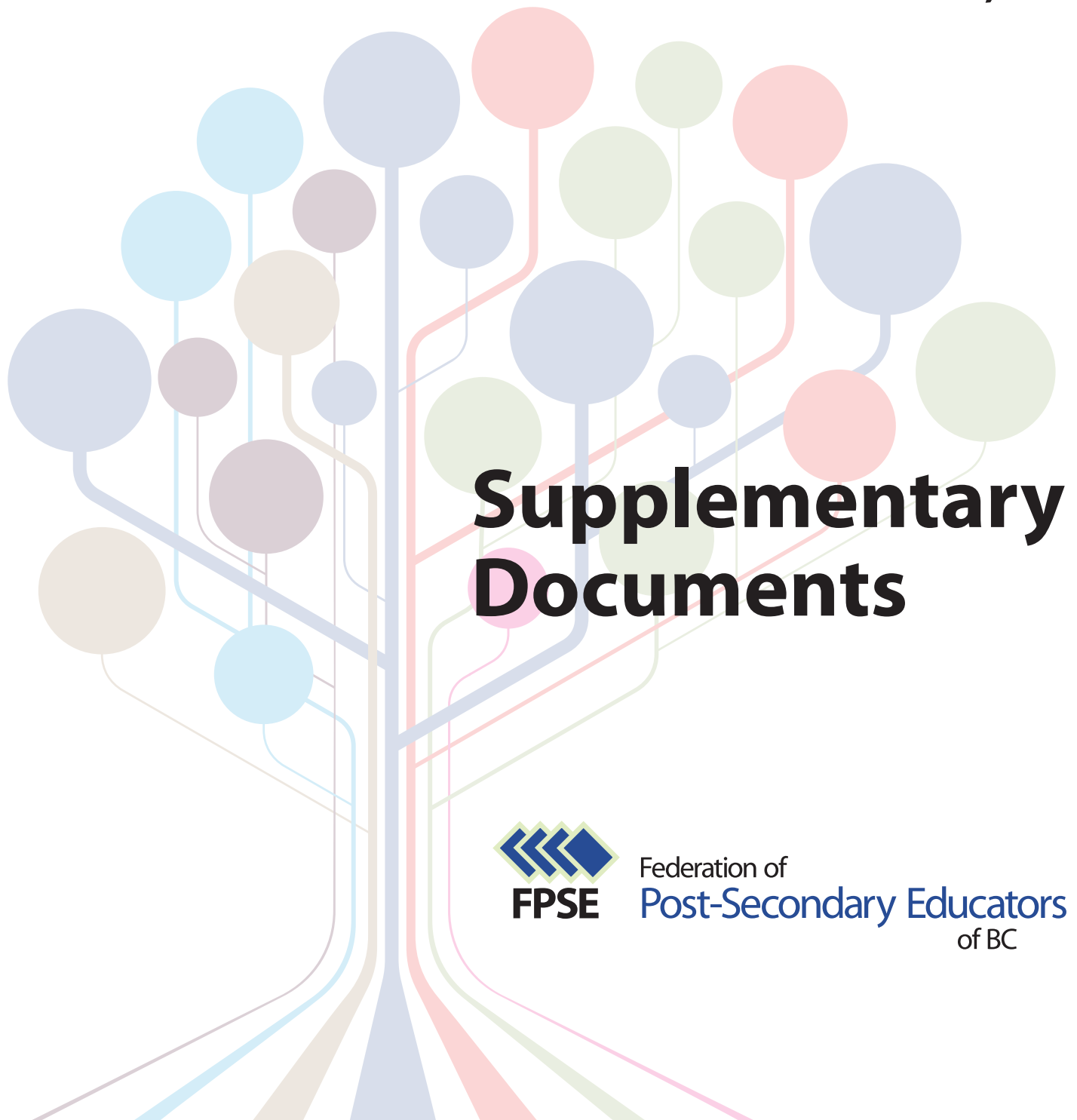


The Right to Learn

34th AGM & Convention

May 13-16, 2014

Whistler, BC



Supplementary Documents



Federation of
Post-Secondary Educators
of BC

FPSE-Sponsored Events Policy

APPROVED BY PRESIDENTS' COUNCIL 13.06.20

Preamble

FPSE may facilitate activities at its different locals by using its resources to coordinate the activities at multiple locals to help reduce costs or by providing a direct subsidy at the local level.

In some instances it may make sense to work with other unions or community groups to provide professional development and/or educational opportunities. Collaborations on such activities or events would include FPSE's input and guidance. Further, if the FPSE Local's name is being used in promoting the event, that Local has an interest in being actively involved in the organization of the event and any other surrounding activities.

For the above reasons, the following shall apply to any events which are supported directly or indirectly by FPSE. An event is indirectly supported by FPSE if the FPSE name is used to promote the event, but no financial support is provided. An event is directly supported by FPSE if FPSE provides financial support to hold the event.

