

Executive Reports

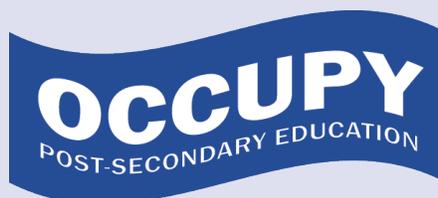
*PRESIDENT'S REPORT
ON BEHALF OF PRESIDENTS' COUNCIL
Cindy Oliver*

*SECRETARY-TREASURER
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PRESIDENT'S REPORT

Cindy Oliver

Occupy Post-Secondary Education: Strategies and Activism to Engage Our Members, Our Communities, and Our Students

WHETHER IT IS IN THE WORK WE DO with our students, the research we take on through our scholarship and professional development, or the outreach and engagement that we undertake as part of our broader commitment to the communities in which we operate, post-secondary educators play critical roles in not just their institutions, but also their communities. Through knowledge creation and dissemination, through our alliances with community organizations, through our innovations in teaching and working with students, we are contributing to the building of a modern and democratic society.

Unfortunately, our efforts are impeded because, too often, the funding and policies needed to make those contributions effective are at odds with the

priorities that our students and our communities identify as critical. Our province is a case in point: provincial funding over the last decade has become a barrier rather than an opportunity for doing more. A similar picture is emerging on the national stage where federal government policies are forcing cuts in critical areas of research, social programs and inter-provincial equalization.

Despite the frustrations associated with regressive fiscal and policy choices by government, there is evidence that change, positive change, is beginning to emerge. We saw it first surface over a year ago when the Occupy Movement began to take shape. It was initially a grassroots protest taking aim at

growing economic and social inequalities that have become hallmarks of most developed economies. The early focus of the protest was Wall Street, the iconic epicenter of both global finance and market excesses that threatened to bring the global economy to the brink of collapse in 2008/09. The immediate consequence of that crisis was the billions in corporate bailouts, followed quickly by skyrocketing unemployment in many countries and, more recently, the ravages of government austerity measures. All have taken their toll and raised broader questions about how this crisis happened and what steps need to be taken to guard against it happening again.

BC has never been immune to the impacts of global events, and the labour movement in our province has long been a strong dissenting voice to the excesses of unregulated markets and the acquiescence of governments that are unwilling to take on the issue of defending the public interest. For our province, the Occupy Movement simply amplified labour's call for public policy changes that would lead to a strengthening of valuable public services, a reduction in the economic and social inequalities that would improve social cohesion, and a fundamental acknowledgement that the right to free collective bargaining had to be part of building a modern, democratic economy.

Post-secondary educators have a direct interest in changes to public policy. Our institutions are epicenters of a different kind. They are the place where learning, knowledge creation and its varied, but critical, dissemination can be constantly renewed, but only if governments are prepared to invest in those institutions and ensure that affordable access is not denied to students. Our institutions are also a gathering place for our communities, a place where adult learners can re-engage in a life of learning, where local employers can connect to the development of relevant skills for their workplaces and where faculty and students can engage in dialogue and debate that builds on the diversity of their community.

None of those goals is achievable if our institutions and our members feel the restraints of government policy and funding that impose barriers, limit our

participation or undermine our collective interests as post-secondary educators. The unfortunate fact of the last decade in BC is that all three of those restraints have become well-entrenched conditions within all our institutions. Like the Occupy Movement, post-secondary educators need to mobilize to change those conditions. We need to develop strategies and activism within our ranks to ensure that our voices are not just heard in the broader public debate about the need for change, but become a focal point for achieving positive change.

The theme of this year's convention is Occupy Post-Secondary Education. Like the grassroots protest initiative, we need to sharpen our focus and raise the public's awareness of not only the inequalities that have crept into our institutions, but also the lost opportunities that those inequalities have imposed on our students and our communities. As well, we need to not just recognize the importance of activism within our ranks to reverse those inequalities, we need to cultivate and strengthen that activism in ways that will engage our members and improve the prospects of our institutions.

Activist Tool Kit: Our Collective Agreements

Our capacity to organize, mobilize and change conditions in our institutions pivots on the strength of our collective agreements. When we have contract provisions that protect our members and labour relations expertise to enforce those provisions, we have a powerful platform for achieving the change we believe is possible. Over the last twelve months FPSE's labour relations focus has been dedicated to ensuring that local collective agreements continue to play a key role in advocating for members. Part of that effort concentrated on concluding the 2010 round of bargaining. In that round, the emphasis has been on securing agreements where any employer demands for concessions have been eliminated. Our overriding objective has been to protect current contract language, especially those provisions that have provided employment protection and regularization.

More recently the focus has shifted to preparing for the 2012 round of bargaining. Research work is already well advanced. Through contract comparisons

with post-secondary agreements from across Canada, our bargainers have built a strong case for salary adjustments that support the retention and recruitment objectives that we know every post-secondary institution in BC wants to achieve. What the research shows is that our provincial salary scale has started to deteriorate when compared to those of other provinces. Although that deterioration has been a feature of the last round of bargaining, the gap between our scale and those of key comparators like Alberta and Ontario has increased. In Alberta, in particular, the most recent provincial budget proposes funding increases across many parts of the public sector, increases that will certainly translate into higher salary scales in that province's post-secondary institutions.

In a later section of this report, the impact of the latest BC budget is discussed in detail, but the funding crunch that is envisioned in that document is already being felt with many of our locals and in the ongoing labour relations struggles across our system. For example, at Northwest Community College (NWCC), the entire Academic Workers' Union membership was served with layoff notice in early February. Our Labour Relations Staff Representatives worked with AWU members to push back against the layoffs. The Local was successful in a mediated process led by the Labour Relations Board, a process in which the administration was forced to backtrack on the layoff notices and work within the terms of the collective agreement, as well as to seek the advice of the NWCC Education Council before it proceeded with any changes in programs or course offerings at the college. As well, FPSE has been active in the local Northwest media making sure that residents, students and the broader community understand why the layoff notice is ill-considered. We have pressed the local administration to work with us to pressure the Minister of Advanced Education to find a better alternative to the funding problems at NWCC. We have also made the point that addressing NWCC funding would be consistent with the government's announced strategy of job creation and skill development, a strategy in which the Northwest region will play a key role through various resource development initiatives.

Although preparing for the 2012 round of bargaining is a major priority for our Labour Relations Reps, so too is their ongoing work of advancing grievances and arbitrations for our member locals. This process is not only important to the individual member involved in a grievance or arbitration, it also becomes an important part of defining the scope of our collective agreements. Over the last three months, FPSE Staff Representatives have secured a number of important wins for various locals. At Local 8, VIUFA, for example, we were successful in reinstating a probationary faculty member who had been dismissed. The issue was complex; however, our argument for reinstatement prevailed. In addition, the grievor in this instance also received back pay as part of the return to work agreement. The importance of this particular grievance was that it strengthens our ability to protect probationary faculty who can often be subject to unfair evaluations that some administrators use to arbitrarily exclude non-regular faculty from access to full-time work at an institution.

