



Federation of  
Post-Secondary Educators  
of BC

# **MINUTES OF THE 2013 ANNUAL GENERAL MEETING**

**COAST BASTION INN  
NANAIMO, BC**

**SESSION I:**

Wednesday, May 15, 2013

**SESSION II:**

Thursday, May 16, 2013

**SESSION III:**

Friday, May 17, 2013



## 2013 ANNUAL GENERAL MEETING

Ballroom  
Coast Bastion Inn  
Nanaimo, BC

**Session I: Wednesday, May 15, 2013**  
10:30 - 17:00 hours

### DELEGATES AND GUESTS IN ATTENDANCE

#### Provincial Officers:

President .... Cindy Oliver  
First Vice-President .... Dominique Roelants  
Second Vice-President .... Frank Cosco  
Secretary-Treasurer .... George Davison

#### Delegates:

Local 1: Capilano University Faculty Association	Joanne Quirk Melanie Fahlman-Reid Pat Hodgson Susan Le Blanc Gordon Rudolph	Carolyn Beatson Colin Gilker David Lambert Rae Nickolichuk John Wilson
Local 2: Thompson Rivers University Faculty Association	Jason Brown ( <i>Executive Member-at-Large</i> ) Lloyd Bennett Bernard Igwe Peggy McKimmon Christina Nilsen Brenda Smith John Turner	Derek Cook Star Mahara Chris Montoya Bill Roberts Kim Tamblyn
Local 3: Faculty Association of the College of New Caledonia	David Rourke Jan Mastromatteo Katherine Watmough	Roberta Long Dana Parmenter
Local 4: Douglas College Faculty Association	Len Millis Ron Brown Natasha Davidson Chris Maguire Erin Rozman Sarah Stephens	Michael Belfare Stephen Crozier Jennifer Kirkey Roberta Mercier Lynette Sigola

Local 5: Kwantlen Faculty Association	Terri Van Steinburg George Broderick Roger Cannon Gillian Dearle Sven Rohde Takashi Sato Barbara Thomas-Bruzzese Jennifer Wolf	Wendy Belter Bill Burgess Bob Davis Suzanne Pearce Robyn Rushford Jeffrey Shantz Diane Walsh
Local 6: College of the Rockies Faculty Association	Leslie Molnar ( <i>Executive Member-at-Large</i> ) Rezin Butalid	Joan Kaun
Local 7: University of the Fraser Valley Faculty & Staff Association	Virginia Cooke Kathy Gowdridge Curtis Magnuson David Shayler	Connie Cyrull Vicki Grieve Sean Parkinson Rhonda Snow
Local 8: Vancouver Island University Faculty Association	Marni Stanley Clay Armstrong Johnny Blakeborough Eliza Gardiner Mandy Hayre Deborah Torkko	Chris Alemany Jean Blackburn Chris Burnley Joy Gugeler Donna Kurulak Alanna Williams
Local 9: Okanagan College Faculty Association	Sharon Josephson Michelle Nicholson Tim Walters	Nolan Fretz Alan Rice Rod Watkins
Local 10: Selkirk College Faculty Association	David Feldman Lui Marinelli	Elizabeth Lund Leanne Reitan
Local 11: Academic Workers' Union	Rocque Berthiaume Sheree Ronaasen	Mia Reimers
Local 12: Camosun College Faculty Association	Kelly Pitman Candace Fertile Debbie Gascoyne Judith Hunt Phyllis Manchester-Duvall	Jan Cohen Blair Fisher Debbie Hlady Mark Kunen Tom Rippon
Local 14: Langara Faculty Association	Lynn Carter Alison Curtis Julia Denholm Scott McLean Susan Weber	Peter Babiak Bradley Hughes Deb Filleul Claude Painter

Local 15: Vancouver Community College Faculty Association	Karen Shortt Heather Chan Kathy O'Donnell Settimio Sicoli Maggi Trebble Matt Wheatley	David Branter John Demeulemeester Lorraine Rehnby Taryn Thomson Mike Tunnah
Local 16: North Island College Faculty Association	Shirley Ackland Sherrie Wang	Janis Almond Lesley Watts
Local 17: Thompson Rivers University Open Learning Faculty Association	John O'Brien	Juan Caldera
Local 19: Nicola Valley Institute of Technology Employees' Association	Sharon McIvor	Nedra McKay
Local 21: Private Sector Faculty and Staff Association	Michael Wicks Charles Boylan	Nickola Beauregard Graeme Cheatle
Local 22: Emily Carr University of Art + Design Faculty Association	Rita Wong Danuta Zwierciadlowski	Peg Campbell