Policy

If FPSE is indirectly sponsoring an event, a Local contact person will consult with the host FPSE Local's executive about any event taking place at that Local's campus(es). If the event includes off-campus activities in coordination with another union or community group, the Local contact person will inform the host FPSE Local's executive of the planned activities.

If FPSE is directly sponsoring an event, in addition to the above, the Local executive will consult with the FPSE President or designate about any planned event that will be funded wholly or partially by FPSE.

If FPSE's name is to be used on any promotional materials, the use of FPSE's name must be approved by the FPSE President or designate.

**Recommendations of the Sub-Committee
to Review HRISC Terms of Reference**

APPROVED BY PRESIDENTS' COUNCIL 14.03.20

[FPSE 2013 Policy & Procedures Manual, p. 26-27]

Composition:

To add:

Locals should consider including their HRISC member on their local executive.

Chairperson:

To change the third paragraph to read as follows:

The Chairperson or designate shall have observer status at meetings of the Presidents' Council with voice but no vote. The responsibility of the Chairperson includes attendance by the Chairperson or designate at Presidents' Council meetings upon request of the FPSE President.

To replace the last paragraph with the following:

The duly elected Chairperson of committee must be the designated representative of a local to continue being Chairperson.

Policy Statement

That the Policy Statement be revised as follows:

Subject to the Responsibilities identified below, the HRISC will:

- ~~To~~ Promote human rights protection and education among faculty and staff, students and administrators.
- ~~To~~ Join with existing human rights groups within the community for the purpose of exchange of information and the promotion of strengthened human rights protection in BC.
- ~~To~~ Preserve and enhance fundamental standards of humanity, peace and human rights legislation, on the national as well as the international level.
- ~~As peace is essential to ensuring the quality of life, to~~ Work cooperatively with national and international NGOs and labour organizations whose mandate it is to promote human rights worldwide, as peace is essential to ensuring the quality of life.

Responsibilities

To revise as follows:

2. To ensure that sufficient human rights protection is available to members through improvement of provisions of collective agreements and the establishment of policies in their institutions.

5. To join with other groups/individuals in the community to support issues of mutual interest, with the approval of Presidents' Council.
6. ~~To liaise with the locals' other committees on matters concerning human rights.~~
7. To monitor the progress of human rights protection in the members' institutions.
8. To recommend to Presidents' Council that the committee liaise with specific local, provincial, national and international organizations that advocate for international solidarity on global justice and human rights issues and, where Presidents' Council agrees, to do that liaising.

To compile #9, #10 and #11 as follows:

9. Recognizing the limited resources of FPSE and the scope of human rights issues, the Human Rights and International Solidarity Committee will:
 - a) Inform and educate members on linkages between local and international human rights and international solidarity issues;
 - b) Advise the Presidents' Council on human rights and international solidarity issues; and
 - c) Advocate for international solidarity on global justice and human rights issues.

To renumber as necessary.

FPSE ORGANIZING COMMITTEE
Terms of Reference for Accessing Resources

APPROVED BY PRESIDENTS' COUNCIL 14.03.20

OVERVIEW

FPSE is pleased to support the organizing of private sector language and business schools in BC. Since 1995, we have organized ten new union locals into the Education and Training Employees' Association. This pursuit brings Collective Agreements to a sector that has notoriously exploited teachers for decades. It also brings decent pay, benefits, class size, and grievance procedures, as well as connection to other post-secondary educators and the broader labour movement. FPSE began to increase concerted support at the Cranbrook AGM in 2007, where a three-year budget of \$40,000 was allocated for organizing purposes. That commitment was renewed in 2010 at Harrison. So successful was the organizing work that the organizing budget line was increased to \$40,000 per year at the 2013 AGM. It will be subject to review, renewal or change at each AGM.

PROCEDURES

FPSE has developed a protocol for approval of funds through the Finance Sub-Committee of the Executive. Financial Coordinator Matt Toma has also developed an "Organizing Committee Reimbursement and Invoicing" set of instructions (see attached). FPSE Expense Claim policies cover travel, meals, etc., and are periodically reviewed and updated. FPSE does not normally pay release time but, if authorized, we have bought blocks of time from an institution. Other activities that may be supported include the following:

ACTIVITY	DESCRIPTION
Release	Full-time or part-time release from teaching duties
Website	Design, upkeep and training
Marketing	Videos, brochure development and production
Meeting	Room rental
Social	Food and drink, e.g., Pizza Social
Travel	To locals, Victoria (for lobbying) – as per FPSE policy
Meals	As per FPSE policy
Merchandise	T-shirts, pins, bumper stickers, etc.

PROCESS FOR APPROVAL

Request for approval of projects/activities will come from the Chair of the Organizing Committee to the Secretary-Treasurer of FPSE, who will then send the request to the Finance Sub-Committee of the Executive. If there are questions of clarification, the Secretary-Treasurer will seek answers, relay them to the members of the sub-committee, and request approval. **This shall be done in as timely a way as possible.**

Once the activity has been approved, the Secretary-Treasurer shall inform the Chair of the Organizing Committee and the Financial Coordinator, who will file the approval and check it against invoices that come in after the activity has occurred. In some cases, FPSE may forward an advance for an approved activity/event.