Our Labour Relations Staff Representatives have also devoted considerable effort to negotiating first agreements for some of the newly organized bargaining units in Local 21. The most notable success on that front has been the ratification of a first agreement at King George International College. This bargaining unit was certified in 2010 but, because of lengthy delaying tactics used by the employer, the negotiations for a first agreement were stalled for months. Despite those tactics, the members at KGIC were determined to prevail and that determination translated into a first contract that saw improvements across a wide range of priorities for the faculty members. The agreement not only included substantial salary scale revisions (revisions that boosted salaries by an average of 5%) it also included general wage increases of 2% per year over the next three years of the agreement. KGIC is part of the Spratt Shaw group of companies and the first agreement sends a very positive signal to other faculty in the private college system that unionization can work for them.

Condition Critical: Funding Fails Our Institutions

In mid-February, Finance Minister Kevin Falcon tabled the 2012 provincial budget. The document not only delivered troubling news to BC households, it also brought disappointment to BC's post-secondary education system. For the average BC family, costs will increase, public service—already stretched too thin—will be forced to stretch even more, and the prospect of even more auctioning of public assets will increase.

For our post-secondary institutions, the Finance Minister issued yet another “challenge”: reduce your spending by 1%. When you consider that the post-secondary education system has had to endure a 9% drop in real per-student operating grants that they receive from the province over the last decade, forcing those institutions to endure another round of funding decreases will certainly make a bad situation that much worse. And to suggest, as the Minister did in his briefing to the media at the budget lockup, that a 1% cut in spending would have limited impact on our institutions only reinforces the view that the Minister and his Cabinet colleagues just don't get it. At Northwest Community College, for example, where senior administrators say they have a \$1.5 million deficit (less than 5% of their total operating budget), they have issued layoff notices and are proposing to drastically reduce course and program offerings. The Minister's 1% challenge will have a serious impact on institutions, one that will place even more barriers between our students and their prospects for completing their post-secondary education.

It's worth pointing out that the Service Plan for the Ministry of Advance Education forecasts a drop in student FTE enrolments between this year and next. That fact alone is a chilling reminder of just how out-of-step the current government's plan for post-secondary education is with the longer term needs of our province. Countless studies have stressed the importance of education and training as critical building blocks of a modern economy. Other studies, including those by several business organizations, point out that BC faces a serious skills shortage, one that will have a negative impact on economic growth

in BC. Despite those studies and forecasts, the 2012 Budget fails to invest in the knowledge and skill-based building blocks BC so urgently needs.

The impact of the government's tough fiscal stance is already being felt by our local institutions. Smaller rural colleges seem to be particularly hard hit so far. At Northwest Community College and Selkirk Community College, layoff notices have been served. In both institutions, the claim by administration has been that projected deficits are forcing the institution to reduce program and course offerings. We are working with all our locals to defend faculty caught in these situations and to ensure that every measure possible is taken to avert these changes.

The tough fiscal stance has also provoked an unprecedented response by institutional Presidents. Twenty-five college, university and institute Presidents have signed a joint letter to the Minister of Advanced Education protesting the funding restraints embedded in the 2012 budget. The letter has been leaked and is motivating others across the public system to voice their concerns about chronic under-funding.

The provincial government's hard line approach to both education and collective bargaining has been in full view as BC's public school teachers press the Minister of Education and the Premier for resolution of their outstanding contract negotiations. Those negotiations have the added pressure of a Supreme Court decision requiring the government to address the contract stripping that was done in 2002 when legislation removed class size and composition provisions from the teachers' collective agreements. The government has responded to the teachers' demands by introducing Bill 22, the *Education Improvement Act*, which will radically alter labour relations and teaching conditions in BC's K-12 system. The Bill imposes a mediation mechanism that effectively ties the hands of an appointed mediator and requires the outcome of that process to re-write existing provisions in the contract that will dramatically shift the balance of power to school administrators at the expense of teachers.

FPSE continues to press the Minister of Advanced Education to withdraw the offending sections of

Bill 18. This legislation will significantly undermine existing post-secondary governance. It gives power to existing Boards to remove dissenting voices. It effectively bars faculty who are involved in their local executive in certain capacities from also standing for the position of faculty-elected representative on their local Board of Governors. And it fundamentally suppresses our freedom of association.

Despite a very successful social media campaign—Stop Bill 18—on Facebook and intense lobbying of the Minister and her Deputy, the government shows no sign of withdrawing the offending sections of the legislation. In late March, the Bill went through third reading in the Legislature. The Minister did introduce some minor amendments to the legislation, but refused to withdraw the offending sections. The government's refusal to contemplate changes in this legislation means that FPSE will undertake a thorough review of its options including a challenge to the constitutionality of those amendments.

Speaking Out: The Power of Social Media and Public Campaigns

The dual concerns of better funding for post-secondary education and fair contract settlements in the 2012 round of provincial public sector bargaining have remained an important focus of the Federation's campaign work this year. On the bargaining front, in particular, FPSE has worked with a consortium of provincial public sector unions to develop a public campaign that stresses the importance of getting a fair deal in 2012. The coordinated approach to that campaign has included extensive public opinion research designed to test the salience of key arguments and the degree to which those arguments have a plurality of support across the province. The results of that opinion research was summarized and presented to our Bargaining Coordination Committee in February. As well, it was presented in a plenary event at our recent Spring Conference. The debate and discussion among Standing Committee members during that presentation helped clarify for many delegates just how important it was to frame our arguments for the 2012 round.

The coordinated polling effort has been used to support an advertising campaign by provincial public sector unions. The key message in that campaign is that our members, regardless of the sector they work in, provide valuable services that are critical to BC's economic and social well-being. The campaign will concentrate its messaging during March as the first wave of provincial negotiation begins to move towards key milestones such as strike votes and possible job action.

In addition to the coordinated campaign effort, FPSE is also working with individual locals to help strengthen some of their efforts to secure better funding support at their local institutions. For example, FPSE recently helped Local 11 launch a Facebook campaign called Friends of Northwest Community College. The campaign is designed to rally community support for NWCC and to demonstrate to both the local administration and the Minister of Advanced Education that there is a broad base of support for the college and a deep concern within the community that current funding for NWCC is not adequate.

Similar social media campaigns can be easily developed for other regions and institutions where the funding crunch is producing similar cuts to programs and course offerings. The experience we have had to date with these campaigns is that they are a very effective way to mobilize member support and engage a broader cross section of the community in supporting the issues that we know are critical to both our institutions and our students.

Mobilizing with Provincial Allies in the Labour Movement

Given the diversity of union interests in the 2012 round of provincial public sector bargaining, coordination of that bargaining effort has become a major priority for the BC Federation of Labour. In the late fall of 2011, for example, the BCFL began to convene a series of meetings among public sector affiliates to begin scoping the interest in a tightly coordinated bargaining approach in 2012. Although affiliates have not shown significant interest in a common front model for bargaining, there is interest in having regular updates from bargainers to

understand what is taking place in various sectors and what potential patterns for settlement might look like.

