



Federation of
Post-Secondary Educators
of BC

2006 ANNUAL GENERAL MEETING

**HARRISON HOT SPRINGS RESORT
HARRISON HOT SPRINGS, BC**

SESSION I:

Tuesday, May 16, 2006

SESSION II:

Wednesday, May 17, 2006

SESSION III:

Thursday, May 18, 2006

2006 ANNUAL GENERAL MEETING MINUTES

Forum Ballroom
Harrison Hot Springs Resort
Harrison Hot Springs, BC

Session I: Tuesday, May 16, 2006
14:00-14:30/15:45-17:00 hours

Delegates and Guests in Attendance

Provincial Officers:

President:	Cindy Oliver
First Vice-President:	George Davison
Second Vice-President:	Dominique Roelants
Secretary-Treasurer:	Dileep Athaide

Delegates:

Local 1: Capilano College Faculty Association	Leslie Baker Richard Brand Pat Hodgson Reg Johanson Yvonne McColl Peggy Shannon John Wilson
Local 2: Thompson Rivers University Faculty Association	Tom Friedman Wayne Babinchuk Anne Baker Nancy Beppele Lee Emery Carolynne Fardy Gary Hunt Ehsan Latif Marten Lettinga Peggy McKimmon Donna Petri Duane Seibel Maureen Smith Eric Villeneuve
Local 3: Faculty Association of the College of New Caledonia	Jan Mastromatteo Sheldon Clare Joan Connors George Davison Gerard Sinnott Marie Sinnott

Local 4: Douglas College Faculty Association	Susan Briggs Pam Burry Linda Forsythe Lucia Fuentes Anna Jajic Jennifer Kirkey Kathie Leroux Chris McGuire Darin Nesbitt Jasmine Nicholsfigueiredo Leda Reaume Meg Stainsby Robin Wylie
Local 5: Kwantlen Faculty Association	Terri van Steinburg Juergen Dankwort Bob Davis Bob Fuhr Gillian Gausboel Mary Griffin Balbir Gurm Karen Inglis John Marisigan Helen Mendes Suzanne Pearce Bob Perkins Ihor Pona Maureen Shaw Al Valleau Jennifer Wolfe
Local 6: College of the Rockies Faculty Association	Velma McKay Kathy Bonell Imelda Engels Wendy Panchyshyn
Local 7: University College of the Fraser Valley Faculty & Staff Association	Scott Fast Trudy Archie Don Chapman Tim Cooper Connie Cyrull Lisa Gower Vicki Grieve Isabel Hay Curtis Magnuson Rob Novak Heidi Tvette Lori Wirth

Local 8: Malaspina Faculty Association	Dan McDonald Kathryn Barnwell Alan Chapelle Gordon Holyer Brent Lee Susan Morrison Dominique Roelants Marni Stanley Neil Stubbs Carolyn Swanson
Local 10: Selkirk College Faculty Association	Sally Glock Doug Henderson Bev Onischak John Stegman
Local 11: Academic Workers' Union	Rocque Berthiaume Mia Reimers
Local 12: Camosun College Faculty Association	Nancy Bourey Darryl Ainsley Micé Albano-Crockford Paul Brady Candace Fertile Debbie Hlady Paula Young
Local 14: Langara Faculty Association	Alan Cooper Salvatore Albanese Fraser Archibald Lynn Carter Noel Currie Julia Denholm Tanya Lewis Maureen Maloney Mark Smith Lawrence Warren Susan Webber
Local 15: Vancouver Community College Faculty Assn	Lizz Lindsay Brenda Appleton Pauline Barratt Frank Cosco Cheryl Deyalsingh Linda Duarte Leona Friesen Ingrid Kolsteren Lyn Lennig Virginia Monk George Rudolph Settimio Sicoli Maggi Trebble Rose Marie Watson

Local 16: North Island College Faculty Association	Bill McConnell Diane Jacquest Serena Patterson Naomi Wolfe
Local 17: BC Open University Faculty Association	Ron Lakes Gary Zilkie
Local 19: Nicola Valley Institute of Technology Employees' Association	Sharon McIvor Brent Langlois
Local 22: Emily Carr Institute of Art and Design Faculty Association	Rory Wallace

