



Federation of
Post-Secondary Educators
of BC

26th Annual General Meeting & Convention

May 16-19, 2006
Harrison Hot Springs, BC

Hosted by:
FPSE Local 14
Langara Faculty Association





Executive Reports

**PRESIDENT'S REPORT
ON BEHALF OF PRESIDENTS' COUNCIL**
Cindy Oliver

SECRETARY-TREASURER
Dileep Athaide

FIRST VICE-PRESIDENT
George Davison

SECOND VICE-PRESIDENT
Dominique Roelants

MEMBERS-AT-LARGE
Rocque Berthiaume
Tom Friedman

Thinking ahead: strategies to strengthen post- secondary education

PRESIDENT'S REPORT *CINDY*

IN THE LAST TWELVE MONTHS OUR FEDERATION has worked to implement the Action Plan approved at last year's Annual General Meeting and to ensure that our advocacy at the local, provincial and national levels continues to strengthen the capacity of our post-secondary education system and the critical role that our members play in making that system work.

This year's report to our AGM will detail work we have undertaken to address specific issues like declining enrolment and the need for better funding of our public post-secondary system. As well, it will document our ongoing efforts to not only defend the terms and conditions of our existing collective agreements, but also support efforts at the provincial and local levels to enhance those agreements and ready ourselves for the next round of bargaining in 2007. This report will also highlight how our Federation continues to build alliances with others in the labour movement, both provincially and nationally, as well as with supportive community allies, to ensure that our efforts to strengthen post-secondary education

have the broadest possible base of support in our communities.

Speaking Up for Post-Secondary Education

The capacity of our post-secondary education system to meet the needs of students, communities, and the economy of our province rests on the commitment of governments to properly fund that system. Members, activists, locals and the leadership of FPSE recognize that securing that fiscal commitment from governments requires deliberate, well-organized and carefully targeted lobby efforts, as well as increased awareness within the broader public of the importance and value of post-secondary education.



Cindy Oliver

In October, FPSE organized a coordinated provincial lobby effort. It was called “A Day of Dialogue” and we used the event to meet with Cabinet Ministers as well as government and opposition MLAs in Victoria. Our plan was to have our Presidents’ Council devote a full day to meeting with MLAs and briefing them on critical issues facing the post-secondary education system.

The event was an enormous success and will become an annual undertaking by FPSE. It provided local presidents with the opportunity to talk to Cabinet Ministers and MLAs about issues in their local post-secondary institutions. The event also highlighted for government and opposition members the importance of post-secondary education and the insight that FPSE members bring to this issue. And finally, the event reinforced both the need and benefit of FPSE’s lobby efforts and the collaboration between locals that is required to make those lobby efforts a success.

Our briefing materials for this lobby effort stressed a number of key messages. First, we pointed out that declining enrolments are a serious problem across the entire post-secondary education system. Second, we stressed that many of the government’s policies – everything from skyrocketing tuition fees to the abandonment of targeted funding for vital student programs – are contributing to the decline in enrolment. Third, the public post-secondary education system has seen a steady erosion in real funding per student over the last four years. Fourth, declining enrolments and inadequate funding are making a critical problem – BC’s looming skills shortage – much worse. At exactly the point when post-secondary education needs to be made more accessible and more affordable, the provincial government is doing the exact opposite, a move which undermines our capacity to address the skills shortage.

These important points have also been made in a number of presentations to Legislature Committees. FPSE appeared before the provincial Standing Committee on Finance and Government Services when it was gathering pre-budget submissions. Our brief to the Committee stressed the need for more funding for post-secondary education as well as more targeted resources for some of the hardest hit areas within our post-secondary system, including student support areas, developmental education and student financial assistance.

It's worth noting that the Finance Committee's final report echoed at least one of our concerns by recommending new measures to help Adult Basic Education students. The Committee recognized that ABE tuition fees were a problem for those students and unfairly impeded many adult learners from completing their high school education.

Our message to government has also stressed that post-secondary and training. It is about citizenship and ensuring that adult learners have the opportunity and the confidence to question, debate, assess, accept and contribute to the diverse communities in which they live and work. While our job as educators is to support and encourage that learning process, we



Jamie Brennan

also have a unique responsibility to advocate for changes to the post-secondary education system that makes those beneficial outcomes possible.

In advancing our advocacy work, we continue to make the point that public investment in post-secondary education provides much more than just the immediate benefit to students. In the last year we have highlighted the work of both Statistics Canada and the Canadian Centre for Policy Alternatives (CCPA) which documents how those investments also provide a positive return to funding governments. Both research organizations have shown how post-secondary education improves an individual's income prospects which, in turn, mean higher tax revenues to governments. As well, the CCPA research shows how increased post-secondary education reduces the gender wage gap, as the income of women with higher education more closely tracks that of men with similar education credentials. These are important points that need to be emphasized as we continue to pressure governments to make the necessary fiscal commitments to our sector.

Political Action

Our lobby efforts are a constant reminder of the importance of not only pressuring governments to do the right thing, but also electing people who truly understand, and are prepared to fight for, the things that matter to our post-secondary education system. Over the last twelve months we have seen how our commitment to political action has helped elect progressive candidates in both the provincial and federal elections.

Throughout the Fall, FPSE worked with other unions in the BC Federation of Labour to mobilize union members to become actively involved in

municipal elections across the province. The coordinated effort was part of our ongoing support for the BCFL's *Count-Me-In* political action campaign, which helped affiliates to increase individual union member interest and support for progressive candidates.

In many communities, those progressive candidates were FPSE members. In Nanaimo, for example, Jamie Brennan, the President of the Malaspina Faculty Association, was elected to the local school board as part of a slate of labour-endorsed candidates.

The labour-endorsement process is a critical step in the BCFL's municipal political action strategy. Working with local Labour Councils, the labour movement is able to identify union-supported municipal candidates and use that local information to ensure all union members in the community are aware of the endorsement and understand the importance of supporting progressive candidates in their area.

A similar level of coordinated political action was deployed by the labour movement in the most recent federal election. Under the leadership of the Canadian Labour Congress (CLC), unions across Canada worked actively to support the CLC's *Better Choice* campaign. This issue-based approach to union member mobilization identified the key concerns of union voters and then highlighted where various national parties stood on these issues.

FPSE members were very active in the federal election. Not only did we provide members with information from the *Better Choice* campaign, we also had three FPSE members run to be the Member of Parliament in their community. Those three candidates were Nancy Clegg, who ran for the NDP in Surrey-Newton, Michael Crawford, who ran for the NDP in Kamloops, and Randall Garrison, who

ran for the NDP in Esquimalt-Juan de Fuca.

It's a tremendous commitment to run for elected office. The fact that our membership has been so well-represented is a real tribute to the activism and talent within our ranks.

The outcome of the federal election was a major frustration for the labour movement and progressive community interests across Canada. Prime Minister Stephen Harper's Conservatives are advocating changes in Canada's economic and social policies that will import many of the very worst features of US Republican-style policies. Those policies have deeply divided citizens in the United States, further widening the gap between the haves and the have-nots in that country. The only consolation to be found in our current situation is that the Conservative's minority status will force Prime Minister Harper to limit the radical changes he might otherwise make if he held a working majority in the House of Commons.

Defending our Collective Agreements

One of FPSE's core functions is defending the collective agreements negotiated with post-secondary institutions. We know from years of experience that post-secondary administrators are constantly pushing the terms and conditions of those agreements in an attempt to either over-ride existing conditions or undermine the intent of various contract provisions.

The employers' objectives have certainly been greatly aided by legislative measures designed to either strip contracts of negotiated protections or destabilize the public post-secondary system in ways that threaten the employment security provisions of our existing agreements.

