



EXECUTIVE REPORTS

1st VICE-PRESIDENT'S REPORT

Dominique Roelants



DOMINIQUE ROELANTS

INTRODUCTION

Last year, when I wrote my report for AGM, many of us were feeling optimistic that there would be a significant change in Victoria and that we would have the ability to discuss issues with a government that was prepared to listen. We all know how things turned out on May 14, 2013. In spite of that, FPSE, as Pension Plan Partner, has managed to negotiate a historic change to our pension plan with the government. We have also seen some willingness from PSEA to work together on some issues such as disability management.

This year, as First Vice-President, I continued in the roles that I had last year. I was the Executive Liaison to the Human Rights and International Solidarity Committee, as well as the Disability Management and Rehabilitation Committee. I also served on the committee that prepared for the Bargaining Conference we held in October and on the Joint Committee on Benefits Administration (JCBA). Although not as First Vice-President, I continued my work as a Trustee of the College Pension Plan, and the College Pension Board appointed me to the Board of BC Investment Management Corporation (bcIMC). Given that bcIMC is in the process of hiring a new CEO/CIO to replace Doug Pearce (the CEO/CIO for over one quarter of a century), it was a very busy year.

JOINT COMMITTEE ON BENEFITS ADMINISTRATION

This year my work was busy even in the summer. JCBA decided to organize a workshop to provide training to members of local rehabilitation committees. That training happened at the end of October but much of the preparation

for it happened during the summer. FPSE Staff Representative Zoe Towle and I were on the steering committee organizing the training and as a result were both busy with that preparation. The two day workshop was well attended. We had over 30 FPSE members at the training session, including DMRC reps and stewards. On the whole, people found the workshop worthwhile and felt that these types of training sessions should happen more frequently. We got some good feedback from DMRC members after the training session and expect that the next workshop will be even better.

Before we schedule another workshop, JCBA is doing a thorough review of the manual provided to members of local rehabilitation committees. We on the union side of JCBA have provided an extensive list of proposed changes. We continue negotiating with the admin members of the joint committee.

Finally, we are expecting that the contract for

the Extended Health, Dental, Short and Long Term Disability Plans will be put out to tender soon. We were able to negotiate a meaningful role for the union members of JCBA on the tendering committee. I expect that the short and long term disability carrier satisfaction survey that was developed by DMRC will be useful in that process.

DISABILITY MANAGEMENT AND REHABILITATION COMMITTEE

As mentioned above, we had a two day training session for members of local rehab committees. As a result, the usual one and a half day DMRC meeting ended up being a half day meeting and a two day training session.

We continued work on the short and long term disability carrier satisfaction survey and finalized it this year. I am hopeful we will have some data back from the survey to discuss at our meeting next fall.



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HUMAN RIGHTS AND INTERNATIONAL SOLIDARITY COMMITTEE

Many of our locals this past year hosted a speaker on the topic of water. Those talks were part of a speakers' tour organized by HRISC and partially funded by FPSE. As many of you know, 2013 was the International Year of Water. Water is becoming a significant issue as we continue to see droughts in some parts of the world, floods in other parts and resource extraction activity that damages water supplies. Some of the events were well-attended and the information presented was extremely useful.

A joint sub-committee of Presidents' Council and HRISC reviewed the terms of reference of HRISC and unanimously made recommended changes. Those recommendations clarify the role of HRISC within FPSE and also clarify the role and position of the Chair of the committee. Those changes will be presented to AGM for its approval.

PENSIONS

Although not part of my role as First Vice-President, I continued in my role as Pension Trustee. As you will see in more detail in the Trustee's report and the President's report, we made a historic change to the College Pension Plan. Starting in 2016, for new service only, the benefit will no longer be integrated with the Canada Pension Plan and will become a full two percent benefit instead of the old two percent above the Canada Pension Plan's years maximum pensionable earnings (YMPE) and 1.7 percent below. This is good news - especially for our lower-paid members. The change to a full two percent comes with a change in the reduction

factors, again only on new service. That change will have no net effect on the average faculty member who retires at 62 and will benefit those who retire later.

The partners also negotiated a structure to increase funding to the Inflation Adjustment Account. I believe the structure that was negotiated was brilliant. It makes it abundantly clear that pensions are deferred income and it makes it just that much easier to defend our pension plan.

OTHER WORK

I also served on a committee to review the FPSE Officer Relocation Expense Policy, amended to ensure that full time officers do not experience undue financial hardship when moving to the Lower Mainland.