Standing Committee Chairs:

Terri Van Steinburg (Local 5)... Chair, Bargaining Co-ordination & Review Committee
 Linda Forsythe (Local 4)..... Chair, Contract Administration Review Committee
 Anna Jajic (Local 4)..... Chair, Disability Management & Rehabilitation Committee
 Jan Harkess (Local 6) Chair, Education Policy Committee
 Liz Ball (Local 10) Chair, Human Rights & International Solidarity Committee
 Sheree Ronaasen (Local 11) Chair, Non-Regular Faculty Committee
 Carolynne Fardy (Local 2) Chair, Occupational Health & Safety Committee
 Al Valleau (Local 5) Chair, Pension Advisory Committee
 Peter Clayton (Local 7) Chair, Professional Development Committee
 Serena Patterson (Local 16) Chair, Status of Women Committee

Guests:

Brett BergieResearch & Liaison Officer, Alberta Colleges & Inst Faculties Assn
 Dennis Blatchford.....Executive Assistant, Health Sciences Association
 Carolyn Chalifoux.....Secretary-Treasurer, New Westminster District Labour Council
 Rob CliftExec Director, Confederation of University Faculty Assns of BC
 Amy FellPresident, BC Institute of Technology Faculty & Staff Assn
 Ken GeorgettiPresident, Canadian Labour Congress
 Elinor HudonLabour Relations Officer, BCIT Faculty & Staff Association
 David Milner.....President, Alberta Colleges & Institutes Faculties Association
 Barry O'Neill.....President, Canadian Union of Public Employees-BC
 Scott Payne.....Chairperson, Canadian Federation of Students BC
 Shamus Reid.....National Representative, Canadian Federation of Students BC
 David RiceDirector, Canadian Labour Congress (Pacific Region)
 Angela SchiraSecretary-Treasurer, BC Federation of Labour
 Maureen Shaw.....President, National Union of CAUT
 Jinny SimsPresident, BC Teachers' Federation
 Jim SinclairPresident, BC Federation of Labour
 Cindy StewartPresident, Health Sciences Association

David Streb..... Regional Coordinator, BC Govt & Service Employees’ Union
 Jim Turk Exec Director, Canadian Association of University Teachers
 John Weir Director of Organizing, BC Federation of Labour

FPSE Staff:

Angela Kenyon Administrative Assistant
 Carrie Smith..... Administrative Assistant
 Mark Gloumeau Financial Assistant
 Barb Brown Staff Representative
 Lesley Burke Staff Representative
 Weldon Cowan..... Staff Representative
 Phillip Legg Staff Representative
 Jeff McKeil Staff Representative
 Lee Whyte Staff Representative

1. Call to Order

The meeting was called to order by FPSE President Cindy Oliver at 14:00 hours.

2. President’s Report, on behalf of Presidents’ Council

In her report to delegates, FPSE President Cindy Oliver outlined the successes and challenges that FPSE has seen over the last twelve months, including the important role that FPSE played in the 2005 BC Teachers’ Federation dispute by setting up the “Feed the Teachers Fund”. She complimented the work of FPSE negotiators and labour relations staff in recent contract bargaining and ongoing grievance and arbitration settlements. Sister Oliver then outlined some of the important lobbying and campaign work that Presidents’ Council has taken on.

Looking ahead, Sister Oliver urged delegates to prepare for major bargaining in 2007. She also encouraged delegates to support a comprehensive Action Plan that would continue to press for better funding and policies from the provincial government. And, finally, she noted that FPSE needs to re-engage in its international solidarity work to ensure that our values as trade unionists support important projects in developing regions of the world.

The meeting recessed for the Opening Plenary Session, with keynote speaker Maude Barlow, National Chair of the Council of Canadians.

The meeting re-convened at 15:45 hours.

3. AGM Proceedings

Rules of Order

Secretary-Treasurer Dileep Athaide read the Convention Rules of Order.

MS (Local 7, Local 6)

[1] To abide by the Rules of Order.

CARRIED

Harassment Policy and Introduction of Ombudspersons

The President drew delegates' attention to the FPSE Harassment Policy. Nancy Bourey (Local 12) and Dan McDonald (Local 8) were appointed as Ombudspersons for the Convention.

