



PRESIDENT'S REPORT

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George Davison

Stronger Together: Building High-Participation Unions

Post-secondary education plays a key role in the social and economic life of our province. At its most fundamental level, it provides an opportunity for students to learn, create, research, innovate, and gain the confidence needed to sustain a commitment to life-long learning. At an institutional level, it is a hub for both students and the community to gain access to new skills, greater collaboration and a more engaged citizenry. For many BC communities, these institutions are also major employers, providing good jobs and contributing to stable and sustainable economic growth.

Post-secondary education is also about learning, and as educators our members know firsthand that learning is a very personal experience. It involves a complex relationship between student and teacher, citizens and their government, institutions and the communities in which they operate. Learning includes the acquisition of skills. It's also an iterative process of inquiry that builds confidence in the pursuit of knowledge, insight, and skills.

Our members know better than anyone—except perhaps our students—what the past 16 years of underfunding has done to the teaching and learning experience. That's why we've spent the last several years—since the unexpected defeat of the NDP in the 2013 election—raising our collective voices to prepare for the election this May. We've run the biggest public campaign in FPSE history, galvanizing our members, students,

and the voting public to get involved and to vote for a fully-funded, robust, affordable and accessible public post-secondary system.

At the time of writing, Election Day is over a month away. We don't know what the outcome of the election will be but we do know that, without a doubt, the level of public awareness and engagement of post-secondary education as a social and economic force in our province has dramatically increased. Regardless of which party forms government in May, FPSE members can be proud of having played a significant role in the election.

This year's AGM & Convention theme of "Stronger Together: Building High-Participation Unions" is intended to see us build on our campaign's momentum for the next four years. Whether we're dealing with four more years of BC Liberals or four years of a new NDP administration, we will have a lot of work to do in holding government accountable for promises made. After 16 years of changes that have adversely affected students and undermined the working conditions of our members, we have a great deal of work to do to prepare for the next round of bargaining and to make advancements on the rights of our non-regular members. To accomplish our goals, we need to find new ways to include all our members in our efforts and to sustain that participation on an ongoing basis.

OPEN THE DOORS AND THE BC ELECTION

Last year's AGM delegates set the *Open the Doors* campaign and the provincial election as FPSE's top priority for the year, and it is by far the most ambitious public campaign FPSE has ever undertaken. It started in 2014 as a response to the BC government's Skills for Jobs Blueprint and its plans to re-engineer post-secondary education. In 2015, AGM delegates voted to expand the campaign to include funding for Local campaigns. At the 2016 AGM, delegates passed a motion to spend up to \$2 million for a "visionary, aggressive, hard-hitting" campaign that "calls out the government for its harmful decisions that threaten our public post-secondary system." Members asked for a campaign to make post-secondary education a vote-determining issue in the provincial election, and after the AGM, we got right to work to implement it.

Throughout May and June, we conducted extensive public opinion research, which included province-wide polling as well as focus groups in targeted regions. This research informed our decisions about messaging, our target audience, and overall campaign strategy. For example, we learned that the majority of British Columbians didn't know there are funding problems in post-secondary education, but that even among those who did know, calling it a "crisis" didn't resonate. We also learned that our messaging resonated most strongly with those who have some proximity to post-secondary education, particularly parents whose children were in post-secondary studies or would be ready to enter the system within a few years.



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After hearing the public opinion research presentations, Presidents' Council met to discuss our biggest policy priorities and to determine our strategy and messaging. Presidents determined that, while our bargaining goals are incredibly important to our members, we needed to focus our message on the key themes of accessibility and affordability for students, increasing investment to the post-secondary system, and sustaining comprehensive community colleges.

We kicked off this phase of the campaign just after Labour Day with a huge media push. Our campaign launch and position paper were picked up by fourteen media outlets on September 6, a very good start to a revitalized campaign. Shortly afterward, we released a TV ad, which got 5 million views. While the ad aired, Locals were busy with their Days of Action, talking to students and other members of campus communities about post-secondary funding and getting pledge cards signed.

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At the end of September, we attended the convention of the Union of BC Municipalities (UBCM). We spent the summer and early Fall lobbying municipal councils to submit resolutions calling for the restoration of tuition-free Adult Basic Education and ESL. While our preferred resolution didn't make it to the convention floor, we did have a lot of good conversations with local government officials about the value of post-secondary education in their communities, and made some strong connections for building the campaign.

The rest of the Fall campaign was centred on the Education Contest, which culminated in a gala celebration and awards ceremony. We received over 300 contest entries, which we've highlighted on both the FPSE and *Open the Doors* websites and social media accounts over the past several months. The entries varied in medium, though most were written submissions,

sharing compelling stories of personal transformation, financial hardship, and why their post-secondary education matters. It was no easy feat for our contest committee to evaluate each submission and determine the winners. My thanks go to the committee of Leslie Molnar, Shirley Ackland, Peg Campbell, and Bob Davis for undertaking this work.

In the New Year, we hit the ground running with a series of animated videos along with radio and print ads, focused on monthly themes of affordability and student debt (January), local impacts of cuts and closures (February), increasing investment in post-secondary education (March), voting for candidates that support public post-secondary education (April), and getting out the vote (May). Our strategy for the months leading up to the election involved a combination of paid advertising, generating earned media, and engaging with



SCFA day of action textbook giveaway and affordability rally

voters through tools such as Interactive Voice Broadcast Messaging (IVBM) and Telephone Town Halls. We reached hundreds of thousands of people around the province using these tools, and the results from the IVBM mini-polls earned additional media interest as well.

While provincial *Open the Doors* campaign activity ramped up toward the election, our Locals were also fully engaged in their local campaigns. Throughout the fall and spring, Locals were all engaged in activities that mobilized members and students and garnered positive media attention. There were textbook giveaways, bursaries awarded for written or video submissions, student art contests, and a large and noteworthy transit ad campaign in the Vancouver area. Several locals made videos, collected pledges, and hosted community events. All our Locals contributed to the important work of raising awareness of the funding problems in post-secondary education and encouraging voter action on the issues.

At the beginning of March, we held our first two Telephone Town Halls. We made over 120,000 calls, connected live with over 12,000 British Columbians and left more than 54,000 voice messages. The third Telephone Town Hall was on April 5: this time, we called over 90,000, left over 40,000 messages and had over 6,500 on the call at any one time. The fourth and final, a debate between the Liberals and NDP, is scheduled to take place during the writ period.

At the end of March, just before the Legislature concluded its Spring Session in advance of the election call, *Open the Doors* went to Victoria: we had 18,000 pledges of support, collected by all of you, bound into two large books and we delivered them to the Official Opposition



George Davison, Terri Van Steinburg, and Rob Fleming in Victoria, 2017

to enter into Hansard, the official record of the Legislature.

For the final week of the pre-writ period, we are running full page newspaper ads all over BC, in the form of an open letter to students and their families. The letter highlights the harmful policy decisions made by the Liberal government over the past 16 years and calls on voters to cast their ballots for candidates that will invest in BC's public post-secondary system. The letter is signed by each one of our FPSE Locals as well as the Confederation of University Faculty Associations of BC.

As all these activities have been underway, we have also run an ongoing social media campaign, which has included both paid social advertising and organic reach. Just for the month of March, our *Open the Doors* Facebook posts reached an audience of over 207,000, we had over 11,000 interactions with our posts, and there were over 115,000 video views.

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As we enter the writ period, our paid advertising and outreach activities will be geared to getting people out to vote. We have another Telephone Town Hall scheduled to take place later in April. We're releasing a Report Card on the government's record on post-secondary education. We'll be doing a comparative platform analysis of the major parties and sharing that as well. We've secured advertising space on the "Digital Superboard" heading into Surrey off the Port Mann bridge, as well as increasing our social media advertising presence.

We hope that our efforts will result in the election of a government that cares as much about post-secondary education as we do. We hope that regardless of which party wins, we see a renewed interest in a robust public post-secondary system, increased investment in our colleges and universities, and measures to increase affordability and accessibility for students. We hope we elect a government that shares our values – but we know without a doubt that, regardless of the outcome, we've made an impact on voters, the parties, and the electoral process. It's been a bold, ambitious campaign, and we've heard from members, students, voters and the media that they're paying attention. We can't predict how that will take effect at the ballot box, but we can be proud of the work that we've done.

ADVOCACY IN ACTION

As in previous years, FPSE and many of the Locals addressed the Legislature's Select Standing Committee on Finance and Government Services during their pre-budget consultations. We made similar recommendations to the bipartisan committee as those we've made in previous years and, once again, our priorities were shared

by others around the province. The committee's 2016 report stated that post-secondary education was the most commonly selected response in the online survey question regarding initiatives to grow the economy and sustain family-supporting jobs. The report included – again – recommendations to restore free tuition for Adult Basic Education and ESL programs; to increase operating grants and provide multi-year allotments; and to establish a needs-based grant system as well as to undertake a review of the current student loan system.

