



2004 AGM & CONVENTION  
**EXECUTIVE  
REPORTS**

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ON BEHALF OF PRESIDENTS' COUNCIL  
CINDY OLIVER
- ◆ **SECRETARY-TREASURER**  
DILEEP ATHAIDE
- ◆ **FIRST VICE-PRESIDENT**  
FRANK COSCO
- ◆ **SECOND VICE-PRESIDENT**  
GEORGE DAVISON
- ◆ **MEMBERS-AT-LARGE**  
NANCY CLEGG  
TOM FRIEDMAN

## **PRESIDENT'S REPORT ON BEHALF OF PRESIDENTS' COUNCIL: CINDY OLIVER**

THE THEME OF THIS YEAR'S AGM:  
*Celebrating our Achievements, Building our Future*, speaks to our many accomplishments and directs us to the challenges that lie ahead.

We have much to celebrate. This past year has seen many and diverse changes in our system, ranging from the establishment of an equity-seeking CIEA Pride caucus to the announcement of University College of the Cariboo becoming a free-standing university. We are pleased that the Kootenay School of the Arts, its programs, faculty and staff, will be amalgamating with Selkirk College. Many institutions in the college, university college and institute system are looking to expand offerings at the undergraduate and graduate levels. Through all of this, our priorities have remained the defence of members and collective agreements and expanding our skill base through local and provincial training events.

As we celebrate, however, we know that we face serious challenges. Protecting public education, educators and staff, resisting the reduction and privatization of public services, and persevering in the face of global instability all create a context where it is more important than ever to remain united and focused.

CIEA has been gearing up to defend members in preparing for the current round of bargaining. Besides thoroughly canvassing members and holding two bargaining conferences, preparation continues with research, polling, lobbying, expert legal advice when needed, and the support of the BC Federation of Labour, the Canadian Association of University Teachers and the Canadian Labour Congress.

CIEA members are encouraged to build unity within their respective locals and to work with community coalitions, local Labour Councils and others in establishing the importance of post-secondary education throughout the province as we gear up for both federal and provincial elections. We

have the strength of over 8,000 members, and we need to draw on every one of them to advance our just causes.

In this report, I will review this past year's work and highlight areas of continued focus.

### **Provincial government initiatives**

I have included a review of the BC Liberal government record on post-secondary education since our last AGM at the end of this report. A complete record, beginning in June 2001, is available on the CIEA website. As you can see, this administration has made many significant decisions that affect the work of CIEA members.

The February 2004 provincial budget brought with it promises of modest growth in the three-year funding plan – about four per cent – and projects that public institutions will add 11,800 more student spaces – an increase of about seven per cent. The funding reductions which we expected for the 2004-05 year have been replaced by modest growth in institutional budgets, which is good news. Most disturbing in the budget was the elimination of all up-front student grants, with the savings derived being used to fund new student spaces. The loss of grants, combined with significant tuition increases, is placing access for many students at risk.

In the fall, CIEA as a provincial organization and many locals made presentations to the Standing Committee on Finance and Government Services concerning the 2004 provincial budget. Concerns about funding and access within the college, university college and institute system were clearly heard by the committee and its report acknowledged the need for more funding for our sector. At the provincial level, CIEA continues to communicate funding concerns to government and many locals have developed relationships with their MLAs to forward issues and concerns as well.

On the trades training and apprenticeship front, the provincial government has held fast with its plan for a fragmenting of the trades training system. The newly formed Industry Training Authority, which replaces the former ITAC Board, has one labour representative among many appointees from the BC Business Council.

We at CIEA, and in conjunction with the BC Federation of Labour, continue to monitor and fight back with lobbying at the provincial and municipal levels regarding the dismantling of trades training, the deregulations of safety standards, and the minimizing of the Red Seal program. I am a member of the Federation's Trades and Apprenticeship Committee and I chair the sub-committee that has met with the Heavy Industry Trades Advisory Council, successfully committing them to embracing Red Seal as a basic right for workers.

The Degree Quality Assessment Board (DQAB) was appointed in May 2003 with representation from the Chamber of Commerce and the BC Business Council but no faculty representation. The board has yet to announce the approval of new degrees or institutions. Working with CUFA/BC, CIEA has monitored the development of proposed processes and standards and we continue to take the position that our interests are not best served by participating in a process that is intended to facilitate the development of a private university sector in BC. Many institutions in our system have applied to offer new degrees and these proposals are also working their way through the DQAB process.

We continue to wait for the next steps in the overhaul of the private training sector. Having passed the *Private Career Training Institutions Act* in October 2003, government has yet to appoint members to the Private Career Training Institutions Agency or to publish the regulations and policy that will define the new regulatory framework.

This year, we have seen the implementation of announcements from previous years, as well as new announcements regarding the future of post-secondary education. The future of the Open College and University are now clearer, with the recent announcement of a new free-standing university for the UCC region and an amalgamation of Open University/College programming. Government also announced the establishment of a new UBC campus in the Okanagan, breaking up Okanagan University College and creating a new Okanagan College that will offer university transfer, trades and other applied training programs. In both cases, these decisions were reached behind closed doors, without faculty, staff or student involvement.

Ironically, government has decided to reinvest in expansion of the Surrey campus of Simon Fraser University – putting it back in the very place where the Liberal government shut down the Technical University of BC operations with much fanfare not so long ago.

Little activity occurred in the area of BCcampus, with the exception of a move initiated by the bankruptcy of the much-touted New Media Innovation Centre which housed it.

In March, we saw the closure of the Centre for Curriculum, Transfer and Technology (C2T2) and the Centre for Education Information Standards and Services. This is a significant loss for post-secondary education as both organizations have played a critical and important role in bringing the college, university college and institute partners together, and the quality of educational programs and services that are offered have been the better for these partnerships.

#### **Public Education Flexibility & Choice Act**

We have seen a quiet year following a significant victory last year, when the International Labour Organization concluded that the BC government's *Public Education Flexibility and Choice Act* had violated international covenants to which Canada is a signatory. The ILO ruled that the BC government repeatedly violated the rights of BC workers by refusing to negotiate contracts with their unions and by arbitrarily enforcing its will using legislation. CIEA Local 5, Kwantlen Faculty Association, reacted swiftly earlier this year when local administration announced its intention to use the legislation to unilaterally increase class size. With support from CIEA and the BC Federation of Labour provincially, and CAUT nationally, the Kwantlen Faculty Association saw its administration back away from its proposal.

