



## PRESIDENT'S REPORT

# Open to Learning

## OVERVIEW

In January of this year, FPSE convened a major conference that examined how post-secondary education in our province has evolved and changed over the last five decades. Various speakers talked about some of the overarching factors that had an influence on the scope, capacity and direction of our public institutions. However, throughout those discussions the issue of access became a recurring theme. The prevailing question was to what extent have policies, funding, legislation and institutional capacity provided students the access they want to make post-secondary education a reality in their life. Put another way, how have our public institutions and public policies created conditions that were truly open to learning.

And open to learning is what this year's AGM will be all about. Through debate and discussion, through resolutions and our Action Plan, delegates will have an opportunity to set the priorities for the Federation going forward. Just as important, delegates will also be able to review the work that FPSE has taken on over the last 12 months, work that was shaped and guided by the resolutions passed at our 2014 AGM and by the leadership and oversight provided by Presidents' Council throughout the last year.

As post-secondary educators, we know that making our institutions open to learning for our students requires action and commitment

on many fronts. First and foremost, it requires government—largely the provincial government, but the federal government has an important contribution to make as well—to invest in our institutions. When those investments fall short, so too does the opportunity to learn, and throughout this report, and this convention, we will discuss how that funding commitment has to improve. Open to learning also means having in place the conditions needed to support the important work that our members do when it comes to providing high quality learning opportunities for their students. Those supports must include a fair contract and secure employment provisions, but without full access to free collective bargaining, our ability to secure the right conditions for learning will always be under threat. Those supports also include student and faculty support services. This year's AGM will address the current pattern of labour relations in our system and identify ways to improve conditions across all our Locals. And finally, open to learning depends heavily on the activism that we are prepared to show when it comes to speaking out about the challenges that post-secondary education faces in our province.

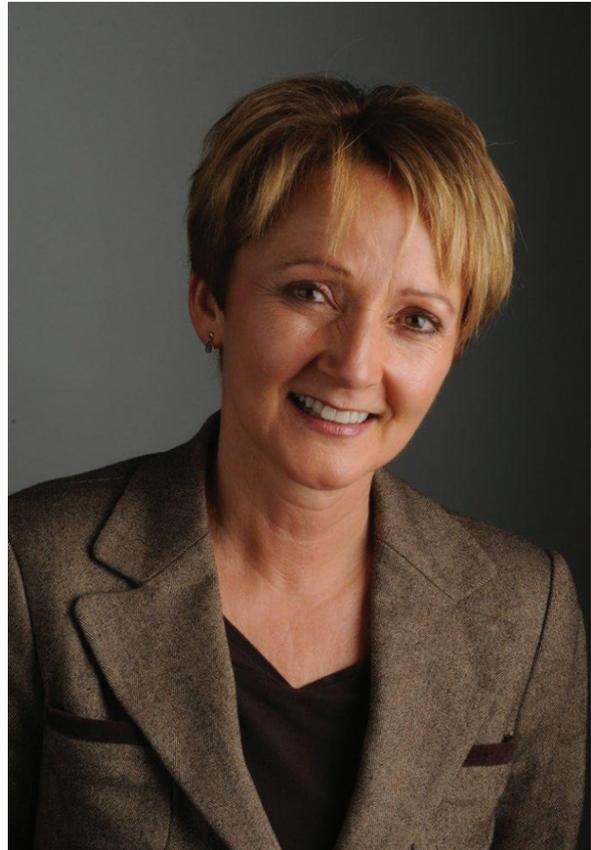
That activism takes many forms, from lobbying Ministers and senior government representatives to campaign efforts that are built with allies in the community who share our values and share our concerns about the challenges that post-secondary education faces. At this AGM and throughout this report, delegates will see how FPSE has worked to mobilize those campaign

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efforts into a plan that not only builds solidarity within our ranks, but also puts effective pressure on governments and administrators to do their part in ensuring that post-secondary education is truly open to learning in this province.

### **JOBS PLAN DISCONNECT**

In the months following her leadership win at the BC Liberal Party convention in 2011, Christy Clark began to draft a plan that would highlight the issue of jobs in British Columbia. Her plan relied heavily on a number of assumptions that would later prove less than reliable, but in its initial phase Premier Clark's much-touted Jobs Plan emphasized the economic and labour market implications of significant new resources development plans that her government wanted to champion. Depending on which press release you read or which ribbon-cutting event you attended, the Premier continued to make the case that over the next decade BC would see one million "job openings". What was never clear in this claim was the extent to which these "openings" were the result of net new jobs created in the province, significant demographic shifts (i.e. the retirement of baby boomers) or some combination of the two. Regardless of



**CINDY OLIVER**

those important details, however, the Premier unveiled what her government called a Jobs Plan.

In the early phase of her Jobs Plan agenda, sceptics wondered aloud about how realistic a plan was given that Premier Clark was soon to face a provincial election in which her party's prospects looked anything but certain.

However, Clark defied her critics and managed to pull off a surprising election win in May 2013, a win that put new emphasis on her Jobs Plan; having won re-election, the Jobs Plan was no longer election hype: it was government policy.

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Since May 2013, the disconnect between what the Premier has promoted as a Jobs Plan and what has emerged as both funding and policy priorities within the province has become more and more apparent, with many of those disconnects showing up with our institutions. Certainly the cuts to English Language Training programs delivered by our public post-secondary institutions would be a lead example of that disconnect. Instead of following the example of other provinces like Ontario and Manitoba where the provincial government committed to make up for the loss of federal funding of ESL programs in post-secondary institutions, the BC government announced in late 2013 that it would cut close to \$22 million in funding of ESL. Although the Minister then responsible, Amrik Virk, did relent somewhat by providing “transition” funding for 2014, the level was far short of the pressing needs and, by the end of the 2014 fiscal year, was not replaced.



ESL Rally 2014, Victoria

The loss of ESL funding means that close to 5,000 ESL students now face either a more expensive prospect by having to pay full cost recovery for ESL programs or long wait lists to get into programs that have been significantly reduced. These students, many of whom have come to BC because of the prospects of emerging job openings and increased demand for higher skilled workers, must now contend with options that are much harder to access.

A similar pattern of disconnect has developed in the last six months as the provincial government has moved to abandon its commitment to tuition-free Adult Basic Education programs. Much like the situation in ESL, ABE students will face hefty tuition fees to access a wide range of courses and programs that are needed prerequisites to register for undergraduate, certificate, diploma or apprenticeship programs. For these students, the contradiction between what the Jobs Plan promotes as opportunities and what the current under-funding regime is doing to add costs and barriers to post-secondary education is nothing short of glaring.

Unfortunately, the disconnect between what the provincial government states as an objective with its Jobs Plan—provide citizens with a pathway to skills and opportunities—is not limited to a few instances of program cuts.

The disconnect can be found in a broad range of program prioritization, a constant shift of costs from the public treasury to the individual citizen, and a simplistic understanding of how learning takes place and how students find their way through to successful completion of post-secondary education. At the extreme end of this simplistic approach is the Ministry of Advanced Education’s proposal—their so-called Blueprint—

to target 25 percent of an institution’s operating grant on “high demand career occupations”. If an institution cannot demonstrate a connection between the funding they receive, the programs they offer and the Ministry’s top sixty occupation, the institution will lose a portion of its provincial funding, funding that is already 20 percent below the level it was in 2001 when the current government first took power in BC.

## ADVOCACY IN ACTION

We know from opinion research that FPSE has done in BC that post-secondary educators enjoy a high degree of trust from the public. Our members are seen as reliable sources of information, information on how our institutions work as well as information on the specifics of our chosen disciplines. It has been with that in mind that FPSE has implemented various advocacy efforts. For example, as part of the government’s pre-budget consultation process, we have worked with Locals to ensure that our members actively participate in the public hearing process that takes place around the province.