PRICING

The following table details the pricing for activities outlined in this protocol:

Cost	Price
Release	\$39.08 per hour
Facilities	Room rate
Meals	\$12 breakfast; \$17 lunch; \$27 dinner
Per diem	\$10
Travel	54 cents per kilometer
Marketing	Job rate

Disclaimer: The prices listed in the preceding table are subject to periodic review.

CONCLUSION

FPSE continues to support all the efforts to organize the unorganized. We are confident that we can meet the challenges ahead, and stand ready to partner with ETEA's Organizing Committee to bring more unionized members into the fold.

If you have questions about these Terms of Reference, feel free to contact Secretary-Treasurer George Davison at your convenience by email at gdavison@fpse.ca or by phone at 604-873-8988.

APPENDIX – ORGANIZING COMMITTEE REIMBURSEMENT AND INVOICING

February 2014

Please use these instructions to prepare invoices for reimbursement and for requests for payment to individuals for services rendered to the ETEA while on business for the Organizing Committee. These instructions are also to be used for release time. Sample invoices are available.

General Rules

These apply to all Organizing Committee activities.

Timing

Claims for reimbursement must be submitted within 45 days of the activity occurring. FPSE has the right to refuse reimbursement if this standard is not met. Verifying expenditures and properly tracking costs must be done in a timely fashion. Additionally, expenditures need to be recorded when made by the ETEA in the FPSE accounts, not when the ETEA submits expenditures for reimbursement. Failure to submit timely receipts from one fiscal year will push costs into the following fiscal year.

The standard should be to have the invoice for the previous month's expenditures prepared by the 15th of the following month; expenditures for May, for example, should be included in a summarized invoice from ETEA by June 15. If this is not possible, the date could be moved to the final day of the following month, but no further. Please contact the office and discuss if the 15th is problematic.

Information Requirements

1. Expenditures must be verifiable through proper invoices and receipts; estimates are not acceptable. A valid invoice or receipt contains the name of the payee, the date of payment or billing, and the amount, minimally. Release time requests must name of the member, include days worked, hourly rates, and total amount due.
2. Claims for reimbursement must be invoiced on a standard form, not an email.
3. Receipts should be collected and stored in a central location, and submitted and organized by date, on a regular basis. No one should have receipts in their possession for longer than a week or two without submitting them.

Invoice Requirements

FPSE has produced a sample invoice that the ETEA can use to invoice FPSE for Organizing Committee reimbursements. Please note that each invoice or receipt claimed for reimbursement is itemized on the front of the invoice with the information requested. This will make it easy to determine "who" has been paid for "what" and "when".

It is recommended that a single member of the Organizing Committee be the financial coordinator responsible for timely invoicing and billing.

Step by Step Instructions

Here are the steps that should be followed by ETEA in preparing invoices:

1. Designate an individual to be responsible for care and custody of receipts and payment requests
2. Ensure that all members of the Organizing Committee with the authority to spend money are aware of these guidelines and ensure that they submit invoices and receipts, within two weeks, to the designated individual.
3. On the 15th of the following month, take all invoices and receipts dated the previous month, and prepare an itemized invoice per the sample invoice. Number the invoice for the month and year of the expenditures contained within (example- on May 15th, 2014, prepare an invoice for expenditures made in April 2014, and date that invoice "April 2014").
4. Send the invoice to the FPSE along with invoices and receipts, attached.
5. In some cases, such as requesting funds in advance of an event, there may not be a receipt; please submit an invoice, with as much relevant information as possible (date, amounts, reason, etc.). This way, we can match receipts that come in later to the initial request.

If there any questions or concerns, please refer to Matt Toma, FPSE's Financial Coordinator, at 604-873-8988 or mtoma@fpse.ca.

2014-2015 ACTION PLAN

The Right to Learn:

Mobilizing Members and
Communities

to Support **BC's**

Post-Secondary Institutions



Federation of
Post-Secondary Educators
of BC

**The Right to Learn:
Mobilizing Members and Communities to Support
BC's Post-Secondary Institutions**

The most recent provincial budget shows that post-secondary education in our province continues to struggle. Whether it is the steady downward shift in real per student operating grants which will have dropped by more than 20% over the period 2001 to 2016, or the increasing reliance on tuition fee revenue from both international and domestic students, post-secondary education in our province has undergone major changes over the last decade. Despite those changes, we know that the public looks to our institutions as catalysts for opportunities that can transform our province in ways that will have lasting and positive impacts. The challenge we face as educators and as union activists is to ensure that the public understands the disconnect that exists between the government's current support for post-secondary education and the broader aspiration of BC citizens for accessible and affordable post-secondary education.

Through our colleges, institutes and universities, BC could have the capacity to provide opportunities for students to learn while also providing communities with a hub for innovation and civic engagement. Unfortunately, achieving the true potential of BC's post-secondary education system has not been supported by policies and funding choices at either the provincial or federal level.