Introduction of Nominations and Resolutions Committee Members

The President announced that the Nominations Committee members, wearing green ribbons, were Velma McKay (Chair, Local 6), Susan Briggs (Local 4), and Bill McConnell (Local 16).

Members of the Resolutions Committee, wearing red ribbons, were Leslie Baker (Chair, Local 1), Scott Fast (Local 7), and Phillip Legg (FPSE Staff Representative).

Members of the Langara Faculty Association, the host local, were introduced.

4. Verification of Proxies

Dileep Athaide, Secretary-Treasurer, verified proxy forms received from member locals. Delegate entitlements for the 2006 Annual General Meeting were:

Local 1	Capilano College Faculty Association.....	12
Local 2	Thompson Rivers University Faculty Association	15
Local 3	Faculty Association of the College of New Caledonia.....	7
Local 4	Douglas College Faculty Association.....	13
Local 5	Kwantlen Faculty Association.....	17
Local 6	College of the Rockies Faculty Association	4
Local 7	University College of the Fraser Valley Faculty & Staff Association....	12
Local 8	Malaspina Faculty Association	12
Local 10	Selkirk College Faculty Association	4
Local 11	Academic Workers' Union....	2
Local 12	Camosun College Faculty Association.....	11
Local 14	Langara Faculty Association.....	11
Local 15	Vancouver Community College Faculty Association	14
Local 16	North Island College Faculty Association.....	6
Local 17	BC Open University Faculty Association	2
Local 19	Nicola Valley Institute of Technology Employees' Association.....	2
Local 21	Private Sector Faculty & Staff Association of BC.....	3
Local 22	Emily Carr Institute of Art & Design Faculty Association.....	4
TOTAL.....		151

5. Approval of the Agenda

MS (Local 7, Local 8)

[2] To approve the agenda.

CARRIED

6. Approval of the Minutes of the 2005 Annual General Meeting

MS (Local 2, Local 6)

[3] That the minutes of the 2005 AGM be approved.

CARRIED

7. Business Arising from the Previous MinutesPresident's Report on Action Resolutions of the 2005 AGM

President Cindy Oliver reported on actions taken on the resolutions of the previous Annual General Meeting. She announced that the Canadian Federation of Students registered 10,000 youths in the "Rock the Vote" campaign.

MS (Local 5, Local 16)

[4] That the President's Report on Action Resolutions of the 2005 AGM be received.

CARRIED

8. Reports from the Executive Committee

Terri Van Steinburg, President of Local 5, thanked FPSE President Cindy Oliver for her leadership and direction.

Secretary-Treasurer's and Auditors' Reports

Secretary-Treasurer Dileep Athaide highlighted his report and also presented the report from the Auditors.

Other members of the Executive Committee were introduced and delegates were referred to the reports of the Executive Officers in the convention program.

MS (Local 12, Local 8)

[5] To receive the reports from the Executive Officers.

CARRIED

9. Call for Nominations

Velma McKay, Chair of the Nominations Committee, announced the nominations received to date and made the first call for nominations; none were received.

The meeting recessed at 17:00 hours.

2006 ANNUAL GENERAL MEETING MINUTES

Forum Ballroom
Harrison Hot Springs Resort
Harrison Hot Springs, BC

Session II: Wednesday, May 17, 2006
10:45 - 12:00 hours

The meeting was reconvened at 10:45 hours by FPSE President Cindy Oliver.

10. Ratification of Policy Resolutions from Presidents' Council, 2005/2006

MS (Presidents' Council, Local 3)

[6] That FPSE donate \$5,000 towards the COCAL (Contingent Academic Labour) Conference being held in Vancouver in August 2006.

CARRIED

MS (Presidents' Council, Local 8)

[7] That FPSE donate \$1,000 to Education International in support of teachers and their families affected by the hurricane and flood in the New Orleans area.

CARRIED

MS (Presidents' Council, Local 5)

[8] That the FPSE Policy on Expense Claims be changed, effective immediately, as follows:

- *Individuals are reimbursed for the use of personal vehicles at the rate of 45¢ per km.*
- *An allowance of \$50.00 per night is paid when alternate accommodation is arranged by an individual in lieu of the FPSE designated hotel booking.*

Meal costs will be reimbursed at the single meal allowance currently in effect, with no reduced combinations, and a corresponding whole day rate of \$56.00

Amendment

MS (Local 14, Local 1)

[8.1] To amend the first bulleted item to read:

Individuals are reimbursed for the use of personal vehicles at the BC government rate.

