



2005 AGM & CONVENTION

EXECUTIVE REPORTS

- ▶ **PRESIDENT'S REPORT
ON BEHALF OF PRESIDENTS' COUNCIL:**
Cindy Oliver

- ▶ **SECRETARY-TREASURER:**
Dileep Athaide

- ▶ **FIRST VICE-PRESIDENT:**
George Davison

- ▶ **SECOND VICE-PRESIDENT:**
Nancy Clegg

- ▶ **MEMBERS-AT-LARGE:**
Tom Friedman
Melanie Fahlman Reid

PRESIDENT'S REPORT

ON BEHALF OF PRESIDENTS' COUNCIL: CINDY OLIVER

WE BEGAN THIS YEAR WITH A NAME CHANGE and the excitement that this entails. We had a new logo, a new look and an opportunity to reintroduce ourselves to the media. It was an energizing way to begin what would be a hectic year.

Because it was a bargaining year and because of the provincial election, most of our resources were devoted to provincial and local bargaining and political action, as well as our ongoing mission to support local associations in their work.

The President's Report normally looks at only the past year's activities. This report begins with a review of the past year, but I have also included a look back at our organization in honour of our 25 years as CIEA/FPSE and, before that, the College Faculties Federation. I hope that members will find the brief history interesting and informative.

Bargaining

This round of bargaining was particularly difficult. The context within which we conducted our negotiations included a public sector compensation mandate of zero per cent and a government that willingly imposes contracts, legislates an end to labour disputes, and attempts to use essential service designations to block job action. Our employers were particularly aggressive, with many putting concessions on local tables and making the bargaining process itself very cumbersome.

Of the collective agreements in the public sector that have been completed in the past two years of the New Era (not all were negotiated; many were imposed), none broke the zero per cent government mandate. At the time of this report going to print, some local bargaining continues and so we have not yet truly reached the end of this round. To date, however, in addition to blocking the concessions tabled by employers, we managed to make some gains in a number of areas. We established protection for members involved in international education programs out of the country. We achieved clarity and protection for members teaching in

on-line and distributed learning formats. We improved funding for professional development. We have improved language around parental leave and new provisions for compassionate care leave. We achieved some benefit improvements, including employer-paid eye exams and new partial sick leave and disability benefits.

In the 2001 round of bargaining we achieved a settlement that substantially improved our competitiveness with other jurisdictions in terms of compensation. In this round, we made very limited gains in this area. We are disappointed, but not surprised, that government has been shortsighted in not addressing the serious recruitment and retention challenges our system faces.

Political action

At the 2004 AGM, members voted to allocate funds from our Defence Fund to support a publicity campaign promoting awareness of public post-secondary education issues in BC prior to the May 2005 provincial election.

We worked quickly, having no time to waste, and at its June 2004 retreat, FPSE Presidents' Council endorsed a political action plan.

The campaign had three major elements:

- ♦ Local capacity building would entail working with locals to develop advocacy skills, including offering or sponsoring media and campaign planning workshops and a matching fund for local events and advocacy.
- ♦ Voter registration – a partnership campaign with Rock the Vote and the Canadian Federation of Students, as well as other partners.
- ♦ A provincial communications campaign in concert with a full service agency with a demonstrated capacity to execute and deliver a comprehensive campaign, including message development, creative work, production of quality media advertising, and media-buying capacity.

An important part of implementing the campaign was to add some additional communications support at the staff level and we were very pleased to have Jo Dunaway join us in that capacity this year.

We did our initial research, which included focus groups, and heard from members and the public that affordability and access for students were the key issues. We were not surprised at the level of agreement on the issues and we proceeded to build a campaign that would raise the issues of funding, affordability and access. We also consistently raised privatization, trades training, and the reduced support services in developmental education programs, given their importance to our system and our members.

Locals, engaged in a bargaining year that started early and continued well into the spring, were less involved in the capacity building portion of the campaign than anticipated. Because the campaign had a number of elements, resources were redeployed into other areas.

Our partnership with Rock the Vote BC was very successful. In addition to providing financial and other support, FPSE sponsored a video and spoken word contest. That campaign assisted more than 10,000 young people to register and directed many more to Elections BC.

FPSE members in most communities will have seen or heard some elements of the advertising campaign. The bulk of campaign money was spent on a multi-media advertising campaign that included bathroom ads, wild postings, transit shelters, newspapers, billboards and radio. We have had excellent feedback from members and the public. As you will see from the brief history of our federation that accompanies this report, the campaign is a continuation of a long tradition of political action in this organization.

At the time of writing this report, we do not know the outcome of the election. We know, however, that regardless of which party is elected to govern, we will continue to advocate on behalf of our members and our students and hold political parties accountable for the promises they make.

Defending agreements

A large part of the time spent by FPSE staff and those who have time release at locals is devoted to providing much needed service assistance in the area of 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.

While the joint work of staff and local stewards usually brings grievances to resolution, FPSE supported a number of arbitrations and received a number of arbitration awards this year. We were successful in getting a terminated member reinstated, in a policy grievance involving release time for department chairs, and in defending a previous arbitration award that the employer appealed. We are currently advancing to arbitration a number of cases. Several involve discipline or termination of members, while others are policy grievances over such matters as arbitrary actions by an employer, the union's rights in appointment of department heads, the refusal of an employer to recall a member after maternity leave, and the refusal of an employer to extend the recall period for a sick employee.

A January 2005 decision of the BC Supreme Court was also a significant victory for faculty at VCC and all post-secondary educators in the province.

In April 2002, the Board and administration of Vancouver Community College made a decision to change the length of term in the largest department, English Language Skills (ELS), without consulting with the VCC education council. The VCC Faculty Association, with the backing of FPSE, took Vancouver Community College to court in order to reaffirm the role of the education council in the development of education policy. The decision confirmed the advisory role for education councils and is a major victory for shared governance.

Pensions and retirement

This year saw the establishment of a post-secondary branch of the BC Retired Teachers' Association, and I joined retired members at the first informal meeting of the branch in April. As many of us will be retirees within the next decade, it is important that our locals publicize the importance of joining the BCRTA. Many thanks go to Sam Lewindon, a retired member from Local 15, for his tireless work to bring this branch into existence.