It was clear from reading the committee's report that advanced education is a priority not only for students and educators, but for all British Columbians. Unfortunately, the government once again failed to take heed of either the concerns of British Columbians or the committee's recommendations, as they tabled yet another provincial budget short-changing post-secondary education. While the government likes to make political hay with announcements of funding increases, those increases are almost all in bricks and mortar. We all know how little good a new building does when there are no students to sit in it.

While much of our public policy advocacy work this year has been part of the *Open the Doors* campaign, we also advocate for policy changes on behalf of our private sector members. Over the past few years, FPSE has supported FPSE Local 21, the Education and Training Employees' Association (ETEA), in its efforts to strengthen regulation of the private training sector. While the Ministry of Advanced Education undertook a two year consultation process, it became clear on September 1, 2016, when the new regulations took effect, that our concerns had not been adequately reflected.



ETEVA Local 9 picket line, 2016

FPSE and ETEA called for a stronger regulatory framework with a mandatory registration process. There is a clear need for greater transparency and accountability, yet the government opted for a voluntary process that does little to protect students. Third parties, such as agents, are not part of the framework at all, so in the event they mislead students, they won't be held accountable – and neither will the school. The regulations only require an ESL school to register if they want to offer student visas. Since many of the schools attract students on tourist visas, voluntary registration leaves thousands of students unprotected in the event of a school closure. With stronger regulations, students at VEC would have had some protection after the employer unexpectedly closed down that school during ETEA Local 9's strike last summer. As it was, the students were left without redress for the thousands of dollars they'd paid in tuition fees.

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 has worked diligently with their students and the BC Federation of Labour to provide education on the Employment Standards Act, workplace rights, and occupational health and safety.

SUPPORTING OUR LOCALS

The relationship between FPSE and its Locals is what gives us our strength and our purpose. Along with our campaigns and public policy advocacy, providing labour relations and bargaining support is the heart of FPSE's day to day operation.

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There's no question that since the BC Liberals first took office in 2001, public sector bargaining has been an exercise in frustration. Their commitment has been to their own pre-determined mandates, rather than to free collective bargaining. Their failure to bargain in good faith has been so problematic, in fact, it can best be characterized as "Why negotiate when we can legislate?" This approach has been roundly condemned by the courts. Bills 28 and 29, introduced by a newly-elected Liberal government in early 2002, have been thrown out: Bill 29, which ripped up job security provisions in health and social services agreements, was overturned by the BC Supreme Court several years ago. The matter of Bills 27 and 28, the BC Teachers' Federation case about class size and composition, was decided by the Supreme Court of Canada, which delivered its verbal decision in mere minutes on November 7th. The same legislation that affected our own collective agreements remains on the books, and is another thorn in our collective sides we hope to remove with a new government.

Our *Open the Doors* campaign arose, at least in part, from our commitment to restore free collective bargaining. We know that unless the government in power shares our values and our respect for that process, we face more of the same mandates.

Going forward, no matter which party forms government, we need to work harder than ever at engaging all our members in our work. Every member should provide input into our bargaining goals, and every member should know they have the opportunity to participate in the negotiation process. Successful negotiations, whether we face restrictive government mandates or free collective bargaining, depends

on strong member mandates. That's why our AGM this year is focused on building high-participation unions.

There is no one group of members to whom this matters more than our non-regular faculty colleagues. Many of our collective agreements still have secondary scales and inadequate regularization language (or none at all). While FPSE and our locals have had a longstanding commitment to address these issues, we have a long way to go. To that end, we held a Secondary Scales Conference this year, bringing together negotiators, Local Presidents, and non-regular faculty representatives to share information and develop strategies for moving forward. The Working Committee on Secondary Scales, comprising union and PSEA representatives, will discuss the issues before January 2018 to make recommendations to the bargaining principals. We hope that through this process, progress will be made in 2019 bargaining.

Since our last AGM, UFFVSA ratified a new collective agreement, the last of our public sector locals to complete the 2014-19 set of negotiations. Two ETEA locals, Local 21-2 (EC) and Local 21-6 (KGIC) successfully negotiated new collective agreements. Two other ETEA locals, the members at Vancouver English Centre (ETEA Local 9) and those at Hanson International Academy (ETEA Local 11), went on strike for several weeks in the summer. Local 11 reached a deal just on time for the start of their Fall semester, appropriately ratifying the settlement on Labour Day.

Unfortunately, Local 21-9 members were not so lucky. Negotiations for a first collective agreement are never easy, and this employer made things more difficult than most. After



Precarious Profs shareable, 2016

more than a year of dragging out bargaining, the members served strike notice and set up picket lines. Eventually the employer agreed to mediation with Mark Brown. But when the day arrived, the bargaining team and the members arriving for picket duty discovered that the employer had closed the school. Students, some as young as six years old, were left stranded on the sidewalk, as no prior notice had been sent to them or their homestay families. FPSE extended the strike pay for members and explored every possible legal avenue for the members, while FPSE locals stepped up to contribute to ETEA's hardship fund to assist the members. Most of the displaced teachers have now found other employment or have moved away.

On the grievance front, our Grievance & Arbitration Review Committee (GARC), meets regularly to determine whether grievances submitted by Locals can be pursued at

arbitration. Consisting of CARC Chair Lui Marinelli, Secretary-Treasurer Terri Van Steinburg, and the Labour Relations Staff Reps, GARC uses several criteria to evaluate each grievance presented. This year, there were a few worthy of note.

UFVFSA was able to resolve two difficult grievances through mediation, an important victory for the local. FACNC achieved a regularization framework agreement, a very significant step forward. This was also the first year in many that FACNC members received no layoff notices. At OCFA, the post-65 benefits grievance is proceeding. It's a huge case, now involving lawyers from the Attorney General's office, and while we don't know the outcome yet, it will unquestionably be a precedent-setting decision when rendered.

Part of our commitment to supporting our members has included improving our digital communications. This Fall, FPSE redesigned our website to be mobile friendly and to refresh both the appearance and the content. All the information you want to access is still there, and it's easier to find and much easier to read on your mobile device.

We've also launched the "Precarious Profs" campaign, with its own dedicated website: www.precariousprofsbc.ca. We're collecting stories to share about our non-regular members and the challenges facing the academic 'precariat.' We're also sharing those stories in the "Post-Secondary Profiles" feature on our social media sites, along with *Open the Doors* contest entrants and other student and faculty stories. As we get deeper into bargaining preparation leading up to 2019, we'll be asking for your support to boost this campaign.

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ORGANIZING FOR ALL

FPSE remains committed to organizing the unorganized. Our policies address organizing in the private sector, as well as creating opportunities to bring non-union continuing education faculty members, lab assistants, teaching assistants, and others into our Locals and our Federation.

FPSE labour relations staff and Local 21 leaders continue to work hard in the organizing and bargaining efforts at various private colleges and institutes, and have developed an impressive track record in organizing successes over the last several years. Our commitment to building on those successes is one of the reasons we brought in Elaine Bernard as our keynote speaker to last year's AGM. Elaine spoke to us about the importance of unions in the 21st century and building personal, emotional campaigns that



Elaine Bernard, keynote speaker, FPSE AGM 2016

connect with members and the public. Her talk laid the groundwork for this year's theme of Building High-Participation Unions: reminding us that when it comes to organizing work, deepening the connection between the personal and the political is critical. Elaine's message was amplified for us shortly after AGM when her Harvard colleague Jane McAlevey was brought to BC by the BC Federation of Labour. Jane gave an organizing workshop to union staff and activists, introducing us to her high-participation model. In September, we had the opportunity to send our staff organizer, Zoe Towle, to Philadelphia to work with Jane on an organizing campaign, putting the theory into practice. When we had the chance this spring to invite Jane to be our keynote speaker, we jumped at it. Whether it's new certifications or building capacity in our existing ones, Jane McAlevey is changing the way unions all over the world engage with members. Our AGM theme of Building High-Participation Unions is a call to action for all of us to re-think the way we organize ourselves: are our members involved? If not, why not? Are we attracting new people to positions of leadership? Are we offering opportunities for members to connect to our work, and even more importantly, are we connecting to our members outside the usual concerns about working conditions?

FPSE is committed to supporting organizing efforts across the province to build union density and extend the rights and benefits of collective agreements to all workers in our system – and we're committed to taking stock of our tried and true methods, evaluating them, and embracing change where it's needed. If we truly want to succeed in increasing union density and union participation, we must not be afraid to look deeply within our structures and try new methods.