As BC's largest union in the public post-secondary education sector, the Federation of Post-Secondary Educators (FPSE) represents the majority of faculty and staff employed at these public institutions. For more than thirty years, FPSE has been an active voice on post-secondary education policy issues. Our goal has been to support and advance policies that ensure access to high quality post-secondary learning opportunities for every citizen in BC. We recognize that to achieve this goal FPSE needs to press governments—mostly the provincial government, but also the federal government—to implement policy and funding choices that strengthen both the opportunities for access as well as the quality and diversity of program offerings at our public institutions.

Our organization believes changes needed in our sector will come from a concerted effort to mobilize our members, our students and our communities on the importance of post-secondary education and the role it can play in the future of our province. Part of that mobilization effort must focus on the 2014 round of collective bargaining where we need to advance our demands for fair compensation and better employment security for non-regular faculty members. FPSE must be similarly dedicated to mobilizing public support for much needed improvements in the funding of our institutions and the programs that they deliver. As well, FPSE cannot lose sight of the importance of organizing the unorganized and ensuring that the benefits of unionization are broadly shared in our communities.

In addition, FPSE needs to strengthen its capacity and alliances with others in the labour movement as well as allies in our communities who share and support our values and are prepared to work with us on progressive solutions.

Over the next twelve months, FPSE is proposing an Action Plan that will mobilize its members, staff, resources, organizational capacity, and alliances with the broader labour movement and progressive community partners to advance our interests in four major areas. Those areas include:

1. Strengthening the rights and benefits of all members by:

- Preparing for 2014 contract bargaining by building on the work done in the 2012 round in which coordination of bargaining at the local and provincial level ensured that provincial public sector unions were able to break the original zero mandate of the BC government.
- Ensuring that our bargaining priorities address issues that are critical to all of our members to ensure equity and good working conditions.
- Spearheading efforts to improve the employment security of all members by mobilizing against plans to cut programs and course offerings across the public post-secondary education system.
- Joining with the broader labour movement's campaign to overhaul BC's labour laws and employment standards, a campaign that will make it easier for workers to form or join a union.
- Supporting the efforts of non-regular faculty who need stronger contract language in their local agreements to address the issue of job security and equitable treatment.
- Continuing to support the efforts of every local to organize the unorganized at their institutions.
- Making strategic and effective use of FPSE's capacity to service and fund the grievances and arbitrations advanced through the Grievance and Arbitration Review Committee.

2. Increasing our capacity to improve the post-secondary education system. Those efforts would include:

- Developing and implementing targeted campaigns, similar to the one launched in 2014 in defense of ESL programs, in which FPSE uses a variety of media platforms to engage students, the general public and our members in efforts to pressure governments (both federal and provincial) to improve funding for programs delivered by our institutions.
- Working with our allies in the Canadian Federation of Students to improve affordability and access by pressing governments and our institutions to strengthen student grant programs, increase student financial aid and lower overall cost of tuition.

- Calling on the Ministry of Advanced Education to undertake a thorough review of the provincial funding formula for post-secondary institutions to ensure fair and sustainable funding provisions are in place.
 - Advocating for an overhaul of the province's trades training and apprenticeship system to ensure greater input from educators and workers as well as greater utilization of our public institutions for delivering that training.
 - Emphasizing the value and importance of the policies and funding that support the delivery of developmental education within our post-secondary institutions.
 - Spearheading efforts to re-regulate private post-secondary institutions and include educators in the oversight of those institutions.
 - Working to revitalize university transfer programs including Liberal Arts programs to ensure that these programs play an integral role in the learning opportunities available to every student in post-secondary education.
 - Continuing to press governments for better scholarly activity funding support as well as more equitable access to that support for all post-secondary institutions.
- 3. Supporting the efforts of private post-secondary faculty to unionize and fully access their right to bargain collectively by:**
- Funding the organizing efforts of locals who have identified opportunities for unionization.
 - Providing labour relations staff support at the Labour Relations Board and at the bargaining table.
 - Including advocacy on public policy issues that affect private colleges and institutes as part of the support that FPSE will provide to existing and newly organized private college faculty members.
- 4. Democratizing post-secondary governance structures by:**
- Increasing the capacity of activists within our ranks to participate on Councils, Senates and Boards of their local institutions and do so in ways that are supportive of the faculty who have elected them to those positions.
 - Creating greater awareness among faculty members of the importance of governance by providing workshops and educational material on this issue to every local.
 - Reinstating the right of faculty to choose their own representatives to Boards of Governors.

**PENSION ADVISORY COMMITTEE TERMS OF REFERENCE:
Proposed Amendments to Responsibilities**

APPROVED BY PRESIDENTS' COUNCIL 14.03.20

[AGM Handbook, p. 74. Please refer to FPSE Policy & Procedures Manual, p. 31.]