**Standing Committee Chairs:**

- Bob Davis (Local 5) .....Chair, Bargaining Coordination Committee
- Ann Marie Davison (Local 5) .....Chair, Disability Management & Rehabilitation Committee
- Blair Fisher (Local 12).....Chair, Education Policy Committee
- Eliza Gardiner (Local 8).....Chair, Human Rights & International Solidarity Committee
- Teressa Fedorak (Local 2) .....Chair, Non-Regular Faculty Committee
- Penny Heaslip (Local 2 Ret) .....Chair, Pension Advisory Committee
- Bob Fuhr (Local 5).....Chair, Professional & Scholarly Development Committee
- Joy Gugeler (Local 8).....Chair, Status of Women Committee
- Reto Riesen (Local 11).....Chair, Workplace Health, Safety & Environment Committee

**Guests:**

- Nora Young ..... Keynote Speaker, Host, CBC's *SPARK*
- Geraldine Manson.... Elder, Snuneymuxw Nation
- Katie Marocchi ..... Chair, Canadian Federation of Students-BC
- Anna Beukes ..... Vice-President, Alberta Colleges & Institutes Faculties Association (ACIFA)
- Jim Sinclair..... President, BC Federation of Labour
- Irene Lanzinger..... Secretary-Treasurer, BC Federation of Labour
- Darryl Walker ..... President, BC Government & Service Employees' Union (BCGEU)
- Teresa Place ..... President, BCIT Faculty & Staff Association

Paul Reniers ..... Executive Director, BCIT Faculty & Staff Association  
 Danny Mallett ..... Executive Assistant to the President, Canadian Labour Congress (CLC)  
 Barry O'Neill ..... General Vice-President, CUPE National  
 Paul Faoro ..... Secretary-Treasurer, CUPE BC  
 Mark Hancock ..... President, CUPE BC  
 Dileep Athaide ..... Resource Dev't Coordinator (Labour), United Way, Lower Mainland  
 Doug Baer ..... Vice President, Confederation of University Faculty Assns of BC (CUFA/BC)  
 George Davison ..... President, National Union of Canadian Assn of University Teachers

**FPSE Staff:**

Gisele da Silva .....Administrative Coordinator  
 Nancy Yip .....Administrative Coordinator  
 Jenny Arsenault .....Administrative Coordinator  
 Matt Toma .....Financial Coordinator  
 Lesley Burke-O'Flynn .....Staff Representative  
 Weldon Cowan .....Staff Representative  
 Sean Hillman .....Staff Representative  
 Phillip Legg .....Staff Representative  
 Jeff McKeil .....Staff Representative  
 Zoe Towle .....Staff Representative

**1. Call to Order**

The meeting was called to order at 10:30 hours by FPSE President Cindy Oliver. Members opened the meeting by singing *Solidarity Forever*.

Cindy introduced Geraldine Manson, Cultural Advisor for the Snuneymuxw Nation and Elder-in-Residence at Vancouver Island University, who greeted our delegation to her traditional territory.

President Oliver opened the meeting by welcoming the delegates to the 33rd FPSE AGM and Convention and thanking the host Local 8, Vancouver Island University Faculty Association, and the FPSE staff. She introduced and thanked FPSE Executive Committee members, Presidents' Council and the Standing Committee Chairs and members.

**2. President's Report and Presentation, on behalf of Presidents' Council**

President Cindy Oliver outlined the challenges facing post-secondary educators in light of the recent provincial election. While the outcome was disappointing, the election results have not altered the fundamental view that post-secondary education is a critical element to BC's long term social and economic success.

The fact that a more progressive government was not elected on May 14th only serves to remind delegates how important their continued activism is.

Oliver also stressed the important work that FPSE staff, Executive and Local Presidents have done over the last year, work that better positions our members to defend faculty, staff and their institutions in the years ahead. Oliver pointed to the success that provincial public sector unions had in overcoming the BC Liberals' so-called zero mandate approach to provincial bargaining. The coordinated strategy, that all BC Fed affiliates followed, led to a 4% wage increase over two years.