NATIONAL REPRESENTATIONS

On the national scene, I have continued to represent FPSE at the Canadian Association of University Teachers (CAUT), attending the Fall Council meeting and the Western Regional conference. At the Fall meeting, Council served notice of censure to Carleton University over forcing a faculty representative to the Board of Governors to sign a confidentiality agreement that would preclude reporting back to the faculty association, and to Niagara College over its male-only campus in Saudi Arabia.

CAUT also accepted two new members at the Fall Council meeting, the BCIT Faculty and Staff Association and Grant MacEwan University Faculty Association.

CAUT as an employer was involved in a labour dispute with its staff, represented by COPE 225. Fortunately, a tentative settlement was reached in early April, allowing CAUT Council to proceed in early May without threat of picket lines.

Our National Union, NUCAUT, now comprises 44 member unions, representing just over 22,000 members. As a national organization, NUCAUT is affiliated to the Canadian Labour Congress (CLC), allowing us to participate in Canada's broader labour movement. I am completing my final term as President, and a new president will be elected at the Convention, scheduled for May 7 in Toronto, the day before CLC Convention opens.

The CLC advocates on behalf of Canadian workers on a variety of issues. In the summer, FPSE sent delegates to the Rise Up Equity Conference and the Young Workers' Summit. In May and June, CLC celebrated its successful lobbying efforts to improve CPP benefits for

older Canadians. CPP expansion has been a priority for Canada's unions for decades. Fewer than 40 percent of Canadian workers have access to a pension plan at work. In the private sector, that number drops to less than 25 percent, and for workers under 29, to just 13 percent. Today, even workers with a workplace pension plan or alternate savings are vulnerable to financial insecurity in retirement. Bill C-26 was a positive step forward for all Canadian workers.

The CPP lobby was part of the CLC's "Fairness Works" campaign, which champions several critical issues. These include fairness for migrant workers, closing the gender gap in wages, advancing the rights of LGBTQ workers, striving for justice for indigenous women, and advocating for refugees.

This year is a convention year at the CLC and through NUCAUT, FPSE submitted several resolutions. I was asked to serve on the CLC General Resolutions Committee this year, and was able to advocate for priority placement for some of our resolutions, including one about the Truth and Reconciliation Commission's Calls to Action.

CLC Convention is scheduled to take place in Toronto during the same week as the BC election, May 8-12. While this may affect participation rates from some BC delegations, it will still be a huge event, focusing on four main themes: Working for a #FairFuture, Equity for a #FairFuture, Green Jobs for a #FairFuture, and Organizing for a #FairFuture.

PROVINCIAL REPRESENTATIONS

Like NUCAUT and the CLC, FPSE's affiliation to the BC Federation of Labour allows us to participate in the provincial labour movement.

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Under the renewed leadership of Irene Lanzinger and Aaron Ekman, re-elected at the November convention, the BC Federation of Labour kept up the Fight for \$15 to raise the minimum wage (56,000 petition signatures were submitted in the Legislature in late March). FPSE has also supported the "Better Can Happen Here" campaign, as well as the ongoing efforts to make the Labour Relations Board and WCB work better for workers.

An important part of our affiliation to the BC Fed is solidarity work. In the past year, FPSE supported affiliates on strike, including MoveUp and Unifor members at the BC Nurses' Union. We joined other labour affiliates at the Vancouver Pride Parade, Surrey Fusion Festival, and the annual Labour Day picnic at Swangard Stadium in Burnaby. We were happy to see the BCIT Faculty and Staff Association admitted to the Fed last October. We're also pleased to

support the work of the BC Labour Heritage Centre, and are looking forward to collaborating with some of the people there on our own FPSE history project.

I have been pleased to continue FPSE's participation with the Public Education Network Society (PENS), which meets 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 on a series of pre-election events, including "BC Public Education: Keeping the Covenant with Future Generations" in February, and another in March on "How School Funding Matters." We brought together the Coalition for Public Education a few times as well, to share information and resources about election strategies.



Surrey Fusion Fest, 2016

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 held a governance conference this spring, which was attended by several FPSE members, and will undoubtedly provide some inspiration for our own upcoming governance conference in late 2017.

We actively support the good work of the United Way of the Lower Mainland, where I chair the Campaign Cabinet Labour Committee and the Labour Committee of the Board of Governors (which also puts me on both the cabinet and the executive of the Board). I was honoured to be the recipient of the Joe Morris Labour Community Service award this year. It is very humbling to be a small part of the important community work of the United Way.

THANK YOU

The success of our Federation reflects the commitment and input of our members in a democratic decision-making process. I am honoured to have been chosen to represent this organization and to be a part of that process. I want to acknowledge and thank those who contribute to the success of our organization.

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. The Labour Relations Staff Representatives, Lesley Burke-O'Flynn, Weldon Cowan, Sean Hillman, and Zoe Towle, and our Communications & Policy Staff Representatives Leah Squance and Norman Gludovatz are

all dedicated to meeting the needs of our members. We said good-bye in February to Staff Representative Rene-John Nicolas, who moved on to a new role at BCGEU, and are currently undergoing a search for a replacement.

Administrative Coordinators Jenny Arsenault, Nancy Yip, Lucia Salazar, Jennifer Schmidt and Nicole Seguin provide effective support to staff, committees and Presidents' Council, and they manage these responsibilities under demanding timelines as well. Our Staff Accountant, Matt Toma, keeps our financial affairs in top shape. We had two of our long-serving Admin Coordinators retire in the past year: Mary Bruegeman, after 23 years of service, and Angela Kenyon, after 17 years of service. Sara Rozell resigned her position, having accepted a permanent position as a Communications Officer with the Hospital Employees' Union, and Harpreet Parmar left to pursue her studies at law school. We wish them all the very best.

Presidents' Council works tirelessly to keep the organization current and effective between AGMs. I want to thank members of the Council (their names are listed at the end of this report) for their dedication and support.

Our Executive Committee has played a critical role in the ongoing work of FPSE. Their advice, input, and participation in the oversight of *Open the Doors*, the work of the Standing Committees and the issues before Presidents' Council, as well as a wide range of external commitments, ensure that our Federation is an effective voice for our members. My thanks go out to Vice-Presidents Frank Cosco and Leslie Molnar and to Members-at-Large Lynn Carter and Tim Walters. They have all made enormous contributions to our Federation.

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FPSE AGM 2016

My gratitude also goes to our Secretary-Treasurer, Terri Van Steinburg, who has played a critical role in ensuring that our Federation has had the capacity to provide thoughtful and balanced leadership, advice and counsel to our member locals over the last twelve months and whose opinion I value greatly.

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

PRESIDENTS' COUNCIL 2016-2017

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 LYNN CARTER
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 Inst. of Technology Employees' Association SHARON McIVOR
21. Private Sector Faculty & Staff Association (ETEA) KEVIN DRAGER
22. Emily Carr University of Art + Design Faculty Association PEG CAMPBELL



SECRETARY-TREASURER'S REPORT

The position of Secretary-Treasurer is responsible for overseeing the Federation's finances, supervising administrative and financial staff in the office, as well as representing and supporting member locals at the provincial level. Since our last AGM, FPSE has been active on a number of fronts. We have continued to focus on and build our *Open the Doors* campaign, support member local initiatives and develop relations within the broader labour movement and community organizations.

FPSE COMMITTEES AND ACTIVITIES

It's been a busy year with a great deal of change in the FPSE office. We said good-bye to several staff and welcomed two new ones. Mary Bruegeman retired after 23 years, and Angela Kenyon retired after 17 years. Sara Rozell also moved on after accepting a permanent position as communications officer at HEU; Rene Nicolas moved to BCGEU; and Harpreet Parmar is now attending law school. We are pleased to have added Administrative Coordinators Nicole Seguin and Jennifer Schmidt to our staff complement. FPSE staff members provide outstanding support to George, me, and to all FPSE members.

I continue to work closely with our Staff Accountant Matt Toma to review all our financial and operational processes and reporting requirements, including the approval of expenditures and monitoring the budget. The financial report will be delivered separately.

I am pleased to report that we negotiated a renewal collective agreement for the CUPE 1004 staff bargaining unit earlier this year. Tim Walters and I negotiated for the Employer and Zoe Towle, Lesley Burke-O'Flynn, Lucia Salazar and Andrew Ledger (CUPE 1004 President)

negotiated for CUPE 1004. The negotiations took under 10 hours to complete with both sides feeling good about the results. I'd like to thank my bargaining partner, Tim Walters, for his assistance and advice.