No court date has yet been set for CIEA's Charter of Rights Challenge against the Act.

#### **Forwarding CIEA's agenda**

Government consultations slowed this year. In the summer the Ministry of Advanced Education issued a working paper *Mandates, roles and responsibilities in the public post-secondary education sector* to which CIEA

responded. Next steps in the mandate review are still not clear, although the BC government has made a number of significant decisions as to the mandate of many institutions in the system.

CIEA made a written submission to the 2004 BC Budget Consultation in October 2003 as well as presenting to the Standing Committee on Finance and Government Services. CIEA has also published a number of *Contacts* on a variety of issues, and we continue to communicate regularly with provincial government representatives.

Over the past year, I have met with the Minister of Advanced Education about several system issues. As well, I joined BC Federation of Labour President Jim Sinclair in a meeting with Minister Murray Coell regarding deregulation of safety standards. In addition to meetings with Ministers, I have met with new Deputy Minister Philip Steenkamp and Assistant Deputy Minister Jim Soles on several occasions, and with Gloria Back, Director of Employment Initiatives with the Ministry of Human Resources.

On the federal lobbying front, I have worked closely with the Canadian Association of University Teachers, its national union NUCAUT, and the Canadian Labour Congress, advocating for better federal funding for our post-secondary institutions and on many social justice causes. In anticipation of a federal election I participated, along with Staff Representative Roseanne Moran, in a day-long election preparedness workshop offered by CAUT.

### **Bargaining**

We are all aware that much preparation has been done and continues to be done for the current round of bargaining. We have seen a significant change in the employers' group, the Post Secondary Employers' Association. Back in January, the provincial government ordered that the PSEA become the accredited bargaining agent for the employers. I believe that, over time, this will have a significant impact on the way bargaining is conducted, given the erosion of local institution authority. Once again, we have chosen to bargain with our brothers and sisters in the

BCGEU instructors' component, and we have begun protocol talks with PSEA. As it stands currently, we will most likely recess negotiations over the summer and restart talks in the fall.

We are aware that bargaining with this government will not be easy. We have seen others in the public sector that have tried to bargain with this government and have been legislated back to work and had agreements imposed upon them. We are also aware that there is a fiscal mandate for bargaining, and a cry for concessions from this government. Our sisters and brothers in the K-12 system have seen increases in class size and reduction of support services in their imposed agreement. But we also know that we enter these negotiations with a commitment to do everything in our power to get the best collective agreement possible in these difficult times.

To that end, we have before this AGM an Action Plan for 2004-05. In our deliberations of this plan, we will be deciding how best to prepare our members for the many opportunities that lie ahead.

We are committed to promoting and defending our members' rights, to improving quality, access and affordability in our system, to defending public services, and to holding elected representatives to account. We emphasize participating in our communities and with our allies in the House of Labour. We encourage our members to work with coalitions, organizations and other unions to promote and highlight our causes. Locals are encouraged to organize within their membership to build unity and support CIEA initiatives, to help foster a sense of ownership of our agenda. Together we are stronger and more able to face all of our challenges effectively.

### **Allies and affiliations**

CIEA continues to work with and appreciate our allies in ever-growing ways. Our relationship with the Canadian Association of University Teachers continues to be invaluable in the fight to defend our members against offensive legislation and on

many other fronts, and I acknowledge their support and work on our behalf. CIEA is an active member as well of the National Union of CAUT. Throughout this year, we have had representation at various events, conferences and meetings sponsored by CAUT and NUCAUT. CIEA is often asked by CAUT to provide panelists and speakers at their events, as we are considered to have negotiated the most progressive contract language in many areas including regularization, maternity leave and top-up provisions, and salary structures.

CIEA representatives participated in our first mid-term CLC Convention and have taken advantage of various training opportunities sponsored by the CLC, including the annual Winter School. The CLC is undertaking a political action campaign and has launched a website dedicated to helping citizens make better choices in the upcoming federal election. At "[www.betterchoices.ca](http://www.betterchoices.ca)" fact sheets are available on current issues, such as accessible post-secondary education and health care, pension protection, job security, fair trade and others.

CIEA continues to support the BC Federation of Labour's activities to raise the profile of labour issues and to fight for fairness. CIEA members across the province have participated in rallies, meetings and coalitions to protest cuts to public services, attacks on education and health care, the privatization of BC Hydro, the undermining of services for the poor and disabled, and the erosion of rights and safety standards for workers.

As a full officer/Vice President of the BCFL, I have represented CIEA's interests in helping to develop the BCFL's Political Action campaign which will unfold in stages leading up to both the federal and provincial elections. The campaign involves every community around the province, and many of you will be called upon to help give our issues a prominent place in political candidates' agendas. Helping these candidates embrace our issues is one key to creating a government that respects and responds to community needs. Some initial polling has been conducted, local organizers are being hired, and strategic ridings have been targeted for extra help that may be required to educate citizens.

As an officer of the BCFL, I chair the Federation's Education Committee. At this year's upcoming BCFL Convention in November 2004, I will present an updated education policy to better reflect the many issues facing public education today.

CIEA continues its coalition work through the Coalition for Public Education, which includes the BC Teachers' Federation, the BCGEU, CUPE BC, the Canadian Federation of Students, and the Confederation of University Faculty Associations of BC. We are currently rolling out an access issues campaign, *Opening Doors for Every Student*, which ties in very well with the BCFL campaign. Awareness raising activities will target parent advisory groups, school and post-secondary institution boards, labour councils, and others in focusing on the need for greater educational opportunities in our communities.

CIEA also co-sponsored, with the BCFL, BCTF and CUPE BC, the public education conference *The Education We Need for the Future We Want*. It was well-attended with delegates from across the province.

### Pensions

The College Pension Plan continues to provide among the best pensions in the public sector for members and we can be very proud of that. Our plan, like all BC plans, had dealt with rising health benefit costs, increased retirement rates, and volatile market conditions. The College Pension Board of Trustees has made some difficult decisions in order to manage health costs in the face of the delisting and downloading of services by the provincial government. However, our basic pension benefit is in excellent shape and inflation protection, although not a guaranteed benefit, is in good shape into the future. We are awaiting the results of the College Pension Plan actuarial valuation as at August 2003 and expect to see the effects of poor market conditions, among other things, reflected in that valuation.