When the teachers' dispute began to move from protracted negotiations to possible job action, the BCFL helped ensure that there was broad support from affiliates for the BCTF's plan. When the government responded to the threat of teacher job action with Bill 22, the BCFL mobilized major demonstrations to protest the legislation. The March 6 demonstration in Victoria brought close to 10,000 workers from all sectors to the lawn of the Legislature to send a message to the Clark government that the labour movement supported teachers' demands for a fair settlement and was strongly opposed to the legislation.

BCFL Officers will continue to work together on this issue to increase the pressure on the government to fairly negotiate a better outcome to the current teachers' dispute than what has been proposed through Bill 22. As well, the BCFL worked with all affiliates to send a strong message to the BC Liberals in the recent by-elections held in Port Moody and Chilliwack.

National Issues, National Alliances

The Harper government has used its majority government status to press ahead with regressive changes to both federal fiscal policy and to move aggressively and, in many instances preemptively, to tilt the balance of power in federal labour relations matters. On both fronts, workers and their communities have felt the full impact of these changes. Through the Canadian Labour Congress, however, the national voice for the labour movement has helped mobilize a strong fightback effort. The depth of the Tory plans to alter Canada's fiscal landscape was made evident when the federal budget was tabled in late March. Many analysts have made the same assessment of the Finance Minister's proposals to significantly cut spending and radically reduce the size and scope of the federal government. Most see the budget as marking the beginning of a painful and unnecessary fiscal retrenchment, a retrenchment that will substantially alter social

programs and undermine the capacity of federal departments to meaningfully fulfill their mandates.

The first casualties in this retrenchment are Old Age Security (OAS) and the Guaranteed Income Supplement (GIS). The Harper government proposes to increase the age at which citizens can access OAS and GIS from 65 to 67. The move has been cynically crafted. The changes will not take effect until 2023. However, by pressing ahead with the change, Harper will effectively be the first Prime Minister to have put in motion a dismantling of a social program that has been a mainstay of Canada's social safety net for more than half a century.

Harper has also moved to limit federal transfers to provinces for health care. The formula is going to be particularly hard on BC because our province has a much higher proportion of seniors, a fact that has significant implications for health care costs in this province.

The CLC also points to a disturbing trend in federal labour relations where the Conservatives continue to take a very aggressive approach to labour negotiations and disputes in the federal jurisdiction. When the prospect of a strike or lockout looms in any of the federally regulated industries, the Harper government has never hesitated to use a legislative hammer to force workers to accept either major concessions or severe limits on their right to take job action.

Harper's desire to suppress the effective opposition that he faces in the House of Commons has been dealt a serious setback with the recent election of Thomas Mulcair as the leader of the NDP and the Leader of the Official Opposition. Mulcair's victory in the NDP leadership race signals an important step forward for the NDP. With a strong base of support in Quebec, along with its traditional strength in Western Canada, the party is poised not only to hold the Tories accountable, but also are well positioned to form government after the next election, a prospect that recent polls show a majority of Canadians would support.

Working with National Educators

Our national partners in post-secondary education, the Canadian Association of University Teachers (CAUT), has continued to be a strong and effective voice on national post-secondary issues. For example, CAUT has targeted the issues of copyright and intellectual property as a major focus of their lobbying efforts in Ottawa. New legislation has shifted the ground rules for copyright and raised important questions about what constitutes fair dealing. Exactly how that concept is interpreted has implications for faculty across Canada and CAUT is urging the federal government to adopt a more transparent approach to implementing the new legislation.

The recent tabling of proposed legislation by the Harper government on lawful access to web-based communications also has raised serious concerns within the post-secondary education community about the extent to which the federal government is prepped to override privacy and civil rights in its so-called get tough on crime approach. The legislation, Bill C-30, which was introduced by Public Safety Minister Vic Toews, has created enormous controversy not only because of the significant violations of an individual's privacy, but also because of the aggressive assertions made by Toews, assertions designed to deeply polarize debate on the legislation. The public reaction has been strongly opposed to the government's approach and that opposition may well have convinced the Conservatives to re-think this legislation. CAUT will maintain a strong legislative lobby along with others opposed to Bill C-30.

CAUT has also been an effective critic of the Harper government's changes to research funding and federal transfers for post-secondary education. The recent federal budget, for example, includes no new money for post-secondary education through the Canada Social Transfer. On the research front, CAUT has been quick to point out that the federal budget marks an even more aggressive switch to a narrower commercialization agenda for research. The change will effectively ignore the long-term value of basic

research. As well, the budget includes no increases in funding of the three federal granting councils, a move that further erodes the capacity of these councils to fulfill their research mandates.

CAUT has also been successful in coordinating a national campaign to call attention to the Harper government's undermining of Libraries and Archives Canada. Like so many of its attempts to both reduce the size and effectiveness of government—the plan to eliminate the long form census at Statistics Canada, the shift towards research granting based on commercial applications rather than pure research, the loss of oversight and staff from many of Canada's regulatory agencies—the federal government's plan to vastly reduce the funding and capacity of Canada's archives is another example of how the Conservatives want to minimize public interests, all in the name of balanced budgeting. Although CAUT's campaign has blunted the government's initial efforts, the struggle that lies ahead will require renewed support across all our institutions.

The Canadian Apprenticeship Forum (CAF) is one of many federal agencies that are coming under intense budget pressure from the Harper government. The Conservatives seem determined to cut valuable programs, especially those that support the establishment of higher standards. In the case of CAF, that's exactly why it was put in place: to ensure that there were strong national standards for trades training in Canada. Those strong national standards are embodied in things like the Red Seal program, which ensures greater labour mobility while also ensuring that standards reflect the changing nature of technology and skill in various trades. However, those strong national standards are also something that many employers would rather avoid. By undermining CAF's funding, the federal Conservatives are simply complying with the lowest common demands of employers, a strategy that's bad for workers and bad for Canada in the long run.

Despite those challenges CAF continues to provide strong policy leadership on trades training and apprenticeships. In June, CAF will convene a national conference in Regina, bringing together provincial

stakeholders in trades training. The event will not only showcase the need for better coordination at the national level, it will also give the labour movement an opportunity to highlight its vision for improving that national coordination.

Thanks

The success of our Federation reflects the commitment and input of our members to our democratic decision-making processes. I am honoured to represent this organization and to be a part of that process. As part of my report to this year's Convention, 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 Staff Representatives who work on the labour relations front, Lesley Burke-O'Flynn, Weldon Cowan, Jeff McKeil, Sean Hillman and Zoe Towle, and our Policy & Communications Staff Representative Phillip Legg are all dedicated to meeting the needs of our members.