Oliver also talked about the importance of FPSE's 2013-14 Action Plan. That document details a number of specific actions that the Federation will advance over the next twelve months. As well, Oliver pointed to a draft policy document, *Charting a New Course 2.0*, as another element in FPSE's approach to renewing post-secondary education in BC. Both the Action Plan and the policy document provide specific measures for improving the funding and working conditions in our institutions.

President Oliver also stressed the importance of collective bargaining for FPSE locals in 2014. The pressure to counter what may well be another push by the BC Liberals for concession bargaining when the current contracts expire in March 2014 will require careful coordination both within the post-secondary education sector and, as well, across all sectors that are part of the broader provincial public sector. FPSE will continue to work with other provincial public sector unions and the BC Federation of Labour to ensure that a coordinated approach is maintained in 2014. As well, FPSE will contribute to the research and advocacy efforts that may be part of the BC Fed's public sector campaign.

And finally, President Oliver emphasized the importance of solidarity, both within our Federation and across the broader labour movement. That solidarity plays a critical role, not only in protecting the rights of members, but also improving the working conditions within our institutions.

In concluding her comments to the convention, Oliver thanked the delegates, their local executive members, members of Presidents' Council, Executive Committee members and FPSE staff for their continued support for the federation.

### **3. AGM Proceedings**

#### Rules of Order

Secretary-Treasurer George Davison read the AGM Rules of Order.

#### Harassment Policy and Introduction of Ombudspersons

The Secretary-Treasurer read the harassment policy and introduced the two ombudspersons appointed by Presidents' Council for the Convention: Joanne Quirk (Local 1) and John O'Brien (Local 17).

### Introduction of Nominations and Resolutions Committee Members

The Secretary-Treasurer announced that the Nominations Committee members, wearing red ribbons, were David Feldman, Chair (Local 10), and Sharon Josephson (Local 9).

Members of the Resolutions Committee, wearing blue ribbons, were Dominique Roelants, Chair (1st Vice-President ), Terri Van Steinburg (Local 5), Lynn Carter (Local 14), and FPSE Staff Representative Phillip Legg.

#### **4. Verification of Proxies**

Secretary-Treasurer George Davison verified proxy forms received from member locals, and voting cards were distributed with the following delegate entitlements for the 2013 AGM:

Local 1	Capilano University Faculty Association .....	9
Local 2	Thompson Rivers University Faculty Association .....	12
Local 3	Faculty Association of the College of New Caledonia .....	6
Local 4	Douglas College Faculty Association .....	12
Local 5	Kwantlen Faculty Association.....	15
Local 6	College of the Rockies Faculty Association.....	3
Local 7	University of the Fraser Valley Faculty & Staff Association.....	11
Local 8	Vancouver Island University Faculty Association .....	10
Local 9	Okanagan College Faculty Association .....	6
Local 10	Selkirk College Faculty Association.....	4
Local 11	Academic Workers' Union ... ..	2
Local 12	Camosun College Faculty Association .....	10
Local 14	Langara Faculty Association .....	10
Local 15	Vancouver Community College Faculty Association.....	11
Local 16	North Island College Faculty Association .....	4
Local 17	Thompson Rivers University Open Learning Faculty Association .....	2
Local 19	Nicola Valley Institute of Technology Employees' Association.....	2
Local 21	Private Sector Faculty & Staff Association of BC.....	4
Local 22	Emily Carr University of Art & Design Faculty Association.....	3
TOTAL.....		136

MS (Secretary-Treasurer, Local 6)

**[1] That the voting entitlement be adopted.**

CARRIED



**5. Approval of the Agenda**

MS (Local 15, Local 10)

**[2] That the agenda be approved as presented.**

CARRIED

**6. Approval of the Minutes of the 2012 Annual General Meeting**

MS (Local 5, Local 14)

**[3] That the minutes of the 2012 AGM be approved as presented.**

CARRIED

**7. Business Arising from the Previous Minutes**President's Report on Action Resolutions of the 2012 AGM

President Oliver reported on actions taken on the resolutions of the previous Annual General Meeting.

MS (Local 2, Local 5)

**[4] To receive the President's Report on Action Resolutions of the 2012 Annual General Meeting.**

CARRIED

President Oliver introduced BCIT Faculty & Staff Association President Teresa Place and Executive Director Paul Reniers. NUCAUT President George Davison then brought greetings to the delegates and highlighted the activities of that organization.

**8. Other Reports from the Executive Committee**Secretary-Treasurer's and Auditors' Reports

Secretary-Treasurer George Davison presented the above reports.