CIEA's Pension Advisory Committee continued to work diligently. In the fall, CIEA Presidents' Council participated in a work-

shop on trusteeship and trust law and responsibilities in the context of our pension plan. This was very useful and will likely become a regularly offered event. CIEA initiated a pension plan partners meeting this year to flag a variety of issues of concern and we have continued to provide solid advice to the College Pension Board of Trustees.

CIEA, along with the Post Secondary Employers' Association and the provincial government, has successfully sought intervenor status in the litigation being brought against the College Pension Board of Trustees related to the distribution of the 2001 surplus.

I want to extend my deepest thanks to CIEA's Trustees on the College Pension Plan Board: John Wilson (Local 1), Dominique Roelants (Local 8) and Staff Representative Roseanne Moran, who worked tirelessly to manage the College Pension Plan. I would also like to acknowledge the work of trustee Tom Kozar, who has held a joint appointment by CIEA and the BCGEU as a retired member. Tom will be leaving the College Pension Board of Trustees in August to be replaced by Dennis Andersen, a retired CIEA member from Local 20, who is well-known to many in both CIEA and the BCGEU from his many years and contributions in the system.

CIEA and the BCGEU continue to encourage the participation of retired members in the BC Retired Teachers' Association.

### **Organizing**

CIEA's organizing efforts were set back when the employer of the Vancouver Film School Faculty Association won an LRB decision that overturned their certification. We continue, however, to actively pursue requests from others interested in joining CIEA.

On the opposite end of organizing, and with much sadness, we have seen the winding up of CIEA Local 20, the Association of BC Education Professionals, due to the closure of a long standing agency, the Centre for Curriculum, Transfer and Technology.

### **Working for and with member locals**

This past year has seen both CIEA Officers as well as Staff Representatives travel to many locals. I was able to attend membership meetings throughout the province and my apologies go to those whose meetings I could not attend.

When I became President, I made it a priority to expand our capacity to advance the interests of post-secondary educators and staff. To that end, CIEA Staff Reps have had a very active year supporting local associations in their work. We continue to develop new educational tools to assist locals; media training, steward training, running effective meetings, governance, organizing the organized, and political action are some of the topics available to locals to enhance their ability to work for their members.

CIEA also provided much needed services to the many locals who experienced grievances and arbitrations. Several legal opinions were sought on a variety of issues, and labour relations Staff Representatives were called upon to share their expertise with local stewards. Significant cases this past year ranged from pushing back on proposed class size increases to maintaining department head work in the bargaining unit. We won cases involving faculty evaluation, discharge and discipline, and imposed increase in workload due to online courses. But it is worthy to note that most grievances were successfully resolved, eliminating the need to proceed to arbitration.

I want to state with some emphasis that I am very pleased and proud of the strong showing CIEA members have made at the numerous rallies, peace marches, social justice functions, and public consultations that have taken place in the past year around the province. The CIEA banner has been prominent at many events and I wish to thank all members who showed their support for various causes. It is this enthusiasm and commitment that makes CIEA strong and focused.

As well, many local presidents have lobbied their respective MLAs regarding system issues on different occasions. CIEA provided research and lobby materials, and presidents, often with the support of other faculty or staff, met with their elected representatives to discuss impending or legislated policy changes. This activism fosters solidarity within our organization and also holds our locally elected politicians to account.

Our Spring Conference, *Building Better Workplaces*, which featured CLC Vice President Barbara Byers as the keynote speaker talking on work/life balance, offered members much food for thought. Workshops on topics ranging from Copyright and Intellectual Property, Discrimination against Women and Its Impact in the Workplace, Mentoring, and Toxins in the Workplace, gave members the opportunity to discuss issues and develop new skills.

### Thanks

CIEA is a federation that functions on democratic decision-making. It is with the greatest pride that I have had the honour of leading this organization. But, as in all democracies, the work is shared, and I have many to thank.

CIEA is well-served by a dedicated staff of professionals who always look to serve members' needs. I have truly enjoyed working with such a dedicated group and I wish to acknowledge the contributions they all have made in a variety of capacities. The Staff Representatives who work on the labour relations front – Barb Brown, Jeff McKeil, David Piasta, Linda Sperling and Lee Whyte – are unparalleled in their ability to serve the locals, and Staff Representative Roseanne Moran, who is responsible for communications, policy and pensions, is dedicated to keeping our members informed and current on all of our issues. CIEA would not be as effective without them.

I also want to extend a very special thank you to Staff Representative Linda Sperling who will be retiring next year. As this will be

her last CIEA AGM, I want to publicly recognize her hard work and contributions to CIEA over the past thirteen years

The Administrative Assistants – Mary Bruegeman, Angela Kenyon, Carrie Smith, Margaret Sutherland and Nancy Yip – provide quality work and service to all, more often than not under tight timelines. Financial Assistant Mark Gloumeau keeps our financial affairs in top shape. To all, I owe my gratitude.

Presidents' Council works tirelessly to keep the organization current and effective between AGMs. I want to thank all members of the Council, listed below, for their dedication and support.

This year's Executive Committee contributed in so many ways by ably representing CIEA at external organizations and functions and by providing advice and help to me on many occasions. My thanks go out to Vice-Presidents Frank Cosco and George Davison, whose expert advice I have found invaluable, and to Members-at-Large Nancy Clegg and Tom Friedman, who have worked alongside of me all year. To our Secretary-Treasurer Dileep Athaide I owe my sincere gratitude. Dileep's insight, dedication and diligence have been a cornerstone in our leadership of CIEA.

Thank you to all who have worked on behalf of our organization. It is by this hard work that we promote and move forward our agenda for post-secondary education in BC.