Responsibilities:

1. The Pension Advisory Committee shall seek support FPSE's efforts to improve the pension benefits available to plan members of the College Pension Plan.
2. The Committee shall ~~review~~ stay informed on the current investment policies of the College Pension Plans and shall advise the Presidents' Council, in its role as plan member partner, of any recommendations for change to policies and strategies.
3. The Committee shall advise and, where applicable, provide on and support the dissemination of pre-retirement and retirement information and services by encouraging individual members of PAC to have their locals organize pension and retirement seminars and workshops for their members on a regular basis, and to have their locals inform retiring members about programs and advocacy groups approved by FPSE which are available to them.
4. As part of the trustee appointment process, the Committee will ~~nominate candidates for FPSE trustees~~ make a recommendation on trustee nominations to Presidents' Council and the Committee will advise Presidents' Council on the retiree appointment.
5. *No proposed changes.*
6. *No proposed changes.*
7. ~~The Committee will monitor and~~ In light of such issues as changing retirement patterns and changes to member demographics, the Committee will review the effectiveness and relevancy of FPSE pension policies and, where possible, those of related organizations and unions with a view from time to time of recommending updates, changes, and additions.
8. The Committee will provide a forum for promoting defined benefit pension plans modeled on the College Pension Plan and the need for a comprehensive retirement system that ensures all people can retire with dignity, a secure income, and a decent retirement income. It will recommend to FPSE on educational programs and encourage locals to educate their members on the value of defined benefit pension plans, so that they can advocate for such plans amongst their social circles.

ETEA, Local 21, Organizing Report to FPSE

May 2013 to April 2014

ETEA has enjoyed another successful year of outreach and organizing in private ESL. Through the generous support of FPSE, ETEA has been able to reach out to many ESL teachers through its multifaceted approach. We continue to use the philosophy of one mountain--two streams: ETEA focuses on projects which are directly related to organizing schools and it also undertakes a second stream of outreach which involves socials, professional development, and other integrative events for teachers.

Highlights

The certification of Pacific Gateway International College teaching staff (PGIC) in January 2014 was a long time coming after the Labour Board took a full six months to rule on the constitution of the bargaining unit. With the addition of PGIC, ETEA membership now stands at 300 members.

Vancouver Georgia College (VGC) submitting an application for certification to the Labour Board in April 2004 was another important highlight. VGC, which has about 20 teachers, is set to become Local 11 of ETEA.

ETEA met with Assistant Deputy Minister of Labour Relations, Trevor Hughes, to discuss changes in the field of ESL and our proposed changes to the Labour Code to make it easier to organize. ETEA has now met with several provincial bureaucrats and MLAs. As a result we better understand the challenges we face and the strategy that needs to be taken in our political work around facilitating unionization, especially as it relates to the Labour Code.

Challenges and issues

ETEA faces a major challenge with the publicly operated corporation The Loyalist Group buying up ESL schools at an alarming rate. Unfortunately, Loyalist usually slashes wages and working conditions at those schools and uses their resources to slow the progress of the teachers once they organize with ETEA. Loyalist's agenda is a major threat to the quality of life for ESL and private post-secondary teachers in BC. King George International College (KGIC, Local 6), PGIC (Local 10) and Western Town Business College (WTBC, Local 8) are all owned by Loyalist, and Pan Pacific College (PPC, Local 9) was closed by Loyalist in April 2014. FPSE is now engaged in a complicated legal battle with Loyalist over unfair labour practices, including failing to bargain in good faith.

Loyalist poses an ongoing challenge and threat to ETEA's organizing and industry gentrification. ETEA is spending increasing amounts of time and money to deal with the problems created by the Loyalist group. Some teachers from PPC are now working at Loyalist's biggest school, MTI. ETEA would like to

organize MTI, a career college, but it would be a major logistical challenge, as well as costing a lot of time and money.

There is a need for labour reform at the Labour Relations Board in order to make the unionizing process more fair and timely. We have lost certifications because the 10-day waiting period before the vote is used to threaten, intimidate, and fire teachers. We have also seen the crippling effects of excessive delays at the Labour Board, with PGIC being a prime example.

ETEA also continues to encounter fear and apathy from teachers at many of the major schools in Vancouver. Many of the schools are managed in such a way as to keep teachers separated from each other or in constant fear of losing their jobs. Often anti-union sentiment and fear of getting fired for union involvement are actively promoted at those schools and teachers avoid any ETEA involvement.

Other activities

One member of the organizing committee took release time in two-day to two-week intervals and organized specific events. Because the number of locals has increased substantially, organizers spent an unprecedented amount of time on inter-local visits, inter-local morale building, and ETEA member education. ETEA met with Locals 8, 9, and 10 more than ten times to discuss pre-bargaining planning and organization. The committee also held three successful socials and a professional development event in Victoria. We also organized a general meeting focusing on provincial government labour reform.

ETEA also spent considerable amounts of release time and resources on the ETEA website, which is being overhauled and optimized for social media interaction and easy access to information. The new ETEA website is set to go live in June 2014.

ETEA is laying the foundation for a prosperous period of union growth and member involvement. At the same time, ETEA now requires ever-increasing amounts of inter-local education and solidarity building. We are sure to keep increasing in size due to our own organizing efforts as well as to the need for improvements and protection in most of the ESL schools in Vancouver. Working together using all of our resources, FPSE and ETEA will continue our efforts to build a better post-secondary education system in BC.

