitment, life style change and dedication of those elected to the positions of president and secretary-treasurer are substantial; and
2. Because the member Locals of FPSE are appreciative of the above; and
3. Because the salaries paid to the president and secretary-treasurer are currently based on their step placement at their respective local;

FPSE will convene a subcommittee of Presidents' Council to research and report on the salaries, including all additional stipends paid to faculty, in all member locals across the province and make a recommendation to Presidents' Council on adjusting the salaries of the president and secretary-treasurer to equal that of the highest combined salary/stipend total in the province.

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- [142]** 1. Because FPSE member institutions foster hope, and opportunities for students and employees to change their lives for the better;
2. Because FPSE member institutions believe in economic justice and the dignity of work and recognize that economic inequality is a growing problem in British Columbia;

FPSE will encourage all of its member institutions to institute and enforce living wage policies so that, for each institution, all of its employees, and all of its contractors, are paid at least a living wage.

# *monetary* **RESOLUTIONS**





**[116]** That FPSE approves the 2018/19 operating budget. 3/15/2018

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**[117]** That FPSE funds bargaining 2018/19 from the defence fund. 3/15/2018

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**[119]** That FPSE approves the 2018/19 capital budget. 3/15/2018

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**[120]** That FPSE accepts the recommendations of the International Solidarity Fund Committee to approve and disburse the funds as noted. 3/15/2018

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# *monetary* **RESOLUTIONS**

*SUBJECT TO PRIORITIZATION*

**PRESIDENTS' COUNCIL  
STANDING COMMITTEES  
MEMBER LOCALS**

#### **SUBJECT TO PRIORITIZATION AS PER POLICY 1.4.6**

*"The Resolutions Committee, in consultation with the Executive, will prioritize AGM motions that have a financial impact on the operating budget prior to being debated by AGM delegates."*

#### **PRESIDENTS' COUNCIL**

- [56] That NVITEA have a non-voting delegate/alternate on the Decolonization, Reconciliation, and Indigenization Committee with FPSE covering the cost. 12/1/2017
- 
- [64] That FPSE covers the cost for the staff pension representative from each of Locals 07 and 19 to attend up to two Municipal Pension Plan meetings annually. 1/18/2018
- 
- [78] That two additional meetings (October/February) of the Presidents' Council be scheduled for the 2018/19 year, and that the Friday meetings be extended to 3:00 PM as needed. 2/22/2018
- 
- [79] That the \$100,000 student debt contest budget carry over from 2017 to 2018. 2/22/2018
- 
- [118] That FPSE continues to fund the Be More Than a Bystander campaign. 3/15/2018
- 
- [121] That FPSE approves \$100,000 to be available from the defence fund to fund the post-secondary funding review project as outlined in the scope document. 3/15/2018
- 
- [122] That FPSE provides an additional annual section of release time for each of the pension board trustees, effective 2018-2019, and that the budget be amended accordingly. 3/15/2018
- 
- [123] That FPSE supports advocacy for tuition-free adult education in the amount of \$5,000. 3/15/2018

#### **DECOLONIZATION, RECONCILIATION & INDIGENIZATION COMMITTEE**

- [85] That DRISC meets five times in 2018/19 (including a workshop and a visioning session). A facilitator for the workshop and visioning session will also be included in the budget allocation. 3/15/2018

#### **DISABILITY MANAGEMENT & REHABILITATION COMMITTEE**

- [89] That FPSE budgets, during those years the Faculty Common Disability Plan training is offered, for up to two members from each local to attend. 3/15/2018

## STATUS OF WOMEN COMMITTEE

[135] That FPSE funds up to three SWC members to attend intimate partner violence training by EVA BC at its annual training forum. 3/15/2018

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[136] That FPSE donates \$1,000 to the DTES Women's Memorial March fund in 2019. 3/15/2018

## LOCAL 2 THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

[146] 1. Because FPSE commissioned and officially launched *Whose Land is it Anyway? A Manual for Decolonization* in March 2018, a volume which has been well received, resulting in increasing interest for its broader distribution; and

2. Because the FPSE Human Rights and International Solidarity Committee passed recommendations that FPSE promote the volume, including by producing sufficient copies for distribution to FPSE locals;

FPSE will (1) investigate and report back to Presidents' Council and the HRISC about various avenues for distribution of the Decolonization Manual, including into post-secondary institutions, and through other unions; (2) follow-up with the BC Federation of Labour (BCFED) and the Canadian Labour Congress (CLC), both of whom have passed parallel resolutions on decolonization and reconciliation, to have those organizations contribute to the promotion and printing of the decolonization manual, including the production of a French translation of the Manual; and (3) budget \$25,000 for an ongoing campaign to promote *Whose Land Is It Anyway? A Manual for Decolonization* by producing additional paper copies and an audio book, as part of the federation's commitment to decolonization and reconciliation.

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[147] 1. Because FPSE and HRISC completed a speaking tour in 2016 with the theme of Decolonization, Reconciliation and New Directions, which inspired the development of the decolonization manual, and is planning for its 2018-19 speaking tour; and

2. Because HRISC has recommended that FPSE take on organizing the HRISC Speakers' Tour in-house, including developing itinerary, securing speakers, and logistics (travel and hotel bookings); and

3. Because HRISC passed resolutions that recommended that the 2018-19 Speakers' Tour focus on *Whose Land is It Anyway? A Manual for Decolonization* and will include contributors to the decolonization manual and other speakers who will be asked to address the subject of decolonization;

FPSE will (1) provide a standing budget of \$12,000 for the annual HRISC speaking tour; and (2) ensure that in-house federation staffing levels are increased to facilitate the logistical support needed for the annual HRISC speaking tour.



PROPOSED

# 2018/2019 BUDGET



# FPSE pro forma Statement of Revenue and Expenses

FOR THE FISCAL PERIOD  
APRIL 1, 2018 – MARCH 31, 2019

	BUDGET 18/19	BUDGET 17/18	Pre-Audit Mar 31/18	YTD 100.0%
<b>REVENUE</b>				
<b>1 MEMBERSHIP DUES</b>	<b>4,425,311</b>	<b>4,370,678</b>	<b>4,469,625</b>	102.3%
<b>LESS</b>				
<b>2 DEFENCE FUND TRANSFER 5% REG.MBR.</b>	<b>0</b>	<b>218,534</b>	<b>254,098</b>	116.3%
<b>NET MEMBERSHIP FEES</b>	<b>4,425,311</b>	<b>4,152,144</b>	<b>4,215,527</b>	101.5%
<b>3 OTHER REVENUE</b>				
INVESTMENT INCOME (OPS RESERVE ACCOUNT)	4,500	12,900	8,170	63.3%
OTHER INCOME	1,250	1,250	1,601	128.1%
<b>TOTAL REVENUE</b>	<b>4,431,061</b>	<b>4,166,294</b>	<b>4,225,297</b>	101.4%
<b>EXPENDITURES</b>				
<b>4 COMPENSATION - OFFICERS &amp; STAFF</b>				
a) PRESIDENT	90,990	90,115	90,160	100.0%
b) SECRETARY-TREASURER	93,035	90,115	91,938	102.0%
c) VICE-PRESIDENTS	45,500	45,050	33,586	74.6%
d) MEMBERS-AT-LARGE	22,750	22,500	36,350	161.6%
e) INDUSTRY TRAINING AUTHORITY REP	10,000	10,000	8,689	0.0%
f) OFFICERS' TRANSITION	20,000	20,000	0	0.0%
g) BENEFITS (OFFICERS)	119,110	117,100	101,007	86.3%
h) STAFF REPS	659,500	623,315	557,057	89.4%
i) ADMINISTRATIVE STAFF	379,445	355,595	371,422	104.5%
j) BENEFITS (STAFF)	311,684	290,080	283,938	97.9%
k) OVERTIME	45,000	35,000	67,235	192.1%
l) STAFF PRO DEVELOPMENT	6,000	6,000	5,500	91.7%
<b>TOTAL COMPENSATION</b>	<b>1,803,013</b>	<b>1,704,870</b>	<b>1,646,880</b>	96.6%
<b>5 OFFICERS' RELOCATION</b>				
a) ALLOWANCE	20,000	15,000	21,871	145.8%
b) MOVING EXPENSES	0	0	0	0.0%
<b>TOTAL OFFICERS' RELOCATION</b>	<b>20,000</b>	<b>15,000</b>	<b>21,871</b>	145.8%
<b>6 PRESIDENTS' COUNCIL &amp; EXECUTIVE</b>				
a) PRESIDENTS' COUNCIL	41,500	41,500	77,387	186.5%
<b>TOTAL PC &amp; EXECUTIVE</b>	<b>41,500</b>	<b>41,500</b>	<b>77,387</b>	186.5%
<b>7 EVENTS</b>				
a) FPSE AGM	336,200	299,100	321,601	107.5%
b) FPSE AGM CONTINGENCY	221,266	0	0	0.0%
c) PRESIDENTS' RETREAT	50,000	40,000	62,396	156.0%
d) BC FEDERATION OF LABOUR CONVENTION	30,000	15,000	9,401	62.7%
e) FPSE CONFERENCE - BARGAINING (FEB)	0	30,000	67,999	226.7%
f) CLC/NUCAUT CONVENTION	0	47,500	55,668	117.2%
g) JOINT COMMITTEE CONFERENCE	0	102,250	1,559	1.5%
h) FPSE CONFERENCE - GOVERNANCE (NOV)	0	50,000	50,090	100.2%
i) CONFERENCES	47,000	42,000	60,774	144.7%
<b>TOTAL EVENTS</b>	<b>684,466</b>	<b>625,850</b>	<b>629,488</b>	100.6%
<b>8 COMMITTEES</b>				
a) JADRC/JCBA	1,000	1,000	190	19.0%
b) BARGAINING COORDINATION	22,000	20,000	23,310	116.5%
c) CONTRACT ADMINISTRATION REVIEW	22,000	20,000	21,131	105.7%
d) EDUCATION POLICY	22,000	10,000	17,452	174.5%
e) HUMAN RIGHTS & INTERNATIONAL SOLIDARITY	32,000	27,000	35,304	130.8%
f) WORKPLACE HEALTH, ENVIRONMENT & SAFETY	22,000	10,000	27,116	271.2%
g) DISABILITY MANAGEMENT & REHABILITATION	22,000	10,000	22,339	223.4%
h) PENSION ADVISORY	26,000	26,000	23,750	91.3%
i) PROFESSIONAL & SCHOLARLY DEVELOPMENT	22,000	10,000	25,817	258.2%
j) NON-REGULAR FACULTY	22,000	20,000	29,023	145.1%
k) STATUS OF WOMEN	36,000	36,000	33,278	92.4%
l) ORGANIZING	40,000	40,000	14,354	35.9%
m) PRIVATE SECTOR COMMITTEE	4,000	4,000	1,357	33.9%
n) DECOLONIZATION, RECONCILIATION & INDIGENIZATION	22,000	10,000	25,767	257.7%
o) AD HOC COMMITTEE	1,000	1,000	0	0.0%
<b>TOTAL COMMITTEES</b>	<b>316,000</b>	<b>245,000</b>	<b>300,189</b>	122.5%

<b>9 LOCAL SUPPORT</b>				
a) STAFF TRAVEL TO LOCALS	100,000	100,000	54,048	54.0%
b) LEGAL	350,000	500,000	340,490	68.1%
<b>TOTAL LOCAL SUPPORT</b>	<b>450,000</b>	<b>600,000</b>	<b>394,539</b>	<b>65.8%</b>
<b>10 BARGAINING</b>				
a) BARGAINING	50,000	0	0	0.0%
<b>TOTAL BARGAINING</b>	<b>50,000</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
<b>11 ADVOCACY &amp; PUBLIC RELATIONS</b>				
a) PUBLIC RELATIONS/COMMUNICATIONS/LOBBYING	35,000	55,000	15,486	28.2%
b) INTERNATIONAL SOLIDARITY FUND	52,850	52,801	54,601	103.4%
c) DONATIONS	35,000	35,000	24,450	69.9%
d) REPRESENTATIONS - BC FED/LABOUR GROUPS	7,500	7,500	1,809	24.1%
e) REPRESENTATIONS - PROV COMMITTEES/AGENCIES	20,000	30,000	(29,121)	-97.1%
f) REPRESENTATIONS - CAUT/NUCAUT	30,000	30,000	29,009	96.7%
g) REPRESENTATIONS - GOV'T (Prov & Fed)	7,500	7,500	13,414	178.9%
h) REPRESENTATIONS - OTHER	35,000	35,000	9,506	27.2%
<b>TOTAL ADVOCACY &amp; PUBLIC RELATIONS</b>	<b>222,850</b>	<b>252,801</b>	<b>119,154</b>	<b>47.1%</b>
<b>12 AFFILIATIONS AND MEMBERSHIPS</b>				
a) AFFILIATION - BC FEDERATION OF LABOUR	83,640	82,905	91,705	110.6%
b) AFFILIATION - CAUT	104,365	101,510	94,266	92.9%
c) AFFILIATION - NUCAUT/CLC	91,390	90,500	90,485	100.0%
e) MEMBERSHIPS	17,000	16,000	18,890	118.1%
<b>TOTAL AFFILIATIONS</b>	<b>296,396</b>	<b>290,915</b>	<b>295,346</b>	<b>101.5%</b>
<b>13 ADMINISTRATION</b>				
a) AUDIT	20,000	13,500	26,001	192.6%
b) BANK CHARGES & INTEREST	5,000	5,500	5,930	107.8%
c) AMORTIZATION	54,975	45,000	30,845	68.5%
d) EMPLOYEE RELATIONS	10,000	10,000	10,385	103.9%
e) NON CAPITAL EQUIPMENT, LEASE & MAINTENANCE	74,100	51,000	87,455	171.5%
f) INSURANCE	5,000	5,000	5,312	106.2%
g) OFFICE MAINTENANCE	1,000	250	2,951	1180.2%
h) PRINTING/PHOTOCOPYING	3,500	3,500	5,976	170.7%
i) POSTAGE/COURIER	4,500	4,500	5,375	119.4%
j) RENT	185,215	177,605	170,834	96.2%
k) STAFF TRAINING	25,000	35,000	18,949	54.1%
l) SUBSCRIPTIONS	28,000	24,000	39,225	163.4%
m) OFFICE SUPPLIES	20,000	22,000	20,407	92.8%
n) TELECOMMUNICATIONS	27,000	30,000	27,154	90.5%
o) WEB SITE COMMUNICATION	7,500	7,500	5,548	74.0%
p) PARKING	13,500	13,500	14,648	108.5%
<b>TOTAL ADMINISTRATION</b>	<b>484,290</b>	<b>447,855</b>	<b>476,994</b>	<b>106.5%</b>
<b>Special Project : Bargaining History</b>	<b>0</b>	<b>10,000</b>	<b>0</b>	<b>0.0%</b>
<b>Special Project : FPSE History Project</b>	<b>20,000</b>	<b>16,667</b>	<b>0</b>	<b>0.0%</b>
<b>Special Project : Decolonization &amp; Recon - Book Launch</b>	<b>0</b>	<b>50,000</b>	<b>50,000</b>	<b>0.0%</b>
<b>Special Project - STUDENT DEBT CONTEST</b>	<b>0</b>	<b>100,000</b>	<b>0</b>	<b>0.0%</b>
<b>Special Project : ABE Research - Student Outcomes</b>	<b>0</b>	<b>5,000</b>	<b>0</b>	<b>0.0%</b>
<b>TOTAL EXPENDITURES</b>	<b>4,388,514</b>	<b>4,405,458</b>	<b>4,011,847</b>	<b>91.1%</b>
<b>UNADJUSTED SURPLUS (DEFICIT)</b>	<b>42,547</b>	<b>(239,164)</b>	<b>213,451</b>	
<b>CONTINGENT TRANSFER - LEGAL OVER \$ 300,000</b>	<b>50,000</b>	<b>200,000</b>	<b>0</b>	
<b>SURPLUS (DEFICIT)</b>	<b>92,547</b>	<b>(39,164)</b>	<b>213,451</b>	