Over the last twelve months we have recorded some important arbitration successes which strengthen

both the interpretation and intent of many articles within our current collective agreements. Here are just a few examples of what those successes have secured:

- At Northwest Community College we were able to win our jurisdictional claim that a new Bachelor of Science in Nursing program was part of the Academic Workers' Union bargaining unit work. The arbitrator's ruling in our favour further strengthens existing language in our collective agreement.
- At Kwantlen University College we have successfully defeated two attempts by the employer to invoke Bill 28 (*The Public Education Flexibility And Choice Act*). Two years ago we rallied with the KFA to stop the administration from using Bill 28 to unilaterally change class size provisions. As well, we threatened to use CAUT censure of their institution if the administration went ahead with their plans to side-step our collective agreement. This year we used an arbitration process with Arbitrator Vince Ready to assert that Bill 28 had very limited application when it came to the employer's objection to a faculty proposal canceling cross-college meeting times as a way to fund their 2% stipend. Mr. Ready ruled in our favour on this issue, a decision that we believe further limits the employer's ability to invoke Bill 28.
- At Vancouver Community College we went to the BC Supreme Court to argue that the employer arbitrarily changed the length of the term in the English Language Skills Department, and did so without going through the Education Council. *The College and Institute Amendment Act* provides that a College Board must seek the advice of Education Councils in the development of educational policy. Court agreed with our argument and found that the Board had

circumvented the legislation when it made these changes.

- At Thompson Rivers University we succeeded in making a costing argument over how release time for department chairs should be allocated. We argued that the \$1.2 million costs should be allocated such that the employer was paying the cost of the replacement for the chair, while the employer argued that it should be costed on the salary of the member being released. The original award upheld the union's argument.

These arbitration awards reinforce the importance of using a coordinated provincial approach to defending our collective agreements. By pooling our resources and targeting key issues to arbitrate, we strengthen existing contract provisions and better position locals to improve upon those provisions in future rounds of bargaining.

Mobilizing FPSE Committees

One of our great strengths as a union is the talent and commitment within our activist ranks. We rely on these activists not only to implement many of the priorities identified at our AGMs, but also to help shape and define policies that are critical to our work as a union.

Over the last twelve months several of our committees have been asked to work on specific issues related to our Action Plan. For example, the problems facing students in Developmental Education programs have been a growing concern, as funding cuts and student support services have been eliminated as a result of BC Liberal policy changes. The result has been that our most vulnerable students are being shut out of the post-secondary education system.

Our Education Policy Committee and a working group of Adult Basic

Education activists collaborated on a proposal to the provincial government designed to address the problems that students are facing in developmental education. The proposal calls on the provincial government to develop a multi-ministry approach to reverse the declining enrolments in Adult Basic Education programs. Their proposal points out the many of the students in these programs feed into other programs within the post-secondary system and are an important component in addressing overall enrolment declines.

The proposal, entitled *Opening Doors, Building Confidence*, has been presented to both ministers and deputies at the provincial level and has provoked at least two key ministries, Advanced Education and Employment and Income Assistance, to have ministry staff work with FPSE to design pilot programs that could address this issue.

The Pension Advisory Committee has worked to develop more member information on a number of pension-related topics. Committee members, along with FPSE staff, have drafted a discussion paper on mandatory retirement which has been circulated to delegates and will be discussed at a workshop at this AGM. As well, staff and committee members have also developed an overview presentation on the Pension Plan's Inflation Adjustment Account.

A number of other FPSE committees continue to develop material, build awareness and strengthen our relationship with others in the labour movement, both locally and internationally. For example, the Status of Women Committee is developing resource material to assist locals in advancing women's issues. The resource material reflects the input of other unions, as well as various women's organizations across the province. Our Occupational Health & Safety Committee is doing similar



Velma McKay

work in organizing workshops for local activists on health and safety issues.

Our Human Rights & International Solidarity Committee has been active in supporting a number of important campaigns, including the World Peace Forum which is scheduled for Vancouver in June. As well, the issue of international outreach and what FPSE can do to contribute more to those efforts will be the focus of discussion at a workshop and will also be central to a number of resolutions at this AGM. Our Non-Regular Faculty Committee is working closely on FPSE's co-sponsorship of the COCAL VII Conference coming up in August in Vancouver.

2006 Public Sector Bargaining

Although most of our collective agreements do not expire until 2007, public sector bargaining in 2006 did see a number of important developments that will have an enormous impact on our organization as we prepare for bargaining next year. In late November, Finance Minister Carole Taylor announced her plan to begin bargaining with unions representing close to 240,000 public

sector workers whose agreements were set to expire in 2006. Her plan was to work towards early resolution of those contracts by providing more latitude for settlements, and incentives for contracts that were renewed before their expiry date and were longer term (i.e., didn't expire before March 2010).

Minister Taylor's bargaining proposal was a marked departure from the aggressive tactics that the Campbell government had used since 2001. Her proposal was the first real commitment shown by the BC Liberals to free collective bargaining in the public sector. It was also an acknowledgement that the previous approach to labour relations had been a terrible failure.

For those unions bargaining in 2006 the challenge was to ensure that the new agreements began to reverse the damage done by five years of funding cuts, contracting out and privatization. As well, the 2006 round of bargaining provided the first major opportunity for public sector unions to secure real improvement in the salary and benefits of their members.



George Davison

When you look at the pattern of settlements in the 2006, there are a number of trends that FPSE needs to recognize and incorporate into our bargaining strategy for next year. Retention and recruitment priorities are back on the employers' radar screen. Many of the settlements had provisions that allowed for salary increases to deal with those priorities. Given the trends in post-secondary salary scale improvements across Canada, especially Ontario and Alberta, we will need to push those priorities very hard in 2007.

Many settlements tackled the tough problem of improving benefit plans. The similarities among sectors is difficult to sort through, but the fact that many tables found innovative ways to secure either more funding for their plans or better management of them is a trend that we must consider carefully as we prioritize our bargaining strategy.

Many settlements addressed the issue of job security. How we address it in our negotiations is still up for debate, but better language and more protection for those making the transition from contract or term employment to regular employment needs to be a priority.

FPSE has already begun to prepare for 2007 bargaining. In March we convened a Bargaining Conference to hear from unions actively involved in current bargaining and to consider some of the issues that need to be dealt with in our 2007 round of bargaining. In early May, we held a second Bargaining Conference at which we heard from all locals who will be bargaining in 2007 what their priorities were. And finally we have scheduled a Bargaining Council meeting in September to begin formulating our demands and bargaining strategy.

While most of our agreements don't expire until next year, a few FPSE locals were actively involved in the 2006 round of bargaining. At

Thompson Rivers University, for example, the TRUFA bargaining team, with the help of FPSE Labour Relations Staff Representative Jeff McKeil, were able to negotiate our first-ever university faculty collective agreement.

According to our colleagues at the Canadian Association of University Teachers, the new TRU agreement represents the “gold medal standard” for university contracts. The agreement provides for salary boosts which will increase the top of scale by 15.4% over four years. As well, there are salary increases of close to 30% for bottom salary grid faculty. The new agreement includes language governing faculty workload issues, improvements in employment security provisions for contract and sessional faculty that exceed those found at any other Canadian university, and new language on academic freedom, promotion and tenure.

Two other locals were also involved in bargaining: Langara Faculty Association and the University College of the Fraser Valley Faculty & Staff Association. Both locals were able to settle contentious local issues and have provisions which link their salary scale improvements to what we are able to achieve next year at common table bargaining. I want to congratulate both locals for their hard work in getting those settlements and for reinforcing the importance of our common table bargaining with that linkage in salary scale improvements.