Dan Reilander (Chair)
Jean Ardila
Charles Boylan
Kevin Drager
Christina McKeen
Lorraine Rehnby
Michael Wicks (retired)

FPSE PENSION TRUSTEES' REPORT
TO THE 2014 ANNUAL GENERAL MEETING

This has been a significant year for the Pension Plan. After a long consultative process, the plan partners proposed changes to the design of the pension plan. Those proposals were adopted by the board on January 30, 2014 and will come into effect in 2016. The plan design changes will modernise and simplify the plan. At the same time, new rules will improve the funding of the Inflation Adjustment Account. Details of the plan design changes and their implementation can be found at college.pensionsbc.ca.

The process leading to plan design change has demonstrated to both the board and partners the benefits of maintaining excellent communications. The partners worked closely with the board throughout this process. Last year's FPSE pension survey provided both the partners and the board with essential insights into the needs and aspirations of members with respect to their college pension.

The plan has implemented some other changes this year. These include:

- The ability to nominate multiple beneficiaries, including organizations.
- The ability to purchase back multi-year leave periods a year at a time even while still on leave.

Along with the other BC plans, the college plan has developed materials designed to educate plan members, partners, and the public about the value and benefit of the plan for members, employers and the province as a whole. The materials can be found on the plan website under the section entitled "Straight Talk".

The plan had an overall investment return of 10.3 percent for the year ending August 31, 2013. The plan now has over \$3.2 Billion in assets and has essentially recovered from the great recession of 2009.

The FPSE trustees encourage members to visit the College Pension Plan website at college.pensionsbc.ca for additional information regarding their pensions, as well as access to planning tools such as the pension calculator. Please note that the FPSE trustees are willing to visit locals and provide presentations on various aspects of the pension plan at any time.

FPSE trustees have traditionally maintained a high degree of engagement on the various committees that operate within BC's public sector plans. This year was no different. During 2013/14, FPSE trustees were active on the following boards and committees:

- College Pension Board of Trustees♦
- Benefits Committee*
- Communications Committee
- Post-Retirement Group Benefits Committee

- Interplan Executive Committee
- Interplan Audit Committee♦
- Interplan Investment Committee
- Interplan Trustee Education Committee*
- BC Investment Management Corporation (bcIMC) Board of Directors and associated committees
- BC Pension Corporation Board of Directors* and associated committees

** Committees marked with an asterisk are currently chaired by an FPSE trustee.*

♦ Committees marked with a ♦ were chaired by an FPSE trustee since the last AGM but are not currently.

In closing, John Wilson (01) is stepping down as a trustee effective August 31, 2014. Candace Fertile (12) will take his place on the board. John has been involved with the pension plan in a variety of roles since the early nineties. He served on the plan's advisory committee before joint trusteeship. He has sat as a trustee since the inception of the board in 2000. Since then, John has served in virtually every capacity during his tenure including as Chair of the board, Chair of the Interplan Audit Committee and Chair of the Pension Corporation, and as a director of the bcIMC. John's expertise and experience will be missed. He has provided selfless service on behalf of FPSE members and has made an invaluable contribution to the health and stability of the plan as it exists today. On behalf of all members, we thank him for his dedication and commitment. We wish him well in all future endeavours.

Respectfully submitted,

Weldon Cowan, Trustee

Dominique Roelants, Trustee and Chair

John Wilson, Trustee

Your International Solidarity Fund AT WORK

2014 Recipients

\$9095	CoDevelopment Canada
\$5000	Rights Action: Community Development and Environmental Justice for Mining-Affected Communities (Guatemala)
\$5000	Kampot Golden Silk Revitalization Project (Cambodia)
\$5000	Migrant Farmworkers Support Network (RAMA) (Okanagan)
\$4500	Leaving Footprints (Guatemala)
\$4000	Equality for Growth (Tanzania)
\$3250	Community-Based Primary Health Care (Nicaragua)
\$3000	Haiti Union Solidarity Fund

CoDevelopment Canada

APSIES: Salvadoran Association for Integrated Health and Social Services, El Salvador

APSIES is a vibrant community health organization in rural El Salvador with a strong emphasis on empowerment and local leadership to defend health rights and women's human rights. APSIES provides training and support for grassroots organizing at the same time as ensuring that community leaders are able to bring their experience to help shape regional and national policies. As such they have worked against the privatization of health care and for a national drug policy to insure



APSIES community health promo carrying out interviews for community health social audits. (APSIES photo ters)

universal access to medications. One of APSIES's successful programs is the training of volunteers to carry out social audits to identify local needs and to strengthen local public health care.

For the 2014-15 program, APSIES will continue to build grassroots leadership including: three health committee training workshops with 30 participants; community health fairs in 13 rural communities; eight community health audits with a focus on family health; and two general assemblies with each of five local women's committees.