In the fall of 2014, more than half of our Locals stepped up to address the Legislature’s Select Standing Committee on Finance and Government Services. The public hearing process sees MLAs fan out across the province to gather public comment and input that will form the recommendations to the Minister of Finance in advance of the budget making process. When the committee’s report was finally released, there were a number of important recommendations on issues that our Locals had raised. Going into those hearings, we had focused our attention on the cuts to English Language Training programs. Our



ESL Rally 2014, Vancouver

presentations did have an impact on committee members, an impact that was clearly evident in Recommendation 32:

*Provide adequate funding to support provincially-funded ESL programs delivered by BC post-secondary institutions, and work with post-secondary institutions to develop a long-term and sustainable strategy for the delivery of ESL.*

In addition to recommending specific changes to the funding of ESL, the report also included other priorities that FPSE Locals raised in their presentations. We had called on the government to review the funding formula for post-secondary institutions, a formula that has created significant inequities across the system. The committee’s report agreed with that concept and recommended a review be undertaken.

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## PROVINCIAL FUNDING STILL A PROBLEM

Despite the Standing Committee's recommendations on the need to make post-secondary education a priority in 2015, the provincial budget tabled in February failed to heed the committee's advice. On so many fronts, the budget was a major setback for post-secondary education access and affordability.

The single largest investment that the provincial government makes every year in our institutions—the provincial operating grants to post-secondary institutions—is set to decline by approximately \$14 million from 2015 to 2016. While it is a bleak comment on how much the provincial government is prepared to invest in the future, it also underscores the financial pressures that many of our institutions will face over the coming months.

Equally concerning was the estimate for student enrolments included in the Three Year Service Plan for the Ministry of Advanced Education. In that document, which was also tabled as part of the 2015 budget, the Ministry is forecasting a decline in overall enrollments from a total of 207,050 Full Time Equivalent (FTEs) in 2013-14 to 201,256 FTEs in 2015-16. At a time when the government stresses the importance of skills, training and advanced education in its Jobs Plan, it is forecasting a drop in post-secondary education enrolments as well as a decline in provincial funding.

The only number forecast to increase in the post-secondary education budget is tuition fee revenue. The budget documents estimate that tuition fee revenues will increase from \$1.539 billion in 2014-15 to \$1.742 billion by 2017, an

increase of more than 13 percent. It is worth noting as well that when the current government first took office in 2001, tuition fee revenues in BC were approximately \$450 million. The almost four-fold increase in tuition fee revenues have made affordable access to post-secondary education in BC harder and harder for today's students. Those kinds of financial barriers are working at odds with the government's Jobs Plan priorities for improving skills and learning opportunities.

Although not outlined specifically in the budget documents, news that the provincial government was ending the policy of tuition-free ABE was yet another indication that affordable access to post-secondary education continues to face increased barriers. The change comes on top of longstanding concerns across many Locals that local administrators were finding new ways to re-configure ABE programs in ways that allowed the institution to charge tuition fees. That practice was becoming more wide spread despite the 2008 change in provincial policy that made ABE tuition free.

In response to criticism from students and educators about the policy change in ABE, the provincial government has conceded somewhat by announcing approximately \$7 million in transition funding for ABE during the 2015-16 fiscal year. The reprieve will provide a measure of assistance for students. However, there are indications that at some institutions this transition money is being used to finance administrative overhead rather than ABE programs. The FPSE's Education Policy Committee is reviewing this issue and will provide Presidents' Council with updates over the coming months.

## OPEN THE DOORS

Work on the major campaign for 2014-15 continues to move ahead. On January 26 FPSE convened a major conference on post-secondary education. The conference—Open to Learning: Policies and Perspectives on Post-Secondary Education in BC—brought together faculty, students, allies and others interested in post-secondary education policy in BC. The agenda included a presentation by Professor Gary Rhoades from the University of Arizona on the topic of program prioritization. As well, there was a panel discussion featuring Jim Soles, a former Assistant Deputy Ministry with the provincial government and Jim Reid, President of BC Colleges, a provincial lobby organization for BC’s public colleges. Their panel examined the major policy trends in post-secondary education over the last four decades. And finally the conference heard a presentation by Iglia Ivanova, a senior researcher with the CCPA BC Office. Ms. Ivanova’s presentation focused on the issue of access, affordability and student outcomes.

While the Open to Learning conference was a major event in terms of discussion and debate on post-secondary policy issues, another element of the 2014-15 campaign involves a public outreach effort designed to strengthen our argument that post-secondary education is critical to BC’s longterm future. The consulting group that developed the messaging and design of the campaign held a number of focus group sessions as part of the initial phase of the campaign. The sessions were an intensive discussion of the issues, themes and research all of which were used in the development of the campaign. The creative concept led to the title for the campaign: Open the Doors.



AGM 2014, Whistler

A working group from Presidents’ Council is overseeing the development of the campaign and was briefed on the three creative directions recommended by the campaign team. Of those options, the working group narrowed the discussion to a single concept that emphasizes not only the importance of post-secondary education, but also the critical contribution that faculty make in delivering post-secondary education.

The website for the campaign was launched in mid-March. It makes use of extensive web and social media platforms designed to increase our public outreach and help mobilize public support for better funding of post-secondary education. As well, now that this portion of the campaign is launched, we anticipate that the campaign will continue to roll out through the balance of 2015.

Despite the setback in our efforts to renew the BC government’s funding of ESL programs, FPSE is committed to supporting the ESL campaign over the next twelve months. Our focus will be to build alliances with supportive organizations who share our concern about the funding

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Open the Doors, 2015



cuts and our belief that public post-secondary institutions are the best way to deliver high quality English Language Training programs across the province.

## SUPPORTING OUR LOCALS

The major focus of FPSE's labour relations staff over the last twelve months has been collective bargaining. The support work done by FPSE Staff Representatives spans a wide variety of tasks and responsibilities, everything from research and preparatory work for both Local and provincial bargaining to coordinating those bargaining efforts to align with the negotiations that are taking place in the broader provincial public sector.

In early February, a group of signatory Locals, working in tandem with the Bargaining Coordination Committee, secured a tentative settlement with the Post-Secondary Employers' Association (PSEA).

FEDERATION OF POST-SECONDARY EDUCATORS OF BC

Those negotiations opened in late January and were attended by lead bargainers from the signatory Locals as well as observers from all the other FPSE Locals involved in negotiations with public post-secondary institutions. The tentative settlement dealt with compensation issues and included a commitment by the PSEA to support our call to develop common data and understanding on the issue of secondary scales.

The tentative settlement reflects the compensation pattern set in the other major provincial public sector settlements that have been reached in direct government services, health care and the K-12 public school system. With this tentative settlement in place, Locals are now able to proceed with contract negotiations with their local administration.

Achieving settlements at the Local level remains a significant challenge. Several Locals have taken strike votes to press the employer to resolve

local problems. At Local 1 (Capilano University), the faculty have taken job action to back their demands for greater transparency, improved access and stronger academic freedom language. FPSE stands ready to support Locals and deploy our Defense Fund to ensure that faculty have the support needed to achieve fair settlements in this round of bargaining.

FPSE labour relations staff play a key role in advancing the efforts of Locals in the bargaining process. That effort ensures local issues are actively canvassed with the employer. In those instances where Locals are well enough advanced in their bargaining to get strike mandates from their members, labour relations staff ensure coordination of those efforts maximize the pressure on the employer and strengthen the Local's position at the bargaining table. However, the fact that PSEA requires that one of their representatives be at every local bargaining table has created scheduling problems and unnecessary delays in many instances. Despite that problem, we continue to press ahead and are reviewing other options for ensuring that local bargaining does not face further frustration and delay.