Solidarity with Others

There is little doubt that one of the reasons why the BC Liberals opted to change their approach to labour relations was the tremendous solidarity shown by union members around the province during the dispute with BC teachers. Most activists knew that renewing the teachers’ collective agreement was going to be difficult. What we didn’t count on, however,

was that the provincial government was going to take such a combative and stubborn approach to dealing with teachers. Many observers thought that, as a result of the May election and their greatly reduced majority, the BC Liberals would take a more cautious and measured approach to labour relations.

Unfortunately, the Campbell government’s actions throughout the teachers’ dispute showed that their heavy-handed tactics were still very much live. In early October, the government brought in Bill 12, *The Teachers’ Collective Bargaining Act*, which effectively wiped out the teachers’ right to free collective bargaining and imposed a two year agreement on BC’s 42,000 teachers.

The BCTF responded by taking job action on October 6th. In the days that followed their decision to take this action, the rest of the labour movement mobilized to support teachers. The BC Federation of Labour Officers met and approved a coordinated job action plan. The plan called for protest action across the province to pressure the provincial government to establish a bargaining table for teachers. The Federation’s plan started with regional shut-downs beginning in Victoria on October 17th. Worksites in the Greater Victoria area, including both public and private sector workplaces, were shut down to show their solidarity and support for teachers. FPSE members at Camosun and a number of North Island College campuses were part of this action. The protest action extended to other regions and post-secondary institutions: members at the College of New Caledonia in Prince George and Northwest Community College in Terrace also saw protest action in their communities.

On October 19th, the BC Fed’s coordinated job action plan moved to the Kootenays, where thousands more public and private sector workers showed their solidarity for BC



From left to right: Frank Cosco, Cindy Oliver, Dileep Athaide

teachers. FPSE members at the College of the Rockies and Selkirk College were active in community protest events in their area.

The pressure that this coordinated job action put on the provincial government was enormous. Public support for teachers remained strong despite a second week of school shutdowns and continued protest action by BC Fed affiliated unions. The public pressure eventually convinced the government to appoint mediator Vince Ready to forge a settlement.

The teachers' dispute also showed how FPSE members were prepared to show their support beyond the picket line. When the court announced on October 13th that the BCTF assets were frozen, striking teachers faced some tough decisions. Strike pay was cut off and for many of the 42,000 teachers, the court's action made a tough situation that much tougher.

It was an intimidating moment: it was a court decision that had the potential of breaking their strike. However, within 24 hours of that court decision, our Presidents' Council unanimously moved to put \$200,000 into a "Feed the Teachers" Fund which

would be used to buy food vouchers for striking teachers.

Our action was not without risk. The court could have gone after FPSE and could have found us in contempt. But, to a person, everyone on Presidents' Council recognized that solidarity comes first. We weren't going to let striking teachers get isolated or feel intimidated or abandoned.

Within days of our decision, others in the broader labour movement from here in BC, across Canada, and even in the United States, were contributing to our Fund. It was an incredibly proud moment for our organization and one that wouldn't have been possible without our determination to stand up for another union under attack.

The money raised for the "Feed the Teachers" Fund also provided much-needed financial assistance for school support staff workers whose support for the teachers during the dispute helped reinforce the solidarity amongst union members in the public education system. FPSE provided both Canadian Union of Public Employees (CUPE) and International Union of Operating Engineers (IUOE) members who work

as school support staff with financial support from the Fund.

When the dispute was finally resolved FPSE, with support from the BC Teachers' Federation, decided to donate the remaining money from the Fund to BC's Food Bank Network. The donation amounted to \$25,000 and was presented to the Food Bank's coordinator in early December. The donation helped ensure that the network was able to meet the challenge of feeding low-income families over the Christmas holiday period.

Working with National Allies

At the national level, FPSE continues to work with the Canadian Association of University Teachers (CAUT), the Canadian Labour Congress (CLC), and the National Union of Canadian Association of University Teachers (NUCAUT). In June, FPSE sent a full delegation as part of NUCAUT to the CLC Convention where our resolutions on funding for post-secondary education, the dismantling of trades training in BC, and the need to make post-secondary education more accessible and affordable came to the floor, were debated and are now CLC policy. As well, a number of FPSE members have been appointed to chair various CLC Committees, a development that helps ensure our voice is heard on critical debates within the national labour movement. In November, FPSE participated in the CAUT-organized lobby of federal MPs. The lobby was designed to press MPs to support draft legislation (*Public Post-Secondary Education Transfer Act*) that would establish a dedicated federal transfer to support accessible and affordable public post-secondary education in every province. The dedicated federal transfer would begin to restore the federal funding that has seriously eroded over the last ten years.

The lobby effort also highlighted the important work that national lobby efforts can play in minority Parliaments. With no single federal party holding the majority of seats in the House of Commons, the governing party is unable to act unilaterally on many issues. The Harper Conservatives seems determined to press ahead with their plans and ignore their minority status. In the months ahead it will be critical for the national labour movement to ensure that the Conservatives are not able to act without broad support from all parties in the House of Commons.

The November CAUT Council meetings also provided an opportunity to hear how faculty associations across Canada are working to both strengthen public post-secondary education in their province and ensure that faculty and staff in the public system play a more effective role in that process. The debate on the floor of the conference stressed that strong collective agreements are an essential building block in improving the quality of public post-secondary education. Whether it was protection for academic freedom or provisions dealing with class size or employment security, the strength of our collective agreements form an important foundation for the quality of public post-secondary education in every province.

FPSE activists have also been active at a number of CAUT conferences over the last twelve months. For example, FPSE Member-at-Large Tom Friedman attended a CAUT-sponsored conference on academic freedom, the Harry Crowe Foundation Conference. The Harry Crowe Foundation was set up by CAUT with a mandate to undertake education and research on freedom of academic expression, institutional autonomy, and the independence of post-secondary research.

In late February, FPSE was asked to participate in a Council of the

Federation (COF) meeting entitled *Competing for Tomorrow: A Post-Secondary Education and Skills Summit*. The COF, which represents the leaders of all provinces and territories in Canada, plays a central role in the ongoing debate over fiscal fairness. The results of that debate will have a significant impact on the future of federal transfers for post-secondary education. As well, this gathering provided some important insights on how other provincial governments view the role of private trainers in the delivery of post-secondary education. The interesting observation coming out of this conference was the strong consensus that privatization was not the way to strengthen post-secondary education in Canada.

FPSE has also been asked to Co-Chair the Canadian Apprenticeship Forum Conference in early June in Montreal. This opportunity ensures that our concerns over the continued use of the public post-secondary education system to deliver entry level as well as full trades training are well represented. More importantly, it provides an opportunity for FPSE to strengthen the commitments from other unions within the CLC to support



Terri Van Steinburg

our position that trades training continue to be an integral part of the public post-secondary system.

Thanks

FPSE is an organization that functions on democratic decision-making. It has been a tremendous honour to act as its President. But, as in all democracies, the work is shared and I want to conclude this report by acknowledging the talent, support and commitment of those who make our Federation work so effectively.

FPSE is well-served by a dedicated staff of professionals who always look to serve members' needs. I want to acknowledge the contributions that they have made in a variety of capacities. The Staff Representatives who work on the labour relations front – Barb Brown, Jeff McKeil, David Piasta, Weldon Cowan, Lee Whyte, and our newest employee, Lesley Burke – are unparalleled in their ability to serve the locals. FPSE policy and communication issues are handled by our talented and experienced Staff Representative Phillip Legg. FPSE would not be as effective without all our staff and we are all indebted to them for their talent, commitment and energy.

