



Federation of
Post-Secondary Educators
of BC

2004/2005 Action Plan

Adopted at the 2004 FPSE Annual General Meeting

May 17-04, 2004

Whistler, BC

As of May 2004, we will be one year away from the next provincial election and well into the bargaining process. FPSE has worked closely in coalition with our labour and education partners in the past year developing campaigns and strategies to support progressive political change and positive bargaining outcomes.

This action plan outlines FPSE's priorities for the coming year.

The action plan is based on our desire to do the following:

- To promote and defend members' and workers' rights to union representation and collective bargaining, fair employment standards, and proper health and safety provisions.
- To improve quality, access and affordability in our public education system at all levels.
- To participate in and influence the public debate and dialogue leading up to federal and provincial elections.
- To actively support labour and education campaigns that raise the profile of public education issues.
- To defend public services, Crown corporations, and our public health care system in recognition of the economic and social benefits of the services they provide.
- To hold elected representatives at the municipal, provincial and federal government levels accountable.

FPSE's action plan outlines priorities in the areas of bargaining, workplace rights and standards, community and political action, and working in coalition with other

organizations and unions. Many of the actions identified can occur at the federal, provincial and local levels. The action plan also contains a set of activities that are specific to locals.

Bargaining

- To continually assess the bargaining environment during 2004, and work with members to support priorities and strategies.
- To continue to support the current round of bargaining by working with allies, community members, leaders and elected representatives to highlight the importance of stable jobs, fair pay and fair working conditions to the stability of our communities.
- To participate in the BC Federation of Labour Expanded Public Sector Committee to co-ordinate strategies and share information.
- To continue to collect and analyze information at the local and provincial levels in support of bargaining demands.
- To continue to provide training for locals in support of bargaining.

Workplace rights and standards

- To continue to highlight Bill 28 (*Public Education Flexibility and Choice Act*) as an attack on the fundamental rights of workers in the colleges, university colleges, institutes and agencies.
- To support the BC Federation of Labour's Jobs with Justice campaign (organizing to expand union protection and to activate union members) and Death by Deregulation campaign (aimed at occupational health and safety issues).
- To continue to be active in the campaign to support a high quality trades training system and improved safety legislation and regulation in the province.
- To build solidarity and support campaigns with equity seeking groups on campus and in the community.

Community and political action

- To continue to support the activities of the BC Federation of Labour's public awareness campaign at the provincial and local levels.

- To actively support province-wide and local initiatives to be jointly co-ordinated with the BC Federation of Labour.
- To continue to lobby MLAs and MPs for adequate funding for the public post-secondary education system and for policies that protect the professional integrity and working conditions of educators and staff and the quality of public post-secondary education.
- To actively support the Coalition for Public Education (FPSE, CUPE , BCGEU, CUFA/BC, CFS & BCTF) lobby campaign "Opening doors for every student" at both the provincial and local levels throughout the 2004-05 year.
- To continue to work with Joint Council on Post-Secondary Education (FPSE & BCGEU).
- To engage in strategic public opinion polling, research projects and public awareness campaigns on post-secondary education.
- To advocate for post-secondary education and training issues at the national level through CAUT, NUCAUT and the CLC.
- To continue to support the BC Federation of Labour supported BC Hydro class action suit.
- To continue to support the CLC Medicare campaign, and the provincial campaign to defend pharmacare and a comprehensive public health care system in BC.
- In concert with the BC Federation of Labour, to support other BC Unions requiring assistance including but not limited to loans or loan guarantees, staff, technical or legal support, up to and including job action.

Organizing

- To work to ensure that at each local all employees delivering education services (for example, community education, extension services, contract training, etc.) are included in bargaining units.
- To strive to expand FPSE through organizing new employee groups.

At the Locals

Locals are encouraged to:

- work with Labour Councils and bring post-secondary education issues to those tables;

- meet with local officers of other unions and community groups who are affected by government initiatives and legislation to co-ordinate campaigns, rallies, town hall meetings, and other activities;
- hold fast on *Public Education Flexibility and Choice Act* issues and monitor institutions' willingness to use the contract-busting legislation;
- grieve use of the *Public Education Flexibility and Choice Act*;
- protect the governance model (Education Councils and representation on institutions' boards);
- monitor enrolment and changes in the program and service mix at institutions;
- monitor the growing cost of institutional administration;
- monitor public/private partnerships;
- actively participate in local activities that are part of the BC Federation of Labour and Coalition for Public Education campaigns;
- continue to work with and support elected representatives at the municipal and school board levels;
- support unions engaged in job actions;
- build unity within FPSE.