## FPSE pro forma Capital Budget

APRIL 1, 2018 TO MARCH 31, 2019

ASSET CLASS	Budget 18/19	Budget 17/18	Purchases 17/18
Equipment, Furniture & Fixtures	\$15,000	\$12,000	\$5,000
Computer Equipment	\$75,000	\$75,000	\$74,731
Leasehold Improvements	\$5,000	\$5,000	\$0
TOTALS	\$95,000	\$94,000	\$79,731

### EQUIPMENT & FURNITURE

Ergonomic work stations/desks – staff – estimate

### COMPUTER EQUIPMENT

Replacement of four office terminals plus server warranty / software and laptop replacements

### LEASEHOLD IMPROVEMENTS

Standard allowance for annual improvements or changes to office space



# NOTES

## REVENUE

### 1. MEMBERSHIP DUES

Membership dues are projected based on actual and estimated dues for the fiscal year 2018-2019. The budgeted amount of revenue from Membership Dues has been increased by 1.25% over 2017-2018. We expect that the 2018-2019 revenue target will be met due to anticipated wage and possible FTE increases, as well as allowance for scale advancement.

### 2. DEFENCE FUND TRANSFER

The defence fund transfer has been reduced to 0% from 5% of regular members' dues, on the advisement of Presidents' Council and pending approval of motion at AGM 2018.

### 3. OTHER REVENUE

Investment income includes income on operating reserve investments, unrealized gain or loss on operating reserve investments due to market valuation at period end, as well as interest income on operating reserve investment account. Income from operating reserve investment account assumes a 3.0% return on investment, based on an approximate \$150,000 expected fund market value at budget preparation time. This approximates current achievable returns on low risk investment vehicles such as bankers' acceptance paper, low risk government and corporate bonds, and GICs, and equities.

Other income includes income derived from the provision of Laserfiche services to FSPE affiliates, based on one local using the service at an annual \$500 access fee, as well as interest on the main chequing account.

## EXPENDITURES

### 4. COMPENSATION – OFFICERS & STAFF

a) – g) Budget for president and secretary-treasurer salaries and benefits are based on 100% release. Expenses for two vice-presidents are based on 25% release cost each. Members-at-large compensation is based on 12.5% release cost each for two members. ITA release is for one member to represent FPSE on the ITA board, and is set at a flat \$10,000. Officers' transition represents \$10,000 for each full-time officer potentially leaving the FPSE executive. Release costs increased from 2017-2018 to account for faculty wage increases in effect during 2018-19. Officer benefits are budgeted at 40% of total officer compensation, consistent with long term trends.

h) – j) FPSE staff salaries and benefits are based on our collective agreement with CUPE 1004. Budgeted staff compensation amounts reflect a projected 2% increase in overall staff wages due to the collective agreement with staff, and has been adjusted to reflect changes in the staffing composition of the office. Budget based on six and one half full-time staff representatives, one full-time staff accountant, four full-time administrative coordinators and a two-thirds time administrative coordinator.

- k) Overtime line is primarily overtime worked by staff representatives, which is banked and accounted for as a liability, expensed in the period earned. Support staff overtime is accounted for in the same way. Increased by \$10,000 over 17-18 to reflect increases in staff OT due to changes in office staff.
- l) Staff professional development is contractually set at \$500 per regular employee, per year, per staff CUPE Local 1004 collective agreement.

## 5. OFFICERS' RELOCATION

Officers' relocation is a provision in the event a new president or secretary-treasurer has to relocate from outside the lower mainland and is intended to offset moving costs. The allowance is for expenses related to out-of-town officers living and/or working in Vancouver

## 6. PRESIDENTS' COUNCIL AND EXECUTIVE COMMITTEE

Presidents' Council and Executive Committee has been maintained for 2018-2019.

## 7. EVENTS

### a) AGM

Costs projected as follows:

Accommodations .....	\$140,000
Delegate travel .....	\$40,000
Delegate meals Reimbursed .....	\$20,000
Catering & food services .....	\$100,000
Banquet and social events .....	\$2,000
Audio/visual .....	\$25,000
Room rentals (included in accommodation and catering) .....	\$0
Speaker fees and direct costs .....	\$10,000

Office/AGM supplies .....	\$11,500
Direct staff costs (travel, meals, accommodations, overtime) .....	\$11,500
Registration fees (\$175 x 137 delegates) .....	(\$23,800)
Total .....	\$336,200

- b) AGM contingency fund is set at 5% of total revenues, equal to the former allotment (2017-18) transferred to the defence fund. Contingency is to be used to fund spending motions brought to, and passed, at AGM, and will be reduced accordingly; unspent allocation at end of AGM is eliminated.
- c) Presidents' retreat has been increased to \$50,000 for 2018-2019 to reflect long term trend of increasing costs.
- d) BC FED convention has been set at \$30,000 for a standard convention in 2018-2019. This is consistent with previous costs incurred for a larger convention.
- e) Bargaining strategy conference set at \$0 for 2018-2019 as no event is currently planned in 2018-2019.
- f) CLC/NUCAUT convention set at \$0 for 2018-2019 due to there not being a convention in 2018-19.
- g) Joint Committee conference budget is set at \$0 for 2018-2019, as there is currently no event planned.
- h) FPSE conference other set at \$0 due to no specific event planned for 2018-2019.
- i) Conferences increased to \$47,000 for 2018-2019; includes all costs associated with member attendance at Summer Institute for Union Women, CLC Political Action Conference, CAUT Librarians, CLC Winter School, Harry Crowe Foundation, Lancaster House events, Pacific Northwest Labour History Conference, SHARE Pension Conference, and others.

## 8. COMMITTEES

Budget reflects regular FPSE standing committees meetings as well as a provision for ad hoc committee meetings. Committees are budgeted at a standard rate of \$11,000 per meeting: BCC, CARC, EPC, WHSEC, DMRC, PDSC, NRFC, and DRISC. PAC is budgeted at \$13,000 per meeting due to extraordinarily high attendance.

HRISC is budgeted at \$32,000; this includes a \$10,000 allotment for the annual speaker's tour.

SWC is budgeted for \$36,000, or two committee meetings plus expenses related to Day of Remembrance and International Women's Day events.

Organizing is set at \$40,000 for ongoing organizing activities in 2018-2019.

JADRC/JCBA, Private Sector and Ad Hoc Committee are minimally active and budgeted accordingly.

## 9. LOCAL SUPPORT

Staff travels to locals refers to those costs associated with FPSE staff representatives and officers traveling to and attending to contract administration, local negotiations, organizing, meetings with locals and external organizations. This has been maintained at \$100,000 for 2018-2019 in anticipation of bargaining, arbitration and mediation related trips.

Legal has been reduced \$350,000 for 2018-2019, which may be offset with a proposed draw from the defence fund should legal expenditures beyond \$300,000 result in an operating deficit. This represents an estimate of total legal costs for 2018-2019, taking into account expected legal expenditures for grievance, arbitration and mediation purposes. Primary service providers are Leo McGrady, Allevato & Co., Vincent L. Ready, John B. Hall, Wayne Moore, Kestrel Legal (Jamie Baugh), Mark J. Brown, Julie Nichols and Robert Pekeles.

## 10. BARGAINING

- a) Bargaining has been set at \$50,000 for 2018-2019.

## 11. ADVOCACY AND PUBLIC RELATIONS

- a) Public relations includes lobbying and public relations, advertising, polling, newswire services, member information campaigns, costs of printing bulletins, and lobbying meeting expenses. Reduced to \$35,000 for 2018-2019.
- b) International Solidarity Fund is designated for support of international labour organizations and campaigns. \$52,850 in total funds budgeted for 2018-2019 fiscal year based on 1.25% of 2016-17 member dues received (\$4,228,000).
- c) Donations / recognition includes donations made to external organizations, primarily for support of charities and labour organization initiatives (Labour Community Christmas Dinner, BC Teacher's Federation Hardship Fund, Protein for People, Association of BC CPP Retirees, DTES Women's Centre, BC Lions More Than A Bystander Anti-Bullying and Anti-Domestic Violence Program, solidarity support with academic unions).
- d) Representations – BC FED/Labour Groups represents the net cost of attendance and representation at, and to, meetings with the BC Federation of Labour and other labour organizations.
- e) Representations – Provincial committees / agencies primarily includes meetings of the College Pension Plan Board trustees: one FPSE staff member, and two FSPE executives. Reduced to \$20,000 for 2018-2019.
- f) Representations – CAUT represents the net cost of attendance at CAUT/NUCAUT events by FPSE executive and FPSE members. This includes items such as the Chief Negotiators Forum. No change from 2017-18.
- g) Representations – Government includes costs of meetings with provincial and federal representatives of

government and government agencies, including half of October PC lobby costs. Costs are approximately 90% provincial government and 10% federal government. Maintained at \$7,500 for 2018-19.

- h) Representations – Other provides for meetings with CLC, CAF, COCAL, ACIFA, PNLHA, Press Progress Forum, National Centre for Bargaining, CC West Conference, United Way and other external organizations. No change from 2017-18.

## 12. AFFILIATIONS

BC Federation of Labour set at 12 months times current monthly rate.

CAUT set at 12 times monthly current rate for 2018-2019.

CLC/NUCAUT set at 12 times current monthly rate for 2018-2019.

Memberships budget increased to \$17,000 for 2018-2019.

## 13. ADMINISTRATION

- a) Audit increased by \$6,500 to \$20,000 for 2018-2019 based on 2017-2018 fees and increasingly detailed audit procedures.
- b) Bank charges and interest reduced \$500 to \$5,000 for 2018-2019. Changes to FPSE staff credit cards have slightly reduced risk of interest payments on charges.
- c) Amortization for 2018-2019 based on 2017-2018 amount plus amortization due to planned acquisitions in 2018-2019 less amortization foregone through dispositions.
- d) Employee relations budget maintained for 2018-2019. Includes provision for interviewing, employment advertising and small staff functions, as well as acknowledgement of illness.
- e) Non capital equipment lease and maintenance increased for 2018-2019; office layout changes, staffing changes and increased activity necessitated increase based on 2017-2018.

- f) Insurance maintained for 2018-2019.
- g) Office maintenance includes costs of cleaning carpets, lighting, moving furniture, and miscellaneous small repairs. Budget increased \$750 for 2018-2019.
- h) Postage and courier maintained for 2018-2019.
- i) Printing maintained for 2018-2019.
- j) Rent based on lease agreement with BCTF, renewed through 2018.
- k) Staff training reduced \$10,000 for 2018-2019 to reflect staff changes.
- l) Subscriptions/books increased \$4,000 for 2018-2019. Publications provide research and resource material for members and staff reps.
- m) Office supplies reduced by \$2,000 for 2018-2019 to account for less indirect demand from Open The Doors projects.
- n) Telecommunications budget reduced \$3,000 for 2018-2019. Includes costs for phones, fax, long distance, cell phone charges, voicemail, email and internet services. Reductions due to more efficient plans and data management.
- o) Website and communications maintained at \$7,500 for 2018-2019.
- p) Parking maintained for 2018-2019.

## 14. SPECIAL PROJECTS

Special project allocations are for one time only events or projects that are intended to be completed within the budget year for which they are planned. For 2018-2019, the only current special project is the FPSE history project. Items from last year have been completed or are pending review of future activities.