The bargaining process at many Locals is complicated by announced curtailments in programs as well as cuts in some cases to several core course offerings. That situation is particularly acute in areas such as Developmental Education and English Language Training where provincial funding cuts will begin to have an impact in 2015-16.

While contract negotiations are a major focus, FPSE's labour relations work continues to focus on the grievance and arbitration process to both defend member interests and advance member

rights. As was noted in previous reports to the AGM, outside legal costs continue to climb, exceeding half a million dollars in most years. Those costs are driven primarily by the litigious approach that post-secondary employers have taken, an approach designed to undermine the effectiveness of our existing contract language and associated rights. Through our Grievance and Arbitration Review Committee, FPSE labour relations staff and Executive members are able to coordinate our efforts to advance grievances that ensure favorable outcomes.

FPSE continues to coordinate with the efforts of provincial public sector unions that are still involved in the current round of bargaining with the provincial government. The negotiated settlement between the BC government and the BCTF, for example, reflects some of the important work that can be accomplished through broader coordination among provincial public sector unions. The fact that so many affiliates of the BC Federation of Labour provided financial support to the BCTF to ensure that the union's strike fund had the capacity to maintain strike pay for members during the dispute was just one of many examples of how this coordinated approach to provincial public sector bargaining can work.

In addition to the work that our labour relations staff do to support contract negotiations at our public post-secondary institutions, they also provide grievance and negotiations support to unionized faculty in BC's recently organized private colleges and institutes. In December, FPSE staff supported the efforts of Local 21's participation in the government's review of the Private Career Training Institution Agency (PCTIA) which was brought back under direct Ministry control in 2014. The move to take

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control of PCTIA was a confirmation, in our view, that so-called self-regulation was not working. The consultation exercise, however, was not as balanced as Local 21 had initially hoped. We await the final report of that review, but believe that by engaging actively in that review, Local 21 has helped raise the profile of faculty in the oversight of private institutions.

## BC FEDERATION OF LABOUR

At the November Convention of the BCFED, delegates elected the first woman President of BC's labour movement, Irene Lanzinger. As Irene stressed in her acceptance speech following her election, she wants to build a Federation for all workers, whether they have a union card or not, because all workers deserve the things that the labour movement in BC has long campaigned for: respect, better working conditions and safer workplaces.

Under Irene's leadership, the BCFED will continue to advance a number of critical labour issues. In early March, for example, federation Executive Council members met with representatives from the BC government to highlight the labour movement's concerns about minimum wage, *Labour Code* changes, improvements in workplace health and safety regulations, and better support for trades training and apprenticeships in BC. While the meetings with BC Liberal Cabinet Ministers did not lead to substantial measures or policy issues, it did send a strong signal to government that the labour movement in BC will continue to press for improvements in these four areas.

The BC Fed was also actively supporting the Lower Mainland's transit referendum. Holding a referendum was a requirement that the BC government placed on municipal mayors as a precondition to provincial funding of transit



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improvements in the region. Post-secondary institutions are keen to see these transit improvements put in place. The Canadian Federation of Students is actively supporting the referendum as well.

The BC Fed continues to advance a number of critical issues within the area of trades training and apprenticeships. A thorough review of the Industry Training Authority was completed in 2014. The labour movement has long maintained that the ITA's approach to training has been a terrible failure; completion rates have failed to improve despite the insistence from employer lobby groups that the ITA's so-called "new model" would yield better results. Unions have been largely excluded from the ITA governance structure and our concerns about the appropriateness of the employer dominated training regimes have been ignored. The report on ITA acknowledged some of these failings and recommended greater union representation in ITA's governance. Bob Davis (BCC Chair, Local 5) has been appointed to the ITA's Board along with another union representative. We are looking forward to more positive changes at the ITA.

## CANADIAN LABOUR CONGRESS

The prospect of a federal election in 2015 is certain, but what is still in doubt is whether the election will take place in October, as set out in the government's fixed date legislation, or whether Harper will roll the dice and call a snap election earlier. Either way, the labour movement is organizing its membership to become actively involved in the election and well-briefed on the key issues that impact working families across the country.

Current economic conditions suggest that the Canadian economy is headed for tougher times. Slumping natural resource prices are raising serious questions about the Harper government's claim to a federal budget surplus. The recent decision by the Minister of Finance Joe Oliver to delay the tabling of the federal budget to April suggests that the economic headwinds may significantly alter Harper's election strategy in 2015. Regardless of what that strategy is, the labour movement will take an active role in this election, a role designed to defeat another term of Harper as Prime Minister. At our February Spring Conference we convened a panel discussion on emerging federal issues. Delegates appreciated the diverse views of the two panelists, views that reflect the underlying trends that will have an enormous impact on voters' decisions this year. FPSE will also be working in collaboration with Labour Councils, the BC Fed and the CLC to ensure that union members understand the choices they need to make in the that election.

In the run-up to the 2015 federal election, the Harper government is working hard to polarize voters on issues that the Prime Minister believes are critical to his electoral success. The aggressive overhaul of legislation related to national security—Bill C-51—is a clear example of just how far the Conservative government will go to divide voters and promote scare tactics to dissuade voters from a more balanced approach. This year's convention keynote speaker Michael Harris has written extensively on how the Harper government has been able to manipulate power even though its voter base represents a minority voice in Canada.

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## CAUT, CAF AND NATIONAL ISSUES

The Canadian Association of University Teachers (CAUT) has a number of major concerns with the legislative and policy shift of the federal government. Like the broader labour movement, CAUT has been raising the alarm over the federal government's overhaul of national security legislation.

Even with the modest amendments offered up by the Prime Minister's office, the major concerns with the legislation still remain; it will significantly undermine rights of all Canadians.

As part of its effort to oppose this legislation, CAUT continues to emphasize the muzzling effect that the Harper government has had on key areas of public policy. CAUT has also mobilized on the issue of transparency and the public's access to reliable and unfiltered information and research. Those campaign efforts are designed to highlight some of the drastic impacts that federal funding and deregulation have had in important areas of public interest. Everything from food

safety and drug approvals to environmental monitoring and publicly-funded research have been adversely affected by either direct cuts to funded programs or deregulation of the oversight of public interests.

CAUT has also been active in supporting the efforts of faculty associations across Canada who are involved in serious disputes with their administration. That support ranges from providing staff and expertise to local bargaining tables to mobilizing strike support and financial assistance to those associations that have decided to take job action in defense of their contract demands.

CAUT also advanced the issue of academic freedom here in BC by launching an inquiry into the events surrounding the seizure of an art piece from an art instructor at Capilano University. The CAUT Inquiry Committee process concentrated on reviewing the circumstances surrounding the events and making recommendations after interviews with faculty, administrators and board members.

AGM 2014, Whistler



CAUT's solidarity work also extends across international boundaries. The organization has been active in supporting a number of US faculty associations who find themselves pressured to take deep contract concessions. As well, CAUT has shown its support for faculty and staff in other regions outside the US and Canada through its ongoing support for organizations that work with contingent academic staff.

The Canadian Apprenticeship Forum (CAF) is one of many federal agencies that is coming under intense budget pressure from the Harper government. The Conservatives seem determined to cut valuable programs, especially those that support the establishment of higher standards. In the case of CAF, that is exactly why it was put in place: to ensure that there were strong national standards for trades training in Canada. Those strong national standards are embodied in things like the Red Seal program that ensures greater labour mobility while also ensuring that standards reflect the changing nature of technology and skill in various trades. However, those strong national standards are also something that many employers would rather avoid. By undermining CAF's funding, the federal Conservatives are simply complying with the lowest common demands of employers, a strategy that is bad for workers and bad for Canada in the long run.