The actuarial valuation of the College Pension Plan as of August 2003 was completed this past year and our plan had a small unfunded liability. As a result, members saw our pension contributions increase in September 2004. We continue to have one of the best pension benefits within BC and inflation protection,

although not a guaranteed benefit, is in good shape into the future. Our plan is well managed by the College Pension Board of Trustees and I want to acknowledge the hard work of the four trustees that FPSE appoints to sit on the board: Dennis Anderson (retired), Roseanne Moran (Staff Representative), Dominique Roelants (Local 8) and John Wilson (Local 1). They continue to do excellent work as trustees and with FPSE members. The College Pension Plan continues to deal with cost pressures in the area of health benefits and we will no doubt be looking at options for managing costs in the coming year.

Following up on the direction given at our 2004 Annual General Meeting, FPSE has asked the College Pension Board of Trustees to look into developing a socially responsible pooled investment fund. We have also established a sub-committee of Presidents' Council to do further work on recommended investment policies for our pension funds.

Bringing members together

Our communications capacity took another step forward this year with an overhaul of our website. Feedback has been positive on the range of new information and resources and the new user-friendly search capacity that is built into the site. In addition to our newsmagazine *Profile*, we continued to build our email list and regularly sent out timely news on issues of importance.

The past year featured another round of committee meetings where members come together to discuss common issues, undertake research, and make recommendations to Presidents' Council. I thank the hundreds of members who contribute their time and energy to this often unrecognized, but crucially important part of the work that we do. This year we also sponsored a Developmental Education conference that brought members together to discuss common issues and strategies for defending these vulnerable program areas.

Our spring conference this year, *Meeting Challenges; Building Skills*, was well received. We started the day with the CBC Political Panel, moderated by Erica Johnson, of the CBC television program *Marketplace*. Jim Turk, Executive Director of CAUT, gave an instructive presentation on academic freedom and faculty

rights, making use of the groundbreaking Bryson arbitration at UBC. Committee members and others participated in a range of workshops and had an opportunity to finish some business in advance of this AGM.

And we got out to locals at every opportunity this year. CIEA officers and staff traveled to your locals to attend meetings, do workshops, assist with campaigns, and bargain and defend agreements. I was able to visit many locals and, as always, I appreciate the opportunity to be with members on your home turf. Whenever possible, I took the opportunity to talk with local media about issues of concern to post-secondary educators and I always enjoy the dialogue. To those whose locals I could not get to, my sincere apologies.

Working with allies

FPSE continues to work with and appreciate our allies. 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. We were very pleased this year to have the faculty from the Ontario Colleges of Applied Arts and Technology join CAUT. CAAT faculty remain part of the Ontario Public Service Employees' Union.

FPSE is an active member as well of the National Union of CAUT, an organization that continues to grow. Throughout this year, we have had representation at various events, conferences and meetings sponsored by CAUT and NUCAUT. FPSE 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.

FPSE representatives participated in various Canadian Labour Congress conferences and training events, such as the Pride, Pension, Contract Academic Staff, Bargaining Trends, and Senior Grievance Officers' Conferences, and the annual Winter School. The CLC is currently working on campaigns for universal child care, pension reform, accessible public health care, improved employment insurance, and education and training programs. FPSE representatives will be attending the CLC Convention in June 2005 in Montreal, where

the NUCAUT Convention will also be held. A number of resolutions were submitted from our federation that include affordability of developmental education for students, apprenticeship and industry training, literacy, and federal funding for post-secondary education.

FPSE continues to support the BC Federation of Labour's activities to raise the profile of labour issues and to fight for fairness. As a full officer and Vice-President of the BCFL, I have represented our federation's interests in helping to develop the BCFL's Political Action campaign, *Count Me In*, which unfolded in stages across the province leading up to the provincial election. Polling was conducted, local organizers were hired, and members were mobilized. The campaign involved every community around the province, and many FPSE members helped to raise our issues with candidates and in the overall election campaign. I want to thank those who got involved in the election campaign through *Count Me In*, because we know that if candidates understand our issues, we are more likely to have a government that respects and responds to community needs.

As an officer of the BCFL, I chair the Federation's Education Committee. At the BCFL Convention in November 2004, I presented a new education policy to better reflect the many issues facing public education today. As well, I presented a new policy statement on apprenticeship and trades training. Both policies passed at convention.

FPSE co-sponsored, with BCTF, BCFL and CUPE BC, the public education conference *Public Education Not For Sale II*. It was well-attended with delegates from across the province.

FPSE continues to 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. This year, we supported an access issues campaign, *Opening Doors for Every Student*, which tied in very well with the BCFL campaign and our own political action campaign. Awareness raising activities targeted 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.

Government relations

As I write this report I reflect that we have rarely lived in such turbulent political times. We have a provincial election upon us, the outcome of which is unknown. We also have a federal political environment in which a minority government is balancing a range of interests in order to gain some stability. We could see another federal election very soon.

FPSE and NUCAUT representatives participated in national lobbies through our allied organizations, the CLC and the CAUT, this year. The recent pact between federal Liberals and the NDP included some additional resources for post-secondary education and I believe that we can give ourselves some credit for helping to frame that agenda.

At the provincial level, another busy year

FPSE made a written submission to the Standing Committee on Finance and Government Services, calling for improved funding and access. Several FPSE locals also made presentations to hearings in their communities. Over the past year I took the opportunity to forward our agenda with BC government representatives. I met with the new Minister of Advanced Education, Ida Chong, as well as having a number of meetings with the Deputy Minister and other officials in the Ministry of Advanced Education. I also had a good deal of contact with the Deputy Minister of Labour and others throughout bargaining.

In advance of the election I also met with the leader of the opposition, Carole James, to discuss FPSE members' priorities with her.

The BC Liberal government remained steadfast in its policy direction and implementation during the year. Minister of Advanced Education Shirley Bond appointed an 18 member Minister's Advisory Council, with no representation from college or university-college educators or any representation from faculty organizations. The council does, however, include a representative of the private training sector organization, the BC Career Colleges Association.

The fall saw the beginning of government's expensive "feel-good" advertising campaign. Post-secondary education featured prominently in government ads, and later in Liberal Party election ads.

We saw more development on Thompson Rivers University, which began operations under its new name in April 2005, and developments in the establishment of UBC-Okanagan and Okanagan College.