He highlighted several areas in his written report, including a list of various functions that he attended and participated in. Davison thanked the President, Executive and Presidents' Council; he thanked the staff for their work, as well as his family.

MS (Secretary-Treasurer, Local 2)

**[5] To receive the Secretary-Treasurer's report.**

CARRIED

MS (Secretary-Treasurer, Local 9)

**[6] To receive the Auditors' reports.**

CARRIED

Vice-Presidents' Reports

First Vice-President Dominique Roelants referred to his report in the handbook, mentioning that the Disability Management & Rehabilitation Committee, of which he is the Executive Liaison, had developed a survey on the processes for claiming STD and LTD.

Second Vice-President Frank Cosco highlighted his report, in particular emphasizing the importance of conferences such as the joint FPSE Non-Regular Faculty Committee and CAUT CAS (Contract Academic Staff) Conference held last September.

Members-at-Large Reports

Member-at-Large Leslie Molnar (Local 6) highlighted her report and announced that this was her first year as a Member-at-Large. She had attended the Summer Institute for Union Women in July 2012 and found it very inspiring. She concluded by thanking the delegation for the experiences she's had.

Member-at-Large Jason Brown (Local 2) also mentioned that this too was his first year as a Member-at-Large and he highlighted his report. Brown has served as Executive Liaison on the Workplace Health, Safety & Environment Committee and has worked with Secretary-Treasurer George Davison on the Administrative Density Research project as well as on the ESL Caucus with Vice-President Frank Cosco, Karen Shortt (Local 15) and Michael Wicks (Local 21).

MS (Local 12, Local 8)

**[7] That the reports of the FPSE Executive Officers be received.**

CARRIED

**9. Call for Nominations**

David Feldman, Chair of the Nominations Committee, announced the nominations received to date:

- Cindy Oliver (Local 6), nominated for the position of President by Leslie Molnar (Local 6);
- Dominique Roelants (Local 8), nominated Joanne Quirk (Local 1) for the position of First Vice-President;

- Frank Cosco (Local 15), nominated by Lynn Carter (Local 14) for the position of Second Vice-President;
- George Davison (Local 3), nominated by Shirley Ackland (Local 16) for the position of Secretary-Treasurer.

He then made the first call for nominations from the floor; none were received.

The meeting recessed for lunch. President Oliver called the meeting back to order at 14.00 hours.

MS (Local 2, Local 12)

**[8] To forego the Action Plan breakout group sessions and continue on in the agenda.**

CARRIED

#### **10. Ratification of Policy Resolutions from Presidents' Council 2012/2013**

MS (Presidents' Council, Local 12)

**[9] To approve the 2013/2014 Action Plan.**

CARRIED

MS (Presidents' Council, Local 14)

**[10] To adopt the report from the Ad Hoc Committee on the Effects of the Removal of Mandatory Retirement.**

CARRIED

MS (Presidents' Council, Local 16)

**[11] To adopt [the proposed] changes to the Pension Trustee Nomination Policy.**

CARRIED

MS (Presidents' Council, Local 4)

**[12] To adopt *Charting a New Course 2.0*.**

CARRIED

MS (Presidents' Council, Local 6)

**[13] That FPSE endorse the Community Plan for a Public System of Integrated Early Care and Learning.**

CARRIED

MS (Presidents' Council, Local 11)

**[14] To adopt the report from the Advisory Committee on Policy and Archiving.**

CARRIED

MS (Presidents' Council, Local 15)

**[15] That FPSE endorse the Green Jobs Strategy for BC.**

CARRIED

MS (Presidents' Council, Local 12)

**[16] [To] endorse the Pension Advisory Committee's recommendation of Candace Fertile (12) as trustee designate.**

CARRIED UNANIMOUSLY

The meeting then recessed at 16:45 hours.

---

## 2013 ANNUAL GENERAL MEETING

Ballroom  
Coast Bastion Inn  
Nanaimo, BC

**Session II: Thursday, May 16, 2013**  
09:00 –17:00 hours

President Cindy Oliver called the meeting to order at 09:00 hours. She introduced Keynote Speaker Nora Young, host of CBC's *Spark*, who addressed the delegates on the topic of 'big data' and its impact on education and educators.

The meeting reconvened at 10.00 hours.

