



STANDING COMMITTEE REPORTS AND RESOLUTIONS

Only policy resolutions are brought forward from Standing Committees to the Annual General Meeting, administrative or operational resolutions are not. All forwarded resolutions have been reviewed, accepted and, in some cases, amended by Presidents' Council.

BARGAINING COORDINATION COMMITTEE

Chair: Gillian Dearle, Local 5
Joanne Quirk, Local 1
Lloyd Bennett, Local 2
Jan Mastromatteo, Local 3
Stephen Crozier, Local 4
Ben Heyde, Local 6
Colleen Bell, Local 7
Laura Suski, Local 8
Bob Groves, Local 9
Victor Villa, Local 10

Melanie Wilke, Local 11
Tanya Kirkland, Local 12
Darrell Kean, Local 14
Frank Cosco, Local 15
Corey Batch, Local 16
Mark Salopek, Local 17
Matthew Pasco, Local 19
Rita Wong, Local 22
Rob-Roy Douglas, NRFC Liaison
George Davison, Executive Liaison

BCC took the opportunity afforded by this bargaining-free year to engage in reading, reflection, and discussion in preparation for negotiations in 2019 and to stay up to date on collective bargaining-related developments in our sector.

BCC members also participated in the Secondary Scales Conference on Saturday, January 28. The conference was convened to inform FPSE's caucus of the joint FPSE/PSEA Working Committee on Secondary Scales. The mandate of this committee is to:

- Discuss and better understand the types of work performed by faculty employees on Secondary Scales
- Come to a mutual understanding about:
 - what types of work and which employees may require salary adjustment;
 - what the transition would entail; and
 - what the cost would be.
- Develop recommendations based on those understandings.

The work of this committee will conclude by January 1, 2018, and any recommendations from

the committee may be brought forward by either party in the next round of bargaining. Presentations at the Secondary Scales Conference identified the nature of the secondary scales at each local and the strategy sessions focused on barriers and solutions to achieving the elimination of secondary scales. As a result of the conference, the FPSE caucus is well informed to represent us on the joint committee. With this work, FPSE is taking important steps in the process to eliminate secondary scales.

FALL 2016 MEETING

At our October meeting, BC Federation of Labour Secretary-Treasurer Aaron Ekman provided an update on the Public Sector Bargaining Working Group and preparations for negotiations in 2019.

SPRING 2017 MEETING

Diane MacDonald, General Counsel for the BCTF, presented an overview of the Supreme Court Decision on the BCTF case. At this meeting, BCC also engaged in our first reading group

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BCC members at Spring Conference, 2017

discussion. The article, “‘It Felt Like Community’: Social Movement Unionism and the Chicago Teachers Union Strike of 2012” by Tom Alter, is one of the many we have collected in the negotiations-related bibliography BCC is now maintaining.

Prior to our reading group discussion, several BCC members had the opportunity to attend “Lessons from the Chicago Teachers’ Strike,” a panel hosted by the BCGEU and featuring BCTF President Glen Hansman, Labour Notes author Sonia Singh, and Michael Brunson, Recording Secretary of the Chicago Teachers’ Union. The panelists shared several recommendations for organizing, including building coalitions with community groups; holding a reading group to find a narrative within which to frame issues; and developing principles to unite supporters, such as CTU’s “The Schools Chicago’s Students Deserve: Research-Based Proposals to Strengthen Elementary and Secondary Education in the Chicago Public Schools.” This document presented a vision for public education that united community members in support of the CTU and countered the negative

“greedy teacher” memes that had been in circulation.

Also at this meeting we reviewed CAUT’s recommendations and sample language pertaining to the custody and control of our members’ documents and records.

Finally, BCC passed a motion recommending to Presidents’ Council that funds be committed in the 2017/2018 budget so that FPSE may commission the bargaining history that was approved at the 2016 AGM.

APPRECIATION

I would like to recognize each of our BCC representatives for their work throughout the year on behalf of their members and to thank them for the lively discussions we have had at BCC this year.

I also would like to recognize Lesley Burke-O’Flynn, Staff Representative; George Davison, President and Executive Liaison; and Jenny

Arsenault, Administrative Coordinator, for their work on behalf of our committee.

Respectfully submitted in solidarity,

Gillian Dearle (Local 5)
Chair, BCC

COMMITTEE RESOLUTION BCC

1. That a line of \$10,000 be designated in the 2017/2018 budget to commission the FPSE bargaining history.

(March 16, 2017)



FPSE AGM 2016

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CONTRACT ADMINISTRATION REVIEW COMMITTEE

Chair: Lui Marinelli, Local 10
Joanne Quirk, Local 1
Mike Looney, Local 2
Jan Mastromatteo, Local 3
Len Mills, Local 4
Diane Walsh, Local 5
Sandi Lavery, Local 6
Kim Nickel (faculty), Local 7
Laura Chomiak (staff), Local 7
Colleen Price, Local 8
Rod Watkins, Local 9

Melanie Wilke, Local 11
Judith Hunt, Local 12
Darrell Kean, Local 14
Frank Cosco, Local 15
Anne Cumming, Local 16
Rocky Mirza, Local 17
Rita Wong, Local 22
Andrew Candela, NRFC Liaison
Terri Van Steinburg, Executive Liaison

The Contract Administration Review Committee, composed of the Chief Stewards of FPSE locals, meets twice a year to discuss issues and grievances, and to identify common threads at our locals. The local rep submits a short written report and speaks to the main concerns. As well, our meetings include an educational component to increase our skills and knowledge in dealing with the many issues at our locals. The sessions are lively, interesting, and help to inform our work as Chief Stewards. At the meetings, we also hear a report from the Executive Liaison and are given an update from the Grievance & Arbitration Review Committee (GARC). This year, I was only able to attend the December 2016 meeting and did not have access to the March 2017 meeting minutes. As such, this report is based only on the first meeting.

LOCAL REPORTS

Similar messages each year, instances of the employer pushing the boundaries that initiates grievances and/or arbitrations and other times where the employer seems to be playing fair. In the case of the former, there are examples of

employers allowing issues to grow needlessly, then responding by trying to be proper and suspending with pay members thinking that, if it all resolves itself properly for the member, no harm – no foul. The negative effect on a member who has been suspended, one for 10 months, seems to be lost on the employer. Bill 23-2016 (*Sexual Violence and Misconduct Policy Act*), which we did some PD for, is also already a part of an arbitration, specifically with regards to a conflict with current collective language.

PROFESSIONAL DEVELOPMENT

During the fall meetings, Staff Rep Weldon Cowan presented a workshop on Management Mismanagement. He talked about strategies to deal with a growing trend towards poor management practices in labour relations. We also had a brief discussion on Bill 23-2016 (*Sexual Violence and Misconduct Policy Act*) and how this has the potential to conflict with existing language that deals with our members.