Administrative Assistants Mary Bruegeman, Gisele da Silva, Angela Kenyon, Sara Rozell and Nancy Yip provide effective support to staff, committees and Presidents' Council, and they manage these responsibilities under demanding timelines as well. Our Financial Assistant, Matt Toma, keeps our financial affairs in top shape.

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 work of 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 Nanci Lucas and Terri Van Steinburg, and to Members-at-Large Dan McDonald and Frank Cosco. They have all made enormous contributions to our Federation. Our Secretary-Treasurer, George Davison, has played a critical role in ensuring that our Federation has the capacity to provide thoughtful and balanced leadership, advice and counsel to our member locals over the last twelve months.

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.

Respectfully submitted and in solidarity,

Cindy Oliver, President,
on behalf of Presidents' Council

FPSE 2011/2012 LOCAL PRESIDENTS

Tim Acton

Local 01: Capilano University Faculty Association

Jason Brown

Local 02: Thompson Rivers University
Faculty Association

David Rourke

Local 03: Faculty Association of
the College of New Caledonia

Sandra Hochstein

Local 04: Douglas College Faculty Association

Terri Van Steinburg

Local 05: Kwantlen Faculty Association

Leslie Molnar

Local 06: College of the Rockies Faculty Association

Virginia Cooke

Local 07: University of the Fraser Valley
Faculty & Staff Association

Dan McDonald

Local 08: Vancouver Island University
Faculty Association

Tim Walters

Local 09: Okanagan College Faculty Association

Doug Henderson

Local 10: Selkirk College Faculty Association

Christane Carr

Local 11: Academic Workers' Union (NWCC)

Bronwen Welch

Local 12: Camosun College Faculty Association

Lynn Carter

Local 14: Langara Faculty Association

Frank Cosco

Local 15: Vancouver Community College
Faculty Association

Shirley Ackland

Local 16: North Island College Faculty Association

John O'Brien

Local 17: Thompson Rivers University
Open Learning Faculty Association

Sharon McIvor

Local 19: Nicola Valley Institute of Technology
Employees' Association

Michael Wicks

Local 21: Private Sector Faculty & Staff Association

Tom Becher

Local 22: Emily Carr University of Art + Design
Faculty Association



SECRETARY-TREASURER'S REPORT

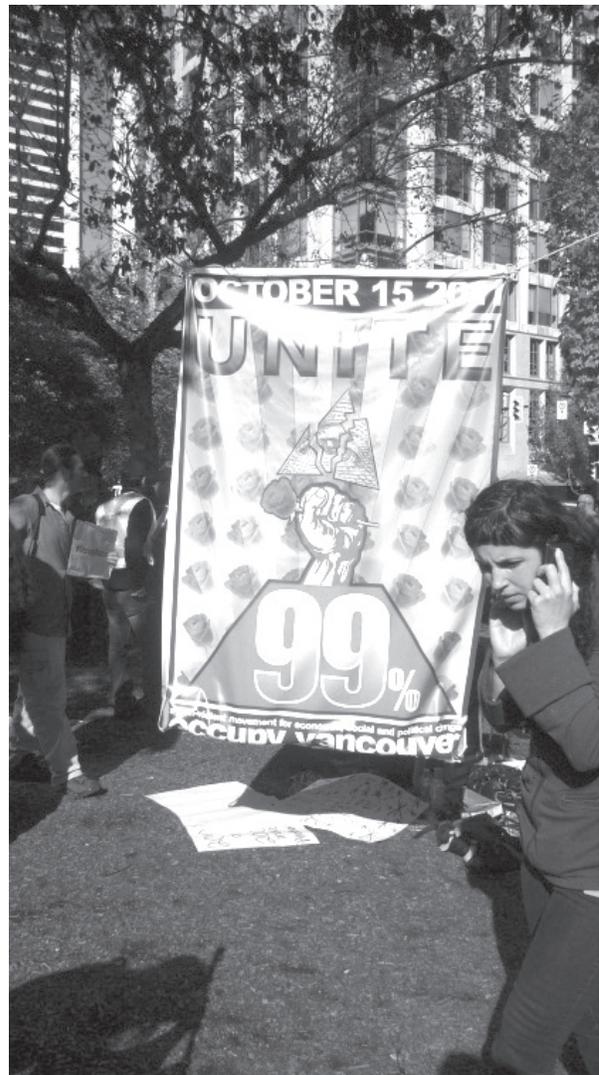
George Davison

Occupying Budgets

IN KEEPING WITH THIS YEAR'S THEME, let me take this opportunity to explain how this federation's part of the 99% runs itself. The Secretary-Treasurer position encompasses financial, office and political responsibilities, providing service to member locals and locals' members, and representing them at the provincial and national levels. Thus, my third report to the AGM focuses on the 2011/12 year-end finances, including the Auditor's Report, the proposed budget for 2012/13, and my other activities carried out for the Federation and against the 1%.

FPSE's 2011/12 Fiscal Year-End

Though we ambitiously budgeted revenues of \$3.841 million, net revenues fell a bit short as fewer faculty are moving up their respective grids, no one at the top has had a pay increase, and more and more faculty are at top of scale. At last year's AGM, we approved an operating budget with a projected surplus of \$45,088. At year-end, our actual net operating revenues were \$3,414,088 and actual net expenditures came in at \$3,694,506. This resulted in a net operating deficit of \$230,000 after taking into account transfers from the Defence Fund for operating purposes totalling \$242,925. Our Operating Fund, which represents the current value of the Operating Reserve Fund and the cumulative result of operating surpluses and deficits over the years, stood at \$473,539 on March 31, about \$3,000



Occupy Vancouver Protester, 2011

less than last year partly as a result of the change in policy to remove all equities from the fund.

On the expenditures side, legal fees were slightly more than last year (\$ 532,360 compared to \$ 511,424) due to an increasing number of grievances and arbitrations. The HST continued to add \$ 20,000 to our costs, mostly for office rent, capital expenses were \$ 20,000 higher than budget because of our change in IT support providers and required infrastructure upgrading, and staff benefits were 20%.

The Defence Fund valuation at year-end stood at \$8,081,402 down almost half a million dollars because of strike support and political action. Still, the fund has made back over \$300,000 from its low point of \$7.7 million last June 30, thanks to our fund managers at Macquarie Private Wealth, Brian Worth and Gerald Allaye-Chan.

FPSE's 2012/13 Proposed Budget

This year's budget development process saw FPSE President Cindy Oliver, Financial Assistant Matt Toma, and I going through every line with a fine-tooth comb. We constantly look for ways to save money, and have negotiated with Telus and Rogers for lower conference call rates and shared cell-phone minutes for staff and officers. Once we went through a few preliminary drafts, I reported to the Executive and Presidents' Council, who approved two major changes to help keep our budget in check. One was permanently reducing the number of delegates to the AGM to 136 from what would have been about 180. The smaller number had maintained the proportionality of locals at last year's AGM in Prince Rupert, and will save us approximately \$50,000. The second was capping legal costs at \$350,000, and taking expenditures in excess of that amount from the Defence Fund. We have done this in the past but, by doing so in advance, the pressure of high legal costs is somewhat removed from the operating budget. We may be able to save about 10% on staff benefits by switching from longtime provider Johnstone's Benefits to Working Enterprises Group Benefits, but we are making sure that locals whose staff might be affected by such a move are fully consulted.