The Network: The Central American Women's Network in Solidarity with Maquila Workers

The Network is a coalition of seven women's organizations that work to defend the rights of women *maquila* (sweatshop) workers in Central America. The Network was formed in order to strengthen the ability of workers to confront the multi-national companies that move freely between countries in the region seeking to increase their profits at the cost of labour rights. Long shifts, high production quotas and workplace harassment are common tactics used by employers in a region where high levels of poverty make workers afraid of speaking out.

The Network recently led an innovative process to create an agenda for women's rights in the maquila sector that included input from 4,000 maquila workers. The agenda includes recommendations on labour rights, OHS, and sexual and reproductive health. For the 2014-15 program, Network members will be working with governments, employers and workers to make the recommendations a reality.



Maquila workers voting to approve the new agenda for labour rights in the maquila sector. (Josh Berson photo)

Rights Action: Justice for Mining-Affected Communities

Rights Action works to eliminate the underlying causes of poverty, environmental destruction, repression and corporate impunity, mainly in Guatemala and Honduras, by funding and working with community organizations that are implementing their own development, environmental and human rights projects. Rights Action educates about and is involved in activism aimed at understanding and changing unjust north-south, global economic, military and political relationships. Rights Action will use the funds to continue to support four community development and enviro-justice struggles in Guatemala related to Canadian mining companies:



Angelica Choc, wife of slain Mayan Qeqchi man Adolfo Ich, in Toronto in 2013 to participate in now precedent-setting civil lawsuits against Hudbay Minerals. Angelica is one of the plaintiffs.

- FREDEMI and ADISMI, Mayan Mam organizations working in communities harmed by Goldcorp Inc's flagship Marlin mine in San Miguel Ixtahuacan, dept of San Marcos, west Guatemala;
- the Council of Mayan Sipakapan people working to resist the expansion of Goldcorp's Marlin mine from San Miguel Ixtahuacan into Sipakapa;
- the El Estor Territorial Defense Committee, working for justice in Guatemalan and Canadian courts for cases of repression caused by Hudbay Minerals and its former subsidiary CGN (Guatemalan Nickel Company) in eastern Guatemala;
- the Comite en Defensa de la Vida, in San Rafael las Flores, that is working to minimize the harms and address the illegal jailings of local citizens due to the operation of Tahoe Resources (40% owned by Goldcorp Inc.), department of Santa Rosa, south-central Guatemala; and
- FRENAM, the people's organization in San Jose del Golfo near Guatemala City that has maintained a peaceful citizen blockade at "La Puya" for over two years, resisting the illegal entry of the American mining company KCA, formerly owned by the Canadian company Radius Gold.



Three Mayan Mam children from San Miguel Ixtahuacan, who suffer from and live with physical deformities allegedly due to blood contamination and poisoning caused by Goldcorp's flagship "Marlin Mine".

During the course of the year, Rights Action will send small grants – usually in the \$400-\$600 range– to our partner groups. They use these funds to:

- Respond to medical emergencies, for people who have suffered health harms due to mining operations;
- Respond to human rights emergencies, for people who have suffered repression or illegal detentions due to their opposition to mining-related environmental harms and human rights violations;
- Carry out popular education and community organizing work in communities harmed by and resisting illegal mining;
- Mobilize community members that need to go to large-scale meetings or gatherings related to the community and environmental defense struggle.



Guatemalan National Police confronting Mayan Sipakapan villagers on behalf of Goldcorp Inc, in January 2014, as the Sipakapan people are peacefully protesting the illegal and unwanted expansion of Goldcorp's flagship "Marlin" mine into Sipakapa.

Kampot Golden Silk Revitalization Project, Cambodia

This is a Cambodian conceived and driven project that has arisen directly from the successful completion of the FPSE ISF-supported Kampot Model Garden Project and research into golden silk production. Last year FPSE ISF funds helped us to establish small mulberry orchards for income production in Angkor Chey District in Kampot, Cambodia. We had hoped to start the sericulture (phase two) in 2013 but intense drought, followed by massive floods due to climate change, wiped out our fledgling mulberry orchards.



Mr. Tul admiring the mulberry bushes that tower over him.



Worm rearing trays ready for flat baskets filled with mulberry and silk worms!

Finally after much effort, a crop of mulberry is ready to feed silk worms. Once the worms have gorged on the mulberry leaf pieces, they will begin to spin golden silk cocoons, returning an ancient practice to the village of Angkor Chey. Villagers, after learning permaculture food production skills, now have overcome many climate change related setbacks to revitalize a traditional income producing activity in their village. While they waited for the mulberry to grow, rearing trays for the cocoons were built to allow for maximum air flow and ease of movement to protect the delicate silk worms from moisture, mold and changes in temperature. Silk worms will be purchased this May so that trials can begin to test this mulberry. New mulberry is being planted to determine which of Morn Bai or Morn Bassac species is better suited to golden silk production in this region.