The BC Cabinet approved details of the establishment of the Private Career Training Agency (PCTA) and changes to the regulatory regime effective November 2004. New regulations have already resulted in many institutions operating without registering with the PCTA, including many institutions offering English language instruction. The number of registered private training institutions in BC dropped from its pre-regulatory reform level of approximately 1,100 to about 600 as of April 2005.

In November Premier Campbell named a Premier's Advisory Panel on Literacy, containing no faculty or teacher representatives. We also saw a Premier's Literacy Summit to which no organizations representing faculty, staff or students in public institutions were invited.

Government approved the first wave of new private degree programs at Sprott Shaw Community College, University Canada West and Columbia College. This is the first announcement of government action related to the passage of the *Degree Authorization Act* in April 2002 and the establishment of the controversial Degree Quality Assessment Board in May 2003.

The February budget offers a three-year plan where funding per student will decline from \$8659 to \$8629 for the whole post-secondary education system. Funds for industry training remain frozen for the three years of the plan and student aid funding remains essentially frozen for the 2005-06 year. While the Campbell government announced its intention to legislate tuition increases linked to inflation, no legislation has yet been tabled and institutional budgets do not reflect the proposed new policy direction.

In the lead-up to the election, we saw a flurry of capital announcements. Locals are rightly concerned about the required financial contribution from institutions in the current capital plan.

Thanks

FPSE 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.

FPSE 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, Lee Whyte, and our new employee, Weldon Cowan, who truly discovered the meaning of hitting the ground running, are unparalleled in their ability to serve the locals. 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. FPSE would not be as effective without all of our staff and we are all indebted to them for their talent, commitment and energy.

I want to extend a very special thank you to Staff Representative Linda Sperling who has retired; I want to publicly recognize her hard work and contributions to FPSE over the past 13 years. As well, I want to recognize Jeff McKeil who had to step in at the provincial bargaining table for David Piasta when he became ill. The notice was short and the time was crucial, and I think he did an incredible job of carrying bargaining forward to its conclusion and beyond. Finally, I want to recognize the work of Staff Representative Roseanne Moran, who worked closely with Presidents' Council to develop and implement each stage of our very successful political action campaign. She took on extra work in addition to her other assigned duties and managed to meet production deadlines and to provide me with the support necessary to carry our message to the media at every opportunity.

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. Our 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 at the end of this report, for their dedication and support.

This year's Executive Committee contributed in so many ways by ably representing FPSE at external organizations and functions, and by providing advice and help to me on many occasions. My thanks go out to Vice-Presidents George Davison and Nancy Clegg, whose expert advice I have found invaluable, and to Members-at-Large Tom Friedman and Melanie Fahlman Reid, 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 FPSE.

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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FPSE 2004-05 PRESIDENTS' COUNCIL

- **Melanie Fahlman Reid**
Local 01: Capilano College Faculty Assn
- **Tom Friedman**
Local 02: Thompson Rivers University Faculty Association
- **Jan Mastromatteo**
Local 03: Faculty Association of the College of New Caledonia
- **Robin Wylie**
Local 04: Douglas College Faculty Assn
- **Terri Van Steinburg**
Local 05: Kwantlen Faculty Association
- **Velma McKay**
Local 06: College of the Rockies Faculty Association
- **Scott Fast**
Local 07: University College of the Fraser Valley Faculty & Staff Association
- **Jamie Brennan**
Local 08: Malaspina Faculty Association
- **Tracy Punchard**
Local 10: Selkirk College Faculty Assn
- **Rocque Berthiaume**
Local 11: Academic Workers' Union (NWCC)
- **Dianne Belliveau**
Local 12: Camosun College Faculty Assn
- **Alan Cooper**
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: BC Open University Faculty Association
- **Sharon McIvor**
Local 19: Nicola Valley Institute of Technology Employees' Association
- **Fred Minty**
Local 21: Private Sector Faculty & Staff Association
- **Rory Wallace**
Local 22: Emily Carr Institute of Art & Design Faculty Association

The first 25 years: BC post-secondary educators working together

THE FEDERATION OF POST-SECONDARY Educators is young enough as an organization that many of our pioneers are still active as educators and in our locals. This year we celebrate *25 Years Strong!* as the College Institute Educators' Association of BC (CIEA) and, since 2004, under our new name, the Federation of Post-Secondary Educators of BC (FPSE).

We are justifiably proud of our achievements in the relatively short history of FPSE and CIEA, and the earlier College Faculties Federation (CFF). In honour of reaching 25 years as CIEA/FPSE, and the ten years before that as another federation, this year's President's Report takes a look back at the development of our organization.

The college system begins

By the beginning of the 1960s, the population of British Columbia was among the fastest growing in Canada and yet there was very limited choice for those seeking post-secondary education. The options were: University of British Columbia, Victoria College, and a handful of private institutions. The BC government appointed UBC President Dr. John B. MacDonald to write a report indicating the direction education had to take to meet the future needs of the province.

The MacDonald Report was submitted in 1962 amid a swirl of controversy. Opponents argued that community colleges would be "second class facilities", that there would be a problem in finding enough qualified faculty to staff them, that most jobs in the province did not require post-secondary education, and that community colleges were really an American idea and not suitable for BC.

But MacDonald's Report, *Higher Education in British Columbia and A Plan for the Future*, was adamant: British Columbians needed access to post-secondary education in their own communities. And, said MacDonald, these colleges were not to be under the control of universities – they were to be self-governing and community-oriented. Some who later became leaders in our organization were active in a movement that encouraged the people and politicians of BC to "back the Mac".

The MacDonald Report signaled the beginning of the community college system in BC. The first college was created in 1965 when King Edward Centre combined with the Vancouver Vocational School and the Vancouver School of Art to become Vancouver City College. Selkirk College in Castlegar, Capilano College in North Vancouver and Okanagan College in Kelowna, the College of New Caledonia in Prince George and Malaspina College in Nanaimo followed. Six colleges existed where five years earlier there had been none.