CARRIED

MAIN MOTION CARRIED

The current BC government rate is 47¢ per km and this resolution will be effective for travel to and from the 2006 AGM.

The following four motions were voted on concurrently:

MS (Presidents' Council, Local 12)

[9] That FPSE purchase \$200,000 of food vouchers for a "Feed the Teachers Fund" to show our solidarity and support for teachers, and that we encourage other BC Fed affiliates to contribute.

[10] That FPSE donate \$50,000 from the surplus of the Feed the Teachers Fund, beyond the \$200,000 given to BCTF members, to CUPE school support staff affected by the teachers' strike.

[11] That FPSE distribute excess funds in the "Feed the Teachers" Fund to those in need affected by the teachers' job action.

[12] That the balance remaining in the "Feed the Teachers" fund, as of December 31, 2005, of \$16,308.68 be returned to the Defence Fund.

CARRIED

MS (Presidents' Council, Local 14)

[13] That the following policy be adopted:

Privacy and the Use of FPSE Arbitration Awards for Educational Purposes

Arbitration awards involving member associations of FPSE may be used at FPSE-sponsored meetings, workshops or conferences for educational purposes. Notwithstanding that these awards are publicly available under the Labour Relations Code, FPSE commits itself to protecting the privacy of individual members of the association who are named in the award. To ensure anonymity FPSE shall delete the names of the individuals and any other

identifying information, such as the name of their department, prior to circulation of copies of the award at the meeting, workshop or conference. Every attempt will be made to contact individuals named prior to the use of the award.

This policy does not apply to the use of FPSE awards by its labour relations representatives as authorities in arbitration proceedings.

CARRIED

MS (Presidents' Council, Local 10)

[14] That the upcoming round of bargaining expenses be paid for from our Defence Fund.

Amendment

MS (Local 4, Local 5)

[14.1] To add: *"not to exceed 10% of the Defense Fund".*

AMENDMENT WITHDRAWN

MAIN MOTION CARRIED

MS (Presidents' Council, Local 19)

[15] To recommend that each Local send their NRFC representative to the COCAL VII Conference, being held in Vancouver in August 2006.

CARRIED UNANIMOUSLY

MS (Presidents' Council, Local 3)

[16] Presidents' Council condemns the practice of laying off faculty, the effect of which is to decrease capacity at post-secondary institutions in the midst of a skills shortage; and

Presidents' Council authorizes the President to seek a meeting with the Minister of Advanced Education as soon as possible, to insist that government develop a transition plan for CNC and other institutions, especially those in crisis at present; and

Presidents' Council demands that funding be provided to avert lay-offs; and

Presidents' Council further demands that a system plan be developed to deal with low enrolments at our institutions.

CARRIED

MS (Presidents' Council, Local 2)

[17] To approve the 2006/2007 Action Plan:

Thinking Ahead: Emerging Issues in Post-Secondary Education 2006/2007 Action Plan

Collective Bargaining and Workplace Rights

- *Work with members to support bargaining priorities and strategies at the local and provincial levels.*
- *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.*
- *Provide strategic financial and legal support where such support defends or enhances legislative and collective agreement rights.*
- *Build solidarity and support campaigns with equity-seeking groups on campus and in the community.*
- *Working in concert with the BC Federation of Labour, 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.*
- *Ensure that at each local all employees delivering education services (for example, community education, extension services, contract training, etc.) are included in bargaining units.*
- *Strive to expand FPSE through organizing new employee groups.*
- *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).*
- *Support unions engaged in job actions.*
- *Build unity within FPSE.*

Post-Secondary Education Funding and Access

- *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.*
- *Mobilize support for high quality trades training system and improved safety legislation and regulation in the province.*
- *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.*
- *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.*
- *Engage in strategic public opinion polling, research projects and public awareness campaigns on post-secondary education.*
- *Support province-wide and local initiatives to be jointly co-ordinated with the BC Federation of Labour.*