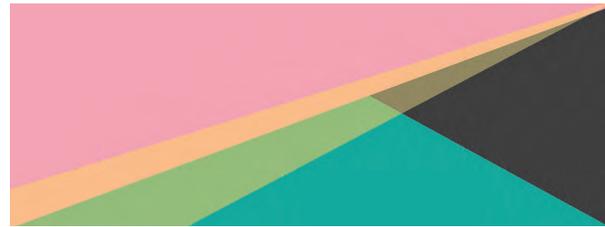
PRESIDENTS' COUNCIL

Presidents' Council governs FPSE between Annual General Meetings. Executive and Presidents' Council meet at least six times per year, to share information and resources, to hear from guest speakers, to lobby for action within the post-secondary sector, and to make the decisions that move our Federation forward. Most of our work this year related to the *Open the Doors* campaign activities. Our annual Presidents' Retreat, which takes place each June, was an excellent multi-day meeting where we engaged in some intensive strategic planning, with facilitator Betty Baxter, and set our priorities for our campaign and lobbying efforts. We were pleased to have visits from Alex Hemingway, the public finance policy analyst at the Canadian Centre for Policy Alternatives, at our September meeting, and Rob Fleming, who replaced Kathy Corrigan as NDP Critic for Advanced Education, at our March meeting.

GRIEVANCE & ARBITRATION REVIEW COMMITTEE (GARC)

Supporting Local grievances and arbitrations is one of the most critical services FPSE provides. FPSE's Grievance & Arbitration Review Committee, comprising Labour Relations Staff Representatives, the Contract Administration Review Committee (CARC) Chair, and FPSE's Secretary-Treasurer as Executive Liaison and committee chairperson, meets regularly to review cases submitted by Locals to determine

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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.

As of March 31st this year, GARC reviewed 21 grievances and advanced 14 to arbitration. The cases vary widely, covering issues such as discipline and termination, work reductions, job classification, wages and rates of pay, regularization, workload, seniority rights, and sick leave. Several of them have settled or been withdrawn since they were first presented to GARC and others await hearing dates.

CONTRACT ADMINISTRATION REVIEW COMMITTEE (CARC)

Another of my roles is acting as the 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, in addition to local reports and information exchange, CARC had presentations from Staff Representative Weldon Cowan on the doctrine of *estoppel* and from members of TRUFA on a social media platform they've developed called Arkademic. The committee also had good discussion about sexual violence policies being developed as a consequence of legislation passed last year. Some locals are

directly involved in committees developing the policies, while in other cases institutions are trying to avoid faculty participation. Locals were encouraged to get involved in the process and to ensure that any policy contain provisions that recognize the supremacy of the collective agreement when faculty are involved.

INTERNATIONAL SOLIDARITY FUND (ISF)

International solidarity work is a critical part of our collective effort in the Canadian labour movement. While we may disagree with the policies and decisions of our governments, we are fortunate to be free to express that disagreement without fear for our lives. Although our provincial labour laws and employment standards clearly need reforms, Canadian trade unions and union members have significantly more rights than our sisters and brothers in many other parts of the world. FPSE's Secretary-Treasurer also acts as Chair of the ISF committee, which meets annually to review nominations and disburse one per cent of our annual budget to international solidarity projects.

This year, we allocated \$57,801 in funds to 10 projects. FPSE is pleased to support the following projects and the important work they do:

1. Alianza Prenatal Program (Guatemala)
2. Canadian Humanitarian Org. (Ethiopia)
3. Co-Development Canada (El Salvador)
4. Global Learning Initiative – Primary Health Care (Nicaragua)
5. Lamwo Rock Foundation (Uganda)
6. Leaving Footprints (Guatemala)
7. Rights Action: Community Development and Environmental Justice in Mining Affected Communities of Guatemala

8. Red de Apoyo para Migrantes Agrícolas (RAMA) – Migrant Farmworkers Support Network (Okanagan)
9. Workers Information Centre (Cambodia)
10. VIDEA - Equality for Growth (Tanzania)

I would like to thank the ISFC – Eliza Gardner (HRISC), Tim Walters (PC), Brent Calvert (PC) and Norah Bowman (HRISC) – for their work on this committee. I would also like to thank those Locals that submitted applications for the time and thought put into the proposals, and for their ongoing commitment to international solidarity.

SECONDARY SCALES CONFERENCE

The Secondary Scales Conference, convened as a result of a 2016 AGM resolution, took place on January 28, 2017 at the Hyatt. We brought together Presidents, the Bargaining Coordination Committee, and Non-Regular Faculty Committee representatives for a day of sharing information and resources, discussing current problems and roadblocks, and developing strategies for moving forward. The afternoon session was facilitated by Betty Baxter, who did a skillful job of guiding our discussions. Local presidents have been asked to appoint their representatives to the Secondary Scales Working Committee so we can move to the next steps of preparing for the joint FPSE/ PSEA committee discussions, which must be completed in early 2018.

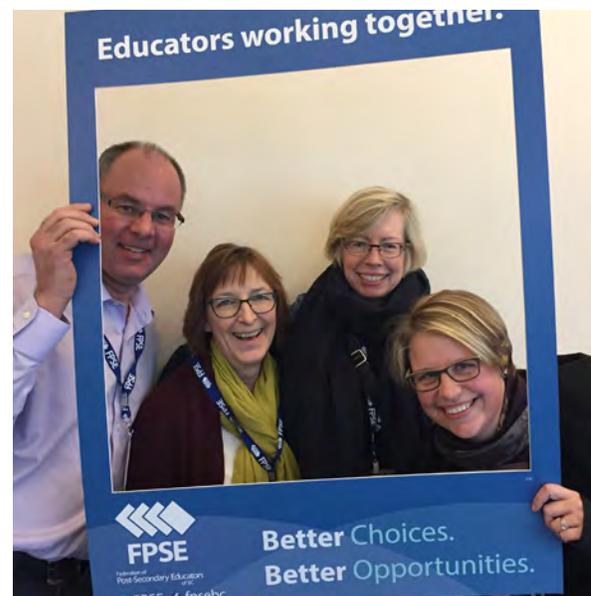
SPRING CONFERENCE

Our annual Spring Leadership Conference took place on February 18, 2017 at the Hyatt Regency Hotel. Approximately 125 people attended. Our keynote speaker was Iglia Ivanova, Senior Economist and Public Interest Researcher at the BC office of the Canadian Centre for Policy

Alternatives. Iglia discussed the connection between post-secondary education and BC's economy, with particular attention to what's missing from the BC Jobs Plan. It was an interesting and timely presentation, putting our own campaign into a broader economic context for the provincial election. The morning was rounded out by a number of workshops, some from the Labour Relations Public Policy and Advocacy Certificate program, and others to help encourage and develop activism in our Locals. Of particular interest to many members was a workshop on education and reconciliation, facilitated by a BCTF staff person. We spent the afternoon in an election readiness workshop, preparing for May 9.

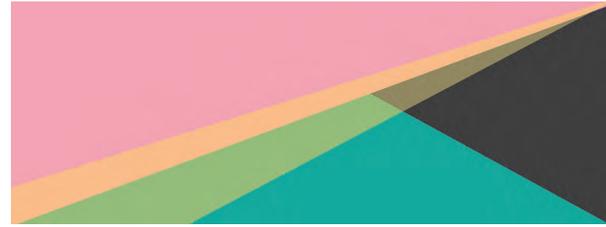
LOCAL OUTREACH

Having served as a Local president for 13 years, I know that it is easy to become so busy in our own Locals that we forget that there is a network of members across the province who share the



Spring Conference, 2017

SECRETARY-TREASURER'S REPORT



same concerns: concerns about our students, about access and affordability of post-secondary education, about program rationalization and funding cuts at our institutions, about workplace issues. It is bringing together this network as a unified collective that makes our Federation the source of strength that it is. FPSE offers more than financial resources or excellent staff support, more than labour relations or bargaining advice. We provide space for Locals to come together, share information, and advocate collectively for a robust, high-quality post-secondary system – in the public and private sectors – that reflects our priorities as educators.

Over the past twelve months, I have attended events and meetings at several locals, including campaign events, general meetings and socials. Of particular import this year were the strikes at ETEA Locals 21-9 and 21-11, both occurring over the summer. I attended both picket lines several times. We were pleased that the members at Hanson International Academy, Local 11, were able to reach a contract with their employer, appropriately ratifying the agreement on Labour Day. Unfortunately, the members at VEC were left without a picket line or a job when their employer abruptly closed the school rather than attending scheduled mediation with Mark Brown. Following that unexpected action, the employer's behavior was reprehensible, including sending harassing emails to our members and refusing to issue ROEs or to pay back wages or vacation time. FPSE pursued every possible avenue for legal redress, including applications to the Labour Relations Board and supporting the members with claims for compensation under the Employment Standards Act. Ultimately, it became evident that the employer's claims of bankruptcy were legitimate, and despite his appalling behaviour, we were unable to secure severance pay.