Educators get organized

The educators who threw in their lot with these new educational facilities were activists from the beginning. In 1967, representatives of the faculty associations of the only two community colleges in the province – and at opposite ends of the province – Vancouver City College and Selkirk College, met to discuss ways to support each other. Two years later, with the emergence of more colleges, a steering committee was formed and, in 1970, six colleges attended the founding convention of the College Faculties Federation of British Columbia. During its first year, CFF created standing committees on Salaries and Working Conditions, the *College Act*, Pensions, and Professional Development.

At the 1972 AGM, those at Douglas, Camosun and Cariboo Colleges joined the founding six college locals. Throughout the year, CFF and the Society of Vocational Instructors of BC had attended each other's executive meetings in preparation for the Department of Education's planned melding of vocational schools and colleges, and this was a joint convention.

By 1975, almost all faculty associations were certified bargaining agents and the CFF was recognized as a major voice for college educators in BC. The organization took an innovative step by contracting a paid Director of Research and Field Organizer for the next three years, a position traditionally associated with unions and unique among similar educational and professional organizations in Canada.

But despite added capacity, demands and expectations soon outstripped the organization's resources and volunteer executive board. As the provincial government increased its centralized control over negotiations and curriculum and program

planning, it was clear that there had to be a strong provincial body to act on behalf of college educators. The 1979 AGM instructed the directors to wind up the CFF and “create a new provincial organization of post-secondary educators.” The job of carrying out this directive was given to a newly formed Presidents’ Council, consisting of the presidents of interested faculty associations of BC colleges and institutes.

CIEA is born: the 1980s

On May 24, 1980, College Faculties Federation delegates from eight locals gathered in Vancouver for their last meeting. The CFF was dissolved and its remaining assets transferred to the new organization. The membership stood and sang “Oh God, Our Help in Ages Past” as a final tribute to their association. Then everyone went for lunch. At 1:30 pm delegates from nine colleges returned to the meeting room to launch the first Annual General Meeting of the College Institute Educators’ Association of BC. They elected Gordon Bryenton (VCC-Langara FA) as their first President and Ann Frost (Douglas College FA) as Vice-President.

Thanks to its background, CIEA walked onto the stage with a maturity and acceptance in the educational community unusual for a new organization. FPSE members today would recognize the structure, if not all the titles, of the association. CIEA had a president, who would work full-time for the association during his/her term, and a vice-president. The Executive Council consisted of the presidents of each of CIEA’s member organizations. The Management Committee, which reported to the Executive Council, supervised the affairs of the association and advised the president. At the 1981 AGM, the Executive Council was renamed the Presidents’ Council and the Management Committee became the Executive Committee.

By its first Annual General Meeting in 1981, CIEA had an office in Vancouver and a staff consisting of General Secretary Tom Beardsley and Office Assistant Jan Taylor. A labour lawyer was retained on a fee-for-service basis. The Executive Council had met nine times during the year and established three Standing Committees – Salary and Working Conditions, Educational Policy, and Professional Development, as well as an ad-hoc Pension Committee – all of which presented reports of their activities. More than two-thirds of

instructors in BC colleges and institutes now held membership in CIEA through their own local organizations.

During its fledgling year CIEA continued to strengthen relationships with groups such as the BC Teachers’ Federation, the BC Students’ Federation and the BC Association of Colleges. Relationships with the labour movement were tenuous, as unions seemed bemused by CIEA’s structure as a provincial association of autonomous member locals.

Educators organize in turbulent times

The 1980s were a turbulent time in BC. Bill Bennett’s Social Credit government launched its first salvo at the working people of the province early in 1982, with a public sector restraint package featuring the Compensation Stabilization Program that controlled the budgets of all local and provincial public institutions, and the new Education Finance Formula. Cutbacks to education were part of a wide program of cutbacks to social services such as healthcare, childcare and welfare. CIEA became a leader in the Defend Educational Services Coalition (DESC), a coalition of six organizations representing 100,000 students, staff and teachers in the education sector. CIEA members were among the representatives that met with the Education Minister, and took part in a lobby and sit-in at the Legislature. CIEA member faculty associations were active in their home regions, informing the public, lobbying their MLAs, and participating in the April 29 DESC-designated, province-wide Education Day protest.

While CIEA, along with the rest of the public sector, waited for the provincial government’s next assault, it was also busy with the business of an association that, by the 1983 AGM, represented twelve colleges and institutes. The association had maintained cooperative relationships with a range of other organizations, written briefs, joined with other groups in protesting government attacks on the public sector, held workshops on issues of importance to faculty, and organized a labour school. It had assisted member faculty associations in their individual contract struggles, and established a Dispute Policy providing member organizations with recommendations for local union policy. In addition, an interim support strategy was put in place to provide financial assistance for

members in contract disputes. This would be based on voluntary contributions until a permanent defence fund could be established.

The first *Black Thursday*

The expected government action came on Black Thursday, July 7, 1983, with among the most repressive legislation in Canadian post-war history. The effect on the education system of the move to centralize control of the province's college and institute system was brutal. Contractual rights negotiated over the past decade were wiped out and many areas were put beyond collective bargaining. Governance of colleges and institutes was subject to the direct decision-making of the Ministry. Current compensation levels could be frozen or even reduced. Colleges and institutes would be able to terminate employees without cause.

Within days, community and social justice groups and unions had joined together to form the Solidarity Coalition, and the summer and fall blazed with demonstrations and protests against the government's actions in communities throughout the province. In August, 50,000 protestors filled Empire Stadium on the PNE grounds, and in October, 60,000 marched under the Solidarity banner through downtown Vancouver.

At the provincial and local levels CIEA was an active participant in the Solidarity Coalition. The education sector was the second group to walk out during the planned escalating public sector strikes beginning on October 31st. To the surprise of many in the labour movement, educators succeeded in shutting down the public schools and 80 per cent of the post-secondary system.

In recognition of their participation in Operation Solidarity, a number of unions and organizations unaffiliated with the BC Federation of Labour were invited to attend the Federation's convention in November 1983 as fraternal delegates. CIEA welcomed the opportunity to explore future possibilities with the labour movement.

At the beginning of 1984, the government announced that the David Thompson University Centre would be closed as part of the restraint program. The savings would amount to less than one per cent of the operating grants for the college/institute system. The cost would

be enormous in terms of students directly affected, faculty and staff layoffs, the loss of Nelson's second biggest employer, and the loss of the Interior's only university.