In the coming year, we expect no increase in membership dues from last year's high estimate, but we do expect we can achieve that number this year. As we automatically transfer 10% of dues to our Defence Fund, and with interest rates so low, our total net revenue is expected to be \$3,466,063.

The operating expenses also reflect a modest collective agreement increase in staff compensation (the CUPE 1004 Collective Agreement expired on September 30, 2011 and bargaining began in early May), as well as anticipated expenditures for legal costs, the AGM, renewed bargaining, and conferences. Total net expenditures are expected to be \$3,428,875.

We therefore present an operating budget with an overall projected surplus of \$33,753. On the capital side, we are proposing a budget for 2012/13 with expenses totaling \$33,000, two-thirds of which is slated for a website update and the rest for computer and back-up server replacements.

Office and Personnel Management

FPSE employs twelve great people in the corner office of the 4th floor of the BCTF building: five are Administrative Assistants, one is a Financial Assistant, and six are Staff Representatives. They are a joy to work with, and I'm constantly amazed by their skill and dedication. David Piasta retired at the end of October; Sean Hillman began work on August 2nd and has fit in very well. We wish David all the best in his Sunshine Coast retirement and no doubt will take advantage of his bed & breakfast facilities!

FPSE Events, Committees, and Member Services

Our contract with the Hyatt Regency Hotel has been renewed for our 2012/13 meeting season. To avoid meal costs for committee meetings, which are considerably higher at the hotel compared to catered services at the office, we have scheduled no more than one meeting per weekend. The exception is the Spring Conference, which this year saw six committees attend along with several members of ETEA. Guest speaker Nancy Chick challenged us all to think about who inspired us as teachers, and whether our classrooms could be more engaging.

We had our usual range of workshops and the latest polling done by the BC Fed, and we ended with the always popular wine & cheese social.

AGM and convention planning has occupied less of my time this year, thanks to the work done in the office and by our host Local 7, the University of the Fraser Valley Faculty & Staff Association. Many thanks to all who helped put this event on. We are exploring options in Nanaimo for our Convention & AGM in May 2013.

The Secretary-Treasurer takes notes at Executive Committee and Presidents' Council meetings in September, October (which is in Victoria, combined with our lobbying activities), January and March, as well as teleconferences. These notes are ably turned into recognizable minutes by Gisele da Silva. I serve as Executive Liaison to the Contract Administration Review Committee (CARC), which is chaired by Local 10's Lui Marinelli, and which meets twice a year in October and February. I also subbed for Nanci Lucas at the Spring Conference meeting of the Workplace Health, Safety & Environment Committee. Thanks to Reto Riesen (Local 11) for his leadership of the committee.

The Secretary-Treasurer also chairs the Grievance & Arbitration Review Committee (GARC), made up of the CARC Chair and FPSE's five labour relations Staff Representatives. We meet on a semi-regular basis to discuss cases that locals bring for consideration of support to arbitration. Though the staff reps handle many of these arbitrations or board hearings, we often engage outside legal counsel to assist us. There are just as many grievances coming as last year, and a new constitutional challenge of Bill 18, which has taken away rights of faculty to be activists in their union and representatives on institutional boards.

I chair the International Solidarity Fund Committee, which met on March 2 to allocate the \$37,612 budget. Sixteen proposals were received and ten were funded, totaling \$37,473. Thanks to committee members Terri Van Steinburg (Local 5), Tom Becher (Local 22), HRISC Chair Naomi Wolfe (Local 16), and committee member Susan Weber (Local 14) for their work in assessing these proposals.

I have also attended several College Pension Plan Partner meetings with Cindy and Member-at-Large Frank Cosco, as we explore ways to maximize our pension benefits with modifications either to inflation protection or the accrual rate. A workshop on options will be presented at our convention, and a member survey is planned for the fall. Thanks to locals who invited me to various events: FACNC (Christmas lunch), VCCFA (Christmas dinner and February appreciation dinner), KFA (one forum and their AGM), and SCFA's AGM.

BCFL, CAUT, NUCAUT and CUFA/BC

The BC Federation of Labour's Executive Council met in October, February (at Harrison), March and May. By all accounts, last November's Union Renewal Conference New Voices, Growing Unions was an outstanding success. I attended a morning session after the union counselors' breakfast and was astounded by the diversity, the passion, the stories of struggle in life and in the workplace, and the role of the labour movement in building a better society. Next on the agenda is the Fed's second regional conference, which will be in Kelowna in late May, and I look forward to attending with members of the executive and reps from OCFA, TRUFA and NVITEA.

I attended two face-to-face meetings of the Canadian Association of University Teachers' (CAUT) Contract Academic Staff Committee in early September and March, and several monthly GoTo Meetings that have started under the committee's Chair Lesley Jermyn and CAUT Staff Rep Robert Johnson. I also attended CAUT Council's fall 2011 meeting in Ottawa. The spring 2012 Council meeting is next week. I also attend the provincial associations' meetings before each Council, and CAUT provides space for FPSE, OPSEU, and ACIFA to meet during each Council. It is one of the few times we're able to meet and talk about issues we have in common. CAUT's annual Western Regional Faculty Associations' Conference was hosted last October in Regina by the Regina University Faculty Association. I was accompanied by TRUFA President Jason Brown, and we enjoyed a visit to Occupy Regina in the square across from the hotel.



History Lesson at Occupy Regina, October 20, 2011

Last June, I was elected President of NUCAUT, the National Union of the Canadian Association of University Teachers. It has 26 locals and over 20,000 members from Newfoundland to BC. Although it formally meets once every three years, it has informal meetings before each CAUT Council where we endeavor to manage CLC reports and a growing number of locals who want to let each other know what's going on at home.

The NUCAUT President also sits on the Canadian Labour Congress' Canadian Council. Last fall at the inaugural meeting, guests included AFL-CIO President Rich Trumпка and General Secretary of Great Britain's Trade Unions Congress, Brendan Barber. They spoke about how their respective federations are combatting the right-wing agenda, and the points they made bear repeating:

1. The current economic system is failing the public—organized labour should champion those left behind.
2. Unions need to engage in the battle of ideas, countering the pronouncements of the Fraser Institute and the Canadian Federation of Independent Business.
3. Organized labour cannot do it all by itself—broad coalitions should be built and fostered.
4. Targeted funding might be needed for specific campaigns, e.g., retirement security and a national childcare campaign.
5. Political action should not be limited to election campaigns or the run-up to them—get to MPs and MLAs in their own backyards.

6. Use old and new communications techniques to rally members and inform the public—everything from digital campaigns to mass rallies like the one in Britain last November 30.