The committee was also asked to provide advice/interpretation on whether or not Article 6.6 of



CARC 2017

the Common Agreement requires employers to provide release time to deal with education technology training. Ultimately we concluded that the article did not prevent employers from providing release time.

ELECTION AND FURTHER BUSINESS

Lui Marinelli (Local 10) was voted in for a sixth term as chair of CARC.

GARC

As CARC Chair, I participate with FPSE Staff Representatives and the Secretary-Treasurer in the monthly Grievance & Arbitration Review Committee meetings, where we consider grievances referred by the locals for arbitration. Being from the Kootenays, the meetings were done by teleconference.

Thank you to Terri Van Steinburg, the Executive Liaison for CARC, Weldon Cowan, Staff Representative for CARC, and all the support staff that arrange, book, and email for the committee. I look forward to working with CARC in the coming year.

Respectfully submitted,

Lui Marinelli (Local 10)
Chair, CARC

STANDING COMMITTEE REPORTS & RESOLUTIONS



DISABILITY MANAGEMENT & REHABILITATION COMMITTEE

Chair: Ann Marie Davison, Local 5
Kirsten McIlveen/Joanne Quirk, Local 1
Lucille Anderson, Local 2
Marta Tejero, Local 3
Carla Hotel, Local 4
Kevi Remple, Local 6
Lisa Morry, Local 7
Anna Atkinson, Local 8
Deborah Warren, Local 9
Sally Glock/Trish Foy, Local 10

Darlene Westerman, Local 11
Jody Isaac, Local 12
Alison Curtis, Local 14
Karen Shortt, Local 15
Lesley Watts/Anne Cumming, Local 16
Virginia Jacklin, Local 17
Mandy Jimmie, Local 19
Rob Roy Douglas, NRFC Liaison
Lynn Carter, Executive Liaison



DMRC 2017

The Disability Management & Rehabilitation Committee (DMRC) is made up primarily of members who represent their locals on the Joint Faculty Rehabilitation committees at their respective institutions. There are other members whose locals are not party to this process but who come to learn and provide input. The Joint Faculty Rehabilitation committees assist members who are unable to do their normal workload due to illness or injury. The local

rehab committees assist members through all stages of the process, with the goal of facilitating a successful return to work, when and if the member is able to do so.

Our usual fall meeting was replaced by two days of Joint Faculty Rehabilitation Committee training hosted at the BCGEU offices in Burnaby on November 29 and 30. Part of my work this year was serving on the committee that

helped organize the training. This was a joint training session, with representatives from both management (mainly human resources) and unions from each local attending. Unfortunately there were fewer union reps than employer reps in attendance. There were a variety of speakers addressing issues regarding the rehabilitation process. The updated Faculty Common Disability Plan manual was distributed on flash drives (saving trees) and one of the sessions gave an overview of the manual. We got information about how complex sick leave claims can be, and about supporting members with addictions and mental health issues. There was a new addition this time of a panel discussion with a Q&A session. Most found the event to be useful, and we are already anticipating the next training session for 2018.

The process of putting the health and disability benefits contracts out to providers began last year. As Staff Representative Zoe Towle's alternate on the joint committee that will determine who the next provider(s) will be, I have attended many meetings and experienced first-hand how complicated the process can be. The four short-listed candidates were interviewed on February 2-3. The contract should be in place by the time of the FPSE AGM. Zoe and I have been doing our best to represent the needs of our members throughout this undertaking.

Unfortunately I was unable to attend our February meeting due to illness. I'd like to thank our Executive Liaison, Sister Lynn Carter, for agreeing to Chair the meeting on short notice. Local reps provided updates on their respective Rehab Committees and also on other issues of concern at their institutions. Last year's decision to change our meetings from Friday/Saturday

to Thursday/Friday was reversed by a new vote. Committee members provided feedback on the training event that will be helpful for planning for the next time. Zoe also reviewed the Faculty Common Disability Plan manual with the committee, emphasizing their roles as union representatives.

I would like to thank the DMRC members for their continued support and their decision to re-acclaim me as Chair for yet another year.

The committee would like to thank our Executive Liaison, Lynn Carter, for her wisdom and informative updates at our meetings. We would like to thank Admin Coordinator Jennifer Schmidt for her assistance in organizing our meetings. We would especially like to thank our FPSE Staff Rep, Zoe Towle, for all the work she does for our committee and for her support of FPSE members who need help with issues related to disability benefits.

Respectfully submitted,

Ann Marie Davison (Local 5)
Chair, DMRC

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EDUCATION POLICY COMMITTEE

Chair: Blair Fisher, Local 12
Allen Zhu, Local 1
Chris Montoya, Local 2
Grace Dyck, Local 3
Don Mah, Local 4
Panteli Tritchew, Local 5
Kevin Boehmer, Local 6
Christina Nigel, Local 7
Alexander Pevec, Local 8
Gilbert Bede, Local 9

Renee Jackson-Harper, Local 10
Simon Thompson, Local 11
Stephen Phillips, Local 14
David Branter, Local 15
Judy Johnson, Local 16
Jason (Javad) Mirzael, Local 17
Lara-Lisa Condello, Local 19
Lorelei Pepi, Local 22
Allison Platt, NRFC Liaison
Leslie Molnar, Executive Liaison

The Education Policy Committee (EPC) is composed of members who are advocates around educational policy issues at each of their member institutions. Some members sit on Senates or Education Councils as well, and each is concerned with the issues that affect our ability to effectively teach in our varied class settings and to allow students to be as successful as possible in their educational pursuits. There are many pressures that have led to stress for program delivery and additional workload pressures for our members. These pressures are having an influence on our increasingly diverse classroom composition and the delivery of our programs. Some of the concerns that have been discussed by the Education Policy Committee over the past year include technology changes in the 'classroom', the changing landscape for ABE and ESL programs, workplace scheduling issues, and increases in international students.

We are continuing to discuss and support the *Open the Doors* campaign and brainstorming ways to better inform British Columbians about the changes that have been made to education funding. The changing composition of this province is dependent on increasing diversity

for our continued prosperity, and the cuts that have been made to ESL and ABE programs are irresponsible to both students as well as all British Columbians.

Workplace scheduling was a major focal point for this year's meetings. One of the main tasks that we have been exploring over the past year is the issue of scheduling and specifically how scheduling is done with software such as the Infosilem software that administration uses at many of our member institutions. Faculty from all of our member institutions have expressed a number of concerns when it comes to the use of scheduling software and scheduling considerations in general. These include having adverse effects on student schedules, putting certain courses 'at risk' due to the scheduled times, ignoring the law when it comes to reasonable scheduling accommodations and many more. Our group continues to explore this issue and will be distributing a survey for faculty feedback across the province in the coming months. The goal of this feedback will then be used to enhance or create specific language to address the concerns in the next round of bargaining.