- *Advocate for post-secondary education and training issues at the national level through CAUT, NUCAUT and the CLC.*
- *Lobby the provincial government to undertake a strategic planning process for the public post-secondary education system with the involvement of all partners.*
- *Work with local 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.*
- *Monitor enrolment and changes in the program and service mix at institutions, as well as the growing cost of institutional administration.*
- *Monitor public/private partnerships.*
- *Monitor the accountability and effectiveness of the Industry Training Authority (ITA) and the Degree Quality Assessment Board (DQAB)*
- *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.*

International Outreach

- *Support the efforts of our provincial and national labour organizations as they strengthen and expand international solidarity work with unions outside Canada.*
- *Educate FPSE members and locals on the importance of international solidarity and human rights, especially as it affects the equality of access to post-secondary education.*
- *Work with locals to identify the resources necessary to establish an International Solidarity Fund within FPSE that provides meaningful and effective support for progressive initiatives outside of Canada.*

CARRIED

11. Call for Nominations and Presentations by Nominators and Nominees

Velma McKay, Chair of the Nominations Committee, explained that only the nominator will speak on behalf of their candidates.

McKay reported on nominations received to date: Cindy Oliver (Local 6) for the position of President, nominated by Jan Mastromatteo (Local 3); Dileep Athaide (Local 1) for the position of Secretary-Treasurer, nominated by Rocque Berthiaume (Local 11); George Davison (Local 3) for the position of First Vice-President, nominated by Terri Van Steinburg (Local 5); and Dominique Roelants (Local 8), nominated for the position of Second Vice-President by Sheldon Clare (Local 3).

Brief presentations were made by the nominators.

The meeting recessed at 12:10 hours.

2006 ANNUAL GENERAL MEETING MINUTES

Forum Ballroom
Harrison Hot Springs Resort
Harrison Hot Springs, BC

Session III: Thursday, May 18, 2006
09:00 - 15:00 hours

The meeting was reconvened at 10:00 hours by FPSE President Cindy Oliver.

President Oliver presented Lizz Lindsay, President of Local 15, with a CAUT Distinguished Service Award. Barry O'Neill, President of CUPE BC, brought greetings from his members.

10. Ratification of Policy Resolutions from the Presidents' Council *(continued)*

MS (Presidents' Council, Local 8)

[18] That the following be added to the Terms of Reference of the Human Rights & International Solidarity Committee:

Under *Responsibilities*:

To advocate for international solidarity on global justice and human rights issues.

Under *Composition*:

The Non-Regular Faculty Committee and the Pride Caucus may each appoint one person to the committee.

CARRIED

MS (Presidents' Council, Local 5)

[19] To amend the Terms of Reference of the Disability Management & Rehabilitation Committee, under Composition, to read:

The Non-Regular Faculty Committee may appoint one person to the committee.

CARRIED

12. Changes to the By-Laws

MS (Presidents' Council, Local 12)

[20] To replace FPSE By-Law 3.3.3 by the following:

Two Members-at-Large, one of each gender, shall be elected for a one-year term by the Presidents' Council at the first meeting following the Annual General Meeting for a one-year term, and shall take office immediately. Members-at-Large must be members of Presidents' Council to retain office.

DEFEATED

MS (Presidents' Council, Local 14)

[21] To recommend that By-Law 6.1.1 be amended as follows:

For the purpose of voting at meetings, ~~membership shall be based on the average number of full-time equivalent fees paid to this Federation over the last six months of the fiscal year and the calculation of AGM delegate entitlement, the full time equivalent (FTE) count will be based on the immediately preceding FPSE fiscal year dues.~~

CARRIED

13. 2006/2007 Budget and Resolutions Arising

Secretary-Treasurer, Dileep Athaide described the budget development process and outlined the amendments made to the budget which had been submitted to delegates:

- Line 12(d) was deleted
- A new line was added below projected surplus line, indicating a transfer from the Defence Fund to the Operating Fund in the amount of \$200,000 for bargaining.

MS (Secretary-Treasurer, Local 8)

[22] That the proposed budget be approved as amended.