# MINUTES *of the* 2017 AGM

HOTEL GRAND PACIFIC, VICTORIA, BC  
MAY 15 – 18

**5. To adopt 2017/2018  
Strategic Goals  
document, AS AMENDED.**

MS: PC/Local 16

AMENDMENT

Point 5: "Supporting  
decolonization, reconciliation and

## **SESSION I**

**MONDAY, MAY 15, 2017**

**14:00 – 17:00 HOURS**

### **OFFICERS**

President George Davison  
First Vice-President Frank Cosco  
Second Vice-President Leslie Molnar  
Secretary-Treasurer Terri Van Steinburg

### **DELEGATES**

#### **Local 1: Capilano University Faculty Association**

Brent Calvert, Michael Begg,  
Colin Gilker, Anthea Mallinson,  
Kirsten McIlveen, Joanne Quirk

#### **Local 2: Thompson Rivers University Faculty Association**

Tom Friedman, Mohd Abdullah,  
Ehsan Ahmed, Wayne Babinchuk,  
Lloyd Bennett, Derek Cook, Star  
Mahara, Jack Massalski, Peggy  
McKimmon, Musfiq Rahman, Cindy  
Ross Friedman, Melissa Svendsen,  
Juliana West

#### **Local 3: Faculty Association of the College of New Caledonia**

Rob-Roy Douglas, Jan Mastromatteo,  
Marta Tejero

#### **Local 4: Douglas College Faculty Association**

Erin Rozman, Jacquie Arndt, Stephen  
Crozier, Jennifer Kirkey, Charles Odoom,  
Wendy Parry, Lynette Sigola, Peggy  
Wyatt, Robin Wylie

#### **Local 5: Kwantlen Faculty Association**

Bob Davis, Seema Ahluwalia,  
Judy Bicep, Tanya Boboricken,  
George Broderick, Roger Cannon,  
Ann Marie Davison, Gillian Dearle,  
Balbir Gurm, Raphael Lagoutin,  
Susana Phillips, Rob Scharff,  
Jeff Shantz, Diane Walsh

#### **Local 6: College of the Rockies Faculty Association**

Joan Kaun, Butch Butalid, Ben Heyde

#### **Local 7: University of the Fraser Valley Faculty & Staff Association**

Sean Parkinson, Colleen Bell,  
Laura Chomiak, Kulwant Gill,  
Michael Maschek, Bob McAuliffe,  
Lisa Morry, Christina Neigel,  
Kim Nickel, Margaret Nickelchok

#### **Local 8: Vancouver Island University Faculty Association**

Chris Jaeger, Chris Alemany  
Anna Atkinson, Kelly Black  
Johnny Blakeborough, Eiko Eby  
Denise Hook, Kathleen Reed  
Marni Stanley, Laura Suski,  
Deborah Torkko

#### **Local 9: Okanagan College Faculty Association**

Tim Walters (executive  
member-at-large), Randy Brown,  
Amy Cohen, Robert Groves,  
Jasmine Korčok, Rod Watkins

#### **Local 10: Selkirk College Faculty Association**

Duff Sutherland, Leesa Dean,  
Renée Jackson-Harper,  
Rebecca Jacobson

#### **Local 11: Academic Workers' Union**

Sheree Ronaasen, Melanie Wilke

#### **Local 12: Camosun College Faculty Association**

Al Morrison, Tim Elkin, Candace Fertile,  
Debbie Hlady, Judith Hunt, Jody Isaac,  
Nasr Khalifa, Tanya Kirkland,  
Tana Kristjanson, Randal Tonks

#### **Local 14: Langara Faculty Association**

Lynn Carter (executive member-at-  
large), Scott McLean, Niall Christie,  
Alison Curtis, Janet Douglas, Bradley  
Hughes, Darrell Kean, Brian Koehler,  
Stephen Phillips, Paul Prosperi,  
Jessie Smith, Mark Smith

**Local 15: Vancouver Community College Faculty Association**

Karen Shortt, Wayne Avery, David Branter, Karen Brooke, Andrew Candela, John Demeulemeester, Elena Kuzmina, Helga Mankhof, Taryn Thomson, Judith Wallace, Alison Woods

**Local 16: North Island College Faculty Association**

Shirley Ackland, Janis Almond, Yiling Chow, Anne Cumming

**Local 17: Thompson Rivers University Open Learning Faculty Association**

Marie Low

**Local 19: Nicola Valley Institute of Technology Employees' Association**

Sharon McIvor, Mandy Jimmie

**Local 21: Education & Training Employees' Association**

Kevin Drager, Dan Reilander, Carol Taylor, Sonja Winks

**Local 22: Emily Carr University Faculty Association**

Rita Wong, Armen Haig, Alexandra Hass

Elena Kuzmina (local 15)  
Chair, Status of Women Committee

Reto Riesen (local 11)  
Chair, Workplace Health, Safety & Environment Committee

**GUESTS**

Jane McAlevey, Keynote Speaker,  
Labour and Work Life Program,  
Harvard Law School

Dileep Athaide  
Past Secretary-Treasurer, FPSE

Anna Beukes  
President, Alberta Colleges and  
Institutes Faculties Association

Kathy Conroy  
Past President, FPSE

Martin Devitt  
Local 242 President, OPSEU

Aaron Ekman  
Secretary-Treasurer,  
BC Federation of Labour

Victor Elkins  
President, Hospital Employees' Union

Paul Faoro  
President, CUPE BC

Mary L. Griffin  
President, Association of BC College  
Pension Plan Retirees

Nikki Hill  
Director, Labour Participation  
Department, United Way  
Lower Mainland

Orion Irvine  
Director, Pacific Region,  
Canadian Labour Congress

Laurie Izgorean  
BCIT Faculty & Staff Association

Carole James  
MLA, Victoria-Beacon Hill

James Johnson  
President, CUFA BC

Simka Marshall  
Chairperson,  
BC Federation of Students

**STANDING COMMITTEE CHAIRS**

Gillian Dearle (local 5)  
Chair, Bargaining  
Coordination Committee

Ann Marie Davison (local 5)  
Chair, Disability Management  
& Rehabilitation Committee

Gilbert Bede (local 9)  
Chair, Education Policy Committee

Norah Bowman (local 9)  
Chair, Human Rights & International  
Solidarity Committee

Teressa Fedorak (local 2)  
Chair, Non-Regular Faculty Committee

Kevin Drager (local 21)  
Chair, Private Sector Policy Committee

Marcel Dirk (local 6)  
Chair, Professional & Scholarly  
Development Committee

Cam McRobb  
Instructors' Bargaining  
Council Chair, BCGEU

Cindy Oliver  
Past President, FPSE

Paul Ramsey  
Past President, FPSE

Annette Taylor  
Executive Member,  
Component 7, BCGEU

Terri Van Steinburg  
President, National Union of Canadian  
Assn of University Teachers

Diane Wood  
President, BC Federation  
of Retired Union Members

#### FPSE STAFF

Jenny Arsenault  
Administrative Coordinator

Lucía Salazar  
Administrative Coordinator

Jennifer Schmidt  
Administrative Coordinator

Nancy Yip  
Administrative Coordinator

Matt Toma  
Staff Accountant

Lesley Burke-O'Flynn  
Staff Representative

Weldon Cowan  
Staff Representative

Norman Gludovatz  
Staff Representative

Sean Hillman  
Staff Representative

Leah Squance  
Staff Representative

Zoe Towle  
Staff Representative



## CALL TO ORDER

The meeting was called to order at 14:00 hours by FPSE President George Davison.

President Davison introduced First Nation Elder Jacquie Albany, who welcomed the delegation to the traditional territory of the Esquimalt and Songhees Nations.

Members opened the meeting by singing Solidarity Forever.

President Davison welcomed guests: Annette Taylor, executive member, BCGEU, component 7; Jim Johnson, president, CUFA BC; Aaron Ekman, secretary-treasurer, BC Federation of Labour; Martin Devitt, president, OPSEU Local 242; Laurie Izgorean, BCITFSA; Paul Faoro, president, CUPE BC; and past FPSE presidents Cindy Oliver, Kathy Conroy, and Paul Ramsey.

President Davison welcomed the delegates to the 47th FPSE AGM and convention, and thanked host local 16, North Island College Faculty Association, and FPSE staff. He introduced and thanked Executive Committee members, Presidents' Council, and standing committee chairs and members.

## AGM PROCEEDINGS

### *Rules of Order*

Secretary-Treasurer Terri Van Steinburg read the AGM Rules of Order.

### *Harassment Policy and Introduction of Ombudspersons*

The secretary-treasurer read the harassment policy and introduced the two ombudspersons appointed by Presidents' Council for the convention: Leslie Molnar (Local 06) and Bob Davis (Local 05).

### *Introduction of Nominations and Resolutions Committee Members*

The secretary-treasurer announced that the Nominations Committee members, wearing red ribbons, were

Tom Friedman, chair (FPSE Local 2), Brent Calvert (FPSE Local 1), Joan Kaun (FPSE Local 6), and Chris Jaeger (FPSE Local 8).

Tom announced nominations received to date:

- George Davison (FPSE Local 3), nominated for the position of president by Sean Parkinson (FPSE Local 7);
- Frank Cosco (FPSE Local 15), nominated for the position of first vice-president by Duff Sutherland (FPSE Local 10);
- Leslie Molnar, nominated for the position of second vice-president by Lynn Carter (FPSE Local 14).
- Terri Van Steinburg (FPSE Local 5), nominated for the position of secretary-treasurer by Shirley Ackland (FPSE Local 16);

Members of the Resolutions Committee, wearing blue ribbons, were introduced: Shirley Ackland (FPSE Local 16) Tim Walters (FPSE Local 9), Al Morrison, Karen Shortt (FPSE Local 15) and FPSE staff representative Leah Squance.

## VERIFICATION OF PROXIES

Secretary-Treasurer Terri Van Steinburg verified proxy forms received from member locals, and voting cards were distributed with the following delegate entitlements for the 2017 AGM:

Local 1	Capilano University Faculty Association.....	8
Local 2	Thompson Rivers University Faculty Association.....	13
Local 3	Faculty Association of the College of New Caledonia.....	6
Local 4	Douglas College Faculty Association, .....	13
Local 5	Kwantlen Faculty Association.....	16
Local 6	College of the Rockies Faculty Association.....	3

Local 7	University of the Fraser Valley Faculty and Staff Association .....	11
Local 8	Vancouver Island University Faculty Association.....	11
Local 9	Okanagan College Faculty Association.....	6
Local 10	Selkirk College Faculty Association.....	4
Local 11	Academic Workers' Union .....	2
Local 12	Camosun College Faculty Association.....	10
Local 14	Langara Faculty Association.....	11
Local 15	Vancouver Community College Faculty Association .....	10
Local 16	North Island College Faculty Association.....	4
Local 17	Thompson Rivers University Open Learning Faculty Association.....	2
Local 19	Nicola Valley Institute of Technology Employees' Association .....	2
Local 21	Private Sector Faculty & Staff Association of BC .....	4
Local 22	Emily Carr University of Art + Design Faculty Association.....	3

TOTAL: 139

MS (Secretary-Treasurer, Local 5)  
[1] To adopt the voting entitlement.  
CARRIED

## APPROVAL OF THE AGENDA

MS (Local 4, Local 9)  
[2] To approve the agenda as amended  
CARRIED

## APPROVAL OF THE MINUTES OF THE 2016 ANNUAL GENERAL MEETING

MS (Local 14, Local 6)  
[3] To approve the minutes of the 2016 AGM as presented.  
CARRIED

## PRESIDENT'S REPORT AND PRESENTATION, ON BEHALF OF PRESIDENTS' COUNCIL

President George Davison outlined the challenges and opportunities facing post-secondary educators in light of the recent provincial election. Despite the uncertainty of the election outcome, Davison stressed the impact that FPSE had on making post-secondary education an election issue through our Open the Doors campaign. The incredible work done by Locals across the province made the campaign a success, and it marked an unprecedented level of activity for the federation, as the largest and most ambitious campaign in our history. He spoke about how the potential change in government presents a valuable opportunity to use the momentum from the campaign to lobby for comprehensive reforms of post-secondary education.

Davison also talked about the 2017-2018 Strategic Goals, which chart an ambitious framework for the federation over the coming year. Looking further ahead, to the next round of collective bargaining in 2019, he emphasized the need to mobilize members to support our bargaining goals. When educators stand together in collective strength and solidarity, they make a difference. The idea that we are stronger together guides all aspects of FPSE's work, from collective bargaining, to organizing, to democratizing post-secondary governance, to building high-participation unions.

Post-secondary educators' commitment to strength in numbers has deep roots. From the CFF to CIEA to FPSE, we've been advocating for

better rights and working conditions for post-secondary faculty and staff for 47 years. In 2020, FPSE will be celebrating its 50th anniversary, and is undertaking a project to celebrate both the milestone and the work done over our organization's history. Looking back guides us as we move forward, reminding us that the work we do is – and always has been – important; it shapes the social and economic destiny of our province and improves lives in every community in BC.

In conclusion, Davison thanked the delegates, their local executive members, members of Presidents' Council, Executive Committee members and FPSE staff for their continued support for the federation.

A video showing highlights from the provincial Open the Doors campaign was projected.

President Davison then introduced Keynote Speaker Jane McAlevey, organizer, scholar, author of two books, and an activist in globalization and global environmental issues for decades. Jane addressed the delegates on the topic of building high participation unions.

*The meeting recessed for the day.*

## SESSION II

**TUESDAY, MAY 16, 2017**

**09:00 – 12:00 HOURS**

President George Davison called the meeting to order at 09:00 hours.

He then introduced Brother Paul Faoro, president of CUPE BC; and Aaron Ekman, secretary-treasurer of the BC Federation of Labour, who addressed the delegates.

President Davison welcomed guests Cam McRobb from the BCGEU, Component 7; HEU president Victor Elkins; and ACIFA president Anna Beukes.

### **BUSINESS ARISING FROM THE PREVIOUS MINUTES AND PRESIDENT'S REPORT ON ACTIONS OF THE 2016 AGM**

MS (Local 2, Local 14)  
[4] To receive the Action Resolutions from the 2016 Annual General Meeting.  
CARRIED

### **OTHER REPORTS FROM THE EXECUTIVE COMMITTEE**

#### **SECRETARY-TREASURER'S REPORT**

Secretary-Treasurer Terri Van Steinburg presented her report, highlighting that the election showed a desire for change, with four BC Liberal cabinet ministers losing their seats. She also thanked the president, executive, FPSE staff for their work and support over the past year.

### **VICE-PRESIDENTS' REPORTS**

First Vice-president Frank Cosco presented his report in the handbook. He mentioned his hopes for significant gains to be made in the next round of bargaining for non-regular faculty, which will require solidarity from all members.

Second Vice-President Leslie Molnar highlighted points from her written report. Molnar noted that the Open the Doors campaign was successful because it inspired member and Local

involvement, and thanked the locals for making that possible. She also extended her thanks to members of the Executive, FPSE staff and all FPSE members.

### **MEMBERS-AT-LARGE REPORTS**

Member-at-Large Lynn Carter (FPSE Local 14) presented her written report, and thanked the chairs and staff representatives from the committees to which she served as Executive Liaison, the Status of Women Committee and the Disability Management and Rehabilitation Committee.

President George Davison thanked Lynn Carter for all her past work and service and wished her the best on her retirement.

Member-at-Large Tim Walters (FPSE Local 9) highlighted his report. He announced that, due to ill health, HRISC Local 21 Representative Charles Boylan was not in attendance at this year's AGM. As such, Walters called the delegates' attention to Charles' letter of resignation from the HRISC in his report, and took a photo of the delegation with their fists raised in solidarity for Charles.