Another issue that was explored in our Spring meetings was the issue of International Education and the way it is being used by our provincial government and institutions as a funding 'cash cow'. The issues are many but primarily the concern is that these students are paying extremely high fees and those fees are not being put back into the supports international students require to be successful in their coursework. This is of grave concern at many institutions where some have continued to enroll international students without having basic housing in place to support these students.

These areas will continue to be discussed and addressed within our member locals and by the Education Policy Committee over the 2017/ 2018 year. We have crafted a resolution on issues that we feel are important to consider for all of our member locals regarding international student considerations and the need for more support to allow these students to achieve successful experiences during their coursework in British Columbia.

I want to thank all of our committee members for the work that they have done and their insightful and informative contributions. Our Staff Representative Norman Gludovatz as well as our Executive Liaison Leslie Molnar have been critical to the guidance and direction of this committee. Welcome to Gilbert Bede from Local 9 Okanagan College who was unanimously elected by the Committee to be our Chairperson for the upcoming year.

In solidarity,

Blair Fisher (Local 12)
Outgoing Chair, EPC

COMMITTEE RESOLUTION EPC

1. That FPSE call on college administration, education councils, and faculty to work together to take such steps as may be required to ensure that international students either have on their arrival in Canada, or acquire after their arrival, sufficient language, literacy, social support, and scholastic skills to meet the requirements of courses before they are admitted to such courses, and provide ongoing supports for international students while they are enrolled, and this should become a provincial bargaining issue.

(March 16, 2017)

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HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE

Chair: Eliza Gardiner, Local 8
Kim Bothen, Local 1
Nicole Schabus, Local 2
James Lovitt, Local 3
Peggy Wyatt, Local 4
Michael Ma, Local 5
Butch (Rezin) Butalid, Local 6
Kulwant Gill, Local 7
Norah Bowman, Local 9
Takaia Larsen, Local 10
Melanie Wilke, Local 11

Peter Ove, Local 12
Bradley Hughes, Local 14
John Demeulemeester, Local 15
Jen Wrye, Local 16
Be Harris, Local 17
Nedra McKay, Local 19
Graeme Cheadle, Local 21
Alex Phillips, Local 22
Mandy Jimmie, NRFC Liaison
Tim Walters, Executive Liaison

It has been a real honour and so very educational to have served as Chair again this year. Please help me in welcoming incoming Chair Dr. Norah Bowman from Okanagan College Faculty Association to this position. It has been very rewarding to have served our collective membership in this capacity, and I have gained much perspective on solidarity, skill in management and communications, and knowledge of post-secondary issues. My teaching, political engagement, and activism have benefited immensely from my experience with this committee's necessary and continued advocating for access to education and equity across the sectors: FPSE's fight against social injustice and human rights violations all around the world via its HRISC is motivating. Committee reps have supported and organized again this year solidarity and rights initiatives, and events and campaigns in our diverse campus communities. By providing educational opportunities to our members, and supporting the work of campus partners and community organizations, we show how FPSE cares about equality and social justice in the workplace and in society at large. We initiate activities,

joining with existing human rights groups and community organizations to exchange information and promote strengthened human rights protection in BC. We also make recommendations to Presidents' Council to draw their attention to pressing human rights and international solidarity issues.

Local campus activities this year included speaker appearances, panel presentations, film screenings, training sessions, campaigns, and events on such topics as Syrian refugees, First Nations land and water rights, equity and diversity topics, humanitarian causes, the use of torture for interrogation, (Un)Settling BC, precarious workers' rights, harm reduction, and indigenizing the curriculum. Our reps coordinated lectures, vigils, and conversations that honoured human rights and solidarity building; committee members actively shared information about equity issues; and monitored equity and human rights issues on our campuses.

As Chair of the HRISC this year, I had the opportunity to attend CoDevelopment Canada's



HRISC 2017

delegation to maquilas in the Free Trade Zones in Nicaragua and Honduras last May 2016. I am grateful for the financial support of FPSE, and had a profound experience with other FPSE delegates Leslie Molnar and Alex Phillips. I attended the BC Fed Convention, deliberated on applications with the International Solidarity Fund Committee, and coordinated, in collaboration with an ever-dedicated group of colleagues across the province, the HRISC's special initiative, the Speakers' Tour. This year's Speakers' Tour featured First Nations leaders Melina Laboucan-Massimo and Bev Sellars visiting five of our locals, educating and engaging audiences of members and students on anti-colonizing in this 'Call to Action' tour that connected with TRC recommendations (at TRU, Okanagan College, VIU, NIC, and Camosun). The Speakers' Tour is funded by \$10,000 in FPSE AGM-approved funds; expenses billed to this allocation include transportation, accommodation, food, and honouraria for the speakers. Thanks go to local organizers as well as to FPSE staff Sean, Nancy, Angela and Matt for their support on this year's collective events.

The committee further thanks our Non-Regular Chair Teresa Fedorak, Executive Liaison Tim Walters, Staff Representative Sean Hillman, and FPSE Administrative Coordinators for their ongoing support, as well as the FPSE Executive and Presidents' Council for their assistance and mentorship. It really has been a pleasure and inspiration to work with such a dedicated group of Chairs, staff and volunteers across the province.

Special thanks also go to my hero and long-standing comrade of the HRISC, Local 21 activist Charles Boylan, who resigned from this service this February, thanking all for a continued effort promoting access to basic human rights and political empowerment.

Respectfully submitted,

Eliza Gardiner (Local 8)
Outgoing Chair, HRISC

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COMMITTEE RESOLUTIONS HRISC

1. That HRISC receive \$2,000 in funding for the development of a book and/or digital document for the FPSE website detailing the 2016 CoDev tour of Nicaragua and Honduras.

(January 27, 2017)

2. That because labour rights are human rights and our campuses provide unfair trade goods and services, FPSE investigate and take action to promote and ensure fair trade practices.

(January 27, 2017)

3. That FPSE support the Truth and Reconciliation Committee's Calls to Action, especially through supporting the development and implementation of education on Indigenous themes for students at their members' post-secondary educational institutions.

(March 16, 2017)

4. That FPSE make a public statement that:

1. We support the Aboriginal Rights of the Treaty 8 First Nations, particularly the indigenous people of the Peace River watershed;
2. We call for an independent review of the Site C dam by the BC Utilities Commission.