Amendment

MS (Local 8, Local 2)

[22.1] That line 10(b) be increased by \$40,000 (from \$200,000 to \$240,000) to facilitate the participation of small locals and non-regular committee representatives in bargaining.

CARRIED

MAIN MOTION CARRIED

12. Changes to the By-Laws (continued)

MS (Local 12, Local 15)

[23] To reconsider the defeated By-Law amendment regarding gender representation on the Executive.

CARRIED

MS (Local 12, Local 15)

[24] To recommend that By-Law 3.3.3 be amended as follows:

Two Members-at-Large shall be elected for a one year term by the Presidents' Council at the first meeting following the Annual General Meeting, and shall take office immediately. Members-at-Large must be members of Presidents' Council to retain office. Members-at-Large shall be elected so that the Executive, exclusive of the President, comprises both genders.

CARRIED
(194 for; 26 against)

14. Reports and Resolutions from Standing Committees

- (a) Bargaining Co-ordination & Review Committee (BCRC)

Thanks were expressed to BCRC Chair Sheldon Clare for his work on the committee.

- (b) Contract Administration Review Committee (CARC)

CARC Chair Linda Forsythe was thanked for her work.

- (c) Disability Management & Rehabilitation Committee (DMRC)

MS (DMRC, Local 12)

- [25] That FPSE locals be encouraged to negotiate release time from the employer for local DMRC union representatives; and
That, where necessary, FPSE locals be encouraged to purchase release time under the union leave provisions of their Collective Agreements to support the union reps on their DMRCs.**

CARRIED

MS (DMRC, Local 8)

- [26] That local DMRC representatives be elected for a four-year staggered term.**

CARRIED

MS (DMRC, Local 19)

- [27] That FPSE provide a membership education program regarding DMRC issues, including but not limited to workshops at each local, brochures, and provincial coordination from the FPSE office.**

CARRIED

Anna Jajic, Chair of the Disability Management & Rehabilitation Committee, was thanked by President Cindy Oliver for her work on the committee.

(d) Education Policy Committee (EPC)

Chair Jan Harkess presented the report of the Education Policy Committee.

MS (EPC, Local 5)

[28] That FPSE research comparable data on finances, enrolment and other issues related to the operation of the public post-secondary system.

CARRIED

President Oliver thanked EPC Chair Jan Harkess for her work.

(e) Human Rights & International Solidarity Committee (HRISC)

MS (HRISC, Local 2)

[29] That FPSE sponsor a post-secondary educator from the Global South to attend the Vancouver 2006 World Peace Forum.

CARRIED

MS (HRISC, Local 10)

[30] That the FPSE President write to the president of Northwest Community College to recognize and commend the actions of the institution in integrating human rights into the values and operating principles of the college's strategic plan.

CARRIED

Liz Ball, Chair of the Human Rights & International Solidarity Committee, was thanked by President Cindy Oliver for her work.

(f) Non-Regular Faculty Committee (NRFC)

MS (NRFC, Local 15)

[31] That Presidents' Council re-affirms, as per current policy, that an NRFC representative shall be a non-voting member of the provincial bargaining committee set up to negotiate the 2007 contract renewal.

CARRIED

MS (NRFC, Local 12)

[32] That the non-regular representative on the provincial bargaining committee be provided with the equivalent of 25% release to participate on the committee.

CARRIED

MS (Non-Regular Faculty Committee, Local 5)

[33] To fund the travel and attendance of the NRFC Chair to the COCAL VII Conference

CARRIED

Thanks were given to Sheree Ronaasen for her work as Chair of the Non-Regular Faculty Committee.

(g) Occupational Health & Safety Committee (OHSC)

MS (OHSC, Local 2)

[34] That local presidents be encouraged to explore accessing BC Teachers' Federation Occupational Health & Safety workshops.

CARRIED

MS (OHSC, Local 6)

[35] That locals be encouraged to lobby for and support wellness initiatives which are accessible to employees free of charge.

CARRIED

President Cindy Oliver thanked the Chair of the Occupational Health & Safety Committee, Carolynne Fardy.

(h) Pension Advisory Committee (PAC)

MS (PAC, Local 7)

[36] That locals be encouraged to be proactive in encouraging members who are retiring to join the post-secondary branch of the Retired Teachers' Association, and that Presidents' Council investigate ways that locals can better prepare members for retirement.