MS (Local 16, Local 5)  
[5] To receive the reports of the FPSE Executive.  
CARRIED

### **CALL FOR NOMINATIONS**

Tom Friedman, chair of the Nominations Committee announced the nominations received to date:

- George Davison (Local 3), nominated by Sean Parkinson (Local 7) for the position of president;
- Frank Cosco (Local 15), nominated by Duff Sutherland (Local 10) for the position of first vice-president;
- Leslie Molnar (Local 6), nominated by Lynn Carter (Local 14) for the position of second vice-president;
- Terri Van Steinburg (Local 5),



nominated by Shirley Ackland (Local 16) for the position of secretary-treasurer.

Tom Friedman then made the first call for nominations from the floor; none were received.

President George Davison then invited Mary Griffin, president of ABCCPPR, to bring greetings to the delegates.

A video showing the highlights of local contributions from the Open the Doors campaign was projected.

#### AUDITORS' REPORT

Secretary-Treasurer Terri Van Steinburg presented the report.

MS (Local 7, Local 19)  
[6] To receive the Auditors' Report  
CARRIED

#### RATIFICATION OF POLICY RESOLUTIONS FROM PRESIDENTS' COUNCIL 2016/2017

MS (Presidents' Council, Local 16)  
[7] That the document titled "FPSE Donations Policy" be adopted as a guide for future donations.  
CARRIED

MS (Presidents' Council, Local 14)  
[8] To approve the Precarious Profs campaign.  
CARRIED

MS (Presidents' Council, Local 21)  
[9] To adopt the Organizing Committee Report as submitted.

Amendment  
MS (Local 14, Local 15)  
[9.1] To omit "1.c. a new Local 23 of the FPSE be created to host public sector bargaining units not organized by an existing public sector Local" in the Organizing Committee Report.

Motion to Refer  
MS (Local 14, Local 16)  
[9.2] To refer the main motion and amendment to Presidents' Council for further discussion.  
CARRIED  
MAIN MOTION REFERRED

MS (Presidents' Council, Local 6)  
[10] To adopt the policy changes recommended by the Budget Policy Sub-Committee of Presidents' Council.

Amendment  
MS (Local 8, Local 4)  
[10.1] To amend the amount of \$100,000 to \$50,000 in 1.4.5 of the Budget Policy document.

DEFEATED  
MAIN MOTION CARRIED.

#### CALL FOR NOMINATIONS

Tom Friedman, chair of the Nominations Committee announced the nominations received:

- George Davison (Local 3), nominated by Sean Parkinson (Local 7) for the position of president;
- Frank Cosco (Local 15), nominated by Duff Sutherland (Local 10) for the position of first vice-president;
- Leslie Molnar (Local 6), nominated by Lynn Carter (Local 14) for the position of second vice-president;
- Terri Van Steinburg (Local 5), nominated by Shirley Ackland (Local 16) for the position of secretary-treasurer.

Tom Friedman then made the second call for nominations from the floor; none were received.

*The session recessed at 12:00 hours for lunch, followed by workshops in the afternoon.*

## **SESSION III**

### **WEDNESDAY, MAY 17, 2017**

### **09:00 – 15:15 HOURS**

President Davison called the meeting to order at 09:00 hours. He then introduced Carole James, recently re-elected as MLA for Victoria-Beacon Hill, who brought greetings to the delegates, appreciation and thanks on behalf of John Horgan.

#### **2017/2018 STRATEGIC GOALS**

MS (Local 7, Local 16)

[11] To adopt 2017 / 2018 Strategic Goals document as amended.

Amendment

MS (Local 5, Local 8)

[11.1] Point 5: "Supporting decolonization, reconciliation and indigenization on our campuses and in Canadian society"

AMENDMENT CARRIED

Amendment

MS (Local 2/ Local 16)

[11.2] Point 3: "Advocating for non-regular faculty members"

AMENDMENT CARRIED

MAIN MOTION CARRIED AS AMENDED

#### **SPECIAL RESOLUTIONS: CONSTITUTIONAL AND BY-LAW AMENDMENTS**

MS (Local 9, Local 1)

[12] FPSE will amend its Constitution to include a non-regular faculty representative position on the FPSE Executive, which will be filled by election at the 2018 AGM.

To amend By-Law 3.1 to read:

3.1 The Presidents' Council shall consist of the president, vice-president, secretary-treasurer, immediate past president, the second vice-president, a Non-Regular Faculty representative, and the president or his/her delegate of each member association. The president of the federation shall chair meetings of the Presidents' Council.

And amend By-Law 3.9 to read:

3.9 Notwithstanding By-Law #6.2, the president, vice-president, second vice-president, and secretary-treasurer, and a Non-Regular Faculty representative shall be elected at the annual general meeting or special general meeting by a simple majority of delegate votes cast in a secret ballot...

And further amend By-Law 4.1 to read:

4.1 The Executive Committee shall consist of the table officers of the Presidents' Council; that is, president, vice-presidents, secretary-treasurer, immediate past president, and two members-at-large, and a Non-Regular Faculty representative.

Amendment

MS (Local 14, \_\_\_\_\_)

[12.1] To amend the above motion by replacing Non-Regular Faculty representative with Non-Regular Faculty chair.

Motion ruled out of order

Motion to suspend

MS (Local 14, \_\_\_\_\_)

[12.2] To suspend the rules to allow the amendment of Special Resolution #1.

DEFEATED

Amendment

MS (Local 5, \_\_\_\_\_)

[12.3] To separate the rules and vote on 3.1 and 3.9 as one resolution and 4.1 as a second resolution.

Ruled out of order by chair because the amendment changes the intent of the resolution.

Ruling Appealed

MS (Local 5, \_\_\_\_\_)

[12.4] To appeal the decision of the chair.

APPEAL DEFEATED

CHAIR'S RULING UPHeld

The vote is called.

Special Resolution #1 is DEFEATED

President Davison introduced Simka Marshall, BC Federation of Students chairperson, who addressed the delegates.

MS(Local 15, Local 14)

[13] FPSE will:

Amend By-Law 3.2 to read:

3.2 The president shall be elected at the Annual General Meeting for a two-year term and shall take office no later than September 1 following the Annual General Meeting.

And amend By-Law 3.3.1 to read:

3.3.1 The vice-president shall be elected for a two-year term at the annual General meeting after the election of the president and shall take office following the Annual General Meeting.

And amend By-Law 3.3.2 to read:

3.3.2 The secretary-treasurer shall be elected separately for a two-year term at the AGM after the election of the president and shall take office no later than September 1 following the Annual General Meeting.

And amend By-Law 3.3.4 to read:

3.3.4 The second vice-president shall be elected for a two-year term at the annual General meeting after the election of the president and shall take office following the Annual General Meeting.

DEFEATED

*The meeting recessed for lunch.  
President Davison called the meeting  
back to order at 13:00 hours.*

#### **SPECIAL RESOLUTIONS: AMENDMENTS TO CONSTITUTION & BY-LAWS (CONTINUED)**

MS (Local 15, Local 2)

[14] FPSE will amend

By-Law 6.11.1 to read:

6.11.1 For all purposes of the Society, Special Resolution shall mean a resolution passed by a two-thirds (2/3) majority of such members entitled to vote as are present in person only at any Presidents' Council meeting, or present in person or by proxy at any Annual General Meeting or Special General Meeting of which notice

specifying the intention to propose the resolution as a Special Resolution has been duly given.

CARRIED

MS (Local 1, Local 5)

[15] To suspend rules of order to allow introduction of another Special Resolution (AGM motion #18).

CARRIED

MS (Local 5, Local 1)

[16] FPSE will amend By-Law 3.1 to read:  
3.1 The Presidents' Council shall consist of the president, vice-president, secretary-treasurer, immediate past president, the second vice-president, the Non-Regular Faculty Committee chair and the president or his/her delegate of each member association.

CARRIED

#### **CALL FOR NOMINATIONS AND ELECTIONS**

Tom Friedman, chair of the Nominations Committee, announced the nominations received:

- George Davison (Local 03), nominated for the position of president by Sean Parkinson (Local 07);
- Frank Cosco (Local 15), nominated for the position of first vice-president by Duff Sutherland (Local 10);
- Leslie Molnar, nominated for the position of second vice-president by Lynn Carter (Local 14).
- Terri Van Steinburg (Local 05), nominated for the position of secretary-treasurer by Shirley Ackland (Local 16);

Tom made a third and final call for nominations from the floor. Receiving none, he declared the nominations closed. He then implemented By-Law 3.9 and announced that:

- George Davison (Local 3) was declared president by acclamation;
- Frank Cosco (Local 15) was declared first vice-president by acclamation;

- Leslie Molnar (FPSE Local 6) was declared second vice-president by acclamation;
- Terri Van Steinburg (FPSE Local 5) was declared secretary treasurer by acclamation.

President Davison thanked the Nominations Committee and resumed the chair.

President Davison introduced Anna Beukes, president of the Alberta Colleges & Institutes Faculties Association (ACIFA), who brought greetings.

Kevin Drager, president of FPSE Local 21 ETEA, read a letter of support and best wishes from former HRISC representative Charles Boylan.

President Davison presented Shirley Ackland, president of FPSE Local 16 North Island College Faculty Association, with a Dedicated Service Award from CAUT.

A video of the Open the Doors provincial campaign was shown to the delegates. President Davison thanked everyone for their work and support in the OTD campaign.

## REPORTS AND RESOLUTIONS FROM STANDING COMMITTEES

### *BARGAINING COORDINATION COMMITTEE*

Chair Gillian Dearle (Local 5) presented her report. She thanked BCC for their work and the work done by the bargainers in the previous round of bargaining.

MS (BCC, Local 2)  
[17] That a line of \$10,000 be designated in the 2017/2018 budget to commission the FPSE bargaining history.  
Motion to Refer

MS (Local 16, Local 2)  
[17.1] That the motion be referred to Presidents' Council.  
DEFEATED  
MAIN MOTION CARRIED

### *CONTRACT ADMINISTRATION REVIEW COMMITTEE*

CARC chair Lui Marinelli (Local 10) sent regrets. President Davison directed delegates to his written report.

### *DISABILITY MANAGEMENT & REHABILITATION COMMITTEE*

Chair Ann Marie Davison (Local 5) presented her written report. She thanked Lynn Carter, Executive Liaison, and wished her the best on her retirement.

### *EDUCATION POLICY COMMITTEE*

MS EPC, Local 9)  
[18] That FPSE call on college administration, education councils, faculty to work together to take such steps as may be required to ensure that international students either have on their arrival in Canada, or acquire after their arrival, sufficient language, literacy, social support, and scholastic skills to meet the requirements of courses before they are admitted to such courses, and provide ongoing supports for international students while they are enrolled, and this should become a provincial bargaining issue.

Amendment

MS (Local 4, Local 1)  
[18.1] That "and staff" be added after faculty.  
CARRIED

Motion to Refer  
MS (2nd vice-president, FPSE Local 1)  
[18.2] To refer the above resolution to Presidents' Council.  
CARRIED  
MOTION REFERRED

*The meeting adjourned at 15:15 hours.*



## SESSION IV

### THURSDAY, MAY 18, 2017

### 09:00 – 12:00 HOURS

President Davison called the meeting to order at 9:00 hours and thanked the hotel staff, UNIFOR Local 114. He acknowledged and welcomed guests Orion Irvine, Director, Pacific Region, Canadian Labour Congress; and Dileep Athaide, past FPSE secretary-treasurer.

MS (Local 5, Local 16)

[19] To amend the agenda to prioritize those resolutions with financial implications over others.

CARRIED

#### RESOLUTIONS WITH FINANCIAL IMPLICATIONS

MS (HRISC, Local 15)

[20] That HRISC receive \$2,000 in funding for the development of a book and/or digital document for the FPSE website detailing the 2016 CoDev tour of Nicaragua and Honduras.

CARRIED

MS (SWC, Local 14)

[21] That FPSE continue to support DOXA for the 2018 festival.

CARRIED

MS (Local 9, Local 2)

[22] FPSE will send a letter of support to Academics for Peace and donate funds to support Academics for Peace, at an amount between \$1000 and \$5000, to be decided by Presidents' Council.

CARRIED

MS (Local 1, Local 11)

[23] FPSE will create an Indigenous standing committee with the resources of all other standing committees and tasked with steering and promoting Indigenous issues through and with the collective support and effort of our federation.

*Amendment*

MS (Local 1, Local 5)

[23.1] To delete "tasked with steering and promoting Indigenous issues through and."

CARRIED

MAIN MOTION CARRIED

MS (Local 7, Local 5)

[24] FPSE will establish a fund, informed by an FPSE debrief/analysis of Open the Doors and the '30 drops out of the bucket' campaign at OCFA and UFVFS to support an annual student debt contest to maintain/raise awareness of the ongoing and often crushing costs of post-secondary education, and will engage in a focused lobbying campaign around excessive student debt.

*Amendment*

MS (Secretary-Treasurer, Local 16)

[24.1] To add "establish a fund, up to \$100,000."

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Local 5, Local 7)

[25] FPSE will make every effort to get Jane McAlevey to make a comprehensive presentation to our bargaining conference, and send three of our staff representatives to be trained in the 'Power, Power Structure' piece of the Labor and Worklife Program.

CARRIED

MS (Local 15, Local 22)

[26] FPSE will allocate up to \$25,000 to support its continuing advocacy for tuition-free ABE and ESL programming.

CARRIED

MS (Local 9, Local 22)

[27] FPSE will continue to fund, in an ongoing annual allocation, the HRISC speakers' tour, for \$10,000 per year.

CARRIED

MS (Local 15, Local 14)

[28] FPSE will fund a SWC-nominated member to attend leadership programs at the Banff Centre.

CARRIED

MS (Local 15, Local 14)  
[29] FPSE will fund a SWC-nominated member to participate in training on domestic violence, provided by the Ending Violence Association of BC (EVA) and the CAUT Equity Conference.

*Amendment*  
MS (Secretary-Treasurer, Local 5)  
[29.1] To delete “and the CAUT Equity Conference.”  
CARRIED

*Amendment*  
MS (Local 9, Local 15)  
[29.2] To add “up to three SWC-nominated members.”  
CARRIED  
MAIN MOTION CARRIED AS AMENDED

MS (Local 8, Local 11)  
[30] FPSE will provide the chair of the Non-Regular Faculty Committee, or their designate, with an honorarium of \$250 for each meeting of presidents' Council they attend.