CIEA fights Sacred style privatization

The Social Credit government also introduced a new term: "privatization", and demonstrated it by ordering seven college boards (VCC, Pacific Vocational Institute, Camosun, Kwantlen, Cariboo, Capilano and Douglas) to terminate or reduce specified (vocational) programs. Public funding would now be offered to the private sector for delivery of these programs. CIEA warned that the results would be a decrease in available student places, an increase in tuition, and an increase in people on unemployment and welfare.

As one of the leaders of DESC, CIEA played a key role in the October 24, 1983 province-wide *Day of Concern* for public education. Two of CIEA's member faculty associations were unfortunate "good examples" of that concern. Aggressive attacks by boards, now little more than government agents, on educators saw the first lockout of faculty ever initiated in Canada at Okanagan College. At the College of New Caledonia a strike lasted for six weeks as management tried to break the will of employees.

The CIEA Status of Women Committee reported that funding difficulties, changes to student loans, and cuts in social services were resulting in the disappearance of mature female students from college classrooms. The following year, the Women's Committee received a Canada Works grant to host a three-day conference on Access to Education for Women.

1984 saw the first of a number of seminars and discussions on the issue of strengthening the provincial federation to provide more of the services and supports of a union. While no decision was reached at the initial meeting, there was general consensus:

... that CIEA should move ahead and evolve into a more service oriented organization to meet member needs in a variety of ways which in many respects parallels the kind of service and organization that in any other model is called a union.

(General Secretary Tom Beardsley,
Synoptic, March 1984)

In May 1985, the Minister of Education "rationalized the college-institute system" by merging Pacific Vocational Institute and the BC Institute of Technology, along with a number of related program transfers affecting VCC, Douglas and Fraser Valley Colleges. Approximately 200 FTE faculty faced transfer to a new employer or, in some cases, loss of employment. The enabling bill later in the year removed from BCIT faculty the right to unilaterally invoke binding arbitration of collective bargaining disputes. Presidents of the BCIT Staff Society and CIEA traveled to Victoria to lobby, unsuccessfully, for changes to the bill.

1986 opened with colleges and institutes being shifted to the new Ministry of Post-Secondary Education. CIEA locals across the province were battling workload issues. The situation was compounded for educators in northern colleges who also had to stave off the replacement of live, classroom-based instruction with teleconferencing. Long drawn-out negotiations were becoming the norm.

A 1986 judgment by the International Labour Organization, condemning BC's Compensation Stabilization Program as a violation of the principles of free association and collective bargaining set out in international agreements, had no effect on the provincial government's determination to continue its restraint program. CIEA was part of the group that filed the complaint with the ILO.

Strengthening the federation

CIEA delegates, meeting for their 1986 Convention and AGM in the soon-to-be-closed David Thompson University Centre in Nelson, voted unanimously to approve the proposal for restructuring the federation that had been under consideration for the past year. The AGM vote followed local ratification votes held by each member union. The new union consisted of locals at twelve BC colleges. Locals at Capilano, Cariboo, New Caledonia, Douglas, Kwantlen, East Kootenay, Fraser Valley, Malaspina, Okanagan and Selkirk Colleges became regular members with access to all services, including CIEA's new legal and Staff Representative services, and access to the strike/lockout Defence Fund. Faculty unions at Camosun and Northwest Colleges became Associate Members with some restrictions on access to services. The BCIT Staff Society chose not to belong to the federation and withdrew from CIEA.

The new federation represented 1,352 FTEs in regular locals, 204 FTEs in associate locals, and an additional 94 staff FTEs (from Fraser Valley) in the defence fund only. Membership fees to be paid by the local associations were set at \$348 per FTE per year for Regular Members and \$150 per FTE per year for Associate Members.

The convention was the first to be held at a college in the Interior, the first that had a CIEA local (Selkirk College Faculty Association) as a sponsor, and the first to emphasize the development of policy. Over the following summer, CIEA undertook the task of implementing the new model. The hiring of a Staff Representative to provide bargaining and contract administration services and a Clerk-Typist to augment office support services doubled the CIEA staff to four.

CIEA was now providing legal and staff services for the handling of grievances or applications under the Labour Code, if requested by a local. The Capilano College Faculty Association received legal, liaison, media, research, political and other support services during its two-week strike in November 1986. CIEA staff continued to be available to be more directly involved in local bargaining than in the past, if requested by locals.

Constant change in the colleges

The BC government once again changed the ministry responsible for colleges and institutes to the Ministry of Continuing Education and Job Training, only to change it yet again three months later to the Ministry of Advanced Education and Job Training. Minister Stan Hagan was the college-institute system's fifth minister within five years. At the end of the year, the government announced the Royal Commission on Education promised by Premier Vander Zalm in his election campaign. However, the commission's mandate now excluded post-secondary education.

At the beginning of 1987, despite the revolving door of ministers and the continued absence of post-secondary education from the Royal Commission on Education, there were four reviews underway which bore upon colleges, and the current government was acting in a more consultative way than its predecessor. Meanwhile, the expanded CIEA resources and staff were helping to put labour relations on a

more business-like footing. Educators hoped for some much needed stability.

The hope was short lived. New labour legislation introduced in April 1987 sought a massive restructuring of labour relations in the province. CIEA's Presidents' Council immediately opposed the now infamous Bills 19 and 20 as a threat to freedom of association and democracy in the workplace. With strong local votes and the endorsement of the AGM, CIEA participated fully in a BC Federation of Labour program of opposition to Bill 19, including a boycott of the Industrial Relations Council.

In October 1987, the government released its report "Access to Advanced Education and Job Training in British Columbia" which recognized the increasing demand in the province for post-secondary education and that BC lagged behind other provinces. It also recognized the harm done to the quality of post-secondary education by years of financial restraint.

More co-ordination on bargaining and pensions

CIEA locals worked towards agreement on common bargaining objectives and strategies for achieving them. Although each local negotiated its own contract, the same problems, such as workload, salaries and treatment of part-time employees, were seen throughout the system.

The Pension Advisory Committee was established in January 1989 with the goal of improving pension benefits and access available to college and institute faculty under the *Pension (College) Act*.