The coming meeting features more on advancing workers' rights in a hostile political climate, with scheduled guests including the new Leader of the Opposition, Thomas Mulcair, and sessions on Bill C-377 and how to reclaim the CLC's public image.

CUFA/BC represents the research university faculty, and I attended parts of their fall and spring councils this past year. David Mirhady of SFU is stepping down as CUFA President, and Rick Kool from Royal Roads Faculty Association will take over this summer. Rob Clift continues his excellent lobbying work as Executive Director—this year will be his 20th. A pleasant duty of mine is attending CUFA's Distinguished Academic Awards dinner as their guest: this year's recipients included Eric Sager, a colleague who was across the hall from me for two years at the University of Victoria in the late 80s as I was starting out.

Other External Events and Representations

I currently co-chair the United Way of the Lower Mainland's Campaign Labour Committee with Irene Lanzinger, BCFL Secretary-Treasurer. Up to now, my work as a committee member has involved monthly meetings during the fall campaign, which includes the kick-off event, labour presentation to the Campaign Cabinet, the BC Fed union counsellors' breakfast during the November convention, and the Labour Appreciation dinner, as well as agency tours and Day of Caring activities. Mervyn Van Steinburg and Dileep Athaide are on the committee, along with reps from most of the provincial unions and retiree volunteers Gordie Larkin, Doug Payette, and Dave Wilson. This volunteer work supports the partnership of labour and management in fundraising that improves lives and strengthens communities throughout the region. Additional duties as co-chair involves sitting on the Campaign Cabinet, which has just started meeting to oversee the 2012 campaign, and I am also poised to join the UWLM Board as one of the five labour reps, with Steve Hunt (USW), Amber Hockin (CLC),

Gwenne Farrell (COPE 378), and Joey Hartman (Vancouver & District Labour Council).

I also sit as Secretary on the PENS (Public Education Network Society) board, formerly CPEN (Charter for Public Education Network). The name was changed recently to avoid the potential link with charter schools. Though it currently does not have a President (Mike Zlotnik, in his mid-70s, just stepped down after six years), the group plays an important role in educating the general public on education issues. Its most recent activity was focused on trustee elections last fall, where we produced a questionnaire for potential candidates, and hosted a forum for trustees which saw three join us from Victoria, three from Vancouver, and one each from Cowichan, Delta and Burnaby, in an attempt to revive a network of progressive trustees.

Finally, other events included the kick-off of Occupy Vancouver at the Art Gallery on October 15, and the Lancaster Bargaining in the Broader Public Sector Conference in December.

Thank You

Again, many thanks to President Cindy Oliver, who works so hard on so many fronts for FPSE members, and who is a constant source of support and advice. Thanks to the Executive: First Vice-President Nanci Lucas, Second Vice-President Terri Van Steinburg, and Members-at-Large Dan McDonald and Frank Cosco. Thanks to all the local Presidents, who put in so much time working for their members and the Federation. Thanks to our Committee Chairs and members who work so hard for all FPSE members. Special thanks to Financial Assistant Matt Toma, to Administrative Assistants Gisele da Silva, Mary Bruegeman, Nancy Yip, Angela Kenyon and Sara Rozell; and to our Staff Representatives Lesley Burke-O'Flynn, Weldon Cowan, Sean Hillman, Phillip Legg, Jeff McKeil and Zoe Towle.

Respectfully submitted,

George Davison
Secretary-Treasurer



Occupy Vancouver, November 18, 2011

FIRST VICE-PRESIDENT'S REPORT

Nanci Lucas



MY THIRD AND LAST YEAR AS FPSE'S First-Vice President was both gratifying but frustrating with the continuing government direction of net-zero mandates. As I write this report, not all of our locals have completed their 2010-12 round of bargaining but there does not seem to be any movement on PSEA's front to get those contracts finished. Now, with the announcement of the new net-zero—cooperative net zero—I have become more disillusioned with Clark's "Families First" initiative and her government. The only way to create a positive relationship with government, one that is willing to freely bargain with its unions, is to change the government. I hope to be a part of that change when the NDP begins to call for volunteers to knock on doors, ring those phones, or hold rallies in support for change.

I have found my time on Presidents' Council educational and provocative. The various Presidents provide our Federation with a strong base that can be used to enhance our effectiveness and strengthen our voice in the future. I have also enjoyed my time on the Executive and developed a great appreciation of the work and dedication of the group, and the strengths each person brings to the Federation as a whole.

The Common Table did settle its memorandum in December, 2011. This enabled some of the locals that were at the common table to finish and ratify their local agreements. I hope they have been successful in utilizing their new language to help their members. I

know that many of you were quite surprised about how invasive PSEA was in their role as the bargaining agent. I think this is indicative of the change in CEO and her new direction of micro-managing our agreements.

In my role as First Vice-President, I served as the Executive Liaison to the Workplace Health, Safety & Environment Committee (WHSEC) and the Disability Management & Rehabilitation Committee (DMRC). Both of these committees are filled with strong advocates from each local and they have strong opinions as to how to make their committees stronger. I would like to personally thank both Reto Riesen (Local 11) and Sandra Hochstein (Local 4) for chairing those committees. You do a wonderful job. I would also like to thank Zoe Towle, the Staff Representative to both of these committees, for her hard work and dedication.

I also chaired the committee that developed the Pension Trustee feedback process. It will be at the AGM this year and, hopefully, it meets with your approval. I would like to thank the committee members – Bronwen Welch (Local 12), Candace Fertile (Local 12) and Fraser Archibald (Local 14). A special thanks is needed for Staff Representative Jeff McKeil who was able to call us back to our task when our other lives took our focus away.

Lastly, I was on the FPSE Finance Sub-Committee. I will be the first person to admit that I don't

completely understand budgets, however, I have enjoyed learning about our financial health. I think that we need to start making some hard decisions as to our direction as our costs continue to increase while our wages have remained at zero for so long.

I'm sorry to say that I will not be attending this year's AGM. For several reasons, I'm leaving the union movement for a time. My personal life is taking a new direction. I want to get back to the classroom to teach History once again. I miss the students and my discipline. And I hope my family (my dogs) expands to include a child in this coming year, or the next.

In closing, I want to thank a few people in particular. First, the Executive—Cindy, George, Terri, Dan and Frank—it has been a great experience working

with each of you. Second, I would like to thank all the chairs of our various Standing Committees for their hard work and dedication to this organization. It is members like these who make FPSE strong now and into the future. Third, I want to thank all of the members who are attending this AGM. You are the activists in your locals, and I hope you enjoy meeting the activists from other locals. Fourth, I need to thank all the other Staff Reps and Administrative Assistants who spend long hours working for the betterment of this Federation. We have an excellent team and a strong Federation.

Respectfully submitted,

Nanci Lucas,
First Vice-President

SECOND VICE-PRESIDENT'S REPORT

Terri Van Steinburg



IT HAS BEEN ANOTHER INTERESTING and instructive year for me in my second term as Second Vice-President.