*Amendment*  
MS (Local 9, Local 1)  
[30.1] To add “in cases where the NRFC chair does not receive release time for their attendance to these meetings.”  
DEFEATED

*Amendment*  
MS (Local 15, Local 21)  
[30.2] Replace “honorarium of \$250” with “be compensated”.  
DEFEATED

*Amendment*  
MS (2nd Vice President, Local 16)  
[30.3] Reword to say “be compensated in the amount of \$250”.  
CARRIED  
MOTION CARRIED AS AMENDED

## PROPOSED 2017/2018 BUDGET

MS (Secretary-Treasurer, Local 6)  
[31] To approve the proposed 2017/2018 Operating Budget.  
CARRIED

MS (Secretary-Treasurer, Local 7)  
[32] To approve the proposed 2017/2018 Capital Budget.  
CARRIED

## RESOLUTIONS WITHOUT FINANCIAL IMPLICATIONS

### REPORTS AND RESOLUTIONS FROM STANDING COMMITTEES (CONT'D)

#### *HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE*

MS (HRISC, Local 2)  
[33] That because labour rights are human rights and our campuses provide unfair trade goods and services, FPSE investigate and take action to promote and ensure fair trade practices.  
CARRIED

MS (HRISC, Local 12)  
[34] That FPSE support the Truth and Reconciliation Committee's Calls to Action, especially through supporting the development and implementation of education on Indigenous themes for students at their members' post-secondary educational institutions.

*Amendment*  
MS (Local 5, Local 2)  
[34.1] To add “to support the inherent and collective rights of Indigenous peoples to rights of sovereignty and self-determination, and the TRC...”  
CARRIED  
MAIN MOTION CARRIED AS AMENDED

MS (HRISC, Local 15)  
[35] That FPSE make a public statement that:  
1. We support the Aboriginal Rights of the Treaty 8 First Nations, particularly the Indigenous people of the Peace River watershed;  
2. We call for an independent review of the Site C dam by the BC Utilities Commission.  
CARRIED

#### NON-REGULAR FACULTY COMMITTEE

As there were no motions to report, chair Teressa Fedorak (FPSE Local 2) directed delegates to her written report.

#### PENSION ADVISORY COMMITTEE

MS (PAC, Local 3)

[36] That FPSE request that bcIMC present shareholders' resolutions that corporate funding for policy activities be restricted to activities that are aligned with, and do not actively work against, the interest of pension plans.  
CARRIED

MS (PAC, Local 15)

[37] Replace 4.14.1 of the FPSE Policy Manual by substitution with a comprehensive policy statement as follows:

##### 4.14.1 Principles

1. Transition to retirement initiatives should be developed by FPSE and its locals to encourage work-force transition within a framework that:
  - respects the continuing contributions of senior faculty,
  - respects their right to continue working
  - provides them with incentives to pro-actively plan for their retirement or to work at lower time-status should they wish to,
  - and which increases opportunities for new and part-time faculty to work toward their desired time-status and become regularized as quickly as possible
2. Within the scope of FPSE policy, locals should develop activist agendas to address Transition to Retirement
3. FPSE and its locals will promote Transition to Retirement initiatives that attempt to limit any combination of pension and employment income such that the total income not exceed a full-time salary.

#### 4.14.2 Prioritization of Transition to Retirement Initiatives

Locals considering Transition to Retirement initiatives should do so in the following priority order:

1. Full retirement with retirement incentives as needed
  2. Phased retirement; that is, a process where a member gradually reduces their workload, aiming towards an agreed-upon, binding retirement date with further retirement incentives as needed."
  3. To the extent post-retirement re-employment options encourage retirement, such options should limit re-employment in terms of length and time-status and also limit re-employment rights
- CARRIED

MS (PAC, Local 1)

[38] That 4.14.2(2) of the FPSE Policy Manual be amended by adding "with further retirement incentives as needed."

CARRIED

MS (PAC, Local 6)

[39] That FPSE pursue and lobby for changes that would serve the overall goals of supporting senior faculty who wish to collect pension income before retirement and reduce their workload. Such changes would include the possibility of partial or other forms of "pre-retirement" pensions.

CARRIED

MS (PAC, Local 12)

[40] That FPSE continue to work towards improvements in access to affordable and comprehensive post-retirement medical/dental benefits.

CARRIED

MS (PAC, Local 8)

[41] That FPSE undertake a survey of retired and non-retired members that will provide data that can better inform the transition to retirement measures

it takes and further, that a joint PC-PAC committee be charged with devising and coordinating the survey process.  
CARRIED

MS (PAC, Local 1)

[42] That BCC be tasked with creating separate model language packages for:

1. Retirement Incentives that lead to full retirement;
2. Phased Retirement Processes that provide a clear path to retirement over a set time-frame during which incumbent members have incentives for reducing their workload.
3. Post-retirement employment, but only when:
  - i. rights to incumbent workers are respected, a full canvass for new workers takes place in any posting process;
  - ii. that such post-retirement work be without regularization, benefits, or increment accrual;
  - iii. that combined compensation of pension plus pay not exceed the top of the faculty salary scale.
4. When constructing such model language packages, BCC shall use the following guiding principles:
  - i. When regular faculty members retire, institutions should be obligated to fill those vacancies with regular positions or regularized faculty.
  - ii. Retirement incentives should not result in cost savings that benefit the employer. Any savings should go towards supporting and encouraging work-force transition, or towards regularizing non-regular faculty.
  - iii. As such transition initiatives are to be standing, reoccurring features of workplace arrangements, the work created should lead to regularization or the regularization track.

CARRIED

MS (PAC, Local 16)

[43] That NRFC within its terms of reference add to its list of responsibilities the following point #2: Monitor the effects of the removal of mandatory retirement at FPSE locals and the effectiveness of any Transition to Retirement initiatives and their compliance with FPSE policies. Make action recommendations on Transition to Retirement matters from time to time as deemed necessary.

CARRIED

MS (PAC, Local 2)

[44] 1. Compliance with Human Rights Legislation  
That through CARC, locals review their collective agreements to ensure that language referring to mandatory retirement or the use of a member's age in calculating access to benefits or leaves have been removed or minimized so that they are in compliance with Human Rights legislation.

2. Evaluation

That through CARC, locals continue to monitor evaluation language in order to ensure fair treatment of faculty regardless of age.

3. Potential Strains on the Workplace  
That CARC develop steward and local training modules on practical pitfalls and approaches in workplaces that have a greater proportion of older workers.

CARRIED

#### *PRIVATE SECTOR POLICY COMMITTEE*

As there were no motions to report, delegates were referred to the written report by committee chair Kevin Drager (FPSE Local 21).



*PROFESSIONAL & SCHOLARLY  
DEVELOPMENT COMMITTEE*

MS (PSDC, Local 8)

[45] That the president of FPSE write a letter to the Ministry of Advanced Education demanding that all institutions provide PD to all regular and non-regular faculty and staff re: TRC recommendations, and to provide adequate release time to access this PD.

*Amendment*

MS (Local 14, Local 2)

[45.1] To add “to all regular and non-regular faculty.”

AMENDMENT CARRIED

MAIN MOTION CARRIED AS AMENDED

*STATUS OF WOMEN COMMITTEE*

MS (SWC, Local 5)

[46] That FPSE encourage locals to consider sending their SWC representatives to the AGM as delegates.

CARRIED

MS (SWC, Local 15)

[47] That FPSE urge all locals to negotiate domestic violence language in their collective agreements that recognizes domestic violence and ensures work protections, using the principles of the Canadian Labour Congress concerning domestic violence as a guide.

*Motion to Refer*

MS (Local 5, Local 12)

[47.1] That the motion  
be referred to BCC.

MOTION TO REFER DEFEATED

MAIN MOTION CARRIED

MS (SWC, Local 2)

[48] That FPSE encourage all locals to bargain collective agreement language regarding the provision of childcare and/or resources for childcare for members.

CARRIED

*WORKPLACE HEALTH, SAFETY &  
ENVIRONMENT COMMITTEE*

There were no motions to report, delegates were referred to the chair’s written, Reto Riesen (FPSE Local 11).

*RESOLUTIONS  
FROM MEMBER LOCALS*

MS (Local 9, Local 3)

[49] FPSE will:

1. Recommend that members refrain from travelling to the United States of America; and
2. Refrain from funding any travel to the U.S. until the discrimination has most definitely stopped.

*Amendment*

MS (Local 1, Local 9)

[49.1] To amend the first point such that it reads: “Recommend that locals encourage members to refrain from travelling to the United States of America.”

AMENDMENT CARRIED

MAIN MOTION DEFEATED

MS (Local 15/Local 5)

[50] FPSE WILL allocate up to \$100,000 from its defence fund to continue to support and build upon its Open the Doors advocacy during the 2017/2018 fiscal year.

*Amendment*

MS (Local 2, Local 15)

[50.1] To increase the amount to up to \$250,000.

AMENDMENT CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Local 9, Local 7)

[51] To refer all remaining motions to PC  
CARRIED

## **HOST AND LOCATION OF 2018 CONVENTION**

Next year's AGM & Convention  
will be held in Whistler from May 14-17,  
and will be hosted by Capilano  
Faculty Association.

## **OTHER BUSINESS**

None.

## **ADJOURNMENT**

MS (Local 15, Local 14)  
[52] That the meeting be adjourned.  
CARRIED

*The meeting adjourned at 12:10 hours.*

# ABBREVIATIONS

AWU .....	Academic Workers' Union FPSE Local 11 (NWCC)	LFA .....	Langara Faculty Association, FPSE Local 14
BCC .....	Bargaining Co-ordination Committee	NICFA .....	North Island College Faculty Association, FPSE Local 16
CARC .....	Contract Administration Review Committee	NRFC .....	Non-Regular Faculty Committee
CCFA .....	Camosun College Faculty Association, FPSE Local 12	NVITEA .....	Nicola Valley Institute of Technology Employees' Association, FPSE Local 19
CFA .....	Capilano University Faculty Association, FPSE Local 1	OCFA .....	Okanagan College Faculty Association, FPSE Local 9
CORFA .....	College of the Rockies Faculty Association, FPSE Local 6	PAC .....	Pension Advisory Committee
DCFA .....	Douglas College Faculty Association, FPSE Local 4	PC .....	Presidents' Council
DMRC .....	Disability Management & Rehabilitation Committee	PSDC .....	Professional & Scholarly Development Committee
DRISC .....	Decolonization, Reconciliation & Indigenization Standing Committee	PSFSA .....	Private Sector Faculty & Staff Association, FPSE Local 21
ECUFA .....	Emily Carr University Faculty Assn, FPSE Local 22	SCFA .....	Selkirk College Faculty Association, FPSE Local 10
EPC .....	Education Policy Committee	SWC .....	Status of Women Committee
ETEA .....	Education & Training Employees' Association	TRUFA .....	Thompson Rivers University Faculty Association, FPSE Local 2
FACNC .....	Faculty Association of the College of New Caledonia, FPSE Local 3	TRUOLFA .....	TRU Open Learning Faculty Association, FPSE Local 17
GARC .....	Grievance & Arbitration Review Committee	UFVFSA .....	University of the Fraser Valley Faculty & Staff Association, FPSE Local 7
HRISC .....	Human Rights & International Solidarity Committee	VCCFA .....	Vancouver Community College Faculty Association, FPSE Local 15
ISF .....	International Solidarity Fund	VIUFA .....	Vancouver Island University Faculty Association, FPSE Local 8
JADRC .....	Joint Administration & Dispute Resolution Committee	WHSEC .....	Workplace Health, Safety & Environment Committee
JCBA .....	Joint Committee on Benefits Administration		
KFA .....	Kwantlen Faculty Association, FPSE Local 5		

## OTHER

# ABBREVIATIONS

ABE.....	Adult Basic Education	CICAN .....	Colleges and Institutes Canada, formerly Association of Canadian Community Colleges (ACCC)
ABCCPPR.....	Association of BC College Pension Plan Retirees	CIRB.....	Canadian Industrial Relations Board
ACIFA.....	Alberta Colleges and Institutes Faculties Association	CLC.....	Canadian Labour Congress
AUCC.....	Association of Universities & Colleges of Canada	COCAL.....	Coalition of Contingent Academic Labor
BCCAT.....	BC Council on Admissions and Transfer	CPEN.....	Charter for Public Education Network
BCCP.....	BC College Presidents	CPP .....	College Pension Plan
BCFL/ BC FED .....	BC Federation of Labour	CUFA/BC .....	Confederation of University Faculty Associations of BC
BCGEU .....	BC Govt and Services Employees' Union	CUPE .....	Canadian Union of Public Employees
BCITFSA.....	BC Institute of Technology Faculty & Staff Association	CUPW .....	Canadian Union of Postal Workers
BCNU .....	BC Nurses' Union	ESB .....	Employment Standards Branch
BCPSCA.....	BC Post-Secondary Counsellors Association	ELT.....	English Language Training
BCRTA .....	BC Retired Teachers' Association	ELL.....	English Language Learning
BCTF .....	BC Teachers' Federation	ESL.....	English as a Second Language
CAF .....	Canadian Apprenticeship Forum	FECQ.....	Fédération étudiante collégiale du Québec
CAUT.....	Canadian Association of University Teachers	HEU .....	Hospital Employees' Union (affiliated to CUPE)
CCL.....	Canadian Council of Learning	HRDB.....	Human Resources Database
CCOHS .....	Canadian Centre for Occupational Health & Safety	HSA.....	Health Sciences Association
CCPA.....	Canadian Centre for Policy Alternatives	IMF .....	International Monetary Fund
CEU.....	Compensation Employees' Union	LGBTQ/2S.....	Queer, trans, and two-spirit lives
CFS.....	Canadian Federation of Students	LRB .....	Labour Relations Board
		LRC .....	Labour Relations Code
		MAVED.....	Ministry of Advanced Education & Skills Training



MOVEUP .....	Movement of United Professionals (formerly COPE)	SFUFA.....	Simon Fraser University Faculty Association
NUCAUT.....	National Union of the Canadian Assn of University Teachers	TFC.....	Toxic Free Canada
OECD .....	Organisation for Economic Co-operation & Development	TRC.....	The Truth and Reconciliation Commission of Canada
PEA.....	Professional Employees' Association	TURB .....	Trade Union Research Bureau
PENS.....	Public Education Network Society	TWU .....	Telecommunications Workers' Union
PPWC.....	Pulp, Paper and Woodworkers of Canada	UBCFA.....	University of BC Faculty Association
PSAC.....	Public Service Alliance of Canada	UFCW .....	United Food & Commercial Workers' International Union
PSEA.....	Post-Secondary Employers' Association	UNIFOR.....	Merged union est. 2013. Formerly Canadian Auto Workers (CAW) and Communications, Energy and Paperworkers (CEP).
PSEC.....	Public Sector Employers' Council	WCB.....	Workers' Compensation Board/WorkSafeBC
PSIPS.....	Post-Secondary Institutions Proposal System	WHMIS.....	Workplace Hazardous Material Information System
PTIB.....	Private Training Institute Branch	WTO .....	World Trade Organization
RUCBC.....	Research Universities' Council of BC		

# APPENDIX



## TERMS OF REFERENCE

# INTERNATIONAL SOLIDARITY FUND

## OVERVIEW AND MOTIVATION

The attention of informed union members has been drawn increasingly to human problems that are international in scope and nature. Problems like the scourge of global poverty and hunger, a global education deficit that sees more than 120 million children without basic schooling, climate change and resource depletion, and a rise in energy and resource-related warfare. At the same time, unions have become increasingly active in opposing coercive global trade agreements, in protesting the economic and political injustices of pro-corporate institutions like the World Bank, the IMF and the WTO, and in supporting the global peace movement. Capital flight to third world sweatshops and a shifting global division of labour have shown us that our interests are bound up with those of workers in the economically disadvantaged world. The maxim 'what we desire for ourselves, we wish for all' has come to have a new meaning. This new awareness calls on us to develop a new, global understanding of human rights and a new solidarity paradigm.