The Administrative Assistants – Mary Bruegeman, Angela Kenyon, Carrie Smith, Margaret Sutherland and Nancy Yip – provide quality work and service to all, more often than not under tight timelines. Our Financial Assistant, Mark Gloumeau, keeps our financial affairs in top shape. To all, I owe my gratitude.

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

This year's Executive Committee contributed in so many ways to ably representing FPSE at external organizations and functions, and by



Sharon McIvor

providing advice and help to me on many occasions. My thanks go out to Vice-Presidents George Davidson and Dominique Roelants whose expert advice and counsel I have found invaluable. As well, Members-at-Large Tom Friedman and Rocque Bethiaume have played an invaluable role in continuing to make FPSE more effective. To our Secretary-Treasurer, Dileep Athaide, I owe my sincere gratitude. Dileep's insight, dedication and diligence have been a cornerstone in the leadership of FPSE. As you can well imagine, Dileep and I work very closely together and I appreciate his thoughtful style and calm demeanour.

Thank you to all who have worked on behalf of our organization. It is by this hard work that we promote and move forward our agenda for post-secondary education in BC.

Respectfully submitted and in solidarity,

Cindy Oliver,
President
on Behalf of Presidents' Council

FPSE 2005-06 LOCAL PRESIDENTS

- **Leslie Baker**
Local 01: Capilano College Faculty Assn
- **Tom Friedman**
Local 02: Thompson Rivers University Faculty Association
- **Jan Mastromatteo**
Local 03: Faculty Association of the College of New Caledonia
- **Susan Briggs**
Local 04: Douglas College Faculty Assn
- **Terri Van Steinburg**
Local 05: Kwantlen Faculty Association
- **Velma McKay**
Local 06: College of the Rockies Faculty Association
- **Scott Fast**
Local 07: University College of the Fraser Valley Faculty & Staff Association
- **Jamie Brennan**
Local 08: Malaspina Faculty Association
- **Tracy Punchard**
Local 10: Selkirk College Faculty Association
- **Rocque Berthiaume**
Local 11: Academic Workers' Union (NWCC)
- **Dianne Belliveau**
Local 12: Camosun College Faculty Assn
- **Alan Cooper**
Local 14: Langara Faculty Association
- **Lizz Lindsay**
Local 15: Vancouver Community College Faculty Association
- **Bill McConnell**
Local 16: North Island College Faculty Assn
- **Peter Fuhrman**
Local 17: BC Open University Faculty Assn
- **Sharon McIvor**
Local 19: Nicola Valley Institute of Technology Employees' Association
- **Michael Wicks**
Local 21: Private Sector Faculty & Staff Association
- **Rory Wallace**
Local 22: Emily Carr Institute of Art & Design Faculty Association

Thinking ahead: planning for change

SECRETARY-TREASURER'S REPORT *DILEEP ATHAIDE*

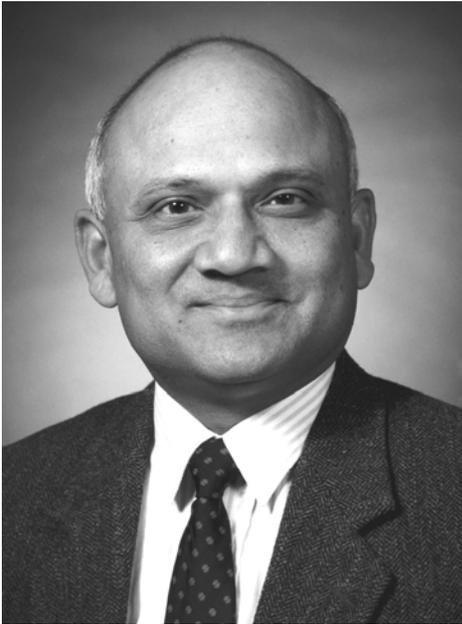
IT IS AN HONOUR TO PRESENT THIS, my fourth report, to an AGM as Secretary-Treasurer of our Federation. This has been yet another exceptionally busy year for most of us at FPSE. I provide here a summary of my duties exercised on your behalf as FPSE's chief financial officer, as office and personnel manager, as member and recording secretary of the Executive Committee and Presidents' Council, and as the primary backup to the President on all political issues, policy implementation, and representations made both within and outside our organization.

FPSE's 2005-06 fiscal year-end

Our 2005 AGM approved an operating budget for the fiscal period of April 1, 2005 to March 31, 2006 with estimated total revenues of \$2,420,450 and expenditures of \$2,476,758, for a deficit of \$56,308. The AGM subsequently approved further expenditures for a Bargaining Conference, a Developmental Education Conference and a donation

to the World Peace Forum, totaling an additional \$33,000. In effect, this projected a total deficit of \$89,308. In reality, our fiscal year ended with total revenues of \$2,467,844 and expenditures of \$2,589,587, with a resultant actual deficit of \$121,743.

Membership dues collected in 2005-06 were a bit higher than projected, but investment income lower than our expectation.



Dileep Athaide

This provided a gross revenue of \$2,712,851, which after our transfer of \$273,040 to our Defence Fund, provided a total net operating revenue of \$2,439,811.

This year we made a very significant contribution of \$183,690 from our Defence Fund to the FPSE "Feed the Teachers" Fund, which we initiated in support of our striking BCTF colleagues last fall.

You may recall that our 2004 AGM approved an expense of up to \$540,000 towards a political action campaign. By the end of the 2004-05 fiscal year, we had spent a total of \$270,300. Subsequently, in 2005-06, we spent an additional \$211,776, for a total of \$482,076, which was \$57,924 below the original allotted amount.

At fiscal year-end, our Defence Fund stood at \$6,465,253. Our Operating (Reserve) Fund, which represents the cumulative result of operating surpluses and deficits over

the years, at fiscal year-end, was at a healthy \$392,524.

FPSE's expenditures reflect a vast array of services that we provide our members. These include direct services from our officers and staff, and active participation on various external committees, coalitions, and provincial and national organizations; no significantly anomalous expenses were encountered in these areas.

FPSE budgets a significant sum to ensure that our members actively participate in events that we ourselves sponsor, as well as those organized by our partners and affiliates. Because of higher than anticipated travel and accommodation costs, and better than expected attendance at events such as the BCFL Convention, our expenses here came in above what we had allotted.

Our direct services to Locals and legal costs were high, but not expectedly so. In response to requests from Locals, we supported a large number of grievances that were carried forward to arbitration this past year. We also supported Local requests for external legal opinions on a significant number of important issues. Our provincial bargaining costs were more than double what we had anticipated, as a result of several Locals needing to go to government-directed arbitration (Ready/Cameron), to finalize and interpret earlier negotiated collective agreements.

Advocacy and public relations continue to be important areas of our Federation's activities. While there were some budget-line variances, such as communications and publication costs decreasing and donations being higher, our overall expenses were close to our budgeted amount. The same holds true for memberships and our important affiliations to the BC Federation of Labour, CAUT and the Canadian Labour Congress.

Finally, in the area of administrative costs, we experienced a

high expense in employee relations due to costs associated with a large number of departures and new hirings. And, while postage and printing costs were down, telecommunication expenses were higher than anticipated. Overall, however, our administrative costs were very close to our budgeted projection.

With regard to capital expenditures, the postponement by a year of the purchase of new computers, coupled with an unanticipated but highly effective office renovation, meant total spending of \$18,824, lower than the \$22,000 that had been budgeted for 2005-06.

FPSE's 2006-07 proposed budget

The operating budget presented here was developed on the basis of careful examination of past experiences of revenues and expenditures, and the projection of activities planned for our Federation in the coming year; it was approved by Presidents' Council at its meeting in March.