Tuition continued to rise in BC colleges at a rate in excess of inflation. Between 1980 and 1989, students fees increased by 192 per cent. In March 1989, the Minister announced a major expansion of the post-secondary system, including the establishment of degree completion programs at several colleges. The 1989/90 budget promised an increase in spending on post-secondary education.

1989 ended with the resolution of two major disputes. In a mediated settlement at Malaspina College in October, after a year of negotiations and an 89 per cent strike vote, the Faculty Association made significant gains in the areas of salary, workload and benefits.

And finally, in December the long labour dispute at Douglas College ended with a new collective agreement in which the DCFA made major gains in the areas of salary, job security, workload and further rights for contract and non-regular faculty. Important factors in the success of the action were the resolve of the faculty, the support of other CIEA locals, and access to CIEA's strike/lockout Defence Fund.

A decade of legal action

In addition to supporting arbitrations and other administrative actions, CIEA supported some major legal actions in support of post-secondary educators during the 1980s

The MacKinnon arbitration ran through the mid-80s, a lengthy and important fight over free speech. Alan MacKinnon, a psychology instructor at Cariboo College, had been disciplined by the college for writing letters to local newspapers criticizing the college and, in December 1985, was dismissed when he wrote to other Cariboo faculty members requesting their support. CIEA supported the arbitration, based on the belief that faculty must be able to criticize their institutions without fear of dismissal. The arbitration attracted provincial and national attention, support from various labour and community groups, and the establishment of a special legal defence fund.

In April 1987, arbitrator Don Munroe ruled that Cariboo College's dismissal of MacKinnon was "without just or proper cause" and ordered that MacKinnon be reinstated to his position with no loss of seniority and with back pay and benefits to December 1985, but with a reduction for post-dismissal misconduct.

While the MacKinnon ruling upheld the right of association and free speech within a union, it did not address the rights of academic freedoms under the Charter. The issues raised in the MacKinnon case are with us today as educators seek to bargain academic freedom language and support legislated protection for whistleblowers.

In 1986 legal action support by CIEA confirmed that colleges were subject to the Charter of Rights and Freedoms, but were subject to provincial legislation that upheld mandatory retirement.

CIEA also took a landmark case to the BC Supreme Court to confirm that part-time and casual faculty had the right to participate in the College Pension Plan. The 1989 case was a significant step towards equity for non-regular faculty – a battle that the provincial federation has consistently fought.

At the end of the 1980s, CIEA had thirteen member locals. The organization had made it through its first decade and emerged as a strong voice for post-secondary educators. Its rapid growth strengthened its ability to serve its member associations. And its provision of member education, its liaison with other organizations and involvement in activities to further the cause of education, and the volume and breadth of its briefs, reports and submissions were a significant achievement for its dedicated elected members, its small staff, its standing committees, and its faculty association locals.

The 1990s – growth, change and challenge

The beginning of the new decade had its ups and its downs. The federal government announced a two-year freeze on federal transfer payments to health and post-secondary education and limited increases for a further three years. The 1990/91 BC budget contained a significant overall spending increase for post-secondary education programs, as well as improvements in operating grants to colleges and institutes. CIEA pointed out that that the increases didn't begin to bring the college and institute system back to the pre-restraint funding levels of 1982/83, especially given large enrolment growth. Students faced heavier financial burdens and thousands were being turned away, while many who registered were unable to get the courses they wanted. Smaller colleges with serious budget shortfalls were forced to cut programs and lay off faculty.

CIEA joined with allied organizations in opposing Bill 79, the *Public Sector Disclosure Act*, and Bill 82, the *Compensation Fairness Act* (a retreat of the despised Compensation Stabilization Program of the 80s), which interfered in the collective bargaining process. CIEA also worked with the BC Federation of Labour on the issue of apprenticeship training, and with the Canadian Federation of Students on a number of issues affecting post-secondary education.

Changes underway in university-transfer programs had a significant impact on the working conditions and professional opportunities of faculty. In addition, there were concerns about the impact of a proposed new university in Prince George on university-transfer programs at the three northern community colleges. In the continuing absence of meaningful consultation, and with the September 1994 opening of the university fast approaching, faculty and staff in the northern post-secondary education system formed the Northern Working Group of the Council of Unions in the Colleges and Institutes to identify key principles, issues and concerns, and to make recommendations.

A new *Private Post-Secondary Education Act* removed control of private institutions from the scrutiny of the Ministry and placed it in the hands of a private, self-financed commission.

Welcoming new members

CIEA entered the 1990s with thirteen locals. The organization soon welcomed four more – the Langara Faculty Association, the Vancouver Community College Faculty Association, the North Island College Faculty Association (NICFA), and the Open Learning Agency Tutors' Association (OLATA). CIEA welcomed the opportunity to provide organizing assistance to the NIC faculty, whose first organizing drive in 1976 had been assisted by CIEA's predecessor, the CFF. NIFCA's certification was a tribute to the determined faculty who had struggled for years for their professional rights. OLATA became CIEA Local 17 in the spring of 1991; it would take them until October 1993 to achieve a first collective agreement.

At its 1991 Annual General Meeting, CIEA took a significant step forward and established a special local for faculty associations in private colleges and institutes. The decision followed intense discussion and resulted in the formation of what was first called Local 99 and later became Local 21. That local has represented a number of faculty and staff associations in private institutions to date.

The Cariboo College Faculty Association extended representation to part-time employees and counselors, bringing the last substantial number of part-time employees among CIEA locals into the membership.

The longest strike in CIEA's history ended on May 4, 1990 after five very bitter weeks. Strike settlement brought the 500 member Vocational Instructors' Association – now the VCC Faculty Association – close to parity with other Lower Mainland faculty on the key collective agreement provisions of workload, job security and salaries.

Cautious optimism for a new government

In anticipation of the 1991 provincial election, CIEA produced a comprehensive document entitled *Profile for the Nineties*, identifying key issues facing the BC college and institute system, and kicked off a province-wide lobbying campaign by distributing it to politicians, college boards, educational organizations and community groups. Eight educators from CIEA member faculty associations ran in the 1991 provincial election, and all were successful in winning a seat.