(March 16, 2017)



FPSE AGM 2016

NON-REGULAR FACULTY COMMITTEE

Chair: Teresa Fedorak, Local 2
Susan Summers, Local 1
Rob-Roy Douglas, Local 3
Chris Maguire, Local 4
Alina Rapa, Local 5
Allison Platt, Local 6
Mike Solyom, Local 7
Kelly Black, Local 8
Steve Weber, Local 9
Leesa Dean, Local 10

Yuriko Riesen, Local 11
Shannon Black, Local 12
Niall Christie, Local 14
Andrew Candela, Local 15
Erin McConomy, Local 16
Sean Finucane, Local 17
Mandy Jimmie, Local 19
Michael Markowsky, Local 22
Frank Cosco, Executive Liaison

The Non-Regular Faculty Committee held its twice yearly meetings in September and January this year. Though there was some turnover in representatives at the fall meeting, the current members have exhibited great passion for change for Non-Regulars across the province.

In September, our round-robin of reports demonstrated great concern for the rise of corporate culture, increasing departmental budget cuts, CA language manipulation by administrators, inability to gather or track data on non-regular faculty, elimination of course caps and lack of commitment to precarious faculty. Sarika Bose, from UBCFA, provided an engaging workshop called “Academic Freedom: A Human Rights Issue?” which examined the challenges precarious work creates for academic freedom at all levels of the Academy.

The January meeting included a Secondary Scales Conference organized by a Working Committee which was prompted by a Letter of Understanding developed at Common Table Bargaining. This group’s mandate is to better understand the diversity of work faculty on Secondary Scales take part in and how that work does not differ from that of the regular faculty. Presidents, bargainers and

Non-Regular representatives from each of the FPSE locals were provided an opportunity to gather and discuss the current roadblocks in collective agreements and pathways forward for improvements for non-regular employees. Comparing and contrasting issues within each of the bargaining units proved to be enlightening and demonstrated the great variance in situations for non-regulars across the province. Betty Baxter, strategic planner and mediator, facilitated groups to move to a mutual understanding about the problems precarious workers face and how transition to equity could be achieved. The Working Committee will now develop recommendations based on this new knowledge with the understanding that precarious faculty need full employment and fair treatment as these unacceptable working conditions hurt students, disempower fellow faculty members and, thus, the institutions themselves.

FPSE has lent support to the upcoming conference at Okanagan College that will take place from May 5 -7, 2017, titled “Precarious Academic Labour in the Age of Neoliberalism,” which will examine critical issues related to the increasing exploitation of contract faculty. The keynote address will be by Dr. Jamie Brownlee

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from Carleton University who is the author of *Academia, Inc.: How Corporatization is Transforming Canadian Universities*. The goal of the conference is to provide a comprehensive picture of the reality of the crisis in higher education through dissemination and examination of research in this area. The hope is that this analysis can provide an academically rigorous basis upon which to argue for systemic change.

The committee supports work on the FPSE non-regular working conditions campaign called Precarious Profs: Fight for Fairness which was developed to build support and commitment for the long-term bargaining objectives of FPSE and member locals regarding non-regular faculty in order to achieve significant improvements in working conditions. To begin this campaign, a website has been created that includes news about sessional achievements and videos about the breadth of experience sessionals bring to their teaching and the academy. Non-regular faculty want to play a role in the educational life of their institutions by participating fully on committees, in curriculum development, professional development, research and governance. This employee group deserves access to benefits and equity in pay in every local and for regular faculty to realize that in the fight for non-regular faculty they are actually fighting for themselves as well.

This year, Fair Employment Week occurred from October 24-28, 2016. Non-regular representatives in each local were sent bookmarks, fridge magnets and chocolates with the message "Same Work, Same Rights" on them for distribution throughout their institutes. During this time, many locals chose to hold events where faculty were encouraged to

connect, ask questions and share information in an effort to build solidarity for contract faculty on campuses through the province. Something new this year was a FEW Higher Education Pub Social which was organized by UBCFA and BCITFSA and open to all non-regulars. FPSE made a financial contribution to this very successful event which was a well-attended affair that provided an opportunity to network, share issues and discuss solutions.

The NRFC thanks Executive Liaison Frank Cosco for making sure that the voice of non-regulars is always heard loud and clear at all levels. As Chair of the committee, I wish to thank Staff Rep Weldon Cowan for the time he spends tirelessly forwarding non-regular initiatives and for always being willing to listen to the struggles and strife of non-regulars all the year through. Thanks also go to Admin Coordinator Nancy Yip who keeps everything organized and flowing smoothly for our Committee and, of course, George Davison, for his unwavering dedication to non-regular issues both locally and nationally. Thank you to all members who continue to promote a culture of equality for contract faculty in their locals and who encourage the work of the Non-Regular Faculty Committee.

Respectfully submitted,

Teressa Fedorak (Local 2)
Chair, Non-Regular Faculty Committee

PENSION ADVISORY COMMITTEE

Chair: Scott McLean, Local 14
Gordon Rudolph, Local 1
Peggy McKimmon, Local 2
Karen Bowers, Local 3
Jennifer Kirkey, Local 4
Raphael Lagoutin, Local 5
James Wishart, Local 6
Norm Taylor, Local 7
Robert Pepper-Smith, Local 8
Randy Brown, Local 9
John Josafatow, Local 10
Ken Shaw, Local 11
Debbie Hlady, Local 12

Karyn Eisler, Local 14 (observer)
Alison Woods, Local 15
Sherrie Wang, Local 16
Derek Knox, Local 17
Nick Conbere, Local 22
Erin McConomy, NRFC Liaison
Frank Cosco, Executive Liaison
Kathy Conroy, Retired Appointee
Penny Heaslip, Retired Appointee
Doug Birtwistle, CPP Trustee
Weldon Cowan, CPP Trustee
Candace Fertile, CPP Trustee
Paul Ramsey, FPSE/BCGEU Trustee

The committee benefits from the commitment, knowledge and interest of all of its members, the FPSE-appointed pension trustees, Zoe Towle (FPSE Staff), Nancy Yip (FPSE Staff) and Frank Cosco (Executive Liaison). I want to thank everyone for their dedication and for their valuable contributions.

PAC COMMITTEE WORK

A joint PC/PAC committee looking into issues for members' transition to retirement completed a report that was received by PAC in October 2016. The report included a series of recommendations that were discussed at the February PAC meeting. These recommendations resulted in motions for actions to be taken by FPSE and its working committees.

A PAC education sub-committee was formed to support educational activities for PAC members. The committee worked with FPSE staff and the Trustees to arrange education items on the agenda of both the October and February

meetings. These education items covered the College Pension Plan (thank you Trustee Birtwistle), recent changes to the Canadian Pension Plan (thank you Trustee Cowan) and a presentation by a representative from bclMC. The presentation from bclMC provided an opportunity for PAC members to ask questions on bclMC's responsible investing practices and its management and investment practices in general. The documents supporting the education items are available by request.