This year we have estimated a 4% increase in membership dues, on the basis of increased membership numbers and salaries. With the approximately 10% transfer to our Defence Fund, we anticipate net membership fees of \$2,531,500. With the addition of \$48,500 in investment income, our total operating revenue is projected at \$2,580,000.

With regard to expenditures, we have factored in compensation increases for our officers and staff, the latter as per the FPSE-CUPE 1004 collective agreement. Given our experience of the past year, we have significantly increased the Executive Committee expenses, assuming the possibility of all the non-fulltime members being once again from out-of-town.

With regard to our events and committee meetings, we have

increased our budget to reflect anticipated higher flight and accommodation costs, and our Federation's own expense policy's higher meal, mileage and childcare allowances.

We have left Local support, in the form of direct services and legal costs, unaltered. We have budgeted \$200,000 for coordinated bargaining during the 2006-07 fiscal. Note that while this large expense significantly influences our operating budget totals, contributing to a projected operating budget deficit, a portion of the bargaining costs may actually be offset by a transfer from our Defence Fund.

We have decreased our budget for advocacy and public relations. While we have for the second consecutive year significantly increased our donations line, we have dropped considerably the projected communications and publications expenses, having in turn completed our website re-design and moved toward more on-line member communications.

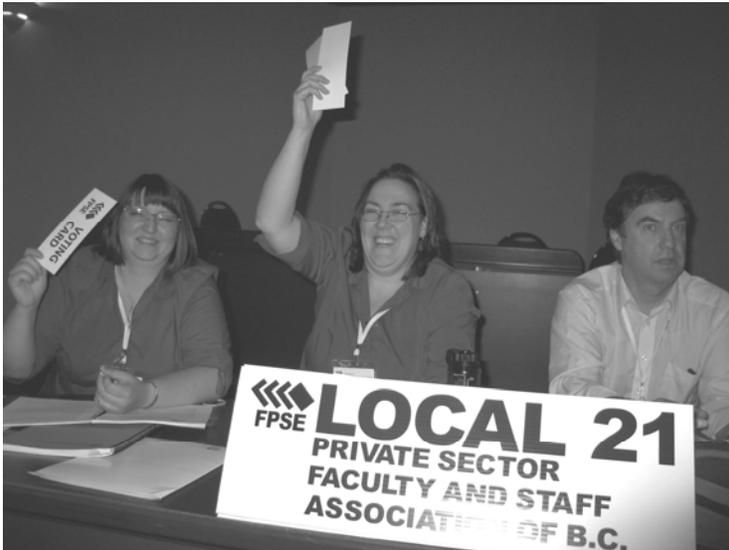
Lastly, we do not anticipate any major changes to our affiliation and membership expenses, or to our administration costs.

All this results in a total expenditure of \$2,740,882 which, coupled with the aforementioned net revenue of \$2,580,000, produces a projected operating deficit of \$160,882.

We have also proposed a capital budget of \$36,000, which mostly reflects the cost of replacing office computer equipment.

My other activities

In addition to overseeing the organization's finances, I assisted the President with virtually every aspect of our Federation's activities. I will not reiterate work cited in Cindy's report, particularly on the political front with members of our Ministry and the provincial government on the need to



Delegates to the 2005 AGM.

address BC's skills shortage and the perennial lobbying for adequate post-secondary funding, as well as on bargaining-related issues. I offer here a summary of my more detailed reports that were presented to Council all through the year.

FPSE events, committees and member services:

As Secretary-Treasurer, much of my time was spent overseeing the logistical details associated with our AGM-Convention, our Joint Committees Spring Conference, and the various Standing Committee meetings throughout the year. Staff Representative Phillip Legg and I worked closely with a small committee to facilitate another Developmental Education Conference in December, this time focusing strictly on ABE issues. We held two special Bargaining Conferences at the Vancouver Hilton Metrotown while, for all our other events, the Coast Plaza Stanley Park continued to serve our out-of-town members well. In response to steeper costs, I initiated a motion, passed by Presidents' Council last Fall, for higher

rates of reimbursement for members' meals, mileage and childcare expenses.

I was most grateful for the invitations to attend general meetings at several FPSE Locals throughout the year, and especially the AGMs at VCC (Local 15), Selkirk (Local 10), Kwantlen (Local 5) and Douglas (Local 4). These

meetings afford me the opportunity to meet and update individual members on FPSE activities undertaken on their behalf, and also to get a first-hand appreciation of Local priorities and concerns.

Office and personnel:

Last summer, I commenced facilitating the implementation of the new Collective Agreement with FPSE staff (CUPE 1004). One consequence was the need to contract and oversee some further office renovations to produce more private and superior work spaces for our Administrative Assistants; we are all very pleased with the results. I may add that we continue to be very happy with our general office facilities at our premises within the BCTF-owned building.

Shortly after our last AGM, our Research and Communications Staff Representative Roseanne Moran left us for a similar position at CUPE BC; she was replaced by Phillip Legg who came to us from the BC Federation of Labour. In January, David Piasta and Lee Whyte both reduced their ongoing workload to half-time, resulting in our

hiring of a new Staff Representative, Lesley Burke, who had previously worked in a similar position with the BC Nurses' Union. The six-month probationary appraisals that I conducted on Weldon Cowan and Phillip Legg affirmed our great satisfaction with their performances, and they both now hold ongoing positions at FPSE.

Other internal FPSE work:

I continued to serve as the Executive Liaison to the Contract Administration Review Committee (CARC), which was well-steered by a new Chair, Linda Forsythe (Local 4), and experienced Staff Representative Lee Whyte. I also continued to chair our Grievance & Arbitration Review Committee (GARC) that had another busy year evaluating requests from Locals for FPSE support for grievance cases to be taken to arbitration, and for outside legal opinions on a multitude of important issues. Details of GARC's activities may be obtained from the summary of the year's cases presented to Presidents' Council and CARC.

I continue to be involved with international solidarity affairs, liaising with Co-Development Canada through which, as a "Northern Partner", we continue our sponsorship of programs in Central America. I also follow education-related developments at the FTAA, GATS and WTO, and I pass on email updates on these and other pertinent international labour and social justice issues to our FPSE Human Rights & International Solidarity Committee members.

I should also note here that I continue to monitor not only FPSE's expenses through the year, but also our investments, with the help of our financial investment and advising firm, Blackmont Securities, formerly United Capital Securities. I arranged for our principal advisors to meet with Presidents' Council in the spring, to present their evaluation of the current

investment environment, and to respond to questions that our Local Presidents might have had regarding our investment portfolios.

BC Federation of Labour, CAUT, NUCAUT, and the Canadian Labour Congress:

There were opportunities for me to participate in many activities through our affiliation with larger labour bodies. I served as a member of the BCFL Executive Council and its Education Committee, chairing two meetings of the latter in Cindy's absence. I am happy to report that we had our largest ever delegation in attendance at the BCFL Annual Convention last November, at which I played a particularly active role facilitating a series of workshops on "Organizing Our Communities, Our Workplaces and Ourselves".

I was privileged to be an FPSE and NUCAUT (National Union of the Canadian Association of University Teachers) delegate to the CLC Convention in Montreal last June. At the accompanying NUCAUT Convention, I was elected a Member-at-Large of the National Executive Board. I was subsequently appointed as a NUCAUT representative to the CLC's Standing Committee on Training and Technology, but had to miss the meeting in Ottawa this spring. I did attend the NUCAUT and CAUT Council meetings in Ottawa in April.

I was also privileged to speak at the BC NDP Convention last fall on skills shortages and post-secondary education issues as part of a panel with MLA and Opposition Critic for post-secondary education, Gregor Robertson, and Allan Bruce of the BC Building Trades Council.