In May 2001, the FPSE (then CIEA) AGM adopted new terms of reference for the federation's Human Rights Committee. The committee was re-named the Human Rights & International Solidarity Committee (HRISC) and was mandated to advise the federation on international solidarity issues and to assist it in implementing related policies and actions. Subsequently, the committee has recognized a need for a

more deliberate, policy-based approach to solidarity work.

FPSE is not alone. Other unions in BC are seeking to engage global solidarity issues more effectively. The BC Government and Service Employees Union, the BC division of the Canadian Union of Public Employees, and the BC Teachers' Federation have put their international solidarity work on a more systematic footing. To that end, these unions have established international solidarity funds. These funds give recognition to the need to plan for stable, long-term solidarity relationships.

At the May 2006 AGM, the HRISC proposed and got approval in principle for the development of an FPSE international solidarity fund. At its November 2006 meeting, following an educational session on solidarity funds, HRISC struck a sub-committee to prepare a solidarity fund proposal. That proposal, amended and endorsed by the HRISC, is set out below.

## FPSE INTERNATIONAL SOLIDARITY FUND

### FUND SOURCE

The fund will be 1.25% of the annual dues of the previous fiscal year. Fundraising activities at the local or provincial level may supplement the fund.

### FUND GOVERNANCE

An International Solidarity Fund Committee (ISFC), comprising the



secretary-treasurer, two members elected by HRISC, and two Presidents' Council members, will make decisions on fund disbursements. Knowledge of human rights and international solidarity issues would be an asset for appointees to the ISFC.

International Solidarity Fund Committee members will be annually appointed by HRISC and Presidents' Council. Appointing bodies will consider continuity when making appointments.

Funding proposals may be initiated by any member local or Presidents' Council, Executive Committee or ISFC member. There will be a 45 day period between the call for proposals and the deadline for their receipt.

Disbursements of greater than \$7,000 will be subject to approval by Presidents' Council. All disbursements will be itemized and reported to Presidents' Council and HRISC at each meeting.

## BASIC OUTLOOK, OBJECTIVES AND ACTIVITIES SUPPORTED BY THE FUND

### BASIC OUTLOOK

The fund rests on the belief that we share experiences, needs and values with all members of the global community. We affirm that what we desire for ourselves, we wish for all others around the world.

International solidarity partnerships should be a two-way street. This means that while we can assist others in their local struggles for a decent life, respect and dignity, they can help us to understand better both our own situation and the consequences elsewhere of institutions and policies rooted in our own society.

International solidarity partnerships, as distinct from traditional charity efforts, stress linking to and supporting popular organizations working to advance human rights.

Understanding the human rights initiatives of others can place our own experiences and struggles in a broader perspective, one that allows us to see what our struggles have in common with others.

The right to an education is a gateway right, a right fundamental to the promotion of other human rights and to the promotion of well-being and dignity.

### OBJECTIVES

The fund:

- promotes international solidarity projects and actions that support disadvantaged people organizing to realize their basic human rights, projects informed by the values of equality, respect, human dignity and social justice;
- supports the development of solidarity relationships that are appropriately enduring and stable;
- promotes building relationships with others seeking to advance the basic human right to education;
- promotes awareness of policies or institutions in economically advantaged countries like Canada and the US that foster human rights violations in other countries;
- seeks to inform and enliven the work of our locals and our federation by encouraging our members to work in the disadvantaged world and by supporting our partners there to represent their work at FPSE meetings and functions;
- [considers project continuity and prior relationship with FPSE as a way of providing sustained support ensuring a long-lasting, stable partnership.](#)

### ACTIVITIES

The fund will support projects and actions in economically disadvantaged countries that:

- advance human rights, educators' initiatives, workers' rights, labour organizations and community development;



- have long term scope and the potential to establish a longstanding funding relationship with FPSE;
- advance the right to a publicly-funded education;
- oppose neo-liberal privatization and cuts in education;
- allow individual FPSE members to work directly in support of human rights;
- allow our partners in local communities to represent their work at FPSE meetings and functions;
- collaborate with other labour organizations in BC and Canada for agreed solidarity objectives;
- are housed or originate within an FPSE local, or have a demonstrated, long-standing relationship with an FPSE local;
- promote member education about social

and economic conditions and popular efforts toward social justice;

- promote and strengthen our members' abilities to teach about global justice issues;
- advocate to ensure a role for Canada in meeting the objectives of the ISF.

The fund will also support projects and actions that:

- increase awareness of policies or institutions that violate the human rights of people in economically disadvantaged countries;
- assist people or organizations in economically disadvantaged regions in Canada or the US.

The fund will not support travel or administrative costs.

## AN OPEN LETTER *from* NDP MEMBERS

# ABOUT SITE C

*From the Tyee, February 2, 2018*

*thetyee.ca/Opinion/2018/02/02/Open-Letter-NDP-Site-C*

We are NDP members and others who care about water, land and Indigenous law, and who are deeply disappointed with the government's decision to proceed with Site C. While it is painful and difficult to speak out, it's in times like these when truthfulness and principled honesty are most needed. We will not be silent, and we hope our voices encourage more people to examine why this decision is a terrible mistake.

There are strong ethical, economic and environmental reasons to terminate the dam.

Upon careful analysis, the provincial government's arguments regarding Site C are not persuasive. This undermines public trust in our government's commitment to affordability, a robust climate change plan and meaningful reconciliation with Indigenous people.

Since the NDP was willing to cut \$4.7 billion in revenue from bridge tolls from the province's coffers, without any word about accounting regulations or credit ratings, it should seriously examine why it is unwilling to absorb or restructure a smaller "debt" of \$3 billion in order to show that it is serious about reconciliation, equity, affordability and climate justice.

The assumption of endless growth based on mega dams to power fracking for LNG is the logic of a cancer. It is unsustainable and it will drive up our carbon emissions (including methane) at the very moment when we need to be reducing them. We need a plan for the future that builds locally resilient communities, strengthens food security and diversifies renewable energies across the entire province.

The BC Utilities Commission (BCUC) Review confirmed that there is no current need for the electricity Site C would produce and that BC Hydro's forecasts have been consistently inflated for decades. Indeed, Independent Power Producers (IPPs) have been paid millions to not generate energy in B.C. As we decarbonize our society, we can build out incrementally using distributed renewables, including geothermal. Public examination of the dam's cumulative environmental impacts and accountability processes is urgently needed.

As Canadian Centre for Policy Alternatives economist Marc Lee (and many others) pointed out to the BC Utilities Commission, "Completing Site C will lead to higher debt for BC Hydro and higher rates for all BC Hydro customers. This will increase energy poverty among B.C.'s low-income households."

We agree with CCPA director Seth Klein that "unconvincing economic justifications — and the fear-mongering of credit rating downgrades — [need to] be challenged, otherwise the precedent is set for more disheartening decisions down the road."

*Moving forward, we call upon the government to:*

Not engage in an expensive and morally questionable legal battle with the two First Nations whose territories are most directly impacted by the dam, and who are seeking an injunction. Not opposing their injunction would be a good first step to show that this government is serious about implementing the UN Declaration on the Rights of Indigenous People.

Pause new contracts such as the billion-dollar contract going to companies including Aecon, which is being taken over by a Chinese-state-owned company, CCCC. In light of Aecon's takeover, we urge also this government to examine what the effects of investor rights and trade agreements are on the dam and on B.C. ratepayers.

Consider recent developments in the price of alternative energy, which is decreasing substantially. At the rate that these trends are going, B.C. will spend billions more on Site C only to receive much less in return on investment. That investment could be more effectively directed in ways that generate more jobs and a more equitable social structure, as the NDP's PowerBC plan shows. PowerBC is a wiser way to move forward to cultivate energy democracy across the entire province. In contrast, Site C may prevent diverse, more nimble, less destructive community-based alternative energies from developing by flooding the market for such energy. First Nations who spoke at the BC Utilities Commission proposed alternatives to Site C that would produce comparable energy while having Indigenous consent. We need a better distributed, community-based economic plan in our journey toward a fossil-fuel free economy.

Commit to a full-cost accounting analysis of Site C, in accordance with the NDP's Sustainable BC vision. Using full cost accounting, the high value of the Peace River Valley is recognized as much more than "zero," once you consider the worth of its carbon sinks (forests), fertile farmland, sacred Indigenous cultural sites and multiple land uses. Even without predictably ballooning costs, the price of the dam is much higher than \$11 billion, once we factor in the high reputational costs of not implementing UNDRIP, the loss of biodiversity and much more.

Retain as much forest intact as possible, given we are in a time of impending climate destabilization and after a summer of terrible fires. They are a natural buffer,

complex functional carbon sinks that we cannot afford to lose.

Declare the Peace River valley a strategic asset needed for provincial food security and use this asset's value to offset or restructure the debt arising from Liberal mismanagement, which can gradually be repaid back under the BCUC's schedule.

Focus on remediation jobs to help us to transition to PowerBC. Better jobs are possible for our union brothers and sisters. As UBC's Program on Water Governance points out, there are more long-term jobs generated by terminating Site C.

Environmental degradation poses a serious collective threat; it is not a luxury to consider this matter, but the necessary baseline if we are serious about addressing poverty in the long run. Clean water, clean air, reducing our carbon footprint: these are all simply required for our basic quality of life. We as a species need to respect the earth's natural laws and carrying capacity.

A future worth having is built upon meaningful reconciliation with Indigenous peoples, which leads to reconciliation with the land. In terms of climate action, everyone needs the forests and farmlands intact as much as possible now. Now is not the time to turn our remaining biodiversity into sacrifice zones. B.C. needs the Peace River valley for the greater good of the province.

*This statement has been supported by the following signatories, the great majority of whom are NDP members:*

Amy Lubik, Port Moody-Coquitlam

Anita Romaniuk, Vancouver-Langara

Andrea Glickman, Vancouver Mount Pleasant

Annie Booth, Prince George

Barbara Mitchell-Pollock, Victoria

Beat Klossner, Kamloops

Beth Carruthers, Gabriola Island

Beth Davies, Duncan, Cowichan Valley

Bernard Hink, Caribou Chilcotin  
 Betty Baxter, Powell River Sunshine Coast  
 Bill Woolverton, Nanaimo  
 Carol Crabtree, Vancouver Hastings  
 Carol Foort, Heriot Bay  
 Carolyn Jerome, Chemainus  
 Charlene Simon, Victoria  
 Charles Burns, Powell River – Sunshine Coast  
 Charlie Richmond, Vancouver  
 Chris Markevich, Campbell River/North Island  
 Cindy Ross Friedman, Kamloops  
 Colin Russell, Vancouver  
 Corky Evans, Kootenay West, Winlaw  
 (former MLA)  
 David Spragge, Powell River  
 Debara Wood, Vancouver  
 Dennis Bannert, Nelson/Creston  
 Diana Canning, Chetwynd  
 Diana French  
 Diane Lake, Vancouver Point Grey  
 Don Prince, Port Moody  
 Edith MacHattie, Port Moody  
 Elizabeth Ennenberg, Powell River  
 Ellen Woodsworth, Vancouver South  
 Ewan Quirk, Richmond Steveston  
 Fae Shaw, Kelowna  
 Faye Griffith, Cowichan Valley  
 Gerry Gaydos, Victoria  
 Gillian Darling Kovanic, Bowen Island  
 Gillian Jerome, Vancouver/Langara  
 Gina Gonzalez, Port Moody/Coquitlam  
 Glenda Woodward, North Island  
 Harold Steves, Richmond  
 Heather Kennedy-MacNeill, Courtenay  
 Heather Royal, Denman Island  
 Hilarie McMurray, Steveston

Holly Pender-Love, Trail  
 Jane Kiltnei, Cowichan Valley  
 Janet Fairbanks, Courtenay-Comox  
 Jeanette Leitch, Coquitlam-Burke Mountain  
 Jef Keighley, Surrey South NDP Vice-President  
 Jerry West, Gold River  
 Jillian Maguire, East Vancouver  
 Jim Beattie, former MLA Okanagan-Penticton  
 Jim Cooperman, Shuswap  
 Joanne Banks, North Island  
 John Cashore, Coquitlam, former  
 Minister of Environment and Aboriginal Affairs  
 John Yano, Vancouver Point Grey  
 Karen Dean, Burnaby North  
 Kerry Jacox, Nimpo Lake  
 Lana Maree, East Vancouver  
 Leah Main, Silverton, Kootenay West  
 Linda Gray, Quadra Island  
 Linda Kemp, Quesnel  
 Lori Goldman, Penticton  
 Mae Burrows, Burnaby  
 Maggie Rader, Burnaby North  
 Marie Purcell, Comox Valley  
 Mary Susanne Shaw, Kimberley  
 Maureen Lyons, Winlaw, Kootenay West  
 Michael Zeitlin, Vancouver  
 Michelle Quaife, Barriere  
 Mona Fertig, Salt Spring Island  
 myna lee johnstone, Saltspring Island/Saanich  
 North and the Islands  
 Nita Tashoots, Terrace  
 Norah Bowman, Kelowna  
 Oosha Ramsoondar, Maple Ridge Pitt Meadows  
 Pat Moss, Stikine  
 Patty Tawiyaka, Fraser Lake  
 Paul Sanborn, Prince George