CARRIED

MS (PAC, Local 16)

[37] That Presidents' Council seek and receive recommendations from the Pension Advisory Committee regarding Trustee appointments and reappointments in the future, as per the current terms of reference for the Pension Advisory Committee.

CARRIED

MS (PAC, Local 17)

- [38] That FPSE make guaranteed inflation protection for pensions received under the college pension plan a priority, and that the President call for a meeting of Plan Partners to discuss the issue.**

CARRIED

MS (Local 4, Local 3)

- [39] That FPSE pay the first year membership in the BCRTA for retiring local presidents and FPSE Standing Committee members and FPSE encourage locals to pay the first year membership for their retiring members.**

MS (Local 5, Local 4)

- [40] To divide the above motion:**

CARRIED

- [41] That FPSE pay the first year membership in the BCRTA for retiring local presidents and FPSE Standing Committee members.**

DEFEATED

- [42] That FPSE encourage locals to pay for the first year of membership in the BCRTA for their retiring members.**

CARRIED

President Oliver thanked Al Valleau, Chair of the Pension Advisory Committee, and all the committee members.

- (i) Professional Development Committee (PDC)

President Cindy Oliver recognized and thanked Peter Clayton, outgoing Chair of the Professional Development Committee.

- (j) Status of Women Committee (SWC)

MS (SWC, Local 19)

- [43] That FPSE investigate and report on:**

- (a) The number of members eligible for pension buy-back for maternity leave, parental leave, short-term disability, long-term disability, and unpaid leave, as well as non-regular time;**
- (b) The number of members who complete buy-back or purchase of the eligible leaves in the one-year period/window set by Revenue Canada rules, based on gender and age cluster;**
- (c) Report on locals' and local employers' policies on assisting members with pension buy-back with:**

- (1) **payroll deductions to repay an advanced lump sum with or without interest;**
- (2) **any financial assistance in part or in whole; or**
- (3) **no financial assistance from the local or the employer.**

Further, if it appears that current buy-back is not well-utilized, that Presidents' Council investigate and formulate model language for consideration by BCRC and member locals that will support member buy-backs through interest-free payroll deductions and any other financial mechanism to assist in increasing the rates of buy-back.

CARRIED

MS (SWC, Local 15)

- [44] That FPSE develop an action plan to aid lobbying at the local level and assist with publicity and community involvement strategies to secure affordable, accessible, and quality childcare at all our local institutions.**

CARRIED

MS (SWC, Local 7)

- [45] That FPSE endorse the Canadian Labour Congress childcare campaign and that FPSE lobby the federal government on the issue of childcare.**

CARRIED

Serena Patterson, Status of Women Chair, was thanked by President Oliver for her work.

The meeting adjourned for lunch at 12:00 hours.

The meeting reconvened at 13:05 hours.

15. Resolutions from Member Locals

- (a) Local 5: Kwantlen Faculty Association

MS (Local 5, Local 3)

WHEREAS the Ministry of Advanced Education has promised a review of the BC post-secondary system,

- [46] THEREFORE BE IT RESOLVED THAT FPSE lobby in support of independent, comprehensive institutions and oppose any attempts at rationalization or hostile mergers of existing institutions.**

CARRIED

- (b) Local 3: Faculty Association of the College of New Caledonia

MS (Local 3, Local 11)

[47] That FPSE encourage the Ministry of Advanced Education to open the Northern Team (an internal multi-ministry working group) to stakeholder groups, especially post-secondary educators.

CARRIED

- (c) Local 2: Thompson Rivers University Faculty Association

MS (Local 2, Local 5)

[48] That FPSE work with other unions through the BC Federation of Labour to lobby the provincial government to fund the establishment of a Workers' Health and Safety Centre, modeled on the Centre in Ontario.

CARRIED

MS (Local 2, Local 5)

[49] That FPSE become a full member of the Labour Environmental Alliance Society.