BC Teachers Federation:

As you know, we at FPSE were quite involved in the BCTF struggle last Fall around their rights to free collective bargaining and the need to address specific working conditions,

particularly class size and composition. I stood beside the BCTF leaders and BCFL officers at many strike venues, and attended the big rally at the Legislature in Victoria. Administering our own contribution, and that of CAUT affiliates and other donors to our "Feed the Teachers" Fund, to the tune of \$260,000 in food vouchers and cash, was no small task!

In February, I attended the BCTF-sponsored 2006 Public Education Conference "Every Kid Counts", which focused on the specific concerns of class size and composition, which are not too removed from similar concerns we share in our post-secondary system. And lastly, this April I was invited to speak to teachers at several schools in Langley and Delta about the advantages of voting in favour of their federation becoming ongoing affiliates of the BCFL and CLC.

Other external events and representations:

I accepted an invitation to attend and speak on a panel at the BC Council on Admissions and Transfer Annual Articulation Chairs and System Liaison Persons meeting that focused on probing the "re-calibration of BC's post-secondary transfer system". Last summer, I was a guest at the CFS (National) Conference in Vancouver, and presented an overview and discussion of the advantages and shortcomings of our post-secondary transfer system in BC, to an audience of mostly out-of-province students.

In September, Maureen Shaw (Local 5, and NUCAUT President) and I participated in the HRSDC-sponsored Vancouver Consultation on Essential Skills and Literacy. This March, I represented FPSE at the 3rd Annual MAVED Aboriginal Post-Secondary Education Forum on "Moving Aboriginal Post-Secondary Education Forward – Developing a Strategy".

I have been very active as a member of the Board of Directors of the Charter for Public Education

Network Society. CPEN created a Public Education Research Foundation this year, to promote research at our post-secondary institutions on pertinent public education issues. CPEN, of which FPSE is a supporting member, will be holding its annual general meeting on June 6th.

I now serve as an FPSE representative to the United Way of the Lower Mainland's Campaign 2006 Labour Committee. I also have been appointed to the BC Securities Commission's Advisory Board on investor education programs.

This past year I was privileged to be invited, as a solidarity guest, to the AGM-Conventions of the BCGEU, BCTF and HSA. With other FPSE members and staff, I attended the Annual CCPA Fundraising Dinner, and enjoyed a presentation by David Suzuki on "The Challenge of the 21st Century". Susan Briggs (Local 4) joined me at CUFA/BC's Annual Distinguished Academics Award Dinner, where it was gratifying to see the recognition of university colleagues for their academic contributions directed at local communities.

I will conclude by using this annual opportunity to express my sincere gratitude to the many colleagues that I work beside at FPSE. I start with my closest workmate, our President Cindy Oliver, whose leadership and perpetual understanding and support I always cherish. The broader FPSE leadership continues to be in very good hands through the devotion of our members, both experienced and novices alike, of Presidents' Council; I salute them all. I am privileged to work with a highly skilled and devoted team on our Executive, and extend my thanks to VPs George Davison (Local 3) and Dominique Roelants (Local 8), and Members-at-Large Tom Friedman (Local 2) and Rocque Berthiaume (Local 11). I express my gratitude to the outstanding complement of Staff Representatives and Administrative Assistants at FPSE, for their

persistently diligent efforts; in particular, I thank our Financial Assistant, Mark Gloumeau, with whom I most closely work. And last of all, my heartfelt thanks to all the individual members who have personally expressed their appreciation of my own efforts, and in doing so remind

me of the great privilege I have in continuing to serve all of you at FPSE.

Respectfully submitted,

Dileep Athaide,
Secretary-Treasurer

FIRST VICE-PRESIDENT'S REPORT: *GEORGE DAVISON*



George Davison

THIS REPORT MARKS THE END OF MY fourth year on the executive, and my second as First Vice-President. The year began with my attendance at the NUCAUT and CLC conventions in Montreal last June, and Common Agreement follow-up in the round that just ended with Camosun's ratification. No-one anticipated the problems that would be created by the 2% stipend, or the mediation-arbitration process overseen by Ready and Cameron. No-one anticipated losing ground, or wondering what we would be paid in April 2006. It's fair to say that no-one wants to repeat such exercises again.

Much of my time has been spent working with Staff Representative Jeff McKeil and other bargainers on preparations for the next round. Last year's AGM directed the organization to assess the last round and look at better ways to do bargaining. I attend BCRC as FPSE's bargaining spokesperson and, in September, a sub-committee was struck to do the review and make recommendations. It

was composed of Sheldon Clare (BCRC Chair), Bev Onischak (Local 10), Lynn Carter (Local 14), Dominique Roelants (Local 8), Jeff and me. As part of the survey of the current landscape, Jeff and I also attended last fall's Lancaster Public Sector Bargaining Conference in Vancouver, and CAUT's Bargaining Conference in Ottawa in early February. The committee worked hard to produce a draft that first went to BCRC in early December, and then Presidents and Chief Stewards, and formed the basis on which decisions were made at the January meetings of PC and BCRC, and the Bargaining Conference in early March.

We also looked very carefully at our options in the wake of Finance Minister Carole Taylor's bargaining mandate and billion-dollar bonus. Cindy did excellent work in making sure that an equivalent mandate would be available for those of us out of sync with the rest of the public sector, and we should be poised to capitalize on the achievements made by other

unions who've gone before us. It will be interesting to see how the government deals with the teachers this spring, and our Bargaining Conference in May should serve to place us in a position to make the next round easier than the last.

On a similar front, I attended the first JADRC meeting in years, and another is being scheduled for late May. It's good to see that the process for resolving differences between the parties is working again. PSEA also approached us (and the BCGEU) about a new way of bargaining – the so-called template – we listened, expressed concerns about what such a form would mean for the Common Agreement, and said we'd talk about it again.

My other responsibilities as an Executive member include serving as liaison for the Disability Management & Rehabilitation Committee (DMRC) and the Occupational Health & Safety Committee (OHSC). I attended their fall and spring meetings, as well as the Spring Conference. I also attended CAUT's two Contract Academic Staff committee meetings (one in September and the other in March) in Ottawa. This year, the committee's activities were focused on developing model clause language for the pro-rata model for non-regulars and planning for this August's Coalition of Contingent Academic Labour conference, COCAL VII, in Vancouver.

I also took on the assignment of chairing a review of FPSE's Standing

Committees. I have been ably assisted by Susan Briggs (Local 4) and Terri Van Steinburg (Local 5). While not yet finalized at the time of writing, this thorough review has highlighted the excellent work done by our committees in relation to the aims of FPSE, and will recommend some fine tuning to ensure that they continue to work smoothly.

Thanks to Staff Reps Jeff McKeil, Weldon Cowan and Barb Brown for their work with me on several fronts. It's a pleasure working with such excellent people. Special thanks also to Cindy Oliver, who represents us so well on the provincial and national front, and to my other colleagues on the Executive Committee, Dileep Athaide, Dominique Roelants, Tom Friedman and Rocque Berthiaume, whose individual and combined wisdom never fails to impress me.

On a personal note, I have also enjoyed this term serving as Chief Steward of my local, FACNC, but was given layoff notice in March. I hope that this situation resolves itself satisfactorily and that I'll be able to report in person at the AGM in Harrison that I'm not gone yet.

Respectfully submitted,

George Davison,
First Vice-President



Delegates to the 2005 AGM.

SECOND VICE-PRESIDENT'S REPORT: *DOMINIQUE ROELANTS*



Dominique Roelants

THE BIGGEST JOB OF ANY UNION IS negotiation with the employer (although we sometimes focus on negotiating with ourselves). If we are not in the middle of active negotiations, we are preparing for them. That has been much of my focus over the past year.