Respectfully submitted and in solidarity,

Cindy Oliver  
President

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## CIEA 2003-04 PRESIDENTS' COUNCIL

- **Melanie Fahlman-Reid**  
Local 1: Capilano College Faculty Assn
- **Tom Friedman**  
Local 2: University College of the Cariboo Faculty Association
- **George Davison**  
Local 3: Faculty Association of the College of New Caledonia
- **Robin Wylie**  
Local 4: Douglas College Faculty Assn
- **Nancy Clegg**  
Local 5: Kwantlen Faculty Association
- **Velma McKay**  
Local 6: College of the Rockies Faculty Association
- **Tim Cooper**  
Local 7: University College of the Fraser Valley Faculty & Staff Association
- **Jamie Brennan**  
Local 8: Malaspina Faculty Association
- **Jim Howard**  
Local 10: Selkirk College Faculty Assn
- **Sheree Ronaasen**  
Local 11: Academic Workers' Union (NWCC)
- **Colleen McGavin/Candace Fertile**  
Local 12: Camosun College Faculty Assn
- **Lawrence Warren**  
Local 14: Langara Faculty Association
- **Lizz Lindsay**  
Local 15: Vancouver Community College Faculty Association
- **Dennis Broad**  
Local 16: North Island College Faculty Association
- **Peter Fuhrman**  
Local 17: Faculty Association of the Open Learning Agency
- **Jim Bruce**  
Local 19: Nicola Valley Institute of Technology Employees' Association
- **Peter Clayton**  
Local 21: Private Sector Faculty & Staff Association
- **Tom Becher**  
Local 22: Emily Carr Institute of Art & Design Faculty Association

## The BC Liberal record on post-secondary education:

### THE YEAR IN REVIEW

#### May 2003

Government introduces the *Private Career Training Institutions Act*, Bill 52, which overhauls the regulation of the private training sector. Among its major features, the legislation replaces the Private Post-Secondary Education Commission with the Private Career Training Institutions Agency – a board comprising industry representatives – and significantly narrows the scope of institutions to be regulated. (The Act passes in October 2003, receiving Royal Assent on November 14.)

On May 13, the Degree Quality Assessment Board is established, with no faculty representation. The board is charged with developing a quality assessment process for public and private institutions seeking to offer BC degrees.

#### June 2003

The Ministry of Advanced Education issues a working paper: *Mandates, roles and responsibilities in the public post-secondary education sector*. The paper seeks feedback on a variety of issues related to how the public post-secondary system is working, including governance structures. Responses are sent into the Ministry by October 2003. The outcome of the review may be legislation or further consultation at a later date.

#### August 2003

Government announces the composition of the Industry Training Authority Board. In contrast to the previous balance between employers, unions, education and government, the new nine-member board has only one labour appointee and no education representatives.

#### September 2003

The BC government announces its intention to seek a request for expressions of interest to create a new model for the Knowledge Network, the province's educational broadcaster.

Government announces \$1.94 million to fund 25 pilot projects to test new models for providing industry training.

#### **October 2003**

Government announces the investment of \$30.5 million from the BC Knowledge Development Fund. The funding will assist the University of Victoria to further its research and education initiatives.

New guidelines for student loans are announced which will make it easier for students to increase student loan amounts.

#### **November/December 2003**

Standing Committee on Finance and Government Services issues its report on the public consultations regarding the 2004 provincial budget. The report reflects considerable concern about the state of access to post-secondary education.

UNBC receives \$100,000 to support technology transfer; UBC receives \$9 million to support a variety of research projects.

#### **February 2004**

The Speech from the Throne announces the government goal of creating 25,000 new spaces for post-secondary students by 2010.

The BC Liberal 2004 budget is tabled. The new three-year plan for post-secondary education projects significant enrolment growth accompanied by modest funding growth. Overall institutional budgets are targeted to grow by about \$57 million or four per cent from 2003-04 to 2006-07. The plan projects enrolment increases of 11,800 student spaces or seven per cent from 2003-04 to 2006-07.

New student spaces are essentially funded by eliminating the entire upfront grant portion of student assistance. This will mean an estimated average increase in debt of about \$14,000 for BC students. Approximately 23,000 students receive grants, 16,000 of whom are in public post-secondary institutions.

#### **March 2004**

The Centre for Education Information Standards and Services and the Centre for Curriculum, Transfer and Technology formally cease operations.

Government announces a number of changes in university-level education, all of which are made with no consultation with educators or students:

- \$70 million will be invested in the Surrey campus of Simon Fraser University, in the very place where the Liberal government shut down the Technical University of BC early in its tenure. Government identifies a target of 8,000 new spaces for the Fraser Valley region by 2010.
- A new UBC campus will be opened up in the Okanagan, breaking up Okanagan University College and creating a new Okanagan College that will offer university transfer, trades and other applied training programs.
- University College of the Cariboo will become a special purpose free-standing university by May 2005, and will combine with the BC Open University and Open Colleges distance education functions and resources by 2007. The announcement includes funding for a long-awaited Williams Lake campus.

#### **April 2004**

Government announces that the Kootenay School of the Arts will amalgamate with Selkirk College, allowing it to continue and to come into the public system.

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## **SECRETARY-TREASURER'S REPORT: DILEEP ATHAIDE**

I RECALL REPORTING AT LAST YEAR'S AGM that my workload had been exceptionally heavy; it didn't seem any lighter this year! From my perspective, it's been an extremely busy time. But I must at once add that I am happy to have served you through my undertaking of a great variety of tasks within my capacity as Secretary-Treasurer at CIEA.

I provide here a summary of duties exercised on your behalf as the chief financial officer of our federation, as the CIEA office and personnel manager, as a member and the recording secretary of the Executive Committee and Presidents' Council, and as the primary backup to the President on all political issues, policy implementation and representations both within and outside our organization.

### **CIEA's 2003-04 fiscal year-end**

CIEA's operations for the period of April 1, 2003 to March 31, 2004 were undertaken with a total budget of \$2,344,777, that included a projected deficit of \$35,677. In reality, we ended the fiscal with a healthy surplus of \$77,487.

Revenue from membership dues was close to our budget estimate, while investment income was significantly higher, resulting in total revenue of \$2,346,939, after the transfer of \$259,245 to our Defence Fund. With good returns on our investments, our Defence Fund now stands at a sizable \$6.1 million.

CIEA's expenditures reflect the service we provide our members on many fronts. Our locals receive direct service from our officers and staff, and are represented on various external committees, coalitions and provincial and national organizations. In the area of officer and staff compensation, the only anomaly was in staff overtime that, at \$37,296, came in at almost twice the budgeted amount.

CIEA allots a significant sum to ensure that our members actively participate in events that we sponsor ourselves, as well as those organized by our affiliates and partners. We

spent a lot more on conferences this year, with all Staff Representatives and a majority of Standing Committee Chairs attending major national events. Expenditures relating to our ten Standing Committees' meetings and the special GLBT Conference were close to what we had budgeted. The cost of direct services provided by our Staff Representatives to the Locals exceeded our projection, coming in at \$78,729. Likewise, our legal expenses of \$180,455 were more than the amount budgeted. On the other hand, the bargaining expenses of \$40,802 were significantly less than what we had estimated.