CARRIED

- (d) Local 15: Vancouver Community College Faculty Association

MS (Local 15, Local 4)

WHEREAS:

1. *There is a crying need for the government to engage in real consultation in the development of post-secondary education policy in BC; and*
2. *FPSE's Action Plan calls for "a strategic planning process for the public post-secondary education system with the involvement of all partners"; and*
3. *There's a need for FPSE's informed voice to be heard on issues of applied and apprenticeship programming, on developmental education, on student access, on university transfer programming, on educational support, and on degree-granting initiatives;*

[50] THEREFORE BE IT RESOLVED THAT the establishment of a comprehensive consultative process, that includes the appropriate provincial ministries, FPSE and other stakeholders, be considered by the upcoming Bargaining Council as a priority bargaining issue in the 2007 bargaining round.

CARRIED

MS (Local 15, Local 5)

WHEREAS Northern Lights College has decided to close down its counselling services and lay off professional counselors; and

WHEREAS the loss of student support services throughout the public post-secondary system is continuing to undermine access;

- [51] THEREFORE BE IT RESOLVED THAT FPSE work with the BCGEU and other unions in the post-secondary system to actively oppose administration plans that undermine student support services and to reaffirm the importance of those services in our campaigns to reverse declining enrolment.**

CARRIED

The meeting recessed briefly to hear from speaker Ken Georgetti, President of the Canadian Labour Congress.

16. Resolutions from Convention Workshops

MS (Workshop Series #1 – Making the Connections: Unions & International Solidarity; Local 2)

- [52] That FPSE fund a meeting of an ad hoc committee, composed of one delegate from each local to work with an appropriate Staff Representative, to form an action and communications plan to defend English as a Second Language education.**

CARRIED

MS (Workshop Series #2 – Making Teaching Count in BC Colleges & Universities; Local 2)

Whereas FPSE recognizes scholarly teaching as an integral component of the work done by FPSE members,

- [53] THEREFORE BE IT RESOLVED THAT FPSE critically review current policy values statements and policy regarding scholarly teaching, and develop policy that:**
- (a) includes a values statement that clearly identifies the importance of scholarly teaching in post-secondary education;**
 - (b) recognizes scholarly teaching as a component of all FPSE members;**
 - (c) recognizes the need for institutional support for scholarly teaching;**
 - (d) supports workloads that will permit members to engage in scholarly teaching.**

CARRIED

MS (Workshop Series #1 – Making the Connections: Unions & International Solidarity; Local 8)

[54] That a trade union or an FPSE partner from a Latin American country be a sponsored speaker at one of the 2007 Convention Plenary Sessions; and

That each year there be an international speaker from a developing country at the AGM & Convention.

Motion to refer

MS (Local 10, Local 15)

[54.1] To refer the above motion to Presidents' Council.

CARRIED

MAIN MOTION REFERRED

MS (Workshop Series #1 – Making the Connections: Unions & International Solidarity; Local 12)

[55] That FPSE write to Prime Minister Stephen Harper requesting that the federal government reinstate governance funding to the Palestinian Authority.

CARRIED

MS (Workshop Series #1 – Creating Work-Life Balance in the Post-Secondary Work Environment; Local 19)

**[56] That FPSE encourage that a top-up to Employment Insurance for compassionate leave be made a bargaining priority at all tables; and
That FPSE encourage that negotiating ten days of family sick leave become a priority at all bargaining tables.**

CARRIED

17. Final Call for Nominations and Elections

Nominations Committee Chair Velma McKay called for final nominations from the floor. Receiving none, she declared the nominations closed and, implementing By-Law 3.9, she announced that:

- Cindy Oliver was declared President by acclamation;
- Dileep Athaide was declared Secretary-Treasurer by acclamation;
- George Davison was declared First Vice-President by acclamation;
- Dominique Roelants was declared Second Vice-President by acclamation.

President Cindy Oliver, in her closing remarks, thanked the members of the Nominations and Resolutions Committee for their work during the convention, and she thanked Local 14 for hosting this year's AGM & Convention. Staff members were also acknowledged for their contributions.

MS (Secretary-Treasurer, Local 8)

[57] To change Budget Line 7(g) by adding \$8000 to hold the ESL meeting.

CARRIED

MS (Local 1, Local 4)

[58] That the budget presented include all four funds of the organization, not just the Operating Fund (i.e., PD Fund, Capital Fund, Strike Fund and Operating Fund).

CARRIED

The meeting adjourned at 14:40 hours.