CIEA was cautiously optimistic about its future relationship with the New Democratic Party government. The 1992 provincial budget froze tuition fees for a year and increased funding for student assistance. However, funding for new spaces was less than adequate. Picking up on the government's declared willingness to be consultative, CIEA lobbied successfully for an educational planning and discussion forum. As a major stakeholder in the post-secondary education system, CIEA played an active role on the steering committee of the BC Human Resources Development Project, a government-funded two-year study of all aspects of the system.

Forming new partnerships

CIEA strengthened its relationships with the broader national education community by participating in the Coalition for Post-Secondary Education along with faculty, staff and students in the BC public education sector. In addition, CIEA formed a formal association with post-secondary educators across Canada by affiliating with the Canadian Association of University Teachers (CAUT) in 1994. That affiliation gave CIEA the right to have a voice at CAUT Council meetings and also to participate in CAUT functions.

The first half of the decade ended with a flurry of activity on the education front. The 1994 provincial budget signaled the Harcourt government's intention to put its stamp on the

post-secondary system and educators braced themselves for a period of restructuring. Renewed emphasis on applied and vocational education, with a commitment of significant new funds, was welcomed. Less promising was a shift away from adequate funding for base programs and a trend towards piecemeal funding for "new and innovative" programs. And, while access pressures would be met with new enrolment targets (triple those in past years), institutions were being pushed to achieve these targets by teaching more students for fewer dollars. A Skills Now initiative was aimed at providing career and skills training to 20,000 unemployed British Columbians over a two-year period. However, post-secondary educators were disappointed when the implementation of Skills Now took the form of establishing Community Skills Centres not connected to public colleges and institutes.

CIEA played a major role as a provincial voice for educators on several provincial committees, among them the Council on Admissions and Transfer; the Centre for Curriculum, Transfer and Technology (C2T2); the Centre for Education Information Standards and Services (CEISS); and the Ministry of Skills, Training and Labour's Joint Committee on Formula Funding.

CIEA successfully lobbied for amendments to the *College and Institute Act* (Bill 22) that mandated education councils at most colleges, institutes and university-colleges, along with the inclusion of students, faculty and staff to governing boards. Amendments to the Act have significantly improved collegial governance in the system and enabled formal participation in education decision-making by front-line educators, staff and students.

New resources meet increasing needs

The growth in membership and increased level of services required by members resulted in CIEA's first million dollar budget at the beginning of the decade. An elected position of Second Vice-President, with quarter-time release, was added to the Executive. The Standing Committee on Non-Regular Employees was created, and the Salary and Working Conditions Committee was divided into two new committees: Bargaining Co-ordination & Review and Contract Administration Review. The creation of a Co-ordinated Bargaining Council allowed local associations to choose to bargain designated collective agreement

matters on a co-ordinated basis. This aspect of labour relations was to grow in importance very rapidly.

CIEA had a new office with a boardroom for meetings – a place that members could think of as their provincial office. Staff Reps offered improved service to locals, policy analysis and development, and communications.

Government centralizes labour relations

At the mid-point of the decade, it was clear that labour relations were about to become even more challenging. The newly passed *Public Sector Employers' Act*, coming out of the Korbins Commission, called for each component of the public sector to establish an employers' association to handle labour relations, including co-ordinated bargaining. The new Post-Secondary Employers' Association (PSEA) was formed for this purpose. Of necessity, CIEA locals would have to co-ordinate more closely in the face of a highly co-ordinated bargaining agenda among the college-institute employers.

Contract administration continued to occupy a large amount of staff time, given the number of locals implementing new contract language, the new collective agreements, and the continued intransigence on the part of management in the system. Staff reported a disturbing increase in the representation of members in personal and sexual harassment cases.

The 1995 CIEA AGM voted to affiliate with the BC Federation of Labour and CIEA sent its first delegation to the BCFL Policy Convention in November. CIEA members continued to be active participants in the BC Fed, participating on committees and submitting resolutions for debate to every BC Fed Convention.

Defending public education

CIEA led off 1996 with a campaign to "Keep the PUBLIC in post-secondary education", to inform, motivate and mobilize around access and to defend the public system from the private, for-profit sector. The organization played an active role in the February 7th Day of Action for Post-Secondary Education, where alternative hearings provided a forum for community, labour, student and education groups to make their positions known on the planned federal government cuts to transfer payments.

CIEA participated, along with faculty, students, institutional presidents and board members, in a strategic planning forum led by the Ministry. During the long process of creating a strategic plan document, known in the system as *Charting a New Course*, CIEA was effective in raising post-secondary educators' concerns, and the principles underlying *Charting a New Course* assisted lobbying and planning efforts. The participatory process of developing the plan was historic, involving educator organizations at all levels of development.

Bargaining together

One of the most difficult tasks faced by CIEA in its history of union activity was the creation of the Framework Agreement for ratification votes at the institutional level. The 1996 Framework Agreement established the first province-wide salary grid, with compensation increases reflecting the government's wage restraint policy. The Framework Agreement also achieved the elimination of substantial inequities, and improvements in a range of contract areas. Dealing with the process of Multi-Institutional Discussions taxed the resources of the organization and it was a tribute to the solidarity of the membership and CIEA's bargaining partners that the agreement was reached.

In 1997, CIEA was also instrumental in seeing the establishment of the Industry Training and Apprenticeship Commission (ITAC), a new partnership between labour, educators, employers and government. ITAC promised to change the way apprenticeships and trades training would be delivered in BC. The Commission was mandated to improve co-ordination within the system, eliminate duplication, and ensure smooth transitions from school to work.

Years of frustration by faculty working to design courses to meet their students' needs and still enable them to move between educational institutions led to a motion at CIEA's 1997 AGM to secure a block transfer system for BC's public post-secondary system. Two CIEA representatives sat on the BC Council on Admissions and Transfer (BCCAT), and their work helped to bring about improved transfer in many areas, including block transfer.

CIEA was instrumental in achieving agreements and programs that would give colleges a

stronger role in the provision of training for the vulnerable and those on income assistance. The Training Accord and the College Envelope were among the innovative policies and programs that were put in place to ensure colleges were better able to meet the needs of all in their communities.

Early in 1998, CIEA welcomed the faculty and staff of the Kootenay School of the Arts into the private sector local. The KSA was launched in 1991 after the closure of Nelson's David Thompson University Centre in 1984. Shortly afterwards, the Institute of Indigenous Government Staff & Faculty Association and the Nicola Valley Institute of Technology Employees' Association became Locals 18 and 19.