Raza Mirza, Vancouver  
Rick Koechl, Charlie Lake  
Rod Marining  
Roger Crowther, Cowichan Valley  
Saria Andrew, Victoria  
Sandra Currie, Vancouver Mount Pleasant  
Sandra Harris, Gibsons West Vancouver  
Scott Colbourne, Gabriola Island  
Sheila McDonnell, Courtenay  
Shelley Wright, New Westminster  
Silke Sommerfeld, Victoria  
Sonya Charlesworth, Quadra Island/North  
Vancouver Island  
Stephanie Smith, Vancouver Mount Pleasant  
Steve Gray, Victoria  
Susan Westren, Heriot Bay  
Susanna Dokkie-McDonald, Crossfield  
Terry Martin, Vancouver Point Grey  
Tim Walters, Salmon Arm  
Tina Filippino, Comox  
Tom Perry MD, Vancouver Point Grey  
(former MLA)  
Tracy Speers, New Westminster  
Valerie Sherriff, Courtenay-Comox  
Wayne Bradley, Courtenay-Comox  
Willow Johnson, Vancouver

# REFRESH

## EDUCATIONAL TECHNOLOGY and PROFESSIONAL DEVELOPMENT

*A response paper by FPSE's Professional and Scholarly Development Committee*

### Introduction

In 2009, the Federation of Post-Secondary Educators of BC's (FPSE) Education Policy Committee (EPC) prepared a discussion paper entitled "Reboot: Making Education Technology Work for Faculty and Students," offering it as a "catalyst for an on-going conversation within our ranks about the pace, direction and impact that technology is having in the post-secondary education workplace." FPSE's Professional and Scholarly Development Committee (PSDC) members offer this paper as a complementary rejoinder to "Reboot" addressed to all FPSE members. Our aim is to look at educational technology from a professional development perspective and argue the importance of ongoing training for members not only in the use of learning management systems (which most of us are getting) but, more importantly, in the pedagogy and use of Web 2.0 technology. Throughout this paper we refer to aspects of the EPC's paper and also include our own perspective on what is needed to ensure faculty members are able to make the best use of technology. Ultimately, we argue that administration should be responsible for ensuring we have the resources and training needed to design and deliver quality online courses and technologically supplemented face-to-face offerings.

These resources, we contend, need to be much more than most of us are getting now. For example, 31% of our institutions do not have instructional designers permanently available to support faculty, but, instead, rely on IT staff, who are generally not trained in pedagogy. The

EPC concludes its paper, aptly stating "as activists and advocates for post-secondary education we need to continue to broaden the public discourse on learning by probing the pedagogical issues associated with changing technologies and in so doing reframe the discussion [about] technology from one of operating efficiency to one of enhancing the opportunity to learn, explore and create." We wholeheartedly agree with this sentiment and, in terms of professional development, contend opportunities to "learn, explore and create" can only be undertaken with training in pedagogically sound approaches to designing and delivering online courses and the use of Web 2.0 tools. While some of us, especially newer instructors, are voluntarily undertaking foundational training (such as online teaching diplomas), many of us are still in need of training and support as we undertake to make use of technology. And, of course, as technology is always changing and Learning Management Systems (LMS) are continually evolving, ongoing training for all of us is necessary as well. This paper outlines what we mean by both "pedagogically sound" and "Web 2.0," offering examples of both to make our case. We strongly believe faculty should not only know and follow best practices but should also be equipped to innovate and lead.

### Educational Technology and Pedagogy: Meaning and Scope

We can all agree about the meaning of pedagogy, but exactly what we mean when we make a case for pedagogical training for teaching with technology may

not be quite as apparent. Unsurprisingly, many studies have been done in the last couple of decades to analyze the effectiveness of online teaching/learning as well as the use of technology to supplement the face-to-face classroom. Indeed, one can now pursue Masters and Doctorates in this subject. Obviously, we cannot all take such prolonged and intense training (nor would we want to); however, we can and should learn some of the basic differences between the traditional classroom and technology-based teaching. This expectation is especially true as we see more and more students expecting technology to be a part of their courses.

It is not unreasonable to state most of us have accepted the idea, at least in principle, of learner-centered teaching (constructivism) being desirable and worthwhile. Indeed, we tend to agree the “sage on the stage” content-transmission style of teaching is not the most effective way of learning and teaching. However, when it comes to online courses, content transmission is most commonly what we still find; indeed, Murthy, Iyer and Warriem (2015) note

Educators have recommended that the affordances provided by ICTs [Information and Communication Technology] should be used to promote student-centered constructivist learning. While the actual use of ICT in education has increased, not much change has occurred in terms of the pedagogical practices followed. Information transmission models of teaching are still being followed, albeit with the use of ICT.

This direction is not surprising when we consider the lack of training offered members by administrations.

Instructors who have no training in online teaching are often given a shell in their LMS and sent on their way. Granted, our institutions provide us with LMS training (as noted in the PSDC survey results), and it is easy to see why we would need

a bit of help learning how to actually use our LMS, whether it be D2L, Moodle, or some other platform. In fact, the Sectoral Agreement, Article 6.6 relates to educational technology/distributed learning with 6.6.4 stating “The employer will provide the necessary technological and human resources for employees assigned to develop and deliver the program and courses” and 6.6.5, “The employer will provide the necessary and appropriate training in the use of relevant educational technology for employees assigned to deliver distributed learning programs and courses” (p. 21-22). Our survey shows, for the most part, these articles have been interpreted to mean basic LMS training. We contend this level is not enough and administration/faculty need to collectively and collegially rethink exactly what these articles mean. If they cannot be reinterpreted, we recommend the language be revisited and clarified during bargaining.

However, teaching online or using a LMS to supplement a face-to-face course requires more than just knowledge of the systems’ functionalities. We would argue we need training in current pedagogy and the use of Web 2.0 technology. These are discussed in turn below.

## Pedagogy: Examples

Designing our online and technologically supplemented courses takes careful planning and training. It is unreasonable to expect faculty, no matter how experienced at teaching in the traditional classroom, to inherently know how to approach teaching with technology. Studies, books, courses, and online training material abound, but how are instructors to (1) find the time, (2) sift through the chaff to find the wheat, and (3) have the knowledge to decide what technology and pedagogy is needed to accomplish the goals they have set out in their learning outcomes and assessments? An investigation of some of these resources soon reveals that models for online and supplemented course development also abound, with most intimidating course

development should not happen without this knowledge. Nonetheless, many faculty either do not know about these models or do not have the time to incorporate this knowledge. Indeed, the PSDC's survey shows some interesting results when it asked whether or not faculty were offered training in instructional design models. While 12% said yes, 50% said no, and 37% either did not answer this question or were uncertain. This uncertainty speaks for itself; it is difficult to answer a question we do not understand. Designing courses without this training will invariably affect the quality of our courses.

Diaz and Bontembal wisely point out "[u]sing technology to enhance the educational process involves more than just learning how to use specific piece of hardware and software. It requires an understanding of pedagogical principles that are specific to the use of technology in an instructional setting" (as cited in Okojie, Olinzock and Okojie-Boulder, 2006). Okojie et al. continue and emphasize "[a] major part of the problem related to technology integration is that most educators have not addressed the pedagogical principles that will guide their use of technology for teaching and learning" (2006).

Once instructors understand how to choose the right tool for a specific goal, they will be better positioned to offer a say into our institutions' decisions about technology. The EPC spoke of the "frustrations that faculty have with the choices made by administrators when it comes to changing technology and the extent to which faculty input into those choices is either ignored or marginalized." Indeed, decisions about LMS's are often based on cost rather than ease-of-use and effectiveness, and, of course, faculty input would lean toward the latter. In addition, if administration wants to ensure faculty buy-in, then we must be included in the decision-making process. Okojie et. al similarly contend "Technology should be implemented in the classroom only if its role in a given instruction is determined along with pedagogical issues related

to a given instructional task. The role of technology in education can only be determined if teachers who implement technology at the classroom level are involved in technology decision-making because teachers have the responsibility of facilitating instruction" (2006). Thus, if faculty wish to demand greater input into institutional decision-making, we need to have a sound and thorough understanding of the pedagogy of instructing with technology and the relationship between pedagogy and technological decision-making both at the institutional and course levels.

There are several models, all of which serve to help faculty understand the steps they should take to ensure their courses are well planned and executed, for example: ADDIE (Analyse, Design, Develop, Implement, Evaluate) and SAM (Successive Approximation Model). While these two models differ, the point is faculty need to understand that a systematic approach to designing their courses is necessary and, barring the direct and ongoing support of in-house instructional designers, they should have some understanding of what this planning and execution entails.

Okojie et. al offer their own variation of a systems approach:

- Identifying learning objectives in a technology-based instruction requires teachers to select and/or adapt instructional technology to match the objectives based on the students' needs.
- Presenting instruction using technology as part of the instructional process requires teachers to choose the methods that are relevant to the objectives, the technology selected, learning styles, modes and pace of learning.
- Evaluating technology-based instruction requires teachers to select appropriate evaluation techniques that are relevant to the objectives, methods of instruction, and to technologies that have been used.
- Designing follow-up activities using



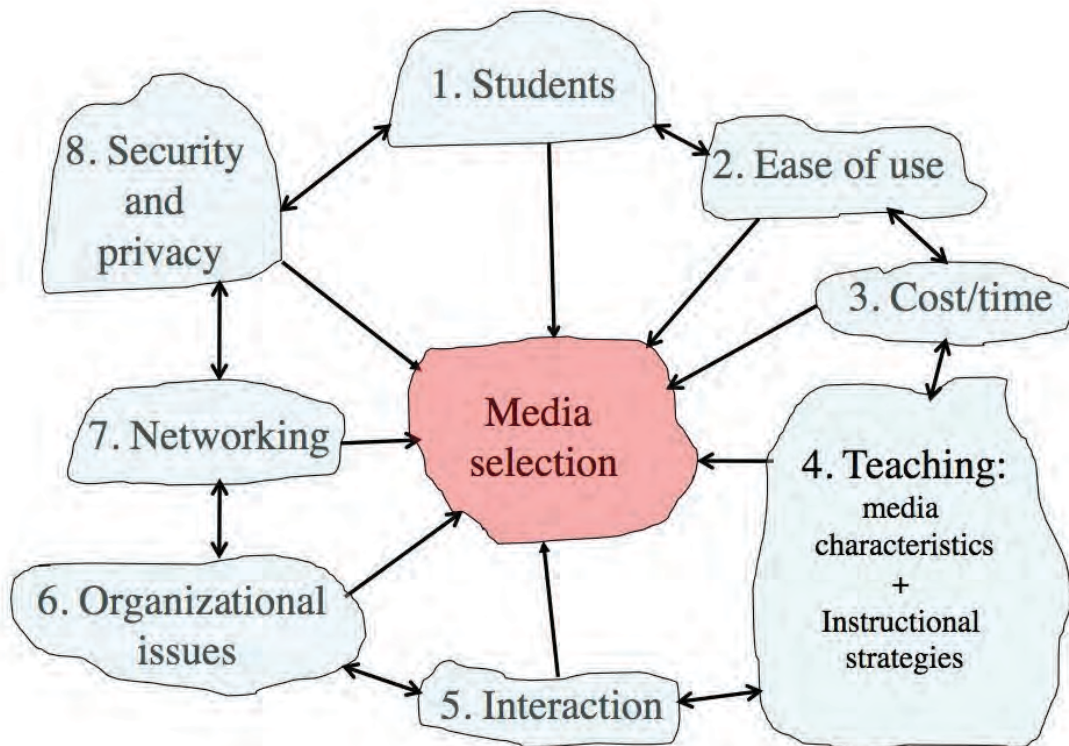
technology requires teachers to select appropriate follow-up materials that are relevant to the objectives of the instruction and technologies that are accessible to the students as well as easy to use.

- Developing course enrichment materials using technology requires teachers to provide opportunity for students to explore issues related to the course materials and to provide them with the opportunity to select and analyze course enrichment materials using technology in ways that broaden their problem-solving skills.
- Locating sources for additional instructional materials using technology requires teachers to use the internet and multimedia networks to develop additional learning materials and expand instructional resources aimed at broadening the knowledge and the skill gained.
- Designing a dynamic classroom using technology requires teachers to provide a learning environment that is colorful,

engaging, exciting, interactive and energetic as a way of encouraging students to venture into the world of technology and to discover knowledge for themselves. (2006)

Choosing the type of technology we will use also calls for a systematic approach and there are models for making those choices as well. For example, Tony Bates developed the SECTIONS model. According to Bates, when choosing technology for their courses faculty need to consider

These are just two examples of methodical methods we can employ to design our courses if we are given opportunities to explore the necessary resources, attend workshops/seminars, and access exploratory training opportunities, all of which should be a part of institutions' plans, opened up to us, and paid for by them when their expectations are quality, faculty-implemented, online and supplemented face-to-face courses.



The SECTIONS model (Bates, 2015)

## Web 2.0

“Web 2.0,” coined by Tim O’Reilly and Dale Dougherty, led to the formation of 2004’s “Web 2.0 Summit.” But what does Web 2.0 actually mean? The term has been used indiscriminately and often in ways not intended. For the purposes of this discussion, the significant difference between Web 2.0 and “Web 1.0” (not known as such at the time) is that the latter’s websites were owned by relatively few and information was simply transmitted to users and the former’s allow anyone to be part of the production of material found on the web. No longer are web surfers passive viewers, they are creators of information through the use of blogs, wikis, social media etc. (Handsfield, Dean & Cielocha, 2009). Web 2.0 tools abound; the possibilities are endless and they are educational technology. They should be thought of and implemented as such. Clearly, then, educational technology training is about more than the LMS: there is a lot more instructors can do and their students expect more. Hence, faculty need to know not only what tools are out there, but how to choose the appropriate tool, how to use it to facilitate communities of learning, and when to leave it alone. Daher and Lazarevic (2014) conducted a study on faculty members’ lack of use of Web 2.0 tools and concluded the “lack of faculty training opportunities was identified as the main barrier for using Web 2.0 technologies” (p. 42).