Despite those challenges, CAF continues to provide strong policy leadership on trades training and apprenticeships. FPSE has pledged its support for CAF. The financial contribution that Presidents' Council has made to CAF will help support the organization's continued outreach and policy development on key trades training issues.

## SOLIDARITY FOREVER

On a personal note, this year's AGM will be my last: I have decided not to run again for the position of FPSE President. Since first being elected in 2002, I have been honoured to serve this organization. In my capacity as President, I have had the opportunity to not only speak out on behalf of our members, but I have been constantly provided with support from member Locals, all of whom share a common goal: creating the best possible conditions for teaching and learning in all our post-secondary institutions. It goes without saying that I will miss those with whom I have worked, including the talented staff at FPSE, members of the Executive, Presidents, and the many many activists not just within our ranks, but across the labour movement, who make our Federation a strong and effective voice for change within our institutions and advocate so passionately for working people.

One last note for this report, on behalf of the Presidents' Council, I want to extend a special thanks and appreciation to FPSE staff for the excellent work they do for our members. Their advocacy and skills play a vital role in the ongoing work of the Federation. As well, their commitment to the values of our Federation and the needs of both our locals and their memberships make an enormous difference in the effective operation of our union.

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## PRESIDENTS' COUNCIL 2014-2015

1. Capilano University Faculty Association ..... BRENT CALVERT
2. Thompson Rivers University Faculty Association ..... TOM FRIEDMAN
3. Faculty Association of the College of New Caledonia ..... DAVID ROURKE
4. Douglas College Faculty Association ..... ERIN ROZMAN
5. Kwantlen Faculty Association ..... TERRI VAN STEINBURG
6. College of the Rockies Faculty Association ..... LESLIE MOLNAR
7. University of the Fraser Valley Faculty & Staff Association ..... VICKI GRIEVE
8. Vancouver Island University Faculty Association ..... MARNI STANLEY
9. Okanagan College Faculty Association ..... TIM WALTERS
10. Selkirk College Faculty Association ..... DUFF SUTHERLAND
11. Academic Workers' Union ..... MARJA BURROWS
12. Camosun College Faculty Association ..... MARK KUNEN
14. Langara Faculty Association ..... LYNN CARTER
15. Vancouver Community College Faculty Association ..... KAREN SHORTT
16. North Island College Faculty Association ..... SHIRLEY ACKLAND
17. Thompson Rivers University Open Learning Faculty Association ..... JOHN O'BRIEN
19. Nicola Valley Inst. of Technology Employees' Association ..... SHARON McIVOR
21. Private Sector Faculty & Staff Association (ESEA) ..... KEVIN DRAGER
22. Emily Carr University of Art + Design Faculty Association ..... RITA WONG



## SECRETARY-TREASURER'S REPORT

# SECRETARY-TREASURER'S REPORT

*George Davison*



GEORGE DAVISON

## Activities Report 2014-2015

Welcome to Kelowna, and thank you to Local 9, Okanagan College Faculty Association, for all the work done to host us this week. I hope you find the AGM and Convention enjoyable, and that we have a productive week.

The position of Secretary-Treasurer is responsible for overseeing the Federation's finances, supervising administration and financial coordinators in the office, as well as representing and supporting member locals at the provincial and national levels. As we

are not scheduled to receive the auditor's report until May 5, after the deadline for the AGM handbook, the 2014-15 year-end audited financial statements will be circulated separately. This report covers my non-treasurer activities.

### **FPSE EVENTS, COMMITTEES AND MEMBER SERVICES**

The Executive and Presidents' Council meets face-to-face six times a year: we met in June, September, November, January and March,

and then before and after the AGM. Our usual October lobby was postponed as the fall BC Legislature session was going to be short, and an Assistant Deputy Ministry said she would meet with us at the January Presidents' Council. Unfortunately, that didn't happen because of new minister Andrew Wilkinson's tour of the province – he had replaced Amrik Virk just before Christmas. We had meetings with Deputy Minister Sandra Carroll and ADM Claire Avison at the end of October on ESL cuts, and with Wilkinson and Avison on March 20 on ABE cuts and dental assistant and hygiene program cuts at CNC.

In the office, Administrative Coordinator Gisele da Silva efficiently handles my Secretary work with the Executive and Presidents' Council, and with the International Solidarity Fund, as well as keeping me on track in a busy schedule. There were no changes in the office this year. Thirteen staff (six admin coordinators, two of whom share a FT position, one financial coordinator, and six staff representatives) continue to serve the organization and members exceedingly well. I'd like to recognize anniversaries of several of our staff: Nancy Yip has been with us for 25 years; Angela Kenyon 15 years; Weldon Cowan 10 years; and in the next year, Mary Bruegeman will have been with us for 22 years, Phillip Legg and Lesley Burke-O'Flynn 10 years; and Sara Rozell for five years. Congratulations all! As for projects, digitization continues, and we are looking forward to making more use of NationBuilder on our campaigns. We also encourage locals to explore tapping into FPSE's Laserfiche capabilities for document-storage at the local.

I also serve as Executive Liaison to the Contract Administration Review Committee (CARC), which continues to be chaired by Selkirk's

Lui Marinelli, and which meets twice a year in October and January. Lui also sits on the Grievance and Arbitration Review Committee (GARC) along with FPSE's five Labour Relations Staff Representatives, which I chair. We meet on a semi-regular basis to discuss cases that locals bring for support at arbitration. In the past year, the committee met ten times; I report on those meetings to the President, Presidents' Council and CARC. A progress report on the grievance arbitration database – all cases (199) we have dealt with since April 1, 2009 are now in a spreadsheet: 75% of all of our legal costs go through the GARC process. We are now tracking cases as a matter of course, and preliminary results show some locals attacked more than others: the average of 10.5 grievances over six years has been surpassed by several locals. The type of cases involve discipline (26), regularization (21), layoff/recall (20), rate of pay (15), and benefit/benefit denial (11). Thanks to Admin Coordinator Mary Bruegeman for her work on the database, and to Matt Toma and the staff reps for helping out. The good news is that legal expenses were considerably down this year, but that may be momentary lull as we continue to defend our collective agreements.

Another of my duties is chairing the International Solidarity Fund Committee which met on March 6 to allocate this year's \$40,987 budget. Thirteen proposals asking for over \$65,000 in funding were received, up from nine the year before but down from nineteen in 2013. All were funded to some extent, with Presidents' Council approving a small overage in March. Thanks to local members for their commitment to international solidarity and to committee members Eliza Gardiner (HRISC Chair), Terri Van Steinberg (05), Charles Boylan (21), and Tim Walters (9), for their work in assessing these proposals.

# SECRETARY-TREASURER'S REPORT

Activity was quieter on the College Pension Plan Partner front this year than in previous years. I am one of three FPSE reps, along with Cindy Oliver and Frank Cosco. The work this year revolved around the pension implications of staggered wage increases and the economic stability fund. The Finance Sub-Committee (me and Executive members Frank Cosco and Leslie Molnar) worked on updates to our investment policies for the Operating and Defence Funds, which were approved by presidents in March.

An ongoing project has been the admin density study. The big picture suggests that between 2002 and 2012, the number of administrators in our system had increased by 48%; that number is 47% in 2014. In 2012, the total salary increase was 203% over 2002; two years on, the number increased to 206%. That means the province is spending \$81 million more on administering our system than it did 12 years ago! The number of administrators making over \$100,000 has increased 650% over that same period.

Institutional surpluses continue to grow and continue to be restricted. As of March 31, 2014, post-secondary institutions in BC were sitting on \$3.95 billion in surpluses, up from \$3.7 billion in 2013 (though endowment funds make up a large proportion of that). Still, Douglas, VIU, Okanagan and TRU have all seen their surpluses increase over 20% since 2011. With layoff notices at many institutions, they could well use some access to their own surpluses to meet operating cost increases.