FEDERATION OF POST-SECONDARY EDUCATORS OF BC

CAMPAIGNS AND COMMUNICATIONS

The *Open the Doors* campaign was the primary focus for FPSE this year. Since last AGM, we have been running an aggressive and hard-hitting campaign, using a combination of paid advertising, earned media, public relations events, student contests, Local initiatives and lobbying. We've conducted extensive public opinion research, worked with Point Blank Creative on developing a TV ad and online videos, produced radio ads, and hosted Telephone Town Halls, among other activities. The Education Contest and concluding Gala were definite highlights in the Fall. I want to thank our Education Contest Committee members – Shirley Ackland, Peg Campbell, Bob Davis, and Leslie Molnar – who guided the Contest process. Through conference calls, meetings, and thoughtful reflection they gave shape to the contest rules and regulations, methods of entry into the contest, and the judging process that made this contest such a success.

We've been sharing the contest entries, along with stories submitted as part of our "Precarious Profs" campaign, on our social media and FPSE websites under the banner of "Post-Secondary Profiles." If you haven't had a chance to review the incredible contest submissions, I'd encourage you to check out the profiles online. They provide a compelling look into the power of post-secondary education.

The campaign has been an important way for FPSE and all our Locals to increase capacity and engage members, allies, and elected officials on the importance of a fully-funded post-secondary education system. No matter the outcome of the election, we can all be proud of the effort we've



Post-Secondary Profiles, 2017

made to put FPSE and our important work on the public radar.

SELECT STANDING COMMITTEE ON FINANCE AND GOVERNMENT SERVICES

I appeared on behalf of FPSE at the budget consultation hearing in Richmond on September 21, presenting our recommendations for advanced education. Our recommendations did not change significantly from previous years, and while we were once again pleased that the bipartisan committee concurred with our recommendations, it was disheartening to see the provincial government disregard the Legislative Committee and the citizens and organizations who participated in the process.

BC FEDERATION OF LABOUR

As a member of BC Federation of Labour’s Executive Council, Political Action Committee, and as a Trustee, I continue to participate in BC Fed activities. In the late summer/early fall, the Political Action Committee transitioned into a Provincial Election Working Group, focusing on development of the BC Fed’s pre-election organizing and campaign planning. Their “Better Can Happen Here” campaign was launched at Convention at the end of November. The Women’s Rights Committee has been active on several fronts, including helping to organize a “Women at the Movies” night, hosted by UBCP/ACTRA, and “Women at the Lions” night at an BC Lions game. Committee members work on a broad range of issues, including staying active in the \$10 a Day Child Care campaign.

The BC Federation of Labour Convention was held November 28 – December 2, 2016. I want to sincerely thank all of the FPSE delegates who spoke so knowledgeably to a number of resolutions. You did us proud!

I was re-elected as Trustee for the BC Fed and look forward to continuing that work for the next couple of years. We also reappointed FPSE representatives to BC Fed Standing Committees. I’ll continue on the Political Action Committee on our behalf.

The Ranking Officers (Executive Council and senior staff) met January 29 through February 1 at the Canadian Labour Congress Winter School in Harrison Hot Springs. We heard presentations from the BC NDP and CLC, and participated in a planning session, envisioning our futures both with a new government or if the current government is re-elected.

SECRETARY-TREASURER'S REPORT



CANADIAN LABOUR CONGRESS / NUCAUT / 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 CAUT (NUCAUT). These affiliations allow us to participate more broadly in the national labour movement and to connect with post-secondary educators across the country.

This year is a convention year at NUCAUT. Our President George Davison completes his final term as NUCAUT president, and I was pleased to accept the nomination to replace him. The convention takes place after the deadline for this report, but we'll know the outcome by the time FPSE AGM takes place. In my role as Vice-President of NUCAUT for the past term, I have represented our national union on the CLC Women's Committee.

I also represent FPSE on CAUT's Collective Bargaining and Economic Benefits Committee, attending my first meeting as chair in Ottawa August 31-September 1. Several of the policy statements we have been working on were approved by CAUT Council, including statements on Pay Equity, Academic Freedom and Artistic Expression, Use of Anonymous Student Questionnaires in the Evaluation of Teaching, and a number of others. CAUT Council also approved model clauses on Compensation for Contract Academic Staff, Academic Freedom, Professional Activities, and a few more. We have a number of other policy statements and model clauses we are currently working on and the policy statement on Transitioning is going to Council for approval in November.

As the chair of this committee, I also serve on CAUT's Executive, which held a retreat in Montebello, Quebec June 6-11, 2016. It was an excellent opportunity to get to know the other executive members and to begin the year's work in a collegial setting.

I attended the CAUT Western Regional Conference in Winnipeg, November 3-5. In an act of solidarity with our then-striking sisters and brothers in University of Manitoba Faculty Association, the attendees at the conference joined them on the picket line for a very successful march and rally in front of the administration building. George Davison and Tom Friedman (Local 2) joined me at the march.

The other issue of note at CAUT Executive this year was the months-long labour dispute with CAUT's unionized staff, represented by COPE 225. It was a difficult dispute, and when it appeared that the May CAUT Council meeting might be picketed, I was proud that our Presidents' Council voted unanimously to respect the picket line. I'm happy to report that the dispute has since been resolved and the tentative settlement will be reviewed and a ratification vote held at the May meeting.

SOLIDARITY ACTIVITIES AND EXTERNAL REPRESENTATIONS

I was pleased to be invited to speak at the AGM of the BC Federation of Students on August 12 in Nanaimo. I spoke to them about the funding crisis in post-secondary education and our campaign, and renewed our ongoing commitment to working together toward our common goals, particularly in the lead-up to the provincial election.



UMFA picket in Winnipeg, 2016

I attended the MoveUp picket line in August as well, joined by several FPSE staff, offering support and solidarity with these workers as they struck for a fair contract in a dispute with their employer, the BC Nurses' Union. The employer tried to force concessions in health benefits and sick leave. The Unifor members, the staff representative bargaining unit, also struck. Both unions eventually reached settlements with the employer, but after such a long, ugly dispute, the wounds will take more time to heal.

BCGEU members at the Justice Institute bookstore were on strike for 5 weeks in late February and early March. They ratified a new agreement and returned to work March 6. They are working to achieve parity with other post-secondary bookstore workers, and while this agreement still falls short, some progress was made.

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 the lives of BC's most vulnerable residents. On November 9 we hosted our annual lunch for FPSE staff and the United Way of Lower Mainland Labour Participation Program. We are proud to support this program, which contributes hundreds of thousands of dollars each year to important programs.

Each year, UWLM shows its appreciation for its labour partners with a Labour Breakfast to kick off the campaign, as well as a Labour Appreciation Dinner. This year, I want to congratulate George for being selected as a recipient of the Joe Morris Labour Community Service Award at the Labour Appreciation Dinner. George's contribution to the United Way

SECRETARY-TREASURER'S REPORT

has been considerable and is very worthy of this recognition.

We also participated in the United Way's "Tampon Tuesday" campaign, collecting menstrual hygiene products for women living in poverty and for those who are homeless. They hosted a breakfast around this campaign to coincide with International Women's Day, where they showcased the thousands of dollars' worth of products donated.

FPSE also continues its support of Protein for People (PFP), which helps food banks around the province through direct donations of protein-based food. The labour movement in BC has done amazing work in supporting food banks that struggle to get enough protein to families that need support. The goal of PFP is to end dependency on foodbanks through good jobs. I'm on the Executive of PFP and a rep to the poverty coalition.

A WORD OF THANKS

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

I am also grateful for the tireless commitment and wise counsel of the Executive and all of Presidents' Council, and for the support and leadership from our President, George Davison.



FPSE AGM 2016

Last but certainly not least, I wish to thank all of you, our members, for your unending dedication to post-secondary education, to our students, our communities, our unions, and our Federation. It has been a great pleasure and privilege to represent all of you this past year. The work of our Federation is very rewarding and important and I am honoured to work with such an incredible group of staff and activists. You are the reason I am here.