I taught the investment and fiduciary duty section of the one week CLC Winter School on being a pension trustee, and I also taught the fiduciary duty section of the SHARE Pension Bootcamp.

SUMMARY

After getting over my initial depression that started as a result of the shocking election result, I got down to work. It was a very interesting and busy year and a lot of the work took place in the summer. Because of some of last year's work, this coming year will be very important. I thank Staff Representatives Sean Hillman and Zoe Towle for their work with me on the committees for which I am liaison, and I especially thank Eliza Gardiner and Ann Marie Davison for their work chairing the HRISC and DMRC respectively.

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Frank Cosco



FRANK COSCO

I have continued to strive 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

This past year has been very busy for College Pension Plan Partners. With President Cindy Oliver and Secretary-Treasurer George Davison, I have attended several Partner meetings focused on finalizing options for change within the structure of our Pension Plan. Once the options became clear, there was a lot of work and negotiation, ably led by President Oliver, to finalize the agreement reached early this year. Over time, the agreement will allow the accrual rate to rise to two percent for all service, and it also builds more immediate inflation protection. The former necessitated setting a broader age range for deductions to pension entitlement. The latter will be achieved by having contributions taken from future pay increases.

Through the President, FPSE took a clear leadership role in achieving these changes and did it the FPSE way by investing in seeking input from the general membership to the fullest extent possible. The changes are ground breaking in BC and members should take a significant measure of pride in having their commitment to reform successfully concluded. Staff Representative Weldon Cowan's skills as both a communicator and strategist helped carry much of the load. He and our other two member Trustees John Wilson and Dominique Roleants have, over many years, been tremendously effective advocates for change, and their leadership at the Board level has paved the way for reform. For active members,

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the decision to move some future wages to the Plan for immediate inflation protection for current and future retirees is one that demonstrates a serious commitment to inter-generational equity.

PENSION ADVISORY COMMITTEE

Penny Heaslip (Retired, O2) has completed a successful, busy year as PAC Chair. Long-time Staff Representative Jeff McKeil has moved on from FPSE and the PAC support role, replaced by Staff Representative Zoe Towle.

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. This past year, it added work on several projects flowing from its own reflection, its workplan, and from policy directives. Examples of PAC's work this past year were a session on alternate frames of reference for sustainable investment, and eight different working groups.

PAC enjoys very good attendance and participation from all FPSE Locals. Thanks to Administrative Coordinator Nancy Yip and Staff Representative Zoe Towle for their effective support of this group.

NON-REGULAR FACULTY COMMITTEE

Teresa Fedorak (O2) ably chairs our important NRFC, with appreciation extended to our staff, Weldon Cowan and Nancy Yip, who support the committee's work. Committee members also do double duty as reps to other Standing Committees. Each meeting provides a solidarity building opportunity for what often feels like a lonely individual task for many reps. The committee has put out a survey to member locals and will be using the information gathered in its future work.

This past year the committee again devoted one of its sessions to a broader meeting with those with common interests at UBC, SFU, a



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representative from CAUT's Contract Academic Staff group, and BCIT. American brothers from Washington State faculty organizations – Jack Longmate (Olympic College) Keith Hoeller (Green River College), and American Federation of Teachers organizer Tom McCarthy (Pierce College) – presented on their experiences. There was a detailing on the effect that FPSE successes and examples have had on a broad range of advocacy in the United States.

Amongst comparable organizations, FPSE has the highest general level of rights for non-regulars in North America, and it has developed an unparalleled set of guiding principles and policy. Its leadership groups are fully committed to supporting non-regulars and to improving their conditions. Nevertheless, the lack of tangible success in recent rounds of bargaining is frustrating and wears away at both the leadership and member groups. As always with union work, there needs to be a re-commitment to achieving our goals.

Because of their contingent status, from time to time non-regular representatives find it difficult to consistently attend the meetings of the committee. There could be a way for locals to ensure that when their primary non-regular delegate cannot attend a Standing Committee meeting, an informed alternate is ready to step in. It is significant when a member misses a meeting because there are only two in a year.

PRIVATE SECTOR LOCALS AND ORGANIZING COMMITTEE

Our newest Standing Committee, which is made up of reps from the sub-locals of Local 21, the Education and Training Employees Association

(ETEA), has provided a tremendous forum for discussion and union development.