## Web 2.0: Opportunities for Learning and Teaching

University of Georgia’s Seung Won Park conducted a study on the uses and effectiveness of social networking websites in education. In it he notes

Smith, Salaway, and Caruso (2009) surveyed over 30,000 college students in the United States and found that 90% of college students use SNSs [Social Networking webSites], and of these, 63% use them daily. Moreover, 40% of college

students engage in content creation via other Web 2.0 tools including video-sharing websites (e.g., YouTube), wikis (e.g., Wikipedia), blogs, and podcasts. Given that this survey was conducted in 2009, the number of college students who use Web 2.0 technologies has by now increased” (2013).

Indeed, given Park’s study was done in 2013, it can only be assumed this number has increased even more. These data clearly suggest students are ready and eager to use Web 2.0 tools; instructors cannot be expected to accommodate them, even adequately, without proper training. Park continues and gives several concrete examples of how Web 2.0 technology can improve student reading and engagement in online courses: Google Docs can be used for collaboration, blogging can be used for sharing reflections about a reading and interacting with peers and the community at large, Twitter in the classroom offers opportunities for the instructor to ask questions about a reading and require students to tweet a response, and Facebook can be used in much the same way while offering more in-depth responses.

Moreover, while the Web 2.0 toolbox is growing daily, keeping up can be daunting. For example, one committee member recently came across a site called Hypothes.is (or a demo, see BCCampus: <https://edtech.bccampus.ca/2016/11/07/hypothesis-edtech-demo/>). This tool allows individuals to annotate the web and share their annotations with others. Park’s main concern in his paper is with students’ lack of reading and absorbing course material; Hypothes.is allows the instructor to assign readings on the web and require students to annotate and comment on the readings and on each other’s annotations. The implications here are exciting, as are the implications of many Web 2.0 tools. And let’s not forget YouTube, useful in a myriad of ways for learning and teaching, with both the students and the instructor contributing to course content.

If management wants us to create vibrant,

constructivist, learner-centered courses using technology, they need to support us, stand aside, and allow us to help students actively create knowledge both individually and socially, and Web 2.0 is one way to facilitate this; indeed, by its very nature, it encourages collaboration, cooperation, and participation. That said, indiscriminately employing, let alone jumping on the Web 2.0 bandwagon, without proper consideration can be a painful experience for both students and instructors. While management may think that all we need is awareness and willingness, it is obvious time and training are even more necessary. As Trenda Boyum-Breen, president of Rasmussen College, states, “college and university leaders must invest in and use Web 2.0 technologies to benefit both students and faculty. Effective training must be part of this equation, so that faculty are not left alone to determine the value these tools may offer” (2017).

## Professional Development Funding

One could argue, of course that faculty have access to Professional Development (PD) funds and we could choose to use those funds for this type of training. Indeed, the PSDC has spent considerable time surveying its members to create a spreadsheet comparing faculty access to PD funds across institutions. While the type and amount of funding varies, everyone does, indeed, have access to PD funds, and our survey shows all but one FPSE institution allows faculty to use those funds for training on educational technology. Nonetheless, we argue that professional development for the purposes of training in pedagogy and educational technology (particularly Web 2.0 tools) should be administrations’ responsibility. In the same vein, the EPC’s discussion about access to PD funding in collective agreements, notes “[s]ome agreements have scope for this support in the form of professional development, but the view of many Committee members was that the application of this was uneven at best and raised questions about whether PD

funding should be used to provide support in this area. In this instance, the view was that education technology training and support should be in addition to regular PD support, not a substitute for PD.” And, as noted above, the Sectoral Agreement does address this distinction but needs to be revisited and/or reinterpreted.

The EPC’s discussion paper notes “system changes [to accommodate and make use of educational technology] might also be motivated by efforts to reduce operating costs within an institution in reaction to under-funding pressures from the provincial government,” asking further “Is technology in our institutions used to help students explore and create in ways that were previously unavailable? Or is the choice of technology in our institutions driven more by the priority of administrators who are trying to maximize student enrolments, minimize faculty costs and shift the infrastructure of the institution from ‘bricks to clicks.’”

## Conclusion

Moving to online teaching and learning is often seen as a cost-effective way to increase FTE’s without the need for on-campus space; however, these cost savings must not be at the expense of quality and student/faculty stress. Training and ongoing support are paramount to our ability to offer true learner-centered communities. Therefore, we recommend the Common Agreement’s Article 6.6 be revisited in order to refresh its language, ensuring we are trained in pedagogically sound design approaches and up-to-date in the best employed Web 2.0 tools. We also urge our local bargainers to refresh their efforts in the next round to secure an administration commitment that the rapidly changing area of educational technology will be addressed more often than just in bargaining years. And, ultimately, we, as FPSE Professional and Scholarly Development Committee members, hope to have refreshed your interest in creating the best possible courses, whether online or face-to-face, technologically supplemented.

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A MESSAGE FROM GEORGE *and* TERRI

# *The* OPIOID CRISIS *and* NALOXONE

On April 14, 2016, BC's public health officer declared a public health emergency in response to the opioid crisis that continues to claim lives across BC and Canada.

1446 people died of a preventable overdose in 2017. The public health officer estimates that for every fatal overdose, there are 10 times more non-fatal overdoses (suggesting that over 14,000 people overdosed last year). These numbers are not faceless statistics; each one represents a colleague, friend, or family member who is no longer with us.

One more person dying from an overdose is too many. We want everyone to leave our AGM safely so they are able to continue to be part of our families and communities for years to come.

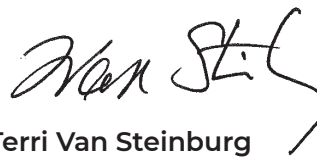
If you use drugs, please follow the guidelines on the page that follows regarding steps you can take to prevent an overdose. First and foremost, please do not use alone.

Whether you use drugs or not, please consider becoming trained in administering naloxone, and pick up a naloxone kit from any of the locations across the province where they are available. You can also help by reducing the stigma around drug use by using person-centred language, and avoiding slang or derogatory language about people who use drugs.

Let's support each other, let's empathize with other, and let's do our part to end this crisis.



George Davison



Terri Van Steinburg

## NALOXONE TRAINING

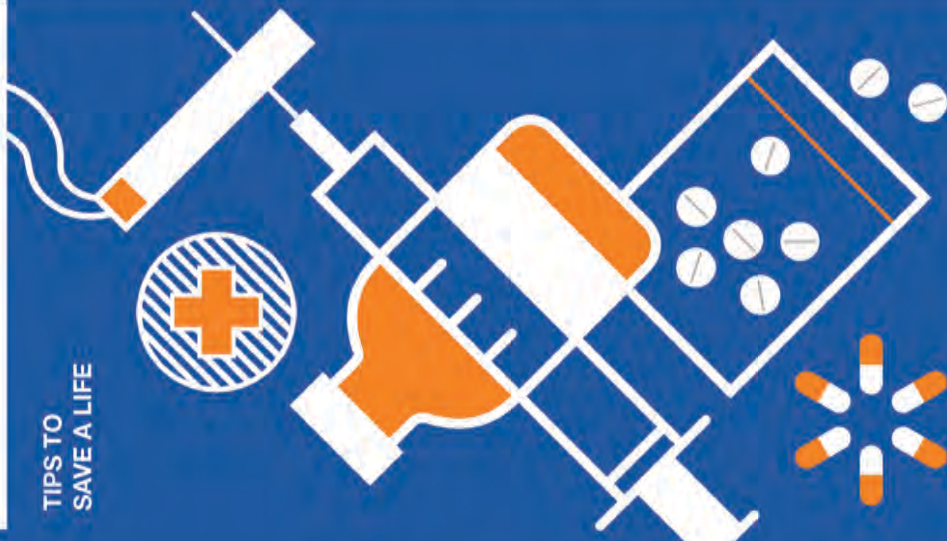
1. Go to **[naloxonetraining.com](http://naloxonetraining.com)**
2. Complete the online training and print the certificate (or save it on your device).
3. Go to **[towardtheheart.com/site-finder](http://towardtheheart.com/site-finder)** to find the closest naloxone kit site.
4. Show your certificate at the approved site, and obtain your naloxone kit.

## MORE INFORMATION

[www.stopoverdose.gov.bc.ca](http://www.stopoverdose.gov.bc.ca)  
[www.towardtheheart.com](http://www.towardtheheart.com)  
[www.naloxonetraining.com](http://www.naloxonetraining.com)

# OVERDOSE SURVIVAL GUIDE

TIPS TO  
SAVE A LIFE



Overdose Prevention and Response

## PREVENTION

### OVERDOSE IS MOST COMMON WHEN:

- Your tolerance is lower: you took a break, were in detox/treatment or jail, or you are new to use
- You have been sick, tired, run down, dehydrated or have liver issues
- You mix drugs: prescribed or not, legal or illegal
- The drugs are stronger than you are used to: changes in supply, dealer, or town

### TO PREVENT OVERDOSE:

- Know your health status and your tolerance
- Do not mix drugs and alcohol. If you do mix, choose to use drugs before alcohol
- Be aware: using drugs while on prescribed medications can increase overdose risk
- Don't use alone. Leave door unlocked. Tell someone to check on you
- Do testers to check strength. Use less. Pace yourself
- Talk to an experienced person or a trusted healthcare provider about reducing risk
- Know CPR and get trained on giving naloxone
- Choose a safer route of taking drugs

### CHOOSE A SAFER ROUTE

SAFER  
/ NO USE



SWALLOWED



SNORTED / SMOKED  
/ INSERTED



INJECTED



MORE LIKELY  
TO OVERDOSE



## THE RECOVERY POSITION

### KEEP THE AIRWAY CLEAR



Stay with person. If you must leave them alone at any point, or if they are unconscious, put them in this position to keep airway clear and prevent choking. **Don't 22 g s i f r q.**



## OVERDOSE?

## TAKE CHARGE.

## TAKE CARE.

## OPIOIDS / DEPRESSANTS

(e.g., opioids: morphine, dilaudid, heroin / depressants: alcohol, GHB, benzodiazepines)

### FEELS AND LOOKS LIKE:

- Person cannot stay awake
- Can't talk or walk
- Slow or no pulse
- Slow or no breathing, gurgling
- Skin looks pale or blue, feels cold
- Pupils are pinned or eyes rolled back
- Vomiting
- Body is limp
- No response to noise or knuckles being rubbed hard on the breast bone

### IN CASE OF OPIOID OVERDOSE:

- Stay with person. Use their name. Tell them to breathe
- Call 911 and tell them person is not breathing. When paramedics arrive tell them as much as you can about drugs and dose
- Use naloxone if available. Naloxone only works on opioid overdose
- After naloxone a person might feel withdrawal. Do not take more drugs. Sick feeling will go away when naloxone wears off (30 – 75 minutes). Be aware: overdose can return

### SAVE ME

- S:** stimulation  
Can you wake them up?  
If not, call 911
- A:** airway  
Make sure there's nothing in their mouth that stops them from breathing.
- V:** ventilate  
Breathe for them. (Plug nose, tilt head back, and give 1 breath every 5 secs).
- E:** evaluate  
Are they any better?  
Are you trained to give naloxone?
- M:** muscular injection  
Inject 1cc of naloxone into a muscle.
- E:** evaluate & support  
Is the person breathing on their own? If they're not awake in 5min, another 1cc dose is needed. Tell the person not to use any more drugs right now – wait at least 2 hours.

This is proven to work. Other remedies can actually be harmful.

## STIMULANTS

(e.g., cocaine, methamphetamine, ecstasy)

### FEELS AND LOOKS LIKE:

- Fast pulse or no pulse
- Short of breath
- Body is hot/sweaty, or hot/dry
- Confusion, hallucinations, unconscious
- Clenched jaw
- Shaky

There are NO medications to safely reverse a stimulant overdose.

**16-J MEI BOEKLOU > ORLOD @Eben Of evdijpo Ophidion 11**  
Tel: 604.707.2400 e-mail: outreach@towardtheheart.com

OVERDOSE INFORMATION: Poison Control Centre (24 hrs)  
Tel: 1-800-567-8911

EMERGENCY RESPONSE: Tel 9-1-1

### ASSESSMENT: ARE THEY EXPERIENCING A OR B?

#### A: MENTAL DISTRESS/OVERAMP

Associated with: sleep deprivation, crashing, anxiety, paranoia. If a person is conscious, and you are sure this is not medical in nature, they may just need support and rest. Call Poison Control to help assess.

#### WHAT TO DO:

- Keep calm. Stay with person. Use their name
- Give water or fluid with electrolytes. Do not overhydrate
- Place cool, wet cloths under: armpits, back of neck, and head
- Open a window for fresh air
- Get them comfortable. Move away from activity
- If aggressive/paranoid suggest they close their eyes, give person space
- Encourage person not to take any other substances
- Doctor may treat agitation and paranoia with a benzodiazepine

If you're not comfortable with the situation, call 911.

#### B: PHYSICAL DISTRESS/ACUTE STIMULANT TOXICITY

Medical attention is required immediately if person has:

- Jerking or rigid limbs
- Rapidly escalating body temperature and pulse
- In and out of consciousness
- Severe: headache, sweating, agitation
- Chest pains

#### WHAT TO DO:

- Call 911
- Stay with person
- Keep person: conscious, hydrated, calm
- If heart has stopped do 'hands-only' CPR
- Tell medical professionals as much as possible so they can give the right treatment to prevent organ damage and death

# When greeting others, be mindful of language.

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Consider

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“Good morning,  
**folks!**”

“Can I get  
you **all**  
something?”

“Hi, **everyone!**”

“And for **you?**”

“Thanks, **friends.**  
Have a great  
night.”

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## Why?

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Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

*Based on Toni Latour's "Hello there" cards. Learn more at [qmunity.ca](http://qmunity.ca)*