Bargaining Co-ordination & Review Committee

Although I am not the Executive Liaison for BCRC, I am a member of that committee and worked actively with Chair Sheldon Clare, Executive Liaison George Davison, Staff Representative Jeff McKeil, and Lynn Carter (Local 14) and Bev Onischak (Local 10), to develop the bargaining options paper that was the focus of the March 2006 Bargaining Conference.

I believe that the results of that work and the decisions made at the Bargaining Conference will allow us to move forward and work together to achieve the best possible results in the upcoming 2007 round of negotiations.

Non-Regular Faculty Committee

I was happy to be appointed to serve as the Executive Liaison to the Non-Regular Faculty Committee. From my experience in the last round of bargaining, it became clear that we (FPSE) needed to establish system goals for non-regular faculty rights. Different locals of FPSE have different

cultures and experiences with respect to regularization issues. Those differences made it difficult to come to a consensus on how to deal with non-regular faculty issues at the common table.

In response to that experience, the Non-Regular Faculty Committee has started work on developing model collective agreement language. It is my hope that, by doing this work now, we will be able to develop a strong position that will lead to significant gains for non-regular faculty in the 2007 round.

The other major activity related to the NRFC is our co-sponsorship of the COCAL VII Conference (Coalition of Contingent Academic Labour), being held in Vancouver in August. While the committee has not been that active in the conference preparations, I am expecting that participation from NRFC members will be strong. I encourage other FPSE members to attend as well.

Education Policy Committee

I was asked to be the Executive Liaison to the Education Policy Committee as well. Having not served on this committee in the past, I was unfamiliar with its purpose and needed to review its past work.

During this past year, the committee discussed a number of issues, some of which were bargaining issues, such as academic freedom and intellectual property, and some issues

that are not well-suited to discussion at BCRC, such as Developmental Education and transfer credit.

I believe that it is important that the Education Policy Committee stake out clear ground that is distinct from bargaining issues. Issues such as articulation, degree approval, and governance are clear examples where FPSE ought to be speaking out, but where the issue is not a bargaining issue *per se*. The Education Policy Committee has been looking at these matters and others.

Pension Advisory Committee

Pension issues are also not bargaining issues, in the sense that we cannot negotiate pension issues at the bargaining table or go on strike to improve our pension. We can, however, ask for a meeting of the Pension Plan Partners and, at that meeting, we can raise issues and suggest changes to the Pension Plan. If we have this discussion at the same time as we negotiate new collective agreements, we do have some strength to get pension improvements.

Over the last year, in preparation for a Pension Plan Partners' meeting, I have worked with PAC, Presidents' Council and BCRC to raise the issue of inflation protection. Working with the other Pension Trustees, Staff Representative Weldon Cowan and John Wilson (Local 1), as well as PAC Chair Al Valleau, we have prepared articles on the issue of inflation protection and on possible solutions.

That work was necessary preparation in advance of calling a meeting of the Pension Plan Partners. All of the partners now recognize that inflation protection is at risk and I believe there is interest in solving the problem. What we must do prior to bargaining is identify how much support there is for changing the Pension Plan rules to make inflation protection a guarantee. There is a cost but, in my view, it is worth it.

Guaranteeing inflation protection is the fairest way to treat younger plan members. Without a guarantee, they will pay the most and benefit the least.

Before leaving this section, I want to thank past FPSE Staff Representative and Pension Trustee Roseanne Moran for her work on the College Pension Board. She was dedicated, thorough, and a great asset to the Board. I wish her well in her new work.

Joint Administration Dispute Review Committee

I was also asked to serve on JADRC. This is a joint committee of unions and management that serves to assist in interpreting provisions from the Common Agreement. Its major discussion this year related to the 0.6% PD fund.

I have to admit that it was a frustrating experience, having attended the JADRC meeting and then hearing management's spin on the nature of the discussion. While I am not prepared to recommend that JADRC be abandoned, it may be worth reviewing how it works.

Summary

I have enjoyed much of the work I have done over the last year as Second Vice-President of FPSE. Unlike other Executive Committee members, I was not assigned any external committees – I believe that is because Cindy felt sorry for me. Because of the various internal committees I am on, I was in Vancouver for more than half of the weekends in both the fall and the spring semesters.

I have tried to make contributions to all of the committees I have worked with. I hope they were useful.

Respectfully submitted,

Dominique Roelants,
Second Vice-President

MEMBER-AT-LARGE REPORT: ROCQUE BERTHIAUME

IT HAS BEEN MY PLEASURE TO SERVE as Executive Member-at-Large for the Federation of Post-Secondary Educators, and to work with the Executive members in an eventful year dominated by community and political action, the advancing of workplace rights and standards of educators, and bargaining at some of our locals.

Over the course of the year, I have had the privilege of serving as the Executive Liaison to the Professional Development Committee (PDC), chaired by Peter Clayton (Local 7) and assisted by Staff Representative Jeff McKeil. I also served as the Executive Liaison to the Pride Caucus of the Human Rights & International Solidarity Committee (HRISC).

While the activities of the Professional Development Committee were substantive, I had no role with the Pride Caucus. My remarks to the Presidents' Council are on record in the October 24, 2005 minutes, stating the need for HRISC to clarify the relationship between the caucus and the committee. I am encouraged that the sub-committee reviewing FPSE Standing Committees, as well as Presidents' Council, consider how the Pride Caucus can provide greater relevance in our union as the dignity of all members is a condition of our human rights.

The highlights of the Professional Development Committee meeting of November 4-5, 2005 included updating the Professional Development Comparison Chart, which outlines collective agreement language on

scholarly activity, educational leave, professional development days, professional development funds, sabbatical leaves, access by non-regular faculty, and release time provisions for FPSE locals; discussing how locals were proceeding with 0.6% PD fund that was bargained in Common Table negotiations; and adopting a motion that the Executive Committee, with the Presidents' Council, explore the role of scholarship in bargaining.

The Professional Development Committee meeting at the Spring Conference on February 17-18 updated the PD Comparison Chart, revised and approved the definition of scholarship for the FPSE *Policy & Procedures Manual*, and elected Cynthia Lane (Local 12) as Interim Chair. The revising and approving of the PDC Sub-Committee definition of scholarship in the form of a resolution for the 2006 FPSE AGM was a substantive task. The PD Committee expanded the definition of scholarship emphasizing self-directed and collegial professional development for all faculty in a variety of practices including teaching, research, performance in the arts, conference presentation and academic leadership. The adoption of this Scholarly Activity Policy will provide educators a more active role in creating the teaching and learning environment in our places of work. Peter Clayton as Chair of the PDC and Jeff McKeil, the FPSE Staff Representative, are to be commended for their hard work preparing the Scholarly Activity Policy and the PDC should be recognized for adopting a more comprehensive and progressive policy.

My other assigned responsibility over the past year has been serving as a member of the FPSE Ad Hoc Committee on System Changes along with Tom Friedman, Executive Member-at-Large and President of Local 2, Jamie Brennan, President of



Delegates to the 2005 AGM.

and in institutional recognition, we have the responsibility of assisting organizations who support our goals of social justice, peace and human rights.

For FPSE, the action plans that we adopt at AGM are vital for

Local 8, and Scott Fast, President of Local 7. The committee has identified a total of sixteen areas of research in areas including funding, access, modes of delivery, institutional changes, and the role of FPSE regarding how we want to deal with changes in the post-secondary education system.

The Sub-Committee on System Changes divided areas of research, with my being responsible for investigating the reduction in direct funding to colleges, the effect of higher tuition fees, the termination of government coordinating agencies, and the lacking of government consultation with unions and faculty in our system. The sub-committee has been charged with recommending FPSE policy and action in these areas. It is my assessment that the areas identified by the sub-committee can stimulate our organization on the path of transformation, and I would recommend that Presidents' Council identify which of these issues can be adopted in the proposed 2006-2007 Action Plan.