I attended our own conferences: the Non-Regular Conference/Town Hall at VCC on October 25, part of CAUT's Fair Employment Week's activities across the country. Sylvain Schetagne from CAUT was a guest speaker,

along with reps from Mount Allison University Faculty Association who participated via Skype. Other attendees included reps from UBCFA, the Teaching Support Staff Union (TSSU) at Simon Fraser, and BCITFSA. For our Open to Learning conference on January 24, we invited Dr. Gary Rhoades from the University of Arizona, had a panel with former Advanced Ed Deputy Minister Jim Soles and BC Colleges President Jim Reed, and speakers Iglia Ivanova from the CCPA and Mira Oreck from the Broadbent Institute. We also invited our long-time colleagues from Washington State Jack Longmate and Keith Hoeller. And lastly, at our Spring Conference we had a political panel with Bill Tieleman and Elise Mills that focused on the federal parties leading into the next election.

## **ACIFA, OPSEU, BCFL, CAUT, CLC, NUCAUT AND CUFA/BC**

FPSE continues to work with ACIFA, the Alberta Colleges and Institutes Faculties Association, our sister organization in Alberta. Either Cindy or I attend their AGM and conference, and we meet with their representatives at every CAUT Council. I attended the Confederation of University Faculty Associations of BC's (CUFA/BC) fall and spring councils, the second of which includes the Distinguished Academic Awards dinner. With new Executive Director Michael Conlon coming on board December 1, I met with him in early January and was invited to participate in a two-day strategic planning meeting at the end of February, along with CAUT, CAFA (the Confederation of Alberta Faculty Associations) and OCUFA (the Ontario Confederation of University Faculty Associations). Three CUFA members—UNBCFA, UVicFA, and SFUFA—are grappling with their employers and the government over first collective agreements

in the wake of their certification as unions last year. The parties at UNBC have just agreed to arbitration, apparently a first in BC for new certs in the public sector.

I continue to chair the BCFED's Education Committee, which meets every two months and continues to work on a Labour Education database, a list of union courses and contacts housed on the Fed's website so that affiliates do not have to reinvent the wheel in developing workshops or training sessions for members. We also spent considerable time at our last meeting on the CLC's Together Fairness Works campaign, and what BCFED affiliates are doing to connect with members and raise awareness leading up to this fall's federal election. The BCFED's Public Sector Bargaining Committee is meeting less often now, but Staff Representative Lesley Burke-O'Flynn and I continue to attend and share

information on public sector bargaining. The Executive Council meets every two months, and the annual Harrison meeting in February focused on the upcoming year. In March, I took part in the Fed's lobby in Victoria, which concentrated on the \$15 minimum wage campaign, successorship, and apprenticeship.

The Canadian Association of University Teachers' (CAUT) Contract Academic Staff Committee met as usual in late August and early March. We worked on our survey of faculty associations, the usual array of model clauses and policy statements, and a book project. CAUT is exploring an "occasional papers" series to function as a repository for the work that has been done on contingent academic staff across our country.



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# SECRETARY-TREASURER'S REPORT

CAUT Council met in November. It was the first meeting for David Robinson as Executive Director, but it was a smooth transition as he had been Associate ED for 16 years. On the morning of the first day of Council, NUCAUT members gathered to hear updates from the CLC and share information about local events. Council itself featured panels on Contract Academic Staff in Australia, the US and Quebec, Sylvain Schetagne's report on the attack on labour rights and the latest polls, and David Robinson's review of recent attacks on academic freedom.

As NUCAUT President, I sit on the Canadian Labour Congress' Canadian Council. Last November, topics included:

- Updates on the together Fairness Works campaign, including a big media launch scheduled for Phase 3 of the campaign,
- Legal challenges. Since meeting, we have had a wonderful decision from the Supreme Court of Canada on the anti-labour legislation in Saskatchewan, but C-377—financial disclosure for unions—is back in the Senate
- Reports from Federations of Labour,
- The upcoming federal election: CLC's pre-election polling which will focus labour's messages, new *Canada Elections Act* rules and how they will affect unions' communications with members
- A re-launched Retirement Security campaign, as there was some indication that premiers were coming around to improving the CPP, and

- A report on the release of the survey results about the impact of domestic violence on the workplace—see [www.canadianlabour.ca/issues/domestic-violence-work](http://www.canadianlabour.ca/issues/domestic-violence-work) for results.

The next meeting is April 20-21. Senator James Cowan, leader of the Liberal Party in the Senate, is scheduled to speak about Bill C-377.

NUCAUT's National Executive Board has also met twice, mainly to deal with the CLC political action levies. Assessed at \$1.25 per member per month, the second levy was due January 1, 2015, which NUCAUT affiliates were responsible for. The next CLC Convention will be in Toronto in 2017.

## OTHER EXTERNAL EVENTS AND REPRESENTATIONS

My volunteer activities with the United Way of the Lower Mainland continue to increase. I am chair of the Campaign Labour Committee, with puts me on the Campaign Cabinet, the group of mainly business representatives who oversee the fundraising. Cabinet composition is gradually changing as more labour reps join the various divisions—education, federal government, municipalities, the Waterfront. This move reflects the reality that joint labour-management campaigns are more successful than ones run by one or the other on their own, and 80% of UW funding comes from workplace campaigns. I am also one of five labour reps on the Board, and I now chair the Labour Committee, which puts me on the Board Executive Committee. The United Way continues to strive for a better donor experience and to provide funding for the target areas: children aged 0-6, children aged 6-12 and seniors. This year we raised

\$26.5 million, virtually reaching our goal. \$10 million more comes from the government to fund the Better at Home project, linking seniors with services in their local communities around the province. Other annual United Way events included the Rev Up campaign kick-off at the Hotel Vancouver on September 18, the Day of Caring on September 19 where volunteers painted and gardened at a YWCA apartment complex in Coquitlam, the Labour Breakfast at the Shadbolt Centre on October 1, the annual Labour Appreciation Dinner at the Metrotown Hilton on December 4, and the Spirit Awards at the Westin Bayshore on February 25.

The Public Education Network Society (PENS) still works without a President, though Vice-President (and a now fully retired) Dileep Athaide, Mike and Janice Zlotnik, Roselynn Verwood and I as Secretary serve as a coordinating committee for the PENS Think Tank, which began last year. Bill and Sandra Bruneau, the CCPA's Igluka Ivanova, the BCTF's Larry Kuehn and retired staff rep Mavis Lowry, CUPE's John Malcolmson, UBC Education Professor Wendy Poole and sessional EE-Seul Yoon and others make up the think tank. We continued to work on op-ed pieces, Bill Bruneau has started to write a blog on public education matters, and we are using the PENS website and Facebook page to circulate it. After a large forum on ABE cuts on February 19 where affected students, reps from the VSB, VCCFA, VESTA, and the BCTF, and NDP MLAs joined in condemning the government, PENS and FPSE have stepped in to help coordinate the message that these cuts should be reversed. The NDP will focus on ABE cuts on May 4 in the Legislature, and a large group will be in attendance to support them.

The CCPA's annual gala event at Fraserview Hall was on April 16. Grand Chief Stewart Phillip was the keynote speaker. I continue to sit on the steering committee for the SFU Labour Studies Program, with Jim Sinclair still in the chair, as the program moves to offer a major in Labour Studies. A consortium from the BCFED, the BC Labour Heritage Centre, and SFU Labour Studies, and funded by Community Savings, is working on a labour history of BC that will likely be finished in 2017. FPSE is starting a project with a student or students from labour studies at SFU to map out and begin working on our storied past, starting with the College Faculties Federation in the 1970s, then CIEA and FPSE. Though the 40th anniversary of CIEA-FPSE is approaching in 2020, I think we should be celebrating 50 years of activism in the post-secondary sphere in BC as the activists of the 1970s were the same ones who created CIEA in 1980.