At the February meeting, PAC appointed representatives to the joint PC/PAC sub-committee to review FPSE's relationship with retiree organizations. This work has just started at the time of writing this report.

PAC has representatives to the Joint PC/PAC committee to review the retired trustee selection process. The work of this committee has not been completed and will continue. The next retired trustee selection process will be well into the future.

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PENSION TRUSTEES

As many will know, the College Pension Plan is jointly-trusted, which results in FPSE-appointed trustees on the pension board. The FPSE-appointed trustees are Candace Fertile (Local 12), Doug Birtwistle (Local 9), Weldon Cowan (FPSE) and Paul Ramsey (Joint FPSE/BCGEU Retired Trustee, Local 3). The Trustees are incredibly dedicated to their work and work hard on behalf of all members. I want to acknowledge and thank the Trustees for all that they do.

The Trustees are present at the PAC meetings where they present a report and answer questions. Through the Trustees' reports, PAC heard that the pension plan earned an annual return of 6.5% ending on August 31, 2016, which is above the plan's long-term rate of return assumption of 6.25%. The pension plan has outperformed benchmark comparisons for the last 5-year, 10-year and 25-year periods, which is good news for the financial health of the plan. Another good news item for the pension plan was that the most recent actuarial evaluation looking at a three year period ending August 2016 determined that the plan funding ratio was at 103.6%; this means that the projected money available is 103.6% of the projected costs of paying out pensions. The Trustee's reports also brought attention to a change in the service provider of the post-retirement group benefits (now Green Shield Canada), board activities related to monitoring the governance and oversight of the pension plan investments and management, an increase to the cap for the cost of living adjustment (now at 2.07%), changes to the pension plan website and the appointment of a new Executive Director of the College, Public Service and Teachers' Pension Plans.

PAC CHAIR

Sister Penny Heaslip (Retired Appointee to PAC, Local 2) was elected as the incoming Chair for PAC at the February meeting.

I want to express my thanks to Penny for acting as Chair for the February meeting in my absence and wish her all the best in the role going forward.

In Solidarity,

Scott McLean (Local 14)
PAC Chair (outgoing)

COMMITTEE RESOLUTIONS PAC

1. That FPSE request that bclMC present shareholders' resolutions that corporate funding for policy activities be restricted to activities that are clearly aligned with, and do not actively work against, the interest of pension plans.

(November 17, 2016)

2. Replace 4.14.1 of the FPSE Policy Manual by substitution with a comprehensive policy statement as follows:

4.14.1 Principles

1. Transition to retirement initiatives should be developed by FPSE and its locals to encourage work-force transition within a framework that:

- respects the continuing contributions of senior faculty,
- respects their right to continue working
- provides them with incentives to pro-

actively plan for their retirement or to work at lower time-status should they wish to,

- and which increases opportunities for new and part-time faculty to work toward their desired time-status and become regularized as quickly as possible (from current policy 14.4.1, 2nd paragraph and 14.4.2.1) *(also from Transition to Retirement recommendations 3.1(1), (4)).*

2. Within the scope of FPSE policy, locals should develop activist agendas to address Transition to Retirement *(from Transition to Retirement recommendations 3.1(5)).*

3. FPSE and its locals will promote Transition to Retirement initiatives that attempt to limit any combination of pension and employment income such that the total income not exceed a full-time salary. *(from Transition to Retirement 3.1(3)).*

(March 16, 2017)

3. That 4.14.2(2) of the FPSE Policy Manual be amended by adding “further retirement incentives as needed.”

(March 16, 2017)

4. That FPSE pursue and lobby for changes that would serve the overall goals of supporting senior faculty who wish to collect pension income before retirement and reduce their workload. Such changes would include the possibility of partial or other forms of “pre-retirement” pensions.

(March 16, 2017)

5. That FPSE continue to work towards improvements in access to affordable and comprehensive post-retirement medical/dental benefits.

(March 16, 2017)

6. That FPSE undertake a survey of retired and non-retired members that will provide data that can better inform the transition to retirement measures it takes and further, that a joint PC-PAC committee be charged with devising and coordinating the survey process.

(March 16, 2017)

7. That BCC be tasked with creating separate model language packages for:

- 1. Retirement Incentives that lead to full retirement;**
- 2. Phased Retirement Processes that provide a clear path to retirement over a set time-frame during which incumbent members; have incentives for reducing their workload.**
- 3. Post-retirement employment, but only when:**
 - i. rights to incumbent workers are respected, a full canvass for new workers takes place in any posting process before work is offered to a retired worker;**
 - ii. that such post-retirement work be without regularization, benefits, or increment accrual;**
 - iii. that combined compensation of pension plus pay not exceed the top of the faculty salary scale.**

4. When constructing such model language packages, BCC shall use the following guiding principles:

STANDING COMMITTEE REPORTS & RESOLUTIONS

- i. When regular faculty members retire, institutions should be obligated to fill those vacancies with regular positions or regularized faculty.
- ii. Retirement incentives should not result in cost savings that benefit the employer. Any savings should go towards supporting and encouraging work-force transition, or towards regularizing non-regular faculty.
- iii. As such transition initiatives are to be standing, reoccurring features of workplace arrangements, the work created should lead to regularization or the regularization track.

(March 16, 2017)

8. That NRFC within its terms of reference add to its list of responsibilities the following point #2: Monitor the effects of the removal of mandatory retirement at FPSE locals and the effectiveness of any Transition to Retirement initiatives and their compliance with FPSE policies. Make action recommendations on Transition to Retirement matters from time to time as deemed necessary.

(March 16, 2017)

9.

1. **Compliance with Human Rights Legislation**
That through CARC locals review their collective agreements to ensure that language referring to mandatory retirement or the use of a member's age in calculating access to benefits or leaves have been removed or minimized so that they are in compliance with Human Rights legislation.

2. Evaluation

That through CARC locals continue to monitor evaluation language in order to ensure fair treatment of faculty regardless of age,

3. Potential Strains on the Workplace

That CARC develop steward and local training modules on practical pitfalls and approaches in workplaces that have a greater proportion of older workers.