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

MS (Presidents' Council, Local 2)

#### **[17] To adopt the ESL Caucus Report.**

##### Amendment

MS (Local 1, Local 2)

#### **[17.1] To make the following edits:**

- **Add 8.1-16: re: funding and community delivery**
- **Add 8.1-11: "and citizens" after immigrant students**
- **Add 8.2.2-5: Ownership of "private institution and full financial transparency of both public and private institutions involved in delivering ELT".**

CARRIED

MAIN MOTION CARRIED AS AMENDED

Members then watched several ETEA (Local 21) videos about organizing, followed by a short break.

The meeting continued at 10.45 hours.

## 11. Call for Nominations

David Feldman, Chair of the Nominations Committee, reviewed the nominations received to date, and made the second call for nominations from the floor; none were received.

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

Secretary-Treasurer George Davison then took the chair to present the proposed budget.

MS (Secretary-Treasurer, Local 3)

### **[18] To adopt the 2013/2014 Operating Budget.**

CARRIED

MS (Secretary-Treasurer, Local 10)

### **[19] To adopt the 2013/2014 Capital Budget.**

Friendly amendment

#### **[19.1] To amend the Capital Budget to reflect the actual expenditure of \$40,000 for office renovations.**

CARRIED

President Oliver introduced Dr. Anna Beukes, Vice-President of ACIFA, who brought greetings to the meeting. Members then recessed for lunch. Over lunch, Daniel Mallette from the CLC presented on their latest campaign "Together Fairness Works".

The meeting reconvened at 13:35 hours.

MS (Secretary-Treasurer, Local 3)

### **[20] That FPSE support the Canadian Labour Congress "Together Fairness Works" campaign.**

CARRIED

## 12. Special Resolution: By-Law Amendments

MS (Presidents' Council, Local 21)

### **[21] To amend the FPSE By-Laws as indicated:**

- (1) *1.2.2 Where no local association exists at a college or institute an institution, or where a local association is not a regular or associate*

*member, individual faculty members may elect to become provincial members of this Federation. ...*

- (2) *9.4 ... Regular members and associate members that become regular members or that opt into the Defence Fund ~~and regular members that join after the charter period (May 31, 1986 to June 30, 1986)~~ shall not be eligible to receive financial payments from the Fund until at least six (6) months after joining the Fund. ...*
- (3) *10.1 ... An amendment shall take effect on the date passed of its acceptance by the registrar as being in compliance with the Society Act, or, when the amendment is accepted by the registrar and a later date is or as specified in the amendment, on that later date.*

CARRIED

MS (Local 16, Local 11)

**[22] To ensure the By-Law amendments comply with the statute(s).**

CARRIED

**13. Final Call for Nominations and Elections**

David Feldman, Chair of the Nominations Committee, called for final nominations from the floor. Receiving none, he declared the nominations closed. He then implemented By-Law 3.9 and announced that:

- Cindy Oliver (Local 6) was declared President by acclamation;
- Dominique Roelants (Local 8) was declared First Vice-President by acclamation;
- Frank Cosco (Local 15) was declared Second Vice-President by acclamation;
- George Davison (Local 3) was declared Secretary-Treasurer by acclamation.

President Oliver introduced Brother Jim Sinclair, President of the BC Federation of Labour, who addressed the delegates, followed by a short break.

The meeting was called back to order at 15.20 hours. Katie Marocchi, BC Chair of the Canadian Federation of Students, brought greetings to the delegates. The meeting then resumed.

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

MS (Presidents' Council, Local 6)

**[23] That FPSE support a change in the reduction factors applied to pensions taken early provided that the money saved is first used to increase the accrual rate as much as possible on income under the YMPE.**

CARRIED

#### 14. Reports and Resolutions from Standing Committees

(a) Bargaining Coordination Committee

Chair Bob Davis (Local 5) presented the report, and thanked Staff Representative Jeff McKeil, VP Frank Cosco and the BCC caucus for their work in bargaining at the template table.

(b) Contract Administration Review Committee

Chair Lui Marinelli (Local 10) presented his report.

(c) Disability Management & Rehabilitation Committee

Chair Anne Marie Davison (Local 5) presented the committee's report.

MS (DMRC, Local 8)

**[24] That FPSE approve the Satisfaction Survey and allocate the required resources for the distribution and analysis of the survey.**

CARRIED

(d) Education Policy Committee

Outgoing Chair Chris Montoya (Local 2) thanked the members for their hard work. New Chair Blair Fisher (Local 12) then presented their report.