In the important areas of advocacy and public relations, our expenses were close to what we had projected. The same can be said for our valuable affiliations with the BC Federation of Labour, CAUT and the Canadian Labour Congress. And lastly, no great deviations were experienced in the area of administration costs.

In conclusion, there were some significant variances between our 2003-04 operating budget and our actual revenue and expenditures, and as a cumulative result we ended the fiscal year with a small surplus.

### **CIEA's 2004-05 proposed budgets**

The operating and capital budgets proposed here were approved by Presidents' Council at its meeting in March.

We have estimated a 2% increase in membership dues revenue based on salary step increases and some slight growth. At 10%, our Defence Fund transfer is pegged at \$260,000. With a significant increase in investment income, our total revenue is projected to be \$2,372,400.

On the expenditure side, we have increased staff overtime to reflect a better estimate of anticipated compensation. We always budget for officers' relocation, given the possibility of Executive officers being elected from outside the Lower Mainland. Very slight adjustments have been made in the events and committee expenses categories.

The reduction in projected legal expenses helps offset some of the large increase, to \$150,000, in bargaining costs assumed for

this coming year. We have significantly increased our Public Relations/Communications/Lobbying line to \$50,000, to reflect a higher level of activity corresponding to our bargaining and pre-election modes. The CIEA publications expense has been reduced to reflect a decline in the number of *Profile* issues published. Representations, affiliations and memberships are unchanged.

Our total administration costs have been projected to increase a little, principally due to a higher amortization of capital assets and a marginally higher office rent. A thorough review of the appropriateness and value of our CIEA subscriptions produced far more cancellations than additions, and hence a budget cut of \$2000.

The cumulative result of the proposed changes leads us to present a projected deficit in our operating budget of \$86,871.

We have proposed a capital budget of \$10,000 for 2004-05. This is a significant decrease from last year's \$95,000 which had included extraordinary expenses related to our office move.

### **Other activities**

In addition to my day-to-day work on the financial aspects of our organization, I assisted the President with virtually all aspects of our federation's activities. At regular intervals throughout the year I reported in detail to Presidents' Council; I will provide you with a brief, somewhat chronological, summary here.

Immediately following our AGM last year, we made our big move to the new office premises in the BCTF building. In addition to the actual physical transfer and setup in the new facility, there was an enormous amount of sorting and cleaning needed after ten years at the old location. Not surprisingly, all our new equipment (telephones, computers with remote access, printer-photocopier, door locks and alarms) was not instantly up and running in a flawless manner! It has taken a good part of the past year to achieve the current state of our smoothly functioning and universally admired office. Incidentally, CIEA's Open House in October, showcasing our new premises, was well attended.

The departure of Administrative Assistant Pablo Mendez coupled with ongoing partial medical and political leaves has lead to our recent hiring of two Casuals, Clara Leddy and Barbara Moyle. Throughout the year, I regularly chair meetings of the Support Staff group and, as far as possible, attend most Staff Representative meetings, which are chaired by the President.

As a follow-up to the workshop that I co-presented with Staff Representative Linda Sperling at last year's AGM, I was asked to lead a session on Succession Planning at the Presidents' Annual Retreat that was held in Whistler last June. That retreat was attended by the full Executive and every one of our 2003-04 Presidents, and it set the stage for a very effective Presidents' Council.

My second and final 3-year term as a member of the BC Council on Admissions and Transfer was completed with my attendance at the June meetings. I am happy to report that CIEA's recommendation, Bob Harris (Local 3), was appointed by the Minister as my replacement, and has joined Nancy Clegg on the Council. With the introduction of the new program approval process following the *Degree Authorization Act*, an expansion of on-line learning, and increased concerns around access and transfer, the work of BCCAT continues to be of great importance in our post-secondary system.

Still in June, Kwantlen University College cancelled their entire Continuing Education program. In this connection, I participated in a rally and a press conference, as well as radio and newspaper interviews. I was back at Kwantlen in February to attend their successful rally against class size increases; their win on this front is a shining example of the benefits of solidarity!

On behalf of a coalition of several unions, we issued a press release in July that noted the successful letter-writing campaign to the Premier regarding the ILO findings on the provincial government's violations of basic protection for working people.

The Ministry of Advanced Education's Working Paper "Mandates, Roles and Responsibilities in the Public Education System in BC" was published last summer and, in Cindy's absence, I worked with Staff

Rep Roseanne Moran to produce an initial CIEA response. In August I participated in a panel discussion (with Don Avison from the University Presidents' Council (TUPC), CUFA/BC's Rob Clift and CFS's Michael Gardiner) on this topic at the CFS semi-annual general meeting at the University of Victoria.

Last summer, I worked on arrangements for the use of the Plaza 500 Hotel by our members attending committee meetings and for our conferences through the 2003-04 year. We were less than satisfied with the facilities provided and will be seeking alternate sites for those same services in the upcoming year. Also in the summer, I commenced negotiations with regard to our potential AGM and PC Retreat sites for 2004 and 2005. Of course, through the year, much planning has gone into all aspects of this year's AGM and Convention in Whistler, particularly working with the new Convention Centre and members of our host local, the (my) Capilano College Faculty Association.

Throughout the academic year, I actively participated in all Executive Committee and Presidents' Council meetings, including the numerous special teleconference calls. I served on CIEA's Standing Committee on Education Policy, and as Executive Liaison to the Contract Administration Review Committee (CARC). The Grievance and Arbitration Review Committee (GARC), which I chair, met about a dozen times to consider requests from locals for arbitration support. In connection with GARC, I met with our legal counsel, Leo McGrady, regarding the provision of support by CIEA for representation on behalf of members to external professional bodies.

On October 10th, I joined Cindy and Staff Rep Roseanne Moran in Surrey for our CIEA presentation to the provincial Select Standing Committee on Finance and Government Services. Several of our locals also presented, and we would like to think that a positive impact was achieved.

In mid-October, I attended the CLC conference in Ottawa on organizing, *Building the Movement – Unions on the Move*. This wonderful conference concluded with the recommendations that unions have a political action and legislative agenda; that unions change their culture (particularly by

embracing diversity), and organize as a movement rather than in isolation; and that unions increase their profile within their communities.

On behalf of the CIEA Executive, I was happy to attend our first-ever GLBT (Gay, Lesbian, Bisexual and Transgendered) Conference last November. CIEA, of course, needs to ensure that any equity-related concerns of our GLBT members are recognized and addressed.