1998 also saw the signing of the first Common Agreement for post-secondary educators, setting out new ways of doing things in many aspects of labour relations. The agreement followed eight months of difficult negotiations and a near strike by the joint Provincial Bargaining Council (made up of seventeen CIEA locals and seven BC Government and Service Employees' Union bargaining units).

Negotiations in 1998 resulted in the first Pension Accord, which improved pension benefits for members and paved the way for joint trusteeship of the pension plan in 2000.

Ready for the next millennium

At the end of the 1990s, CIEA had expanded to Local 21 and represented educators in BC colleges, institutes and university colleges, and including a local for faculty and staff at private sector institutions. Its locals were more diverse and increasingly active on many fronts, reflecting the changing post-secondary education system. Recognized as a strong voice for post-secondary educators within the education community, in the labour movement, and by government, CIEA was a proactive organization, willing to take a leadership role. Its Standing Committees, sturdy workhorses since the beginning, were active and effective, and the central resources had been strengthened with the addition of a full-time elected Secretary-Treasurer. CIEA had a substantial and stable staff and active locals at many different levels of development.

As each round of bargaining concluded, CIEA continued to devote substantial resources to

defending collective agreements. While Staff Reps and local stewards were often successful in resolving grievances, the decade of the 1990s saw CIEA support a number of important arbitrations in defence of members' rights.

A new century and a "New Era"

British Columbians found themselves preparing for both a federal and a provincial election in the early part of the new century. Federal transfer cuts since 1995 had undermined the integrity of post-secondary education, health care and social welfare programs. The federal share of total program spending for post-secondary education had fallen by 50 per cent in 20 years. Working with the CAUT, CIEA lobbied vigorously for a social reinvestment by the federal government. CIEA also called for a new stand-alone post-secondary education fund and an act to govern the fund. Although post-secondary education was identified as a high priority issue for the electorate, the federal Liberal government elected in 2000 did not restore transfer payments to pre-1995 levels. The cash investment in post-secondary education by Ottawa was at its lowest level in more than 30 years.

As part of the Coalition for Public Education, which included key provincial educator, staff and student organizations in BC, CIEA organized to raise awareness of the need for an infusion of core funding. It also addressed the trend towards increased private and commercial ventures in the public education system, by co-sponsoring the Coalition's *Public Education Not For Sale* conference and issuing a comprehensive policy statement on Commercial and Privately Funded Activities in Public Post-Secondary Institutions.

Responding to requests for more training and joint meetings, CIEA began the tradition of the spring Joint Committees Conference in 2001. Members were ready to move beyond the traditional professional development seminars that had been organized through CIEA's Professional Development Committee for many years. In its first few years, the spring conference became an important focal point for many of CIEA's committees and allies.

CIEA and other education activists in BC turned their energies towards the provincial election in 2001. Although the relationship had not been without some bumps, CIEA acknowledged that

the BC government throughout the 90s had maintained ongoing support for post-secondary education, despite cuts to transfer payments by the federal government. The 2000/01 provincial budget provided for some increases in both spaces and core funding and reduced tuition fees by five per cent.

Success at bargaining and pension tables

In 2000, with strong leadership from CIEA, the College Pension Plan became the first of the large BC public sector plans to become jointly-trusted. CIEA appointed three trustees to the ten member board, the BCGEU appointed one trustee, and CIEA and the BCGEU jointly appointed one retired trustee. Two other partners – the Post-Secondary Employers' Association and the provincial government – appointed the other five trustees.

A major focus of the first couple years of the decade was bargaining. Member locals of CIEA, along with instructional bargaining units of the BCGEU and independent faculty unions, approved a package of bargaining resolutions for the 2001 bargaining round. Wage restraints and past bargaining had left the system in an uncompetitive position regarding salaries and benefits.

The resulting 2001 agreement – the second Common Agreement in the system – represented a historic breakthrough. Faculty achieved the most significant salary increases in many rounds, model maternity leave top-up benefits, and important language that would allow some 300 temporary faculty members new regular ongoing positions and full access to the rights and benefits of their collective agreements.

Another historic breakthrough came in the form of a pension partners' agreement following negotiations between the four College Pension Plan partners. The partners' agreement resulted in significantly improved pension benefits for active members and a range of improvements for retired members.

Joining the national labour movement

In 2001, CIEA strengthened its role in the Canadian Association of University Teachers with a new level of membership, giving CIEA a vote at CAUT Council and the right to participate in CAUT committees.

CIEA also strengthened its ties with the labour movement in 2002 as a major player in the establishment of the National Union of CAUT, which allowed an affiliation with the Canadian Labour Congress. The formation of NUCAUT marked an historic step forward as post-secondary educators began to join the national labour movement as full partners. CIEA also joined CoDevelopment Canada as a full partner to cultivate new relationships on the international solidarity front.

CIEA called upon its allies – old and new – to fight back against a relentless government assault on union and educators' rights. The theme of the 2002 CIEA Convention and AGM was "Education Under Attack" which summed up members' feelings about the actions of the Campbell Liberal government, which was elected in May 2001 promising to bring in a New Era for BC. The organization pledged to fight back against the government's measures to undo the quality of education its members had worked hard to build and the collective rights they had fought to achieve, and against the barriers placed in the way of affordable education for all, regardless of background or income.

The Liberal Party that swept to an overwhelming victory on May 16, 2001, had promised that their New Era would protect and strengthen post-secondary education. Despite a light education platform, it was soon clear that the New Era had big plans for post-secondary education. Within months of the new government taking power, programs, committees and policies that had been painstakingly developed and implemented were on the chopping block.

A government-wide Core Review process assessed every aspect of government (the review of tuition fee policy was set for October) and a Legislative Standing Committee on Education reviewed the state of education. CIEA was concerned that the post-secondary review process had a bias in favour of privatization and cost-recovery and no room for discussion of the critical issue of publicly governed, funded and delivered education and training.

Delegates to the November 2001 BC Federation of Labour Convention voted overwhelmingly to support an action plan to push back against one of the greatest challenges in the history of the BC labour movement.

The second *Black Thursday*

The worst was yet to come. On the second “Black Thursday” in BC – January 17, 2