In closing, words cannot express the thanks I have for President Cindy Oliver, who has led our Federation so ably despite the challenges thrown in our faces by the Liberal government since 2001. FPSE is stronger now, more committed to public education, to fairness and justice for members and students than ever, and we all owe her a huge thank you for all that she has done.

# SECRETARY-TREASURER'S REPORT

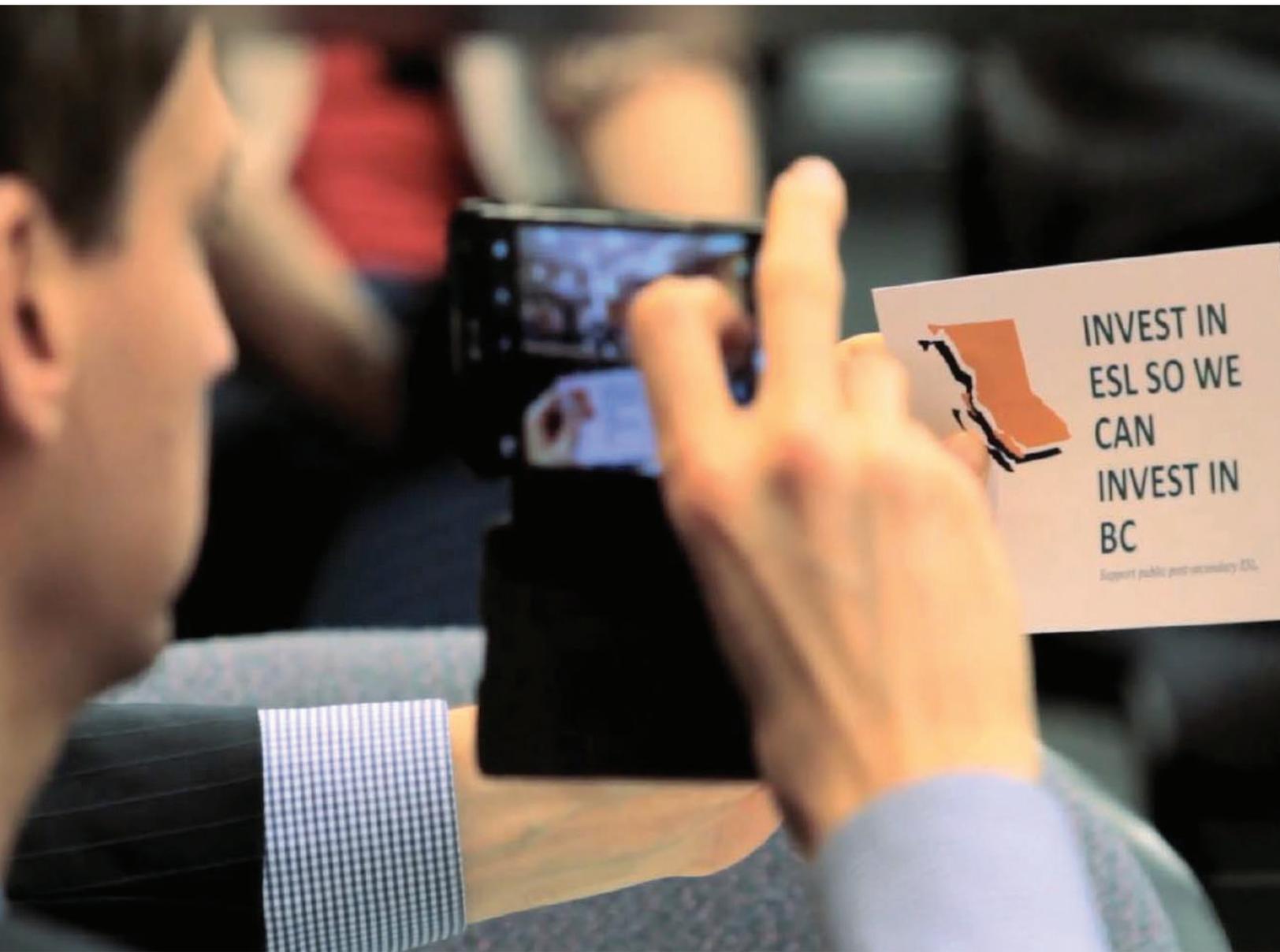
Thanks to the Executive: Dominique Roelants, who left us last August, and Jason Brown since the Special AGM in September, and to Frank Cosco, Terri Van Steinburg and Leslie Molnar. Thanks to all the local Presidents, who put in so much time working for their members and the Federation. And thanks to our committee chairs and members who also do such good work. Special thanks to Financial Coordinator Matt Toma, and to Administrative Coordinators Gisele da Silva, Mary Bruegeman, Nancy Yip, Angela Kenyon, Sara Rozell and Jenny Arsenault, and to our Staff Reps Lesley Burke-O'Flynn, Weldon Cowan, Sean Hillman, Phillip Legg, Leah Squance and Zoe Towle.

Respectfully submitted,

George Davison,  
Secretary-Treasurer



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## EXECUTIVE REPORTS

# 1st VICE-PRESIDENT'S REPORT

*Jason Brown*



**JASON BROWN**

First off, I want to thank all of my colleagues on the Presidents' Council who endorsed me as FPSE First Vice-President last fall when Dominique Roelants stepped down and moved into his new role as Executive Officer of the British Columbia College, Public Service and Teachers' Pension Boards.

As First Vice-President, I continued in the roles that Dominique had already been assigned— Liaison to the Human Rights and International Solidarity Committee, as well as the Disability Management and Rehabilitation Committee. I also served along with Staff Representative Zoe Towle on the Joint Committee on Benefits Administration (JCBA), meeting with other partners to select the successful incoming Employee and Family Assistance Provider. One of my most satisfying roles was supporting FPSE's ESL Matters campaign which was spearheaded by VCCFA. I also enjoyed working closely with Executive colleague Terri Van Steinberg to investigate and report on allegations of a violation of a member's academic freedom at Capilano University. Finally, I participated in the "Standing Up For Standards" panel discussion at SFU Harbour Centre along with Private Sector Locals' (ESEA) President Kevin Drager, VCCFA President Karen Shortt, and FPSE Secretary-Treasurer George Davison, among others. The panel discussion, which focused on the effects of the post-secondary re-engineering agenda for the ESL sector, was well attended thanks to the organizing efforts of Brother Eric Lescarbeau from Local 21.

## ***ESL MATTERS CAMPAIGN***

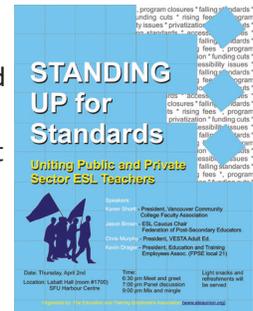
The government's efforts at re-engineering post-secondary have so far hit public sector ESL the

hardest. I took great pleasure in supporting the ESL Matters campaign initiated by VCCFA with funding and logistical support provided by FPSE. The campaign and provincial support helped mitigate further damage from the government's re-engineering agenda as many faculty and students joined with other community supporters for legislative rallies coupled with debates from the floor. FPSE organized the ESL Caucus with representatives from each local to help in the fight against the government's re-engineering plans. We discovered that in addition to the government's blatant withdrawal of funding for some of our most vulnerable immigrant populations, some institutions are finding ways to re-engineer "private pathways" for international students, bypassing public sector ESL instruction through pathways transfer arrangements with private schools. The ESL Caucus decided to organize a face-to-face meeting of both private and public sector ESL instructors to discuss ongoing strategies for battling the cuts to ESL, and we held a very

successful panel discussion earlier this spring with commitments to keep up the fight.