(e) Human Rights & International Solidarity Committee

Chair Eliza Gardiner (Local 8) presented her report.

MS (HRISC, Local 4)

**[25] That FPSE strongly recommend to the locals that Academic Freedom, as defined by CAUT, be a high priority for bargaining in the next round.**

CARRIED

MS (HRISC, Local 8)

**[26] That the 2013/2014 budget include \$5,000 for human rights and international solidarity events focusing on water, to be administered pursuant to FPSE policy.**

CARRIED

(f) Non-Regular Faculty Committee

Chair Teresa Fedorak (Local 2) gave the report from the Non-Regular Faculty Committee.



MS (NRFC, Local 5)

*WHEREAS the CAUT pro rata model features three equally valued and inseparable components: teaching, service and scholarly activities:*

**[27] BE IT RESOLVED THAT:**

- (a) FPSE educate members about and promote the CAUT model for purposes of bargaining;**
- (b) FPSE recommend to locals that non-regular faculty be canvassed and encouraged for participation on both union and institutional committees;**
- (c) Locals work to open access for non- governance bodies which include faculty within the institution; and**
- (d) The scholarly activity component be defined broadly as publication, research, creative processes, scholarly teaching, and other professional activities.**

CARRIED

MS (NRFC, Local 12)

**[28] That FPSE organize a regional non-regular meeting for the fall of 2013.**

Friendly amendment

**[28.1] To replace “conference” with “meeting”.**

CARRIED

MS (NRFC, Local 10)

**[29] That locals be encouraged to inform non-regulars about the College Pension Plan and encourage them to join immediately upon hire.**

CARRIED

MS (NRFC, Local 22)

**[30] That FPSE develop and distribute enhanced campaign materials for the 2013 FEW campaign and that FPSE provide locals with assistance to promote and organize effective campaigns.**

CARRIED

(g) Pension Advisory Committee

Chair Penny Heaslip (Local 2, Retired) presented the committee’s report.

MS (PAC, Local 2)

**[31] That the PAC Sub-Committee Report on Pension Policy be adopted.**

Friendly amendment

**[31.1] To include: "... pension promise and delivering an acceptable rate of return".**

CARRIED

MS (PAC, Local 2)

**[32] That FPSE provide information on benefit plan options for retirees.**

CARRIED

MS (PAC, Local 16)

**[33] That FPSE support the efforts of the BCRTA Post-Secondary Branch to be a voice for retired College Pension Plan members.**

CARRIED

MS (PAC, Local 5)

**[34] That FPSE appoint a formal liaison to attend BC FORUM meetings.**

CARRIED

MS (PAC, Local 6)

**[35] That FPSE encourage members to join BCRTA Post-Secondary Branch.**

CARRIED

MS (PAC, Local 2)

**[36] That FPSE encourage members to join BC FORUM.**

CARRIED

(h) Professional & Scholarly Development Committee

Chair Bob Fuhr (Local 5) gave the report from the Professional & Scholarly Development Committee.

(i) Status of Women Committee

Outgoing Chair Candace Fertile (Local 12) and incoming Chair Joy Gugeler (Local 8) presented their report.

MS (SWC, Local 12)

- [37] That FPSE encourage locals to provide dependent care or reimburse dependent care costs for local union events (i.e., childcare, eldercare, disabled care).**

CARRIED

MS (SWC, Local 11)

- [38] That FPSE lobby the federal government through the CLC and CAUT to bring back the Ministry for Women’s Equality and funding for women’s initiatives.**

CARRIED

- (j) Workplace Health Safety and Environment Committee

Chair Reto Riesen (Local 11) presented the committee’s report.

MS (WHSEC, Local 4)

- [39] That the BC Fed Health and Safety Centre be asked to present its Committee Effectiveness course to the WHSEC during its Fall 2013 meeting.**

CARRIED

MS (WHSEC, Local 22)

- [40] That FPSE collect information on lockdown procedures at the various campuses, as per the report on working alone policies, and report back to the committee for the next meeting.**

CARRIED

- (k) Private Sector Locals & Organizing Committee

Chair Michael Wicks (Local 21) gave a verbal report. He then played a number of short workplace organizing videos.