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

In solidarity,

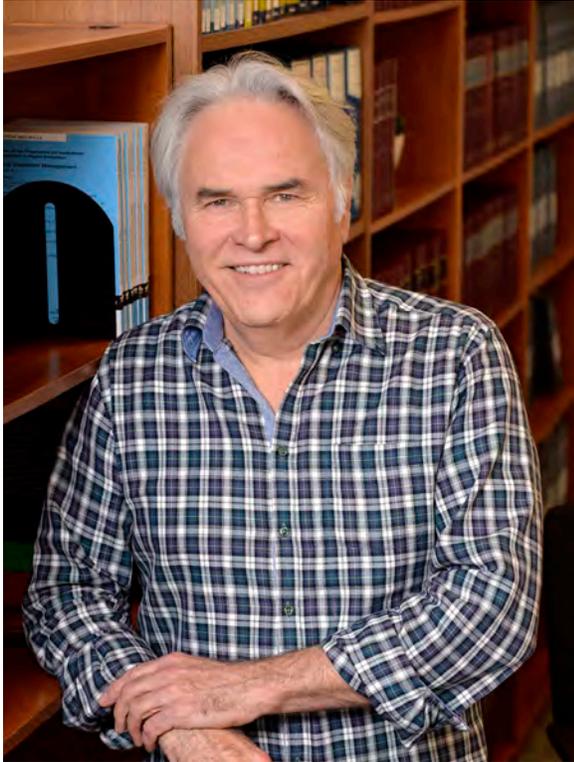
Terri Van Steinburg,
Secretary-Treasurer



EXECUTIVE REPORTS

1st VICE-PRESIDENT'S REPORT

Frank Cosco



FRANK COSCO

I have continued to support the work of FPSE through working on a variety of assignments and representative functions for the President, Presidents' Council and the Executive. Through the Executive I have served as a screener for Local *Open the Doors* projects, on the budgeting sub-committee, and as a screener for organizing projects. The Executive also screens and comments on the PC agendas.

BARGAINING

As is normal in union work, all locals have to start turning their minds to bargaining in 2019. Writing from "before the writ," it does not matter which government we will face. Either will have some sort of quantum, mandate, or other costing scheme that it wishes to stay within. What matters more is our clarity about whatever is important to each of our locals and developing a serious commitment to empowering our bargaining. Being affiliated through FPSE is a strategic advantage that we need to maximize – using our federation to maximize our power.

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 has already gone through. The Teachers' Plan, for example, is implementing their changes next January, two years after we did. It was also satisfying to know that slivers (0.05%) 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 one of the only official statutory powers that FPSE has. It is important that members’ appreciation and knowledge of their plan be encouraged.

PENSION ADVISORY COMMITTEE EXECUTIVE LIAISON

As you will see from the Chair’s report, PAC has many projects on the go. You will find that many action items on this meeting’s agenda flow from last year’s Transition to Retirement report – a joint PAC/PC effort.* PAC continues to enjoy excellent attendance and participation from all FPSE Locals. Thanks to Administrative Coordinator Nancy Yip and Staff Representative Zoe Towle for their effective support of this group. And thanks to Scott Maclean (14), for chairing this past year.

**Other members were Scott Maclean (14), Peggy McKimmon (2), Leslie Molnar (VP), Sherrie Wang (16), and Alison Woods (15).*

NON-REGULAR FACULTY COMMITTEE EXECUTIVE LIAISON

Teresa Fedorak (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-regulars in North America, and it has developed an unparalleled set of guiding principles and

policy. Its leadership groups are fully committed to supporting non-regulars 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 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 in January, 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.



FPSE AGM 2016

1st VICE-PRESIDENT'S REPORT

PRIVATE SECTOR POLICY COMMITTEE

This committee, which is made up of reps from the sub-locals of Local 21, the Education and Training Employees Association (ETEA), provides a forum for discussion and union development. Kevin Drager (21) has chaired the meetings and Staff Representative Sean Hillman supports the work of the group. This year they continued discussing ways that they may support their own students, who are too often the victims of wage theft by unscrupulous employers – they held a second successful pub night for interested students.

ETEA also has recently been able to get an opportunity for direct input on the development of new regulations pursuant to the *Private Training Act* – a clear recognition of their status as the most organized and aware group of faculty in the private education sector.

CAMPAIGNS MUST CONTINUE

It has been heartening to witness the commitment of FPSE leaders to the campaign ideas first raised at the 2014 AGM. It's the fate of FPSE that it has had to be the lead voice in the province against the insidious and continuing hollowing out of the public post-secondary system by the BC Liberal government. Writing before the election, hopefully FPSE's work and the work of the Locals will have made a difference. Elections do make a difference. We'll see. Either way, this campaign experience has been an important first for FPSE and has provided a valuable learning base for the future.

APPRECIATION

Thanks to George, Terri, fellow Executive Leslie, Lynn, 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

2nd VICE-PRESIDENT'S REPORT

Leslie Molnar



LESLIE MOLNAR

It has been another interesting and busy year. This was my second year as Second VP and my fifth year on the FPSE Executive.

Much of the work this year centered around the *Open the Doors* campaign. The Executive was the Oversight Committee for the local campaign applications and we were also very involved, especially since January, in helping to set the direction for the campaign activities.

In addition, I continued my work as Executive Liaison to two FPSE Standing Committees – Education Policy Committee and Professional Development & Scholarly Activity. I continue to sit on the Finance sub-committee, I sat on the Budget Policy sub-committee, the Secondary Scales Conference sub-committee, and continued on the Transitions to Retirement sub-committee. I still chair the ABE caucus but,

with all the resources specifically going towards *Open the Doors*, we did not do much work this year. A special thank you to all the people at VCC who continued to keep this issue in the spotlight.

PRESIDENTS' COUNCIL

Presidents' Council meets at least four times per year to oversee the business of FPSE between AGMs. This year, we had many teleconferences as well. This was my first year on PC where I was not also a Local President. PC is a great group of faculty who are union activists, passionate about education, and committed to educating the public about the need for more funding in our system. Each year we are able to retain the wisdom and experience of Presidents continuing in their roles and to gain the ideas and energy from the new Presidents.

PC has been very involved in the provincial *Open the Doors* campaign, as well as with their own local campaigns. Our goal was to make post-secondary education an election issue. We were involved with planning and attending the Secondary Scales and the Spring Conferences.

Even though *Open the Doors* was a dominant issue, PC still carried out the work it always does – building solidarity with other labour groups, overseeing helping to implement the work of the FPSE Standing Committees, and other bargaining and labour relations types of activities.

OPEN THE DOORS

I was an active participant in the judging committee for the *Open the Doors* Education

2nd VICE-PRESIDENT'S REPORT

Contest. Over the summer, I, along with other committee members, helped to draft the criteria we would use for judging. Over the weekend of November 4 to 6, I read and judged the top 30 or so entries. There were so many very moving stories. On Tuesday, November 8th, Peg, Norman and I participated in a teleconference to determine the final winners. We are happy with the way the process worked, happy with our choices, and happy with the Education Gala.

Hopefully, you all saw and shared the ads created by the *Open the Doors* campaign, signed pledge cards, and signed pledges to vote. FPSE and the member locals were able to get a lot of earned media, as well, with their creative provincial and local campaigns. The telephone town halls had good participation rates. This report is being written before the provincial election. I certainly hope we are successful in achieving a change in government.

FINANCE AND BUDGET SUBCOMMITTEE

The Finance Committee oversees the money directed towards organizing work done by the private sector Locals. We do our work via email. The budget policy sub-committee is bringing recommendations to this AGM to better manage the resolutions with costs that come to AGM from the floor. This committee's work was done via teleconference and email.

EDUCATION POLICY COMMITTEE

I am the Executive Liaison to the EPC, which meets twice a year – in the fall, and at the Spring Conference.

PC assigned the topic of scheduling software to EPC. The committee spent much of the fall meeting discussing this topic: its purpose, the cost of the software to the institution, its effectiveness, its effect on employee health and wellness, and its ability to take faculty and student preferences into account. A draft survey was created between the fall and spring meetings but it still needs tweaking before it will be ready to be sent out. Questions involving institutional practices need to be separated out from faculty experiences and perceptions of the effects of using the software.

EPC was also tasked with liaising with the Ad Hoc Committee on Decolonization and Reconciliation. EPC raised six points:

1. That faculty workloads be considered as the committee does it work, especially if it makes particular recommendations about the implementation of decolonizing and indigenizing curriculum;
2. That each institution should be mandated to provide appropriate training and PD around the issues but that faculty not be required to take said training;
3. That the Committee model best practices of institutions who are doing this work well, such as NWCC, Camosun, and NVIT;
4. That opportunities to understand the issues of decolonization and indigenization be provided to our international students;
5. That any recommendations on implementation recognize the effect of the unequal funding provided to the various institutions to implement the indigenization process; and
6. To consider requiring all institutions to provide at least some classroom space which is able to be easily adapted to circles or other types of indigenous learning spaces.

Regarding program cancellation and suspension policies, in general, most institutions either have these policies or are creating them. Several have recently changed or are going to change to add suspension. There were a few examples given of programs being cancelled and brought back in new formats. Many institutions reported stable programming.

For ABE and ESL, enrolments are definitely down and sometimes quite significantly (as much as 40 to 50%). The low income threshold for the AUG is often reported as a problem for students. We all know about the VCC layoffs. No other institutions have reported faculty layoffs as a result of declining ABE enrolments.

Regarding applied research, almost all institutions are either already engaged in this, or working to become Tri-Council grant certified. Some places bring in significant dollars this way. More work was done on this issue in PSDC.