Unfortunately, this past year personnel changes and scheduling difficulties have made it difficult for the committee to meet. We can however, celebrate the continued success of the organizing group within ETEA.

BARGAINING

After the bargaining conference in the fall, Presidents' Council meetings, and the latest Bargaining Coordination Committee meeting, the shared issues strategy has been endorsed as a uniquely FPSE way of both strengthening our local bargaining capacity and our ability to coordinate to maximum effectiveness. Along with BCC Chair Bob Davis, I've been asked to liaise between and for bargainers and presidents as we start to engage with management in this 2014 round.

ESL DOES MATTER

I have and will continue to provide input into FPSE's campaign against what are to date the short-sighted and expedient positions of the current provincial government. Faculty who deliver provincially-supported ESL programming are at risk if the government does not change its position.

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 as the exemplary post-secondary union organization in North America.

MEMBER-AT-LARGE REPORTS

Leslie Molnar



LESLIE MOLNAR

This was my second term as Member at Large, and I continue to enjoy the work of the Executive Committee. I have an even greater appreciation and understanding of the strengths of and opportunities provided by our Federation. Fellow Executive members Cindy, George, Terri, Frank, and Dominique – thank you for sharing your experience and wisdom. I'd also like to thank all the members of Presidents' Council for creating and fostering such a positive and supportive work environment.

RESPECTFUL WORKING ENVIRONMENT

This fall, I worked with Second Vice-President Frank Cosco and Staff Representative Lesley Burke-O'Flynn on LOU 4: Respectful Working Environment and LOU 8: Harassment Invigilators. This sub-committee arose from the template table bargaining in January of 2013. PSEA was slow to start organizing dates for all three groups to meet (PSEA, FPSE, and BCGEU); in fact, the first meeting did not happen until after the date when the work was supposed to be completed.

Lesley, Frank and I read much material on harassment and bullying and the new WorkSafe BC guidelines. A number of colleges had already spent their training dollars and purchased the training developed by Frame & Associates. As a result, the best we could do was modify and re-shape the existing training to acknowledge unions, collective agreements, and local policies, and to include examples relevant to our sector. It is now in the hands of the employers. The resulting training is far from perfect, but it is a start. Presenting the training in a facilitated forum would further increase its usefulness.

EDUCATION POLICY COMMITTEE

EPC is chaired by Blair Fisher (Local 12) and supported by Staff Representative Phillip Legg. The committee shares information regarding policy and administrative challenges at our various institutions. Some of the issues discussed this year included the need for consultation with faculty regarding changes to programs and services; the extra support needed by international students; issues around ESL and ESL funding and the private English language training partnerships that exist at many institutions; problems with technology (access to it, adequate training, and when it is appropriate to use); and other issues which come from a system which is chronically underfunded and always experiencing budget pressures.

EPC's work on exploring and perhaps developing policy around these issues could inform bargaining priorities and discussions at EDCOs and Senates at our individual institutions. The attack on ESL funding and the uncertainty of next year's funding will continue to be an important issue.

PROFESSIONAL DEVELOPMENT AND SCHOLARLY ACTIVITY COMMITTEE

This was my first year as Executive Liaison to PDSC. The committee was chaired by Bob Fuhr (Local 5) and supported by Staff Representative Leah Squance. The committee continues to share best practices, maintain a spreadsheet of PD funding available at each institution, and share information and issues on the many issues surrounding access to PD and to scholarly activity. The committee is exploring the sharing of institutional handbooks. Most places reported

an increased interest in research centers with a growing number of institutions now being able to access the different research grants available.

There is a wide variation in the amount and types of funding available at each institution, as well as variety in the way the funds are administered. There was extra pressure this year to ensure the 0.6% fund was spent so it would not be clawed back. Faculty report that all (or at least most) of the available funding is utilized.

There was discussion about making access to PD fairer for non-regular faculty. Some progress can hopefully be made at the bargaining table. The committee suggested Chris Corrigan as a workshop presenter for the Spring Conference, and his workshop on appreciative inquiry was very well received.

FINANCE SUB-COMMITTEE

George, Frank and I sit on the Finance Sub-Committee. This year (thanks to George and to Matt Toma), a protocol for approval of funds for the Organizing Committee has been developed. This protocol will greatly aid in the consistency of approval of funds for organizing activities.