MS (Local 14, Local 19)

- [41] To receive the reports from the Standing Committees.**

CARRIED

The meeting recessed for the evening at 17.00 hours

---

## 2013 ANNUAL GENERAL MEETING

Ballroom  
Coast Bastion Inn  
Nanaimo, BC

**Session III: Friday, May 17, 2013**  
09:00 - 10:10 hours

President Cindy Oliver called the meeting to order at 09.00 hours

### 15. Other Resolutions

(a) Member Locals

LOCAL 1: CAPILANO UNIVERSITY FACULTY ASSOCIATION

MS (Local 1, Local 8)

*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;*

**[42] BE IT RESOLVED THAT FPSE work on developing a model for phased/ partial retirement pursuant to the “Report on the Removal of Mandatory Retirement” that it will make every attempt to include the following actions as top priorities:**

- 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.**

CARRIED

LOCAL 15: VANCOUVER COMMUNITY COLLEGE FACULTY ASSOCIATION

MS (Local 15, Local 16)

*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;*

**[43] FPSE WILL 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.**

CARRIED

MS (Local 15, Local 6)

*BECAUSE*

- 1) *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; and*
- 2) *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;*

**[44] BE IT RESOLVED THAT, after review of its current policy and after consultation with locals, FPSE develop a provincial governance lobby.**

CARRIED

MS (Local 15, Local 8)

*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;*

**[45] FPSE WILL lobby 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.**

Motion to refer

MS (Local 14, Local 11)

**[45.1] To refer the above resolution.**

CARRIED

MAIN MOTION REFERRED

(b) Resolutions from the Floor

MS (Local 2, Local 4)

**[46] Notwithstanding Policy V. 3.10, FPSE will dedicate up to \$100,000 from the Defence Fund to fund an organizing drive at those locals where the work of bargaining unit members is being moved outside the bargaining unit.**

CARRIED UNANIMOUSLY

MS (Local 22, Local 8)

**[47] FPSE WILL encourage locals to support Reconciliation Canada activities in September 2013; and send a letter of appreciation to Reconciliation Canada for its work.**

CARRIED

MS (Local 4, Local 15)

**[48] FPSE WILL:**

- 1) Give top priority to supporting and coordinating the locals engaged in collective bargaining, and**
- 2) Through its membership in the BCFED, urge all public sector unions in BC to form a united front to advance the wages and working conditions of public sector workers.**

CARRIED

MS (Local 22, Local 8)

**[49] FPSE WILL encourage public education about Thornton Park and December 6th by respecting the need for a place to recognize, remember, and honour women who have experienced violence. Specifically, it will support ROSE (Remember Our Sisters Everywhere) by writing a letter to the City of Vancouver Public Art Committee and Parks Board requesting that the location of the Irish Monument be seriously reconsidered and moved to another park.**

CARRIED

**[50] FPSE WILL amend policy 1.2.1 to read as follows:**

**“Receipted childcare dependent care expenses (i.e., childcare, eldercare, disabled care), will be covered for members on all FPSE business.”**

CARRIED

MS (Local 2, Local 15)

**[51] FPSE WILL reimburse claims for receipted pet boarding expenses.**

Motion to refer

MS (Local 14, Local 8)

**[51.1] To refer the above resolution.**

CARRIED

MAIN MOTION REFERRED

President Cindy Oliver thanked the members of the Resolutions Committee, Dominique Roelants (Ex), Terri Van Steinburg (Local 5), Lynn Carter (Local 14) and Staff Representative Phillip Legg, for their work.

**16. Host and Location of 2014 Convention**

President Oliver extended her thanks to Marni Stanley, President of Local 8, Vancouver Island University Faculty Association, and the local organizing committee for hosting this year’s convention.

Next year’s AGM & Convention will be held in Whistler, BC, May 13 -16, 2014, and will be hosted by Local 15, the Vancouver Community College Faculty Association.

**17. Other Business**

No other business was forthcoming.

President Oliver once again thanked the FPSE staff for all their work in planning and staffing the 2014 AGM and Convention. She also thanked the unionized staff at the Coast Bastion Inn.

Terri Van Steinburg (Local 5), on behalf of the 2013 delegation, expressed thanks to President Cindy Oliver.

*Solidarity*, the winner of the CLC “One Minute Message” video contest, was shown, ending the proceedings on a very positive note.

**18. Adjournment**

MS (Local 8, Local 16)

**[52] That the meeting be adjourned.**

CARRIED

The meeting adjourned at 10:10 hours.





**FEDERATION OF POST-SECONDARY EDUCATORS**