I'd like to thank all the Committee members for their work, Blair Fisher for chairing the committee, and Staff Reps Norman Gludovatz and Weldon Cowan for providing FPSE support for EPC's work.

PROFESSIONAL DEVELOPMENT & SCHOLARLY ACTIVITY

This committee continues to be very hard-working and effective. Much of the fall meeting was spent drafting two surveys which were then conducted and compiled prior to the spring meeting. One survey was on Applied Research. Most institutions now have a dedicated space and faculty and/or staff working in the area of applied research. A

disturbing result was that applied research was not considered faculty work at over half of the institutions which reported. Applied research is performed by faculty, sessional faculty, and students. Often no release time is given for the work. Eight of the 16 institutions reported being eligible for Tri-Council funding. There was often an office supporting faculty writing these grant applications.

The second survey was regarding educational technology from a PD perspective. As far as infrastructure goes, there is a huge disparity in classroom technology and support for using classroom technology across the various institutions. One interesting result: very few, if any, institutions offer training on the pedagogy of teaching in an educational technology enhanced mode. The survey also indicated there are workload issues, such as that release time is not being provided to develop or update online, blended, and hybrid courses.



FPSE AGM 2016

2nd VICE-PRESIDENT'S REPORT

Other common issues: difficulty accessing PD on weekends (and being able to take days in lieu), ongoing debate between professional and personal development, some institutions not funding the Provincial Instructor's Diploma, issues around workload credit for supervising student research, collective agreement language around online learning, and a question about how best to communicate with faculty about PD funds and opportunities.

Thanks to all the dedicated committee members, to Marcel Dirk for his great work as Chair, and to Staff Rep Rene Nicolas for supporting the committee.

OTHER

I sit as Western Member at Large for NUCAUT. This is an easy role as meetings are held via teleconference. We met shortly after our January PC meeting, and approved all but one of the resolutions submitted by PC so those will go forward to the CLC. We approved the financial statements, appointed auditors, discussed NUCAUT membership and briefly talked about NUCAUT's meeting just prior to the CLC in Toronto. George will be stepping down as President of NUCAUT and Terri will be running. I plan to run for an Executive position again.

I attended the BC Federation of Labour conference in November. It was exciting to be part of the BC Fed campaign launch of "Better Can Happen Here". I was able to go to the microphone a couple of times to speak about education, adult upgrading, and health and safety in other countries (thanks to my sponsored trip to Nicaragua and Honduras with CoDev). Once I learned to not look at my head

on the two huge screens by the screen (very distracting!), I really enjoyed the experience.

By the time AGM has come, I will have also attended the NUCAUT and CLC conferences in Toronto.

CORFA sponsored me to attend the CUFA BC Governance conference in Vancouver on March 3 and 4. FPSE was well represented there. I took detailed notes (9 pages of these) which I will happily share if anyone wants more information.

APPRECIATIONS

I would like to sincerely thank all the other members of the Executive Committee – George, Terri, Frank, Tim, and Lynn – 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 the FPSE staff – you all 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
FPSE Second Vice-President

MEMBER-AT-LARGE REPORTS

Lynn Carter



LYNN CARTER

As a member of the FPSE Executive it has been my privilege to liaise with several Standing Committees and to sit on several PC committees. The following is a report of my work for the 2016/2017 year.

EXECUTIVE COMMITTEE LIAISON: STATUS OF WOMEN COMMITTEE

The new chair of the SWC, Elena Kuzmina has been developing some exciting new ideas about how to structure the SWC agenda for the members. On October 28 and 29 I attended the Status of Women Committee meeting in my role as Executive Liaison. It was a well-attended meeting and was Elena Kuzmina's inaugural meeting as Chair. Friday evening comprised a series of local reports from representatives and a review of the committee's work plan and terms of reference. Several of the locals reported on activities in support of International Women's Day on December 6. There was recognition that locals with more than one campus had some challenges in building solidarity for the activities of their local SWCs. Some of the locals reported about concerns they had regarding security on their campuses for women who worked late. There was also discussion about the processes at the different institutions around drafting the Sexual Violence and Misconduct policy which is now legally mandated in the colleges and universities. It was agreed that there would be information sharing among the locals about how this policy is being developed at the different institutions.

On Saturday morning Elena had scheduled a workshop on Electoral and Political Organizing given by Lynn Bueckert, Political Action Director at the BC Federation of Labour. It was an engaging and a timely workshop given the

MEMBER-AT-LARGE REPORTS

upcoming provincial election. There were a number of small group activities during which participants were asked to identify issues and strategies to move their issues forward as a part of a successful political agenda.

The committee passed several motions to go to PC for consideration; several of which generated some lively discussion.

I attended the SWC meeting on February 16, the evening before the Spring Conference. Since the Spring Conference does not permit a great deal of time for committee meetings, the SWC agreed to forego the local report at this meeting (unless there was a particularly urgent issue) and rather to focus on issues that the committee may want to develop resolutions about for consideration at the AGM. As a consequence, the Status of Women's Committee moved a number of resolutions to go to PC for consideration for the AGM. There was discussion of the DOXA film festival, as FPSE is a sponsor. Elena Kuzmina was unanimously re-elected Chair.

EXECUTIVE COMMITTEE LIAISON: DISABILITY MANAGEMENT & REHABILITATION COMMITTEE

Instead of a fall meeting of this committee, DMRC held training sessions for committee members on November 29 and 30.

The tendering of the group benefits contract is underway and Staff Representative Zoe Towle kept us informed of the progress. The bidding submission process concluded in July and the Chair of the Consortium reported that there were 10 proponents whose bids will now proceed to the evaluation stage. Fortunately for us Zoe sits on the steering committee which

is reviewing the submissions and will be able to vet possible successful bids from a users'/ union perspective. She has also been effective in insisting that we are updated on the process. This is a very important process with significant implications for many FPSE members.

As the Executive Liaison I also attended the DMRC meeting on February 16. I chaired the meeting because the Chairperson was unable to attend. It included a debrief, lead by Zoe, of the DMRC training which took place last November. Most felt the training had been valuable but wanted a more balanced labour/employer perspective at the next training. Ann Marie Davison was unanimously re-elected Chair of the DMR Committee.

OTHER RESPONSIBILITIES

While last summer was for the most part fairly quiet there was some activity by the Executive in which I participated. We had an Executive teleconference meeting with Point Blank June 23rd to review various concepts (in videos) which had been tested with audiences, in order to make a decision about which ones we wanted to develop for our OTD campaign. Although we had an additional teleconference meeting with Point Blank set for July 6th it proved to be unnecessary and Point Blank was able to develop the concepts we approved.

The videos they developed initially were quite interesting and captured different aspects of issues we face in PSE. The final video which was aired on television, I thought was quite effective.

In June and July, I participated with the Executive in a redrafting of the OTD Terms of Reference so that they might be clearer and easier for locals

to use to develop projects for which they wanted OTD funding. It was a productive process which I think resulted in better Terms of Reference.

The Executive Committee served as the OTD Oversight Committee and reviewed several submissions from Locals over the past year. There have been some innovative and interesting proposals. It has been gratifying to see the high level of engagement that faculty and students at our locals have demonstrated in these OTD projects.

On October 20, I attended a Budget Policy Sub-committee teleconference. The meeting offered us a chance to discuss options for better managing our budgeting process in light of the many changes to the budget which may occur at our AGM. Terri Van Steinburg chaired the committee.

I attended the OTD Gala and was pleased to see a number of students honoured with scholarships. Students from a number of our institutions were there to receive scholarships and recognition. There were some very moving stories from the students.

I attended the Secondary Scales Conference on January 28. It was very well facilitated by Betty Baxter and lead to a lot of debate and expressions of concern for both faculty on secondary scales and also for non-regularized faculty. It was very interesting to hear from the different locals about the way these issue have affected them.

I participated in a February PC teleconference which dealt with planning around the future FPSE/PSEA meeting to discuss secondary scales. Also discussed was the Open the Doors

campaign and some BC Fed apprenticeship issues.

The Spring Leadership Conference keynote speaker was Iglia Ivanovo from the Centre for Policy Alternatives. She gave an excellent, evidence based account of the trends in government spending and support (or the lack of it) for social and educational programmes.

I facilitated one of the workshops. It was a superb workshop on harassment and bullying in the workplace given by Lesley Burke-O'Flynn. It was very well-attended.

The Executive teleconference on March 9 addressed a number of issues in preparation for the PC meeting scheduled for the following week. It included discussion on a possible Action Plan for the AGM, as well as information from Leah Squance about the constraints on election spending during the formal election period.

It has been my privilege to have served as your Member-at-Large on the FPSE Executive.