APPRECIATION

Thank you again for the opportunity to serve on the Executive Committee. To each member of the Executive and of Presidents' Council – thank you for the support and for sharing your knowledge. To PDSC and EPC members – thank you for welcoming me and for all your extra weekend work. And finally, to all the FPSE Staff, thank you for taking such good care of me and always providing any of the supports I needed to do my work.

MEMBER-AT-LARGE REPORTS

Terri Van Steinburg



TERRI VAN STEINBURG

First, let me thank Presidents' Council for electing me after last year's AGM in Nanaimo. I appreciate your support and thank you for the work you do.

It has been a year of challenges, which is all too common in our work, and also a year of some success.

One of those challenges was the province-wide reductions to ESL offerings. Many locals faced, and still face, layoffs of members. Through the lobbying efforts of FPSE and member locals, we pressured government to provide funding for the next fiscal year. The fight is not over though, and we must continue to lobby to ensure all students have access to programs such as ESL.

My responsibilities as FPSE Member-at-Large for 2013/14 have included work on two Standing Committees, the Status of Women Committee (SWC) and the Workplace Health, Safety and Environment Committee (WHSEC). In addition to Standing Committee work, I also participated on the Bargaining Conference Planning Committee, Climate Survey Working Group and International Solidarity Fund committee.

FPSE STANDING COMMITTEES

Status of Women Committee

I have enjoyed being back as Executive Liaison to SWC and have enjoyed working with the dedicated women representatives from each local, as well as Chair Joy Gugeler (08) and Staff Representative Lesley Burke-O'Flynn.

SWC met November 15 and 16, 2013 and February 21, 2014. Some of the items the committee is working on include an International

Women's Day video project and SWC web page development work.

Workplace Health Safety and Environment Committee

This was my first time as Executive Liaison to WHSEC. What interesting and important work this committee takes on!

The committee met November 22 and 23, 2013 and February 21, 2014. Some of the items the committee has been discussing and working on include institutional "working alone" policies and institutional lock-down procedures. Reto Reisen (11) was acclaimed for another term as WHSEC Chair. And of course, a thank you goes to the WHSEC Staff Representative Leah Squance.

BC FEDERATION OF LABOUR

Women's Rights Committee

Staff Representative Lesley Burke-O'Flynn and I represent FPSE on the BCFED WRC. There have been several meetings this past year, including a day-long strategic planning session that was held on November 1. Two main priorities for the committee came out of the strategic planning day: women's economic security and women's safety.

WRC is also busy organizing the 2014 Summer Institute for Union Women, which will be held at the University of Victoria in July 2014. Shirley Ackland and I have been invited to share our experience with newer activists during a session at this year's SIUW. WRC also has a Facebook page with lots of resources. Please check it out at: [facebook.com/BCFEDWRC](https://www.facebook.com/BCFEDWRC).

Trustees Meeting

I have been a trustee of the BC Federation of Labour since 2010. Trustees met to examine the financial records of the BCFED. Trustees also met with the Finance Committee to review the year-end report with the auditor.

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

Women's Working Group

CAUT has approved a new equity structure that will involve four new networks, including a Women Academic Staff network. The networks will provide an opportunity for members of marginalized groups from all associations across the country to participate in providing advice to CAUT on its equity work and to advance equity work in local associations.

Members of the four networks will be consulted electronically by the Equity Committee, which is made up of two representatives from each of the four historically marginalized groups. This change has meant a winding down of the work of the Women's Working Group.

Collective Bargaining and Economic Benefit Committee

There have been two face-to-face meetings in Ottawa and one electronic meeting of the CBEBEC. The committee has worked on a number of model clauses on issues such as, health and safety; maternity and parental leave; and suspension, discipline and dismissal. Once approved by CAUT Council, these model clauses are available on the password-protected part of the CAUT website for use in

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collective agreements and bargaining across Canada. The committee also does policy review and policy development work. For example, at our most recent meeting we developed a policy on transitioning. This is modeled on the CLC language and, when approved, will provide much needed support for transgendered members and provide direction for member associations on this complex issue.

OTHER

I am Member-at-Large on the Executive of National Union of the Canadian Association of University Teachers representing the West.

We have had several teleconferences this past year that have focused on dealing with regular business as well as discussing the CLC campaign, Together Fairness Works and organizing our convention this May.

In closing, I would like to thank my fellow Executive members, Cindy, George, Frank, Dominique and Leslie, for their good work and support this past year.

I continue to appreciate the opportunity to serve you and all our members this past year, and I thank you for your continued activism and advocacy on behalf of the Federation.



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