## “STANDING UP FOR STANDARDS” JOINT ORGANIZING EVENT

Kevin Drager, Karen Shortt, George Davison and I teamed up for a joint public/private sector organizing panel event on April 2 at SFU Harbour Centre, “Standing Up for Standards”. Eric Lescarbeau from the private sector organizing team planned and organized the event. Speakers discussed the effects of the governments re-engineering agenda, the need to work together to ensure union density across the system, and solicited suggestions for working together to promote vibrant and healthy ESL programs in the public sector such as ESL for academic credit.



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# 1st VICE-PRESIDENT'S REPORT

## EXECUTIVE LIAISON DUTIES

This year I have served as Executive Liaison to both the Disability Management and Rehabilitation Committee (DMRC) and the Human Rights and International Solidarity Committee (HRISC). Both committees have been very active and have resolutions being brought forward later at this meeting (please see reports and resolutions from the committees for further details).

## CAUT ACADEMIC FREEDOM INVESTIGATION AT CAPILANO UNIVERSITY

Terri Van Steinberg and I have now wrapped up our duties as investigators and writers for CAUT's Ad-hoc Investigation into the Seizure of George Rammell's sculpture, "Blathering on in Krisendom" from the Capilano University Studio Art facility last year. Currently, the draft report is being reviewed by CAUT's legal team and by CAUT's Academic Freedom and Tenure Committee prior to dissemination.

## APPRECIATION

I would like to finish by offering my sincere thanks and gratitude first to President Cindy Oliver who has been extremely supportive. I'd also like to thank Presidents' Council, all of whom patiently helped me transition into this challenging role. Furthermore, I really appreciated the stellar chairing work of Eliza Gardiner and Ann Marie Davison from the HRISC and DMRC respectively, and the advice we all received from Staff Representatives Sean Hillman and Zoe Towle as they worked to keep the committees informed and on track. Finally, I would like to thank Executive colleagues Leslie Molnar, Frank Cosco, Terri Van Steinberg, George Davison and Cindy Oliver as their collective wisdom, hard work and sense of humour kept it all fun.

# 2nd VICE-PRESIDENT'S REPORT

*Frank Cosco*



**FRANK COSCO**

I have continued to support the work of FPSE through working on a variety of assignments and representative functions for the President, Presidents' Council and the Executive.

## **COLLEGE PENSION PLAN**

I have had the pleasure of joining President Cindy Oliver and Secretary-Treasurer George Davison for FPSE as a representative at the College Pension Plan Partners Table and at one all-plan partner meeting. This year was quieter than the year previous as the Board and its officials are busy preparing for the implementation of the agreed-to changes for next January.

I want to salute the work of our two long-time pension trustees, Dominique Roelants and John Wilson. They were dedicated in their advocacy for the best possible plan for our members and have been exemplary in mentoring activists within our federation.

## **BARGAINING**

Terri Van Steinberg (Member-at-Large) and I represented FPSE in its bargaining for a renewed collective agreement with its employees. It was completed within the mandate set by Presidents' Council and conducted in the friendly manner one would expect.

From June to December I accepted the assignment to help shape the shared issues strategy our unions developed and committed to last year. Bob Davis (BCC Chair) joined as co-chair and later Leslie Molnar (Member-at-Large) took over my role. Assisted by Staff Representative Lesley Burke-O'Flynn those locals in the Common Agreement were able to reach

# 2nd VICE-PRESIDENT'S REPORT

a partial tentative agreement in early February. Bargaining for 2014-19 is still not completed for the great majority of locals. When appropriate and as necessary after every round, locals will reflect on the lessons to be learned.

## PENSION ADVISORY COMMITTEE EXECUTIVE LIAISON

This past year has seen PAC exercising its screening function twice in recommending Doug Birtwistle (Local 9)—first to complete Dominique Roleants' 2012-15 term and then as the 2015-18 trustee-designate. PAC has many projects on its workplan and continues to enjoy 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. A special word of appreciation to outgoing Chair Penny Heaslip (Retiree Rep, Local 2) who has done a great job over two years, despite some unusually trying circumstances. And best wishes to incoming Chair, Scott Maclean (14).

## NON-REGULAR FACULTY COMMITTEE EXECUTIVE LIAISON

Teresa Fedorak (02) 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.

FPSE has among 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. FPSE is often invited to events in North America to speak to these issues. 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

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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 should be a way for locals to ensure that when their primary non-regular delegate cannot attend a 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), provides a forum for discussion and union development. Staff Representative Phillip Legg supports the work of the group. This year they met to discuss ways that they may support their own students when they are the victims of wage theft by unscrupulous employers. ETEA also recently hosted a forum at SFU-downtown on issues such as facing the deprofessionalization of the ESL/EAL discipline and building solidarity between unions in the private and public sectors.

## CAMPAIGNS MUST CONTINUE

It was heartening to witness the commitment of FPSE leaders to the campaign ideas raised at last year's AGM. It's the fate of FPSE that it has to be the lead voice in the province against the insidious and continuing hollowing out of the public post-secondary system by the current BC government. If unchecked, they will continue to essentially destroy access as they have with ESL programming or make its continuance a matter of circumstance or good fortune as they have with ABE.

Traditional UT programming is next on their agenda. FPSE must re-commit to its campaigns.

## APPRECIATION

Thanks to 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.

Writing pretty much the same notes of appreciation every year (because they're true) but this year's different. It's the last official opportunity to thank Cindy for her leadership and support.

I've watched her in many venues: from hastily-planked platforms in front of an expectant crowd of protesting students and teachers, to sophisticated chairing roles at large national conventions. She has been and is much more than good at her job; and she knows that her job is with and for workers, which is a proud and righteous place to be and thing to do. She has helped make FPSE a respected, sought-after voice in forums across the country and continent. Her leadership has shaped us and left us such a high standard to strive to maintain. Thank you.

In solidarity,

Frank Cosco  
Second Vice-President

# MEMBER-AT-LARGE REPORTS

*Leslie Molnar*



**LESLIE MOLNAR**

This is my third term as Member-at-Large on the FPSE Executive, and I still am so appreciative of the opportunities this position opens up for me. I get to work with so many smart, dedicated people on a variety of projects – I am very lucky.

I continued my work as Executive Liaison to two FPSE Standing Committees: the Education Policy Committee and the Professional and Scholarly Development Committee. I was also a member of the Post-Secondary Campaign Oversight Committee, and the Finance Sub-Committee. This year, I took on a new role and co-chaired the Provincial Negotiating Committee at the Template Bargaining Table.

## **EDUCATION POLICY COMMITTEE**

EPC is a vibrant, caring committee. This year, they have dealt with the attacks on both English as a Second (or third) Language (ESL) and Adult Basic Education (ABE) at our institutions. In addition, the committee thoroughly discussed a myriad of issues surrounding education technology and our changing classrooms. It is hoped some of the committee's work can inform bargaining working conditions in the next round of bargaining. From this input, Staff Representative Phillip Legg produced the committee's draft paper: *Reboot: Making Education Technology work for Faculty and Students*, which will be considered at this convention.

As funding continues to decrease and as government policies continue to further marginalize groups of adult learners, it is increasingly important that we, both at our locals and through FPSE, lobby for the students our system is shutting out. We must continue to lobby for full funding for ABE and ESL, and

we must hold our institutions accountable for properly allocating the funding directed towards these programs. In addition, it is vitally important to be active on local Education Councils and Senates to make sure Education Policy at our institutions supports access to education for all learners.