With the introduction of the *Personal Information Protection Act* (PIPA) in the fall, I met with government officials, CIEA staff and others with regard to preparations for the legislation's January implementation. Staff Representative Lee Whyte, who has been appointed our CIEA Privacy Officer, prepared a document to help locals with their own implementation of the privacy legislation.

I have worked closely with the CIEA President and staff on bargaining issues. This includes the preparation for, and follow-up to, our Bargaining Conferences in October and (with the BCGEU) in February, as well as the CIEA Negotiating Committee teleconferences and April meeting. As talks with PSEA began, and MID table discussions got underway, I have continued my supportive function in this bargaining process, and I share our members' confidence in the lead roles being played by Vice-President George Davison and Staff Representative David Piasta.

I supervised the co-ordination of, and was pleased to participate in, our very successful CIEA Joint Committee (Spring) Conference, "Building Better Workplaces" in February. We should all take to heart the advice of the keynote speaker, CLC VP Barb Byers, who stressed the need to consciously balance work and family-life issues.

I served as CIEA's Floor Manager at the BC Federation of Labour's 47th Annual Convention in November. The theme "Unions Fighting Back: Our Future, Our Province, Our Solutions" was most appropriate, given our government's anti-union sentiments and their drive to privatize services and sell off public assets. I continue to represent CIEA on the BC Federation of Labour's Education Committee which, I must add, is now most ably chaired by our CIEA President.

Financial Assistant Mark Gloumeau joined me at a seminar for Financial Officers and Administrators conducted by the BC Federation of Labour last October. This first gathering in the past five years of member-unions' secretary-treasurers afforded a sharing of common experiences and concerns in areas such as conventions/travel/accommodation, office equipment and computer services, liability and asset insurance, electronic document management, investment of union funds, and union polling.

In February, I joined Cindy at the Federation's Ranking Officers Seminar at Harrison, where the political action plan was developed. And as a sign of labour solidarity, I lent CIEA support to striking steel workers at the Modern Auto Plating plant and to ferry workers on strike in Tsawwassen.

I continue to serve with Cindy and Roseanne on the Coalition for Public Education. A major achievement of this group was the recently launched "Opening Doors for Every Student" public relations campaign. I also served on the planning committee (BCTF, CUPE, CFS, BCFL and CIEA) for the public education conference "The Education We Need for the Future We Want", held in Richmond in February. I also co-presented the workshop "Collateral Damage: The Hidden Costs of Underfunding". This annual conference, expanded this year to include the post-secondary sector, was a huge success.

This year I was joined by Vice-President Frank Cosco at some of the meetings of the Multicultural Education Consortium of BC. We continue to be active members of this organization. I shared information within CIEA regarding the public presentation series sponsored by UBC's David Lam Chair in Multicultural Education on "Indigeneity, Internationalism, Globalization: Challenges for Multicultural Education".

I was invited to participate in a lively Panel Presentation on *Tuition Fees, Funding and Future Trends in Post-Secondary Education in BC*, sponsored by the UVic Student Society in October. The other panelists were Don Avison (TUPC), UVic VP Jamie Cassels and CFS National's Michael Conlon. I focused on access and equity issues as well as a range of other concerns related to skyrocketing tuition fees here in BC. Later in February,

I joined Cindy and CIEA Staff Reps at the CFS rally against tuition fee increases.

I continue to keep a watchful eye on any education-related developments at the FTAA, GATS and WTO. I attended a consultation meeting with Canada's chief GATS negotiator and other members of the Department of Foreign Affairs and International Trade, to share ongoing concerns we have with regard to the inclusion of public education in trade talks. One of several BCTF Public Seminars that I attended was a session on "The Big Business Plan for the Americanization of Canada" followed by a discussion on "The Consequences for Public Education".

I have had the opportunity to visit several Locals (1, 2, 4, 5, 10, 15 and 19) for special and general meetings through the year. I am most grateful for these invitations as they allow me to share with members our work at CIEA and to hear, firsthand, members' concerns and opinions on a spectrum of labour and post-secondary issues.

I have been fortunate to be part of many collective achievement that we justly celebrate at this CIEA AGM, and I hope to join all members in solidarity as we face our future challenges.

To conclude, may I repeat my sentiments of a year ago as to how wonderful it is to closely work with our President, Cindy Oliver. Her guidance and perpetual support is very much appreciated. I also feel privileged to have worked with terrific colleagues on the CIEA Executive, VPs Frank Cosco and George Davison and Members-at-Large Nancy Clegg and Tom Friedman. My thanks to the full complement of CIEA Staff Reps and Administrative Assistants, and my special gratitude to Financial Assistant Mark Gloumeau, particularly for his pivotal role in all aspects of our office move. Lastly, I thank Melanie Fahlman-Reid and my colleagues from Local 1 for their continued "release" and support, and my sincere appreciation to the numerous individual CIEA members for their expressed personal support and thanks.

Respectfully submitted,

Dileep Athaide,  
Secretary Treasurer

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## **FIRST VICE-PRESIDENT'S REPORT: FRANK COSCO**

THE VICE-PRESIDENT'S ROLE CHANGES FROM year to year and from Executive team to Executive team. In this past year I worked on several assignments:

### **Executive Liaison to the Professional Development Committee**

This is a knowledgeable group of most often senior instructors who know their institutions extremely well. They usually serve on local committees that vet PD and Education Leave proposals. I have been able to help with proposed policy changes and revisions to the committee's Terms of Reference which will be before this AGM. Appreciation to Staff Representative Jeff McKeil for his supportive facilitation.

### **Executive Liaison to the Committee on the Status of Non-Regular Faculty**

This is almost always a group of junior instructors going through the still too often painful process of regularization. Appreciation to Staff Representative Linda Sperling for her supportive guidance.

While CIEA locals should continue to be very proud of being probably the North American post-secondary union leaders in policy, process and collective agreement rights for non-regular instructors, there have been setbacks, and in this bargaining year we need to stay fixed on our principles.

I would encourage locals to ensure that they are represented at CSNRF meetings even if by an interested regular instructor.

### **Presidents' Council Sub-Committee on Education Governance Policy**

Nancy Clegg (Local 5), Tom Becher (Local 22) and I prepared a Report for Presidents' Council, which has resulted in policy proposals that are before this AGM. My thanks to them for their cheerful perseverance.

