



Federation of
Post-Secondary Educators
of BC

2005/2006 ACTION PLAN

FPSE took a more active role prior to and during the 2005 provincial election than in the past. We participated in the BC Federation of Labour campaign, which provided ongoing public opinion research and membership organizing through the *Count Me In* campaign. We supported the Canadian Federation of Students *Rock the Vote* campaign designed to encourage young people to register, get informed and vote in the provincial election. We also mounted our own membership and publicity campaign that began in the Fall of 2004 and continued through to the election period in May 2005.

This past year, as in previous years, FPSE worked closely in coalition with our labour and education partners 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 maintain the integrity of our organization and offer a high quality of representation to the broad range of post-secondary educators within an evolving post-secondary education system.
- 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, and to provide resources to assist with research projects to support the same.
- To participate in and influence the public debate and dialogue with the next provincial government and in anticipation of the next federal election.
- 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 and community and political action. 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 continue to work with members to support bargaining priorities and strategies.
- To continue to support 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.

Workplace rights and standards

- To provide strategic financial and legal support where such support defends or enhances legislative and collective agreement rights.
- 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 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 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 post-secondary educators and the quality of public post-secondary education.
- To enhance the ability of FPSE to advocate on behalf of member locals by staying actively involved in political action and social justice campaigns sponsored by the BC Federation of Labour, the Canadian Labour Congress, CAUT and other allies.
- To engage in strategic public opinion polling, research projects and public awareness campaigns on post-secondary education.

- To actively support province-wide and local initiatives to be jointly co-ordinated with the BC Federation of Labour.
- To advocate for post-secondary education and training issues at the national level through CAUT, NUCAUT and the CLC.
- 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.
- To lobby the Provincial Government to undertake a strategic planning process for the public post-secondary education system with the involvement of all partners.

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 actions and responses;
- 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, university councils, and representation on institutions' boards of governors);
- 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.