I'd like to thank Blair Fisher for his able work as Chair, Phillip Legg for support of the committee, and I'd like to welcome incoming Chair Rocque Berthiaume.

## **PROFESSIONAL AND SCHOLARLY DEVELOPMENT**

This committee is very energized and committed to effectively sharing information. They have started a project of expanding and re-working the information on the PD Comparison Chart. The committee would like to share so much more than just the dollar amount of PD each institution is able to access. Since the PD&SA structure is so different at all the institutions and since many institutions have multiple funds of money and/or committees administering these funds, this project has been a huge undertaking. That being said, the committee has risen to the challenge and has a plan to expand and organize the information.

The committee has been very successful in sharing information by limiting local reports to two highlights and one concern. This format has enabled committee members to quickly identify themes. Lastly, the committee is beginning its task of finding more about Applied Research at each of our institutions.

Thanks to Marcel Dirk for his great work as Chair of this committee, and to Staff Representative Leah Squance for supporting the committee.

## **BARGAINING**

Near the end of January, Cindy appointed me as Co-Chair of the Provincial Bargaining Committee. Bob Davis, Lesley Burke-O'Flynn and I led a team of eight bargainers from the Common Table Signatory locals through eight days of negotiations with PSEA over a period of almost two weeks (last week in January and the first week in February). As you all know, this has been a particularly difficult set of negotiations, complicated by fact we did not coordinate early as a Federation, and we are one of the last groups of unions in the public sector whose contracts were still outstanding. The bargainers, along with observers from other FPSE locals, engaged in animated conversations, pushing PSEA to accept language which would meaningfully benefit our members. It was a tough, contentious, emotional process, as all bargaining is. The tentative settlement, although far from ideal, does provide some improvements for our members and will be part of the settlement package of all of the Common Table Signatories.

## **POST-SECONDARY CAMPAIGN OVERSIGHT SUB-COMMITTEE**

At last year's AGM, there was a motion to spend up to \$1 million from the Defence Fund to launch a public relations campaign to defend post-secondary education. A number of us were appointed to the oversight committee to ensure our dollars were spent in the best possible way. FPSE has been working on this project for almost a year now.

# MEMBER-AT-LARGE REPORTS

Both the ESL and the ABE campaigns are under this umbrella, as is the new website: [opentheodoors.ca](http://opentheodoors.ca)

Now that the campaign has launched, we all need to take the responsibility of sharing updates through our social media contacts and getting the public to see the videos which were produced and to take action on the particular issues being launched at any one time. The software used for the site will enable locals to actively distribute information and engage the public about local and emerging issues.

## FINANCE SUB-COMMITTEE

As one of its tasks, the Finance Sub-Committee oversees the money directed towards organizing the private institutions. As well, the committee, along with Presidents' Council, gave input into the proposed changes to the Defense Fund Investment Policy you will see at this AGM.

## OTHER

I attended the SHARE BC Pension Bootcamp and Pension Forum on February 26 and 27 in Vancouver. This information is good knowledge for anyone to have and is useful for anyone either on or working with PAC. I also sit as Western Member-at-Large for NUCAUT, a nice job as meetings are held via teleconference.

## APPRECIATION

I would like to say a special thank you to Cindy Oliver who has been an exceptional inspiration and mentor for me. I have experienced so much personal and professional growth because of her leadership and the opportunities she has directed my way. Thanks to all the other members of the Executive Committee: George Davison, Frank Cosco, Jason Brown, and Terri Van Steinburg, and to the members of Presidents' Council for their support and good work this year. A special thank you to the FPSE Staff – you are all an invaluable resource and provide so much help on many topics, and are much appreciated.

Respectfully submitted,

Leslie Molnar

# MEMBER-AT-LARGE REPORTS

*Terri Van Steinburg*



**TERRI VAN STEINBURG**

Another busy year has come and gone. This past year my contributions to FPSE have included:

## **FPSE Status of Women Committee**

I have enjoyed being the Executive Liaison to SWC and have enjoyed working with the dedicated women representatives from each local, as well as Chair Joy Gugeler, Local 8, who was re-elected for another term as chair, and Staff Representative Lesley Burke-O'Flynn.

The committee recommended to Presidents' Council that FPSE endorse Up for Debate, a national organization with over 100 organizational members representing 3.5 million Canadians. Up for Debate wants to "see party leaders explain how they plan to build a more equal Canada for us all, and make meaningful commitments to change women's lives for the better, at home and around the world." For International Women's Day, the committee members hosted local photo booths where institution community members had their photos taken holding signs saying why they believe IWD is important to them. Locals submitted the photos, and they will be used for a slide show to be shown at the FPSE AGM.

## **FPSE Workplace Health, Safety and Environment Committee**

What interesting and important work this committee takes on!

This past year, the committee had a presentation from WorkSafe BC. They reported that access to compensation for claims around mental illness has changed since July 2012 due to the bullying and harassment regulations being added. The test for harassment and bullying under the

# MEMBER-AT-LARGE REPORTS

regulations is high, and few people qualify for compensation.

The committee also had a presentation on asbestos by Dr. John Calvert from Simon Fraser University, and a presentation on electromagnetic fields and radio frequency radiation by committee member Tom Rippon.

Congratulations to Reto Riesen, Local 11, who was acclaimed for another term as WHSEC Chair, and thank you to the WHSEC Staff Representative Leah Squance.

## BC FEDERATION OF LABOUR

### Women's Rights Committee

The WRC continued its work on the issue of Missing and Murdered Women in BC, and supports the demand for a national inquiry into missing and murdered women.

The WRC planned and participated in the 4th International World March of Women on March 8, 2015 in the Lower Mainland.

FPSE SWC member Wendy Smith (Local 5) and I attended a training session sponsored by the WRC, "Talking to Your Members". This training focused on member-to-member discussion and engagement on women's issues in the upcoming federal election.

### Trustees Meeting

I have been a trustee of the BC Federation of Labour since 2010 and was re-elected at the November 2014 BC Federation of Labour Convention. Trustees meet several times a year to examine the financial records of the BC Federation of Labour.

## CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

### Collective Bargaining and Economic Benefit Committee

There have been two face-to-face meetings in Ottawa and one electronic meeting of the CBEC. The committee has worked on a number of model language clauses on issues such as: collection and dissemination of faculty equity data; management rights; professional activities; 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 collective agreements across Canada.

The committee also worked on policy statements on tenure and one on the evaluation of research, scholarship and creative activities, among other issues.

## OTHER

In addition to my FPSE Standing Committee work, I also participated on the Bargaining Conference Planning Committee, Climate Survey Working Group and International Solidarity Fund Committee.

On behalf of Cindy Oliver and FPSE, I spoke at the Douglas College Student Association Town Hall meeting along with MLA and Advanced Education Critic Kathy Corrigan and Health Critic and MLA Judy Darcy. The Town Hall was held to discuss the elimination of ESL for domestic students at Douglas College. The students who spoke were amazing, articulate, and passionate about access to ESL. It is truly a shame what this government is doing to developmental education in this province.

I was honoured to be invited to be the keynote speaker at the United Way of the Lower Mainland Labour Kick Off breakfast.

I was elected Vice-President at the 2014 National Union of the Canadian Association of University Teachers convention. The Executive has had teleconferences this past year dealing with regular business and a variety of other issues.

I want to thank and acknowledge the work of the Executive: Cindy Oliver, George Davison, Jason Brown, Frank Cosco and Leslie Molnar. It has been a real pleasure working with you.

Thanks also to members of Presidents' Council who ably represent their locals and our Federation with passion and commitment.

I have appreciated the opportunity to serve you this past year and thank you for your continued activism and advocacy on behalf of Federation.

Respectfully submitted,

Terri Van Steinburg



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