### **Executive and Presidents' Council meetings and other assignments**

- Work on formatting of CIEA Policy & Procedures Manual
- BC Federation of Labour Convention Delegate
- CIEA's Spring Conference
- Bargaining Conferences
- Joint Administration and Dispute Resolution Committee
- Planning Group for Coalition of Public Education Conference, under Dileep's lead
- Multicultural Education Consortium
- Ad Hoc Committee on the Agreement of Association for Bargaining

My thanks to all my union sisters and brothers in all the roles in which I have encountered them this past year, and especially to Cindy and Dileep, whose work entails a high level of personal sacrifice. As we support each other and are supported in turn, it creates a great dynamic to be part of. My thanks to the delegates for this opportunity.

Respectfully submitted,

Frank Cosco,  
First Vice-President

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## **SECOND VICE-PRESIDENT'S REPORT: GEORGE DAVISON**

MY SECOND YEAR ON THE EXECUTIVE, AND first as one of the Vice-Presidents, has been an interesting year, with most of my duties related to the preparation for bargaining. My local and I had a great time showing off Prince George and CNC to all the delegates at the AGM last May – it was a great way to kick off the year. As an Executive Committee member, I had liaison responsibilities for the Disability Management & Rehabilitation Committee (DMRC), sat on the Joint Committee on Benefits Administration (JCBA) and continued as a CIEA representative on

the Joint Administration Dispute Resolution Committee (JADRC), though it did not actually meet in the past year.

The JCBA met on May 2, 2003, after my last report and just before the AGM in Prince George. We continued to work on implementing the common disability plan, such as the threshold standards applied to STD, issues of partial disability, government delisting of benefits, changes to Pharmacare, and re-tendering the benefits contract.

In my capacity as liaison to DMRC, I attended their spring meeting. There was considerable discussion about the mixed state of local Disability Management & Rehabilitation committees around the system: some work very well, and others are barely functioning, with employer reps not sharing any information. Fran Miller, from FACNC, has done a great deal of work on a best practices manual, and Chair Anna Jajic (Local 4) will stay on for another term. On Saturday afternoon, there was a workshop on the WCB-CEU joint disability plan.

In preparation for bargaining, I attended a Lancaster Law Conference in Toronto last November with Staff Representative David Piasta. I went to the costing workshop, as well as the main conference, which included sessions on latest trends in bargaining and benefit administration.

The BC Fed Convention followed immediately after, and I assisted in reporting out on the workshop session "Alternatives that Work: Organizing the Workplace and the Community".

At the February Bargaining Conference, Presidents' Council appointed me as Chair of the CIEA negotiating caucus, and I have been working with Staff Representative David Piasta, President Cindy Oliver and Secretary-Treasurer Dileep Athaide, as well as the bargaining committee, leading up to this year's version of common table negotiations. As of this writing, a small group, consisting of David and myself and Danny Bradford and David Streb from the BCGEU, has met once with PSEA (Dale Dorn, John Waters and Guy Dalcourt), and the next meeting on April 8 will continue our discussions on a protocol agreement.

I have continued to enjoy working with my colleagues on the Executive Committee, and thank Cindy, Dileep, Frank Cosco, Nancy Clegg and Tom Friedman for their hard work on behalf of all our members.

Respectfully submitted,

George A. Davison,  
Second Vice-President

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## **MEMBER-AT-LARGE REPORT: NANCY CLEGG**

I AM PLEASED TO REPORT TO THE ANNUAL General Meeting on my activities as Member-at-Large on the CIEA Executive. This was my second year as a Member-at-Large, and I was fortunate to be able to continue some of the work I started in my first year.

### **Status of Women Committee**

I once again acted as the Executive Liaison to the Status of Women Committee and CIEA representative to the BC Federation of Labour Women's Rights Committee. The Family Friendly Workplace Survey, which had been developed over the previous two years, was administered at most locals, and results tabulated. It came as a surprise to some that elder care has become a more significant issue for faculty than childcare. Consequently, the Status of Women Committee believes that faculty need more compassionate and bereavement leave days, and a compassionate leave top-up similar to the parental leave top-up.

### **Occupational Health & Safety Committee**

I was pleased to be named the Executive Liaison to the Occupational Health & Safety Standing Committee, as well as the CIEA representative on the BC Federation of Labour OH&S Committee. A half-day workshop on *Toxins in the Workplace* by Mae Burrows of the Labour Environmental Alliance Society was well received by committee members. At the October meeting, the Committee expressed concern that the regulations of the *Workers' Compensation Act*

are being stripped, and has recommended that those recommendations be negotiated into the common collective agreement.

### **Gay, Lesbian, Transgendered, Bi-Sexual Conference**

At the 2003 CIEA AGM, I attended a meeting of the new GLBT Caucus that asked for, and received, funding for a conference to be held in the Fall of 2003. The organizing committee for the conference, Daniel Frankel (Local 1), Val Innes (Local 5) and Serena Patterson (Local 16), formed a panel that helped to identify GLBT issues. Representatives from the Multi-Union Pride Committee also made a presentation, which gave rise to much discussion and debate. The conference passed several motions, among them one requesting Presidents' Council to arrange for training for faculty interested in setting up a 'Positive Space' program at their institutions. The GLBT Caucus, now renamed the CIEA Pride Caucus, will be meeting again during this AGM.

### **CIEA Governance Policy Study**

Frank Cosco (Local 1), Tom Becher (Local 22) and I sat on the sub-committee charged with reviewing CIEA's governance policy. We have prepared a discussion paper that will come to the AGM recommending updating, replacement, and in some cases, deletion of current governance policy. I thank Frank and Tom for their collegial assistance with the work of this committee.

### **Public Education Conference**

I gave a workshop on government funding in the post-secondary system at the public education conference entitled *The Education We Need for the Future We Want* in mid-February. My co-presenter from the BCTF described funding in the K-12 system. Participants were mainly from the tuition-free K-12 sector, and were surprised to learn that increasing tuition now makes up 30% or more of institutional revenues.

### **BC Council on Admissions and Transfer**

This year marks my third as Council member on the BC Council on Admissions and Transfer. One of the main challenges facing BCCAT this year has been setting up, upon direction from the Ministry of Advanced

Education, an Admissions Committee. The Council has always been active in the area of course and program transfer, but not in the area of admissions. My term as Council member expires in June, and I am hoping to be re-appointed for another three-year term.

