

## 2017 FPSE Annual General Meeting: POLICY RESOLUTIONS

POLICY: Incorporated into revised *Policy & Procedures Manual*, published each September.

POLICY	7.	That the document titled 'FPSE Donations Policy' be adopted as a guide for future donations.
POLICY	10.	To adopt the policy changes recommended by the Budget Policy Sub-Committee of Presidents' Council.
POLICY	16.	To amend By-Law 6.11.1 [Special resolutions require 2/3 majority vote].
POLICY	18.	To amend By-Law 3.1 [NRFC Chair to sit on PC]
POLICY/ ACTION	25.	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.
POLICY/ ACTION	36.	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.
POLICY	39.	<p>Replace 4.14.1 of the FPSE Policy Manual by substitution with a comprehensive policy statement as follows:</p> <p><u>4.14.1 Principles</u></p> <ol style="list-style-type: none"> <li>1. Transition to retirement initiatives should be developed by FPSE and its locals to encourage work-force transition within a framework that: <ul style="list-style-type: none"> <li>• respects the continuing contributions of senior faculty,</li> <li>• respects their right to continue working,</li> <li>• provides them with incentives to pro-actively plan for their retirement or to work at lower time-status should they wish to, and</li> <li>• which increases opportunities for new and part-time faculty to work toward their desired time-status and become regularized as quickly as possible.</li> </ul> </li> <li>2. Within the scope of FPSE policy, locals should develop activist agendas to address Transition to Retirement</li> <li>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.</li> </ol> <p><u>4.14.2 Prioritization of Transition to Retirement Initiatives</u> Locals considering Transition to Retirement initiatives should do so in the following priority order:</p> <ol style="list-style-type: none"> <li>1. Full retirement with retirement incentives as needed</li> <li>2. Phased retirement; that is, a process where a member gradually reduces their workload, aiming towards an agreed-upon, binding retirement date</li> <li>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</li> </ol>
POLICY	40.	That 4.14.2(2) of the FPSE Policy Manual be amended by adding "with further retirement incentives as needed."
POLICY/ ADMIN	45.	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.