Migrant Farmworkers Support Network (RAMA), Okanagan

RAMA is an anti-racist, anti-colonial, feminist collective that strives to support the approximately 1200 Latin American and Caribbean "temporary" agricultural migrant workers who arrive on farms in the Okanagan Valley (unceded Syilx Territory) each year. The majority of the migrant workers with whom RAMA is building relationships are transported to British Columbia under the auspices of Canada's Seasonal Agricultural Worker Program (SAWP).



Migrant workers with a RAMA organizer meeting for weekly English language instruction. (Photo: RAMA)

First introduced in 1966, the SAWP was initially envisaged to fill perceived "temporary" labour shortages. Today it represents the primary agricultural stream of the federal Temporary Foreign Worker Program, bringing some 32,000 migrant farmworkers to Canada annually. It comprises a sophisticated set of neo-liberal policies and discourses that suggests that free trade, open borders, and competitive markets will increase the country's well-being and bolster its standing in the global economy. In reality, the intensifying neo-liberalization of the Canadian border does nothing more than facilitate the continued exploitation, repression, dispossession, and neglect of people who have been marginalized and alienated by border imperialism and ongoing colonial domination.

RAMA's response to the neo-liberal abuses of the SAWP has been to resist, contest, and disrupt the overt and banal violence that it produces through the everyday provision of support, assistance, and inclusion to migrant workers who are deemed low-skilled and disposable by the state.

Leaving Footprints, Guatemala

Grupo de Facilitadoras de Educacion Popular Dejando Huellas (Leaving Footprints Popular Facilitator's Group), founded in 2006, is from Cooperative of Nuevo Horizonte, a cooperative that comprises ex-combatants, that was initiated following the signing of the 1996 Peace Accords. *LEAVING FOOTPRINTS* organizes and facilitates training workshops for women throughout the Petén.

Working in collaboration with a network of women's group in the Petén region, they address issues of violence, poverty, discrimination, and gender inequity through a variety of initiatives that include capacity building workshops, a popular regional radio program known as "Everyone's Voice", and regional events marking significant days of remembrance and commemoration which includes International Women's Day (March 8), Women's Health Day (May 28), Rural Women's Day (October 15), and International Day against

Violence against Women (November 25). Additionally, this year they will also focus on working with youth as a collective on building self-esteem and empowerment to support accountable and responsible decision-making aimed at developing leadership and citizenship.



Peten women's regional network Demonstration to denounce Femicide in Guatemala and demand a Tribunal in the Department of the Petén.



Regional women's event: Demonstration & march on International Day against Violence against Women, November 2013.

Equality for Growth, Tanzania

Equality for Growth (EfG) envisions vibrant and economically empowered women in the informal sector. Its mission is to empower women in the informal sector, to increase incomes and reduce household poverty through ensuring their access to legal and human rights education, business related opportunities, active engagement in policy and practice reforms and capacity building. Working with market traders in Ilala municipality, this project will support the establishment of a Women Traders Association in Ilala, Dar es Salaam, as the first step in forming a National Women Traders Association, which will act as a platform to lobby and advocate for the economic rights of informal sector women throughout Tanzania. This project will increase the number of women market traders in Ilala municipality, advocate collectively on issues affecting all traders by increasing linkages between women's associations in individual markets, and create a unified voice for women's and workers' rights.



Community-Based Primary Health Care, Nicaragua

Atencion Primeria en Salud (APS) is a non-profit organization established to improve the availability and quality of primary health care in rural Nicaraguan communities where there are no doctors.

FPSE funding will help build two municipal pharmacies, using affordable generic drugs, as pilot projects, one in Managua and one in Mulukuku. The urban pharmacy would focus on non-transmissible diseases such as hypertension and diabetes, while the rural pharmacy will have a greater focus on medications to cure communicable diseases such as diarrhea, pneumonia, and malaria.

For the past two years, the funding from FPSE allowed 15 new health promoters to get initial and subsequent training in the Mulukuku region on the Atlantic coast. That brought much needed services to 15 additional rural communities where there had been no other health services. In addition, the training manual was updated and new copies printed.



Nicaraguan Community Health Promoters take part in popular education training session.

Haiti Union Solidarity Fund

The Haiti Union Solidarity Fund (HUSF) channels donations to advocates in Haiti of workers' rights, human rights and political rights. This year's \$3000 grant from FPSE will be directed to:

- SOPUDEP, a school (and more) that is a model for the public education service progressive Haitians are fighting to establish.
- The Institute for Justice and Democracy in Haiti (IJDH) and its partner office in Haiti, the Bureau des avocats internationaux (BAI). The BAI is the leading human rights organization in Haiti and a centre for popular organizing efforts. It has spearheaded the historic legal action against the United Nations military mission for introducing cholera into Haiti, as well as the effort to prevent former dictator Jean Claude Duvalier from obtaining immunity for his crimes.



SOPUDEP is expanding! A second school building is under construction, largely by volunteers.

A new, priority BAI campaign is defending union activists fired from their jobs from the state-owned electrical utility and the apparel industry, and enforcing the legal minimum wage in the apparel industry.



BAI lead attorney Mario Joseph (left) directs the new initiative to defend union activists and enforce the legal minimum wage.