I have also worked with Dileep Athaide, Secretary-Treasurer, and Lizz Lindsay, President of Local 15, on a proposed Donation Policy, recommending an annual donation amount. It is our belief that, as we grow in membership

steering our direction as an organization. In 2005, we adopted an action plan that focused on bargaining, workplace rights and standards, community and political actions, and organizing. We pursued those goals through lobbying with Members of the Legislative Assembly on October 25, supporting teachers in their day of protest on October 18, assisting our Locals to achieve their collective agreements, and lobbying for greater funding in post-secondary education.

Our proposed 2006-2007 Action Plan is entitled: Emerging Issues in Post-Secondary Education. The three areas of focus of this plan are collective bargaining and workplace rights, post-secondary education funding and access, and international outreach. I would recommend that we achieve these goals by working with other unions in the post-secondary system and continue to lobby for greater funding and access by emphasizing the social and economic justice of accessible and affordable post-secondary education, and that we develop international partnerships with post-secondary educators and organizations where we can mutually learn together.

In conclusion, I wish to express my gratitude to the FPSE Presidents' Council members who elected me to this position, to my own local for electing me, to all the staff at FPSE, and to the Executive Committee of FPSE. I would like to thank Cindy for her positive leadership, Dileep for his support on our behalf, George for his thoughtful manner, Dominique for his

exactness of mind, and Tom for his eternal kindness. Your support embodies the solidarity of our movement.

Respectfully submitted,

Rocque Berthiaume (Local 11),
Member-at-Large

MEMBER-AT-LARGE REPORT: *TOM FRIEDMAN*



Tom Friedman

THE FPSE PRESIDENTS' COUNCIL re-elected me to a third term as a Member-at-Large of the FPSE Executive at the 2005 AGM in Kamloops. I was assigned to remain as Executive liaison to two FPSE Standing Committees: Human Rights & International Solidarity and Pension Advisory, and I continued in my role as FPSE representative on the BC Federation of Labour's Political Action Committee. In addition to these Executive responsibilities, I am serving on Presidents' Council Ad Hoc Committee on System Changes.

Although much of my energies over the past year were directed toward preparing for and successfully negotiating the first university collective agreement for Thompson Rivers University Faculty Association

(Local 2), I was able to fulfill the following duties as Executive Member-at-Large.

In June 2005, I attended the triennial **Canadian Labour Congress Convention** at the Palais des Congrès in Montréal and, in November 2005, the **BC Federation of Labour Convention** in Vancouver.

I served as FPSE Executive liaison at both meetings of the **Human Rights & International Solidarity Committee**, the first on October 14/15, 2005, and the second, February 17, 2006. Under the able leadership of chair Liz Ball (Local10) and a dedicated group of representatives from FPSE locals, the committee's work for the year included:

- hearing Jeff Keithley discuss the World Peace Forum
- requesting that FPSE sponsor a post-secondary educator from the Global South to attend the World Peace Forum
- planning the GLBT faculty survey, in cooperation with the Pride Caucus
- being briefed on developments regarding academic freedom and employment law by Staff Representative David Piasta
- recommending a workshop for the Spring Conference on academic freedom and students' human rights
- planning a possible "speakers' tour" to share costs of bringing major figures in the human rights field to a number of campuses
- preparing a backgrounder on the effect of funding cuts on ESL programs
- recommending that one evening at AGM include the screening of films related to human rights issues
- discussing UNESCO support for Iraqi academics, Global Day of Action, Make Poverty History campaign, and GATTS.
- recommending to Presidents' Council that FPSE establish an ongoing solidarity fund

The committee also passed a resolution for AGM that would add a fifth policy statement to the HRISC terms of reference: "To advocate for international solidarity on global justice and human rights issues." In February, Staff Representative Lesley Burke replaced David Piasta as the FPSE Staff Rep assigned to the HRISC. In January and February, Lesley prepared a binder of GLBT resources, including best practices, links to information websites, and negotiating checklists. When the resource binder is ready, it will be distributed for use in

FPSE locals. Thanks to David Piasta and Lesley Burke for their work on behalf of the committee.

I attended the January 27/28 meeting of the **Pension Advisory Committee**. Chair Al Valleau (Local 5) and local representatives accomplished a great deal during the Friday evening and Saturday sessions, including:

- recommending to Presidents' Council that Dominique Roelants be reappointed as a Trustee to the College Pension Plan Board of Trustees
- requesting that the Pension Board provide recommended criteria for Trustee appointments in the future
- discussing the issue of the Inflation Adjustment Account and making the following recommendations:
 - that time be provided at the March Bargaining Conference for a presentation on the IAA
 - that PC provide funding to permit an additional PAC meeting to deal specifically with IAA issues
 - that FPSE staff prepare a paper on issues relating to IAA for distribution to all locals
 - that there be a workshop at AGM on IAA issues
- passing the following resolution: "That FPSE make guaranteed inflation protection for pensions ... a priority and that the President call for a meeting of Plan Partners to discuss the issue."
- responding to the PC committee reviewing FPSE Standing Committees

During Saturday's session, Brian Worth and Gerald Allaye-Chan of Blackmont Capital (formerly United Capital) made a presentation to the committee on investments, including information on asset allocation, social screening processes, buy and sell disciplines, and the differences

between defence funds and pension funds. Blackmont Capital is the financial group that invests the FPSE defence funds. I'd like to thank Al Valleau for his committee leadership and Weldon Cowan, the FPSE Staff Representative assigned to the committee and a Trustee of the College Plan, for his dedication.

In October 2005 I was very pleased to be chosen to represent FPSE at the **Harry Crowe Foundation Academic Freedom Conference** in Toronto. Harry Crowe was a professor at United College, Winnipeg (a forerunner of the University of Winnipeg), who was fired from his position in 1958 for voicing unpopular ideas. The Canadian Association of University Teachers (CAUT) established the non-profit Harry Crowe Foundation to promote academic freedom in Canada. The conference brought together some of the leading academics in the country to discuss the state of academic freedom in the post-9/11 world. Some of the conference topics included:

- Lessons from the Cold War Era
- Anti-Terrorism Laws and Academic Freedom: Canadian, American, and International Perspectives
- Secrecy in Research

Legal scholars, historians, political activists and medical researchers provided a valuable context for examining the state of academic freedom and the role that individual faculty and faculty unions can play in protecting rights. Attending the conference confirmed for me how important it is for post-secondary

educators and administrators to understand academic freedom and for post-secondary education unions to ensure that academic freedom provisions are negotiated in collective agreements.

Since the May 2005 BC provincial election, the **BC Federation of Labour's Political Action Committee** turned its focus to the federal political scene. The committee helped to mobilize affiliated unions and their members to be aware of where the federal political parties stood on issues facing working men and women. Once the January election date was set, the committee encouraged unions to use the Canadian Labour Congress's information to distribute to the membership. As a non-partisan Federation, FPSE has always engaged in political action on the issues and has never explicitly promoted a political party. Keeping with that tradition, I was very pleased that the BC Fed, despite its obvious connections to the NDP and its platform, was very careful to promote issues rather than party allegiance.

I want to express my thanks to my fellow FPSE Executive members: Cindy Oliver, Dileep Athaide, George Davison, Dominique Roelants, and Rocque Berthiaume. Thank you, too, to committee chairs, to FPSE Staff Representatives on HRISC and PAC, and to hard-working FPSE Support Staff for all of their assistance.

Submitted in solidarity,

Tom Friedman (Local 2),
Member-at-Large