It is a challenging time for post-secondary education in British Columbia. We have experienced cuts in funding that was not adequate in the first place. The results have been layoffs, cancellation of courses and in some cases, cutting whole programs. These cuts adversely affect our members, students, families, and communities—especially those in rural communities.

Instead of reducing funding, the government should be investing in the future of our province. It should be investing in communities and jobs by investing in post-secondary education. We can only hope that British Columbians will vote to defend post-secondary education and other essential public services in the next provincial election.

Within FPSE, we have been working hard to address the many issues that affect our membership. I have reported on some of my contributions to that work below.

FPSE Committees

I am a member of the Finance Sub-Committee of Presidents' Council. We met with Macquarie, our investment management firm, in October and have otherwise communicated via email on a number of issues.

FPSE Status of Women Committee

At the SWC meeting in November, the Women's Committee discussed ideas for us to undertake, such as developing a broadsheet on women's issues. The committee also reviewed their work plan and made suggestions for both the Spring Conference and AGM.

At the SWC meeting in February, we listened to guest speaker Linda Rumleski, Special Assistant to the Executive Director at CAUT, who provided us with an "Update on Equity Initiatives at CAUT." Linda reported on the structural changes at CAUT and the Equity and Aboriginal Working Groups. CAUT now has an Equity and Diversity Council, which includes Faculty with Disabilities, Women, LGBTQ2S, and Racialized Faculty.

Candace Fertile (Local 12) was acclaimed Chair of the SWC. Congratulations, Candace. It's been a real pleasure working with you, and we certainly appreciate all the work you do on behalf of our committee.

FPSE Education Policy Committee

The Education Policy Committee met in November, 2011, and February, 2012. I was at CAUT Council in November attending for FPSE, so Frank Cosco attended the November EPC meeting for me. Thanks, Frank.

After much consultation and feedback, EPC completed work on its Learning Environments paper.

The work EPC did on learning environments led to an excellent presentation on this topic by Nancy Chick, University of Wisconsin, at the FPSE Spring Conference.

At the February meeting, EPC heard a report from FPSE Staff Representative Philip Legg on the work that various public sector affiliates, including FPSE, have undertaken to advance public support for the 2012 round of bargaining. Philip also reported on funding projections for post-secondary education and indicated that we will continue to feel funding pressures into the future.

I want to thank outgoing Chair Balbir Gurm (Local 5) for her dedication and hard work as Chair. Chris Montoya (Local 2) was acclaimed as the new EPC Chair. Congratulations to Chris.

Governance Action Plan Working Group

This Working Group was formed as a result of the motion on governance passed at our last AGM. Working Group members are Secretary-Treasurer George Davison, Member-at-Large Frank Cosco, Local 6 President Leslie Molnar, and Staff Representative Phillip Legg. At our first meeting in September, the Working Group developed our work plan and set our priorities. We decided that we would focus our work initially on creating orientation in a resource manual. We worked on that over the fall, and Frank Cosco and I delivered a workshop using the manual and slides developed by the committee in an attempt to get feedback on the material to date.

BC Federation of Labour

I represent FPSE on the BC Federation of Labour's Women's Rights, Education, and Political Action Committees. I am also a BC Federation of Labour Trustee.

Trustees meet a couple of times a year to review the accounts and ensure they are in good order. The last meeting of the Trustees was October 2011.

The Women's Rights Committee has been active this year planning events for the December 6th Memorial,

including the Annual Breakfast and for March 8, International Women's Day.

The Political Action Committee has been involved in the two by-elections taking place in BC.

The Education Committee held a day long strategic planning session. This session identified our priorities for the next year.

National Activities

For the past four years, I have represented FPSE on the CAUT Women's Committee (now Working Group). While we had some initial challenges, the Working Group is getting more adept with the new web-based meeting technology "GoTo Meeting" and getting more focused on tasks and issues we want to address.

At the NUCAUT convention, June 2011, I was elected to serve on the NUCAUT Executive as Member-at-Large representing the West.

In that capacity, I was elected to the Canadian Labour Congress Training and Technology Committee. The first meeting of the T and T Committee was held in November, 2011. At this meeting we agreed on the following priorities for our work:

1. Technology and Work
2. Public Policy and Public Financing of Training
3. Employer Investment in Training

The Committee set short, mid, and long term goals for these priorities. We meet again in April, 2012.

Other Activities

- Member of the FPSE Campaign Oversight Committee
- Member of FPSE Staff Rep Hiring Committee
- Participated, as one of the Presidents' Council reps, on the International Solidarity Fund Committee, which met on March 2, 2012 to review application to the ISFC fund 2012
- FPSE Delegate to the CAUT Council in November 2011 and April 2012

- Attended the 2011 Summer Institute for Union Women in Victoria, BC
- Attended the Women's World 2011 conference in Ottawa, July 2011
- Attended the United Way's 13th Annual Campaign Labour Breakfast

Conclusion

In closing my report, I want to thank Cindy Oliver for her dedicated leadership and hard work. I also want to thank the other members of the FPSE Executive: George Davison, Nanci Lucas, Frank Cosco, and Dan McDonald. It has been great working with all of you this past year! Thanks also to Presidents' Council for the commitment and passion you bring to our Federation.

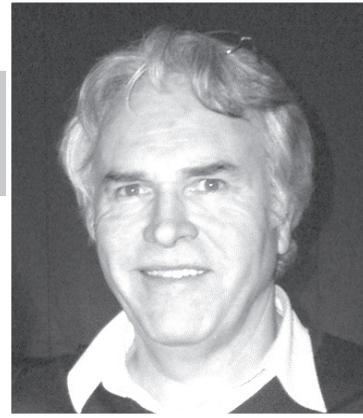
Finally, thanks to FPSE members for your continued support. It's a privilege to work with you and to represent you on the Executive.

Respectfully submitted,

Terri Van Steinburg
Second-Vice President

MEMBER-AT-LARGE REPORT

Frank Cosco



WITH APPRECIATION TO PRESIDENTS' Council, which re-elected me to the Executive just after the AGM hosted by Local 11 in Prince Rupert, and to my fellow Executive members, I have strived to support the work of FPSE through working on a variety of assignments and representative functions for the President, Presidents' Council and the Executive.

Pension Partner Meetings

In support of the President and Secretary-Treasurer, I have attended Partner meetings primarily focused on the potential options for making changes within the structure of our Pension Plan that will allow us to provide both better inflation protection and/or a higher accrual rate. These discussions have allowed us to narrow fruitfully the scope of our Pension Survey of members slated for later this year. In addition to looking at changes to the Plan, we are also preparing to survey members on potentially increasing the contribution rates.

Pension Advisory Committee (Executive Liaison)

With Tom Friedman (Local 2) as Chair, the committee continues its tradition of mixing intense policy discussions with detailed analysis of the issues of the day and with opportunities for professional development. Examples of the committee's work this past year are its session on ethical aspects of pension plan investments, its joint committee with Presidents' Council on trustee performance feedback, its informed feedback on the partner discussions around the FPSE survey, and its discussion of the CLC

campaign to improve pensions for all Canadians. PAC enjoys good attendance and participation from all FPSE local reps. Thanks to Administrative Assistant Nancy Yip and Staff Representative Jeff McKeil for their support of this group.