Respectfully submitted,

Lynn Carter
Member-at-Large, FPSE Executive

MEMBER-AT-LARGE REPORTS

Tim Walters



TIM WALTERS

This has been my second year serving on the FPSE Executive as Member-at-Large and, even after several years on PC, it still often feels as though I am still finding my feet in many ways. This past year was undeniably challenging, but also exciting. We worked hard to manage *Open the Doors*, the largest public relations campaign we have ever been involved in as an organization, which aimed to influence the provincial election in ways that would be beneficial to the post-secondary system, and to the students we serve. The extent to which we have been successful in these efforts will have already been decided by the time you read this report: I am optimistic that we helped make a difference, but certain forms of power are stubbornly hard to dislodge. Regardless of the outcome, this experience has reconfirmed my conviction that we are

fortunate to be represented provincially by a group of outstanding union activists and leaders, and I consider myself fortunate to have had the opportunity to learn from each of them again over the past year.

HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE

I served again this year as Executive Liaison to a passionate, thoughtful, and committed group of activists on the HRISC. The meetings clearly benefit from the copresence of an exemplary Chair (Eliza Gardner)—who has stepped down after several years of exceptional leadership and been replaced by Norah Bowman—and Staff Representative Sean Hillman.

This year, we spent a good deal of time planning out the annual HRISC speaker's tour, which seems like another well attended series of events involving two outstanding speakers on Indigenous issues: Melina Laboucan-Messimo and Bev Sellars (note: I cannot too highly recommend Bev Sellars' *They Called Me Number One: Secrets and Survival at an Indian Residential School* and her latest, *Price Paid: The Fight for First Nations Survival*).

Outside of the tour, a particular focus again this year has been encouraging the development of Indigenization initiatives at various locals and local institutions, and a shared belief in the importance of these projects married to a conviction that post-secondary educators and local unions should be playing a leadership role in these righteous, urgent, and long overdue efforts. Much work was also done by the committee this year on a few recurring themes of ongoing concern to the HRISC: enhancing our solidarity with overseas workers, particularly those in the garment industry; the inequities that continue to be faced by our non-regular

colleagues; and issues pertaining to the development and implementation of sexual harassment and violence policies.

On a sadder note, tireless longtime activist Charles Boylan (Local 21)— who will be well known to many of you from his numerous memorable, passionate, and thoughtful contributions to social justice conversations at our AGMs—has had to step down from the committee due to ongoing serious health struggles. Suffice it to say, we will all miss Charles very much: he is a proper one of a kind, in the best sense of that term. He asked that I read a resignation letter he prepared for the HRIS Committee at our spring meeting, which I take the liberty of sharing with you all (Appendix A).

WORKPLACE HEALTH, SAFETY & ENVIRONMENT COMMITTEE

These meetings are collegial and interesting (albeit frequently in horrifying ways) and the committee is well served by an experienced and committed Chair Reto Riesen, and a preternaturally competent Staff Representative Rene-John Nicholas who, alas, is no longer with FPSE.

Primary areas of discussion this year included: an eye-opening and alarming number of locals reporting on incidents of FPSE members being bullied, harassed and, in some cases, physically assaulted by students; the range across locals in institutional levels of preparedness in the event of an ‘active shooter’ on campus, as well as in a local’s ability to respond to a natural disaster; and the provision of training on helping to create psychologically safe and healthy workplaces. We enjoyed an excellent presentation from Gord Lechner of the BC Fed’s Health and Safety Centre, which I would highly recommend at your local if you would like to raise your membership’s awareness of rules regarding workplace safety.

OTHER COMMITTEE/FPSE WORK

- I continued to serve on the *Open the Doors* Campaign Oversight Committee, which is ongoing as the campaign evolves and sharpens its focus in the run up to the provincial election. In addition to the central campaign, we were able to distribute several hundred thousand dollars to support smart, innovative local initiatives that feed into the campaign’s broader goals as we all continue to work together to try and make the concerns of our sector a bona fide election issue on May 9, 2017.
- Along with my colleagues on the International Solidarity Fund Committee, I vetted 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. FPSE is to be commended for its outstanding and growing solidarity efforts in this regard.
- I attended the Spring Conference, and had the opportunity to facilitate a thoughtful session on “Infusing Aboriginal Content into the Classroom” led by Brian Coleman, a BCTF facilitator with the Aboriginal education program.
- I attended the conference on Secondary Scales, which I thought was a promising first step in our attempt to eradicate secondary scales from across the sector.
- The Decolonization and Reconciliation committee met several times to discuss how best to enact the motion on this front from last year’s AGM and, as a starting point, we recommended the creation of a 35-50 page

MEMBER-AT-LARGE REPORTS

de-colonial educational handbook/edited collection that ought to be available to all FPSE members by mid-summer.

- I continue to serve on the committee responsible for administering the Pension Trustee Evaluation process, which will shortly conclude its work for the year.
- With many other Presidents and members of the Exec, I attended the BC Federation of Labour convention in Vancouver, and will be heading to the NUCAUT and CLC conventions in Toronto for the week before our own AGM.
- With FPSE Secretary-Treasurer and bargainer extraordinaire Terri van Steinburg, I helped negotiate a new contract (on the management side: creepy!) with FPSE employees and CUPE 1004 members. It was by a country mile the most straightforward, collaborative and adult negotiating experience I have ever had, and I'd like to extend my thanks to Terri and to the CUPE 1004 bargaining team for the way they approached the process, which allowed us to keep our excellent staff reps and office staff happy and feeling valued while remaining within PC's mandate. Win win!

LAST BUT NOT LEAST...

As ever, 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 a pleasure: I really appreciate it.

I hope you all enjoy what I trust will be a fun,

inspiring, and productive AGM, and I look forward to connecting with many of you again this week as we prepare together for another challenging and exciting year ahead.

In solidarity!

Cheers,

Tim Walters
FPSE Member-at-Large

APPENDIX A: CHARLES BOYLAN'S HRISC RESIGNATION LETTER

Dear Tim and through you to all members of the HRISC, please receive this letter of resignation from our committee and my appreciation for its work. I think I joined the committee as chair of the ETEA HRISC as many years ago as 1999 or sometime later. In any case it was my honour to have served on it for many years representing the private sector teachers also concerned with human rights.

As we know, enormous tension is growing between what is missing for the mass of humanity, namely the realization in life of basic human rights such as housing, food, education, health care, and most importantly, political empowerment on one side. On the other side the accumulation of unprecedented wealth and power in the hands of a very few, and their institutions and armed men/women in police forces and armed forces to keep this handful of people with wealth and power in their hands. This means inevitably more increased police powers: Trudeau or Trump issues an executive decision, and it becomes the command of police/army at home and abroad. All this tends toward fascism and war. We on the other

side of the barricades are all those defending the rights of all. ALL is key. Every human being regardless of any other factor in their lives has inalienable rights. These rights are not defined in modern terms by 18th c. constitutions written by European men of property.

Modern conditions require modern definitions. Modern rights are at the centre of today's political, economic and social struggles. Working people must be their own liberators. There are no condescending saviours as the International, song of working class struggle and the Paris Commune of 1871 emphasizes. One can see what is missing in the upcoming provincial election, two "major parties" each imbued with the spirit of neo-liberalism despite protestations from the "left". "Better can happen here" is not a rallying cry for the workers to take up their independent political and economic direction for British Columbia. Hopefully the work of HRISC will inspire serious political discourse and debate, especially around questions related to de-colonization, and democratic renewal to ensure mass democracy prevails over "party politics".

I wish you success as you carry forward the HRISC speaking tour tradition. Hopefully it can be linked with the anti-colonizing resolution of FPSE and some practical local programs can be organized at the college faculty and student level. Have a look around the local situation and see where a well organized speaking and action program might spark some broad discussion. For example, at the AGM it is important to revisit the idea of compulsory "Indigenization" of curriculum, in the sense that while FPSE doesn't write curriculum, a strong statement on the need for all post-secondary students to know something about the Indigenous reality of BC puts our union in an advanced position. It's compulsory to read and write English; why not to know at least what other languages prevailed here 200 years ago?

Ok dear colleagues, sisters & brothers, comrades and fellow fighters, wishing you all success. Don't be shy about sending me a few kind words or making a phone call, Tim has my contact information. If you'd like to drop by, that's possible to schedule in as well. Thanks everyone for your support and kind words on the big card from the last meeting you had. Today it is official. The new chairperson for Local 21 HRISC is Graeme Cheadle with Jean Ardila his close assistant. Let us strengthen our work for the rights of all with the firm conviction that a new dawn is coming. Many a fine poem inspires us forward. And our victory will pale those beckoning words with a new reality for all humanity.

Cheers,

*Charles Boylan
Past Chair, HRISC
Local 21 FPSE*



FPSE AGM 2016