### **Other Duties**

As a Member-at-Large I attended the September, November, January and March Executive and Presidents' Council Meetings, as well as the Joint Bargaining Conference in February. Over the past year I have taken part in various telephone conferences as well. Last November I attended the BC Federation of Labour Convention, co-facilitating one set of workshops.

I have enjoyed working with the other local Presidents, and with Cindy Oliver, Dileep Athaide, Frank Cosco, George Davison and Tom Friedman on the Executive, and I thank them all for the assistance and guidance they provide.

Respectfully submitted,

Nancy Clegg,  
Member-at-Large

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## **MEMBER-AT-LARGE REPORT: TOM FRIEDMAN**

THE CIEA PRESIDENTS' COUNCIL ELECTED me as a Member-at-Large of the Executive at the 2003 CIEA AGM in Prince George. I was assigned to be the Executive Liaison to two Standing Committees: the Human Rights & International Solidarity (HRISC) and Pension Advisory (PAC) Committees. In addition to these duties, I was also asked to represent CIEA on the BC Federation of Labour's Political Action Committee.

The Human Rights & International Solidarity Committee met on October 3/4, 2003 and on February 20, 2004. Within its twin mandates of human rights and international solidarity, the committee focused on a number of key issues: the effects of Liberal government

cuts to education, social assistance, and resources for women; the GLBT conference and the relationship between GLBT faculty concerns and the HRISC; CoDev Canada; Global Day of Action marking the first anniversary of the war in Iraq; mandatory retirement policies; and the UN Declaration on the Rights of Indigenous Peoples.

The committee made recommendations for workshops at both the CIEA Spring Conference and AGM, including Conflict Resolution, Positive Space Session, Education and Human Rights in the Middle East, and Women on Welfare. The committee also passed a number of motions advising Presidents' Council to lobby the provincial government to repeal legislation adversely affecting access of social assistance recipients to full-time education, and encouraging locals to establish scholarships recognizing human rights activities by our students. The committee's work plan for the year included:

- reviewing collective agreements for human rights provisions;
- making recommendations for model language for agreements;
- promoting workshops at Spring Conference and AGM;
- sharing resources and information on the HRISC listserv;
- recognizing good practices and activities across the system.

I was very impressed with the dedication of the local representatives to this committee and, particularly, by the level of human rights/international solidarity activity at the local level. I thank the committee's Chair, Liz Ball (Local 10), CIEA Staff Representative Lee Whyte, and all of the representatives from the locals for welcoming my participation in the committee's deliberations.

The Pension Advisory Committee also met twice, on Oct. 31/Nov. 1, 2003 and January 30/31, 2004. Under the able chairmanship of John Wilson (Local 1) and with the active participation of the other CIEA-appointed trustees, Dominique Roelants (Local 8) and Roseanne Moran (CIEA Staff Representative), this committee comprises representatives of local unions, retirees, and the Status of Non-

Regular Faculty Committee, who are fully committed to their role as advisors to Presidents' Council on pension issues. The committee Chair likes to boast that PAC has the best attendance record of all CIEA Standing Committees; I can attest to that and to the fact that PAC is among the hardest working of all of our committees in terms of volume of reading and time spent poring over Pension Plan investment and actuarial reports.

The committee's focus this past year was on the following issues:

- Retirement Planning and Pension Plan Seminars
- Employer and Union Pension Education and Training Workshops
- Funding Policy
- Benefits for Retirees
- Salary Definition for Pension Purposes
- Pension Fund Investment Policy

One major discussion point at the fall meeting was an issue referred from Presidents' Council regarding the possibility of conflict between the roles/responsibilities of a local rep to PAC and the roles/responsibilities of a CIEA-appointed trustee when a single individual fills both positions on the committee. PAC members passed a number of resolutions on this matter as part of their advice to PC.

In addition to the distribution of the Trustees' Report, the College Pension Plan Annual Report and the Pension Fund Performance Report, the fall meeting also presented information on the Plan's once-every-three-years actuarial valuation. PAC members were briefed on the process and the possible impact of the current valuation. The education portion of the Fall session featured guest participant Marilyn Moen, Team Leader in the BC Pension Corporation for the College Pension Plan who briefed members on Retirement Seminars, Pensionable Salary, and Pension Transfer Agreement.

At the January 2004 meeting, PAC recommended that Dennis Anderson (Local 20) be the new joint CIEA/BCGEU retiree appointee to the Pension Plan Board of Trustees. Dominique Roelants presented the

Trustees' Report to the committee and members discussed retiree health benefits, retirement options, and the College Pension Fund Performance Report and Actuarial Valuation.

The committee also:

- made recommendations that two workshops be held at the 2004 CIEA AGM: one on Ethical Investment screens and one informing AGM delegates on "top ten things to avoid" in retirement planning;
- passed three resolutions for AGM on retirement seminars, pensionable salary and pension transfer agreement;
- passed resolutions, through PC, recommending that CIEA as Plan partner, advocate a social and ethical investment policy for the Pension Plan Investment Fund;
- discussed the pension-related Composite Bargaining Demands for the Provincial Bargaining Council.

The education portion of the January meeting featured guests Judy Payne, Director for the College Pension Plan in the BC Pension Corporation, and Marilyn Moen, Team Leader for the College Pension Plan in the BC Pension Corporation, who led a discussion on the retirement planning process and application forms, and changes to retirement options. I'd like to thank the committee reps and, in particular, CIEA Staff Representative Roseanne Moran, for their assistance.

My participation in the British Columbia Federation of Labour's Political Action Committee was limited to one meeting, in which I participated by teleconference. The meeting dealt with the Fed's plans for a Saskatchewan-like, issues-based campaign to affect political change on the municipal and provincial levels in BC. The campaign, in which CIEA will participate, includes extensive surveying of the general population and union members, education of union members, campaign advertising and the hiring of staff to work exclusively on campaign activities. The Political Action Committee held only one additional meeting, which I was unable to attend because of short notice. The committee is planning to schedule meetings on a regular basis in the

future, which will help those of us who are not located in the Lower Mainland make appropriate travel plans.

I have enjoyed my first year as a Member-at-Large to the CIEA Executive. I want to thank my fellow members of the Executive—Cindy, Dileep, Frank, George and Nancy—all of whom have been encouraging and supportive colleagues.

Respectfully submitted,

Tom Friedman,  
Member-at-Large

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