(March 16, 2017)

PRIVATE SECTOR POLICY COMMITTEE

Chair: Kevin Drager, ETEA President
Jean Ardila, ETEA Local 1 (ILSC)
Jason Collinge, ETEA Local 1 (ILSC)
Dan Reilander, ETEA Local 1 (ILSC)
Darwin Jurado, ETEA Local 2 (EC)
Shmuel Marmorstein, ETEA Local 3 (Kaplan)
Monique Cheung, ETEA Local 6 (KGIC)

Maryam Rostamy, ETEA Local 6 (KGIC)
Graeme Cheadle, ETEA Local 7 (inlingua)
Katie Dwernychuk, ETEA Student Advocacy Committee (ETEA Local 6)
Niall Christie, NRFC Liaison
Frank Cosco, Executive Liaison

The Private Sector Policy Committee (PSPC) comprises primarily representatives from FPSE 21's sub-locals. This year we were pleased to welcome a representative from the Non-Regular Faculty Committee to join us to add a voice from outside of FPSE Local 21. The committee's interests this year were still on the new regulations for private institutions. We spent a lot of time this year looking into the use of education recruiting agents by private schools. There is a lot of concern at the amount of influence and fees collected by agents. We were also disappointed that the government choose to completely ignore the use of agents by schools in the new regulations. Finally, it was disheartening to see the wonderful teachers at ETEA Local 9 lose their struggle to achieve a first collective agreement when the owner choose to suddenly close the school. At a March 22nd meeting (after the submission of this report) the committee examined all the factors that went into the school closure and how it fit with the regulations of the Ministry of Advanced Education's Private Training Institute Branch (PTIB). Finally we continued our research into the working conditions of international students in Canada. On March 15th the committee held its second student outreach event with the goal of gaining more information

about the working conditions and labour knowledge of international students working in Vancouver.

On September 1st 2016 the new PTIB regulations for private institutions came into effect. In February and March of that year three members of the Private Sector Policy Committee met on three occasions with the Ministry of Advanced Education Assistant Deputy Minister, Governance, Legislation and Strategic Policy and the CEO of the Private Career Training Intuitions Agency (PCTIA), which has since become PTIB. In these meetings we were given the opportunity to review regulations as they were developing and provide feedback. We continually raised our concerns that one of the major players, education agents, were completely left out of the regulations. As a result, the committee chose to take a closer look at the role of education agents.

At our first meeting of the year, we invited the director from one of our ETEA schools and board member of Languages Canada to attend to speak about how schools interact with education recruiting agents. He made a presentation on the new Private Training Act Regulations from the perspective of his role on the Board of Languages

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Canada. He recognized that the new regulations provide a more rational system for reporting and compliance, including a process for recertification which replaces the previous unlimited approval system.

He noted that unfortunately the regulations only apply for students who attend a language school for 6 months or more. This allows schools to choose not to participate. As we saw with the closure of VEC, this means students at those schools have no protection. In addition, even at schools that do participate, the tuition protection requirements only cover the ones who are there for at least 6 months.

He also raised concerns around the issue of agents, though he noted that it is not something either Languages Canada or the ETEA can fix, even working together, but will need government regulation to create any positive effect. He

provided a copy of the Languages Canada Best Practices for Dealing with Agents for students.

At our second meeting we invited a speaker from International Consultants for Education and Fairs (ICEF). This is an organization that holds education fairs around the world for agents and schools to come together. He provided a different perspective, acknowledged the challenges of working with some agents, and gave us a greater understanding of agent's perspective. He was able to provide us with some of the costs agencies spend on recruiting students. He also spoke to the effect some of our thoughts on regulations might have on agents, stating that it would be like dropping a large rock in a river; the water would just quickly flow around it. Whether valid or not, it is an important point of consideration. Finally he spoke to the outlook for international students in the coming years. From the research ICEF has done, BC is



ETEA 11 (Hanson International Academy) picket line, 2016

well positioned in the coming years to have a significant increase in the number of international students that come to Canada to study, with the biggest obstacle being a lack of student housing. At the end of his presentation he invited members of the committee to attend as guests at a spring education fair ICEF would be holding so we could gain a greater understanding of how agents work.

The PSPC plans to hold a student outreach event on March 15th, 2017 and a third meeting on March 22nd. Both of these are after the submission of this report. After holding last year's student outreach event, we learned that we can promote directly to private career colleges as they also are concerned about how some employers take advantage of their students. Although "Organizing" is no longer in the title of this committee (the committee was formerly named the Private Sector Locals Organizing Committee), we see a benefit of continuing our student outreach and advocacy work as a way to raise the profile of ETEA at non-union career colleges and possible future organizing targets.

At our March 22nd meeting we plan to do a complete examination of the closure of Vancouver English Centres which was certified with ETEA on December 2nd of 2014. On August 26th, 2016 the owner decided to close the school, citing that the school no longer had the financial means to operate. The school was not regulated through PTIB and had withdrawn its membership with Languages Canada. At the time of the closure the teachers had taken legal job action in pursuit of a first collective agreement. Since the closure, it has become clear that the school had been in deep financial difficulties for some time. We've also learned that there were possible violations of the government regulations for private institutions, which raises concerns about a lack of government

oversight in regards to their own regulations. At the March 22nd meeting the PSPC plans to discuss the closure of the school as it relates to the current regulations as well as trying to develop a position on how agents could be brought into the regulatory framework.

Finally, I would like to thank FPSE for the continued support and follow through on the closure of VEC and the support they provided to the teachers of ETEA Local 9. FPSE and FPSE Locals have been wonderful in their support of the teachers that lost their jobs. I have heard that the former VEC teachers are grateful as well. Although everything around the closure is unfortunate, it has served to provide a greater understanding of how some private institutions operate.

In Solidarity,

Kevin Drager
Chair, PSPC

STANDING COMMITTEE REPORTS & RESOLUTIONS



PROFESSIONAL & SCHOLARLY DEVELOPMENT COMMITTEE

Chair: Marcel Dirk Local 6
Laura Mackay, Local 1
Che-Hui Lien, Local 2
Mark Wendling, Local 3
Debbie McCloy, Local 4
Balbir Gurm, Local 5
Vicki Bolan, Local 7
Denise Hook, Local 8
Amy Cohen, Local 9

Rebecca Jacobson, Local 10
Catharine White, Local 11
Elizabeth West, Local 12
Carolyn Wing, Local 14
Helga Mankhof, Local 15
Noreen McCaffrey/Sandra Milligan, Local 16
Derek Cook, Local 17
Ursula Katic, Local 19
Leslie Molnar, Executive Liaison

FPSE's Professional & Scholarly Development Committee has mainly devoted the past year attending to three items of its work plan.

First, members had a wide ranging discussion in connection with its liaison role to the Ad Hoc Committee on Decolonization and Reconciliation. Recognizing immediate solutions were not going to be forthcoming, the committee nevertheless began the process, putting forward motions to invite speakers and hold workshops addressing pedagogical issues around indigenization in the post-secondary context as well as to demand the Ministry of Advanced Education supply post-secondary institutions with financial resources, including release time, so all faculty and staff could undertake Professional Development addressing the Truth and Reconciliation Commission's Calls to Action.

Second, members took up the Professional Development connections to the Education Policy Committee's "ReBoot: Making education technology work for both faculty and students" policy paper. Information about infrastructure, pedagogy, and training provided by employers and/or supported by professional development was collected via an Educational Technology

Survey. Results will be incorporated by a sub-committee into another policy paper to understand the impact all of these new-fangled equipment and courses are having on faculty's instruction and, likely more importantly, whether the employer should be providing training in technology rather than faculty financing it with their Professional Development eligibilities.

Third, members decided the Applied Research Survey requested by Presidents' Council needed greater consideration. It revealed the need to re-frame the earlier designed questions to ensure more consistent answers and more queries to get at important, unaddressed matters so it will be possible to establish a baseline for the state of research being conducted at post-secondary institutions and supported by them.

Another item of note was the usefulness of information-sharing between locals at the meetings. Local 4's report of a debate over attendance at weekend conferences without compensatory time off was assisted by Local 6's notice of its successful grievance on this issue. Likewise, supplementing local report information with comparison chart data aided and abetted



PSDC 2017

Local 15 in convincing administration to lift its ban on international travel and to nix the arbitrarily imposed three-day limit before and after conferences.

Finally, on committee administrative matters, members saw fit to re-acclaim me as Chair, bid adieu to Staff Representative Rene Nicholas, and acknowledge the counsel of Executive Liaison Leslie Molnar.

Professional & Scholarly Development Committee members, then, look forward to making continued progress on its work plan, sharing vital information, and with the expected appointment of another Staff Representative and newcomers to the committee performing its much spoken about and appreciated initiation ritual.

In solidarity,

Marcel Dirk (Local 6)
PSDC Chair

COMMITTEE RESOLUTION PSDC

1. The the President of FPSE write a letter to the Ministry of Advanced Education demanding that all institutions provide PD to all faculty and staff re: TRC recommendations, and to provide adequate release time for faculty to access this PD.

(November 17, 2016)

STANDING COMMITTEE REPORTS & RESOLUTIONS



STATUS OF WOMEN COMMITTEE

Chair: Elena Kuzmina, Local 15

Efrat El-Hanany, Local 1

Terryl Atkins, Local 2

Anna McLauchlan, Local 3

Seema Ahluwalia, Local 5

Mary Shier, Local 6

Teresa Piper-Arroliga, Local 7

Kathy Page, Local 8

Ann McKinnon, Local 9

Leanne Reitan/Paris Voykin, Local 10

Dina von Hahn, Local 11

Candace Fertile, Local 12

Lealle Ruhl, Local 14

Yiling Chow, Local 16

Kathie Ross, Local 17

Molly Toodlican, Local 19

Sonja Winks, Local 21

Annie Briard, Local 22

Teressa Fedorak, NRFC Representative

Lynn Carter, Executive Liaison

Over the last year, a dedicated group of Status of Women Committee members has continued working on issues of importance to women.

The SWC is a platform for its members to share issues affecting women faculty and students on campuses, highlight events celebrating women, provide support, get advice and give encouragement to each other.

At the fall and spring meetings we discussed, among other issues:

- Sexual violence policies being created at various institutions. We compared notes as well as talked about strategies and faculty engagement.
- Safety on campuses and promotion of safety awareness for women.
- Gender bias in student evaluations and studies discussing the issue.
- Gender representation at the locals and academic housekeeping/service work in the workplace.
- Infosilem scheduling software which impacts women's work-life balance and doesn't take into consideration child care or eldercare, as well as health considerations.

- Childcare for regular and non-regular faculty members.

In 2016-2017, SWC representatives planned and organized engaging and educational events honouring and celebrating women as well as raising awareness of women's issues.

OPEN THE DOORS CAMPAIGN

SWC members are involved with their local *Open the Doors* campaigns, planning and organizing events, and collecting numerous signatures on the Open the Doors campaign cards.

ELECTORAL & POLITICAL ORGANIZING WORKSHOP

During our fall meeting, we had a workshop on Political and Electoral Organizing conducted by Lynn Bueckert, BC Federation of Labour. This workshop was very timely considering the upcoming election.

After the workshop, the SWC recommended to PC: "that FPSE support the BC Fed initiative to commemorate the 100th anniversary of the

beginning of women's enfranchisement in BC and to link the initiative to the May provincial election".

DECEMBER 6TH

Committee members organized a variety of local events on the National Day of Remembrance and Action on Violence against Women: vigils and rose cards on campuses, a ceremony, a memorial lunch, a pledge in support of actions against gender-based violence and the window displays at libraries and accompanying table displays.

Emily Carr's Status of Women Committee, chaired by Annie Briard, organized 'In Memory of...', an exhibition featuring work by ECU students Sunroop Dhillon, Denise Holland, Michael King, Yao Li, Alison Fast, and Yifei Zhang, with reading suggestions by faculty and staff. More information about this event is on the ECUAD webpage at www.ecuad.ca.

Many local SWC members participated in the Sisters in Spirit events in October 2016, honouring the many missing and murdered indigenous women and girls in Canada.

INTERNATIONAL WOMEN'S DAY

SWC members celebrated International Women's Day by: using the theme Positive Body Image campaign; organizing Body Eclectic Colloquium (see www.thebodyeclectic.ca); teaming up with the Western Front, an arts centre, on "Arts + Feminism" for a Wikipedia edit-a-thon; honouring women faculty members with The Notable Woman Award; and organizing talks and panel discussions.

SWC members are grateful to FPSE for supporting our committee's IWD celebration each year by providing posters and magnets.

I would like to encourage local union members to support these events by attending and, better yet, by volunteering to help a local SWC member in planning and organising these events.

SWC RESOURCE LIST

Over several years, committee representatives have built a list of valuable resources and this year it was revised and updated. The SWC list includes key events, speakers, films, books and music. It serves to support local representatives on campuses and resides on the FPSE website. Next year the list will be monitored and updated by three volunteers that comprise the Resource List sub-committee: Dina von Hahn (Local 11), Kathie Ross (Local 17) and Efrat El-Hanany (Local 1).

INTERNATIONAL WOMEN'S DAY LOBBYING IN VICTORIA

In 2016, the BC Federation of Labour organized an International Women's Day lobbying of government decision-makers in Victoria. The SWC Chair joined BC Fed women officers and executive members at the Legislature in Victoria. The group lobbied on three important issues affecting women in BC: child care (to decrease child care cost to \$10 per day), economic security (\$15 minimum wage), and the lack of "rape kits" in many BC hospitals (these kits allow medical personnel to conduct full forensic exams following a sexual assault and gather sufficient evidence). The lobby group discussed these issues with representatives of the Green, NDP and Liberal parties.

