



## RESOLUTIONS FROM MEMBER LOCALS

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## LOCAL 1, CAPILANO UNIVERSITY FACULTY ASSOCIATION

### LOCAL RESOLUTION #1

Whereas an increasing number of senior faculty are putting off retiring either because of their desire to teach or because of financial need as suggested by the recent report that the average age of retirement is increasing, and

Whereas a phased retirement pension model would allow faculty to combine pension income with reduced income and therefore reduce their workload with little financial penalty, and

Whereas a phased retirement model can be implemented by the Pension Board if it is cost neutral:

Be it resolved that FPSE, as a Pension Plan partner, support creation of a phased-retirement model by:

1. **Writing a letter of support for such an approach to the Pension Board, and**
2. **Tabling a motion at the partners' meeting requesting that the Board propose ways in which a cost-neutral plan could be implemented.**

## LOCAL 15, VANCOUVER COMMUNITY COLLEGE FACULTY ASSOCIATION

### LOCAL RESOLUTION #2

#### Because:

- 1 Of the publication of the National Standards for Psychological Health and Safety in the Workplace;\*
- 2 The *Workers' Compensation Act* now includes "mental disorder" as a compensatable condition;
- 3 Such disorders may be caused by such work-related stressors as bullying or harassment;\*\*
- 4 FPSE locals are already burdened with issues whose root causes are often mental illness or disorder;
- 5 There remains a tremendous societal stigma that too often hinders the treatment and processing of such issues;

#### Moved:

**That FPSE have a discussion paper prepared that includes recommendations for how it and its locals can better:**

- 1 **prepare for dealing with mental illness and disorders amongst members, and**
- 2 **engage in effective advocacy in order to develop improved engagement on mental health related issues.**

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\* See *Psychological Health and Safety: An Action Guide for Employers*, Mental Health Commission of Canada, 2012

\*\* Mental disorder (from WCA, March 2013)

- 5.1** (1) Subject to subsection (2), a worker is entitled to compensation for a mental disorder that does not result from an injury for which the worker is otherwise entitled to compensation, only if the mental disorder
- (a) either
    - (i) is a reaction to one or more traumatic events arising out of and in the course of the worker's employment, or
    - (ii) is predominantly caused by a significant work-related stressor, including bullying or harassment, or a cumulative series of significant work-related stressors, arising out of and in the course of the worker's employment,
  - (b) is diagnosed by a psychiatrist or psychologist as a mental or physical condition that is described in the most recent American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders at the time of the diagnosis, and
  - (c) is not caused by a decision of the worker's employer relating to the worker's employment, including a decision to change the work to be performed or the working conditions, to discipline the worker or to terminate the worker's employment.

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## LOCAL 15, VANCOUVER COMMUNITY COLLEGE FACULTY ASSOCIATION

### LOCAL RESOLUTION #3

#### **Because:**

FPSE has lobbied for a commitment regarding reversing the effects of the amendments to the appropriate Acts that prevent union officers from sitting on institutional boards;

Current FPSE policy on Governance (8.13) calls for governance models that would require legislative changes such as ensuring sole authority over educational matters, the ex-officio representation of faculty associations, and establishing clear faculty majorities on governance councils and senates;

#### **Resolved:**

**That, after review of its current policy and after consultation with locals, FPSE develop a provincial governance lobby in anticipation of being able to effect change in relevant legislation.**

## LOCAL 15, VANCOUVER COMMUNITY COLLEGE FACULTY ASSOCIATION

### LOCAL RESOLUTION #4

BECAUSE, until 2002, single mothers and fathers were specifically recognized as a group in need of social assistance while engaging in full-time studies, but since 2002 have been cut off benefits if they enrolled in educational programs since attending classes conflicts with the concept of "employability" (i.e. full availability); and

BECAUSE about one third of the recipients of income assistance in BC are single parents, and almost ninety percent of those are single mothers; and

BECAUSE a comprehensive poverty reduction plan must include training and education, it makes economic and social sense to allow single parents to both provide for their families and to significantly upgrade their employability;

#### **Resolved:**

**That FPSE will advocate the BC government for legislative change to revert to the policy that existed prior to 2002 which allowed single parents to continue on social assistance while attending education programs, in turn allowing them to qualify for better paying, less precarious work.**