Non-Regular Faculty Committee (Executive Liaison)

Teresa Fedorak (Local 2) ably chairs our important Non-Regular committee, and appreciation to our staff, Weldon Cowan and Nancy Yip. Committee members do double duty as reps to other Standing Committees as well. Each meeting provides a solidarity building opportunity for what often feels like a lonely individual task. This past year the committee devoted one of its sessions to a new outreach to those with common interests at UBC, SFU, and BCIT, as well as an American colleague from the Washington state college system. It is hoped that this outreach will continue this fall with a planned regional conference with some endorsement/ sponsorship from CAUT.

The five-goal plan, Equity on the Job: We All Deserve It, was not able to gain much traction in the relatively sterile 2010/12 bargaining round. As always with union work, there needs to be a re-commitment and re-focusing onto the next round. For the Non-Regulars, that reality has caused them to emphasize two of the five points for the new round: rights of reappointment and the end of secondary scales. I've again noticed an uneven attendance pattern from some of the Lower Mainland locals and wonder if there might be better monitoring and resourcing of attendees.

Private Sector Locals and Organizing Committee (Executive Liaison)

Our newest Standing Committee, which is made up of reps from the sub-locals of Local 21, the Education and Training Employees Association (ETEA), continues to provide a tremendous forum for discussion and union development. It is resourced by Administrative Assistant Angela Kenyon and Staff Representative Philip Legg. While the committee is working on and discussing new organizing efforts, it also is intended to provide a forum for issues not directly related to organizing and bargaining first agreements. This work provides added value to membership in FPSE. Phillip is doing a great job resourcing the group and has resourced important discussions for the group.

Discussions at committee have included:

- Outreach to CFS and to the NDP.
- Outreach to the Saudi Consulate.
- Training opportunities within FPSE.
- City regulations of home-stays.
- A Vancouver Police Department Constable visited to present on the vulnerability of international students as victims of crime.

- An official from the Private Career Training Institutions Agency (PCTIA).
- A Canadian Federation of Students staffer to discuss a potential major consciousness-raising project for International Students.

Each meeting provides a solidarity building opportunity for those who attend. There are many reports on the value of having a forum to exchange ideas.

Bargaining

I have been assigned to the FPSE/CUPE 1004 table for the renewal of the collective agreement between FPSE and its staff.

Appreciation

Thanks to Cindy and George, all the staff, Presidents' Council and the Executive, and to committee members for their support and comradeship as we collectively continue to evolve and improve FPSE, an exemplary post-secondary union organization in North America

In solidarity,

Frank Cosco
Member-at-Large

MEMBER-AT-LARGE REPORT

Dan McDonald



I HAVE HAD A VERY ENJOYABLE ONE-and-only year on the FPSE Executive, in part due to the strength and experience of my fellow Executive members. Though the extent of what I could work on was limited by distance, I did find myself involved in a number of assignments and representative activities on your behalf. I did my best to fulfill the responsibilities you entrusted with me.

I will not be back on Presidents' Council next year, as I am on sabbatical, but due to my work on the Executive, this past year seemed the most enjoyable of the six I have spent on Presidents' Council.

Executive Liaison

As part of my work, I was appointed as Executive Liaison to two committees this year: 1) Human Rights & International Solidarity, and 2) Workplace Health, Safety and Environment.

Over the course of two meetings, I enjoyed working with HRISC Chair Naomi Wolfe (Local 16), Staff Representative Sean Hillman, and local representatives. HRISC is a lively and very engaged group of activists, who are very keen on pushing FPSE to further its work and strengthen its policy in this area. Always strong in international solidarity work, the committee turned its attention to more domestic issues this year, including water quality on First Nations reserves, legislative attempts by neo-conservative governments at the federal and provincial level to curtail union activism, and the anti-worker actions of Canadian resource-sector employers. The committee has also started work

on another speaker's tour (based on the success of two last year: one on the Cuban Five and another on Rights Action's work with indigenous people in Central America). At the spring meeting, Eliza Gardiner (Local 8) was elected as the new chair.

I was only able to attend the fall meeting of WHSEC, due to meeting overlap during the Spring Conference, but I found the group to be a productive one under the leadership of Chair Reto Riesen (Local 11), and Staff Representative Zoe Towle. The committee spent time this year working on two new FPSE workshops, beginning with the generation of content ideas. The first workshop will focus on Workplace Stress and the second will be on Responses to Student Violence. The committee was also briefed on proposed changes to the *Workers Compensation Act* (tabled November 3, 2011 as Bill 14) that would recognize workplace stress in future claims. The committee passed resolutions urging FPSE to lobby legislative members and ensure passage this session.

I also participated in a November meeting between the Executive and the FPSE-appointed Trustees to the College Pension Plan. The prime purpose was to examine available options to improve indexing for future retirees and to discuss the member survey that will be conducted this coming fall.

Committee Work

I was also appointed as liaison to the FPSE Equity Sub-Committee, created through resolution at the 2010 AGM. It comprises representatives from Human Rights & International Solidarity (Naomi

Wolfe, Eliza Gardiner), Status of Women (Candace Fertile), Contract Administration Review (Sharon Josephson), and Bargaining Coordination (Hilary Turner) and two Staff Representatives (Sean Hillman, Leslie Burke-O'Flynn). This year the committee held three meetings (one face-to-face and two by teleconference), discussing how best to proceed as FPSE begins this work. The committee has started to gather materials from other unions and will be asking locals to identify equity supportive language in collective agreements. The committee also hosted a workshop at the FPSE Spring Conference, presented by CAUT staff member Linda Rumleski, who has long experience working in the area for both the CFS and CAUT.

Canadian Association of University Teachers

I joined Cindy Oliver on the CAUT Executive Committee this year, in the newly created Member-at-Large position for Aboriginal Academic Staff. Over the year I attended five Ottawa meetings, where my primary role was to give voice to the concerns of fellow Aboriginal academics, but I also made a point

of representing the interests of the colleges and new universities that form our federation. I had an opportunity to speak once again at the CAUT Forum for Aboriginal Academic Staff, held November 11-13 in Vancouver. It was attended by over 100 delegates from universities and colleges across the country, including a significant number from FPSE locals.

Appreciations

In closing I would like to thank Cindy, George, Nanci, Terri and Frank for making my time on the Executive so enjoyable. They really are a committed group of activists who have done much to further the interests of our members and of the labour movement as a whole. I would also like to thank Presidents' Council for giving me the opportunity to serve as a Member-at-Large representative on the Executive, the committee members whom I had the pleasure to work with this year, and the FPSE staff who were unfailingly generous in their support and helpful in their expertise.

In solidarity,

Dan McDonald
Member-at-Large