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On International Women's Day, lobbying participants held a press conference on the steps of the legislature. CTV, Global TV and representatives of print media attended. At the question period in the Legislature that day, the group's efforts were acknowledged by the NDP MLAs; and the NDP Health critic, Judy Darcy, questioned Justice and Health Ministers about the lack of sexual assault services in remote areas of BC.

Responding to the SWC recommendation, George Davison wrote a letter to the Ministry of Health urging that the provincial government ensure that rape kits and appropriately trained health professionals are available in all communities in BC.

SUMMER INSTITUTE ON UNION WOMEN

FPSE continues to send several women delegates to the Summer Institute on Union Women (SIUW). The Summer Institute presents invaluable experience for union sisters. This summer, the SIUW was held in LA. The delegates had an opportunity to attend various courses and make great connections with union sisters from various unions in the US and Canada.

I would like to thank all the members of the committee for their tireless work this year. Committee members would like to extend our gratitude to Lynn Carter, our Executive liaison; Leah Squance, our Staff Representative; and



SWC 2017

Lucia Salazar, Administrative Coordinator, for their valuable contributions, guidance and support. The SWC would also like to thank Terri Van Steinburg, Secretary-Treasurer, George Davison, FPSE President as well as the Presidents Council for bringing attention to women's issues, and for providing funding and advice.

In solidarity,

Elena Kuzmina (Local 15)
SWC Chair

4. That FPSE encourage all locals to bargain collective agreement language regarding the provision of childcare and/or resources for childcare for members.

(March 16, 2017)

COMMITTEE RESOLUTIONS SWC

1. That FPSE continue to support DOXA for the 2018 festival.

(March 16, 2017)

2. That FPSE encourage Locals to consider sending their SWC representatives to the AGM as delegates.

(March 16, 2017)

3. That FPSE urge all locals to negotiate domestic violence language in their collective agreements that recognizes domestic violence, and ensures worker protections, using the principles of the Canadian Labour Congress concerning domestic violence as a guide.

(March 16, 2017)

STANDING COMMITTEE REPORTS & RESOLUTIONS



WORKPLACE HEALTH, SAFETY & ENVIRONMENT COMMITTEE

Chair: Reto Riesen, Local 11
David Geary, Local 1
Susan Purdy, Local 2
Bruce Bennett, Local 3
Debbie McCloy, Local 4
Susana Phillips, Local 5
George Dunne, Local 6
Noham Weinberg, Local 7
Chris Alemany, Local 8
Jasmine Korčok, Local 9

Jason DaCosta, Local 10
Tim Elkin, Local 12
Nina Heir, Local 14
Scott Urquhart, Local 15
Alix Carrel, Local 16
Marnie Wright, Local 17
Linda Epps, Local 19
Jason Edward Collinge, Local 21
Martin Rose, Local 22
Allison Platt, NRFC Liaison
Tim Walters, Executive Liaison

The WHSE Committee met twice during the past year. The meeting in November 2016 gave ample time to discuss reports from locals and to receive a further update on changes to WCB regulations of importance to joint health and safety committees at our institutions. The February 2017 meeting was combined with the spring conference, featured only a short roundtable of local written reports, but left space for a presentation on Psychologically Safe Workplaces. This presentation was in response to discussions of locals' reports in November. The committee, with the support of Staff Rep Rene Nicolas, was also finishing a survey regarding violence in the workplace and another one regarding the impact of e-mail on workloads.

RECURRING & NEW TOPICS

Some recurring topics are air quality, smoking, rodents, ergonomics, asbestos, and the role of the Joint Health & Safety Committees themselves. These are topics where the experiences of other committee members are very useful. They have gained insight through their work on local JOHS meetings, they may

know about an exemplary policy from an institution on a particular subject that can be shared. Reports from BC Fed, CAUT and others add more details and keep us updated. Recently the topic of violence at the workplace has come up more. With it come questions as to what precautions the institutions put in place, and how they deal with threats. Very recently naloxone and fentanyl overdoses have led to H&S questions.

JOINT HEALTH & SAFETY REGULATION CHANGES

As indicated in last year's report, the government has introduced changes to WCB legislation in response to the saw mill explosions in Burns Lake and Prince George, and the subsequent failure to have charges laid. WCB itself has since approved additional regulations that take effect April 3, 2017. Gord Lechner from the BCFed Health and Safety Centre explained the changes in November, as well as answering other H&S questions.



WHSEC 2017

Of particular significance to the future work of the joint committees are:

- Annual evaluations to measure the effectiveness of joint committees.
- Mandatory training and education for JOHS committee members – in addition to the annual eight-hour entitlement.
- Increase in the role of JOHS committee and members in investigations.

Some of these points have been contentious before at institutions.

WORKPLACE VIOLENCE

In response to unease among members about growing numbers of incidents of student and other violence, the committee recommended last year that FPSE conduct a survey to find out more about the prevalence of workplace violence at our locals' institutions.

The committee, Staff Rep Rene Nicolas, and PC have worked on the survey, and the finalized Violence Survey was approved at the February meeting.

E-MAIL IMPACT ON WORKLOADS

While academic data on the impact of e-mail on workloads are scarce, anecdotal information indicates that it is increasing, and with it possible health implications. Data that will be collected through this survey will be used to inform labour relations initiatives, e.g. collective bargaining.

PSYCHOLOGICALLY SAFE WORKPLACES

The term psychologically safe workplaces has gained traction in the last years in response to additional WCB regulations regarding mental

STANDING COMMITTEE REPORTS & RESOLUTIONS

injuries suffered at work. Merv Gilbert and Dan Bilsker introduced the committee to the concept of Psychologically Healthy and Safe Workplaces. A few recent collective agreements already include the term and refer to the new National Standard of Canada for Psychological Health and Safety in the Workplace. Some resources available for audit and assessing local problems are Guarding Minds @ Work (guardingmindsatwork.ca) that helps introduce a process through which employers can implement measures to support and promote psychological safety.

THIRD-HAND SMOKE

The issue of third-hand smoke has been brought to the attention of the BC Fed H&S committee in response to an initiative from this committee.

CHAIR FOR 2016/2017

Reto Riesen was acclaimed as Chair for another year.

My thanks go to Rene Nicolas, our Staff Representative to the WHSEC, for his support at meetings and his work on the surveys, and to Staff Representative Lesley Burke for her help during the February meeting. I would also like to thank Tim Walters and Frank Cosco for filling in as Executive Liaison.

Respectfully submitted,

Reto Riesen (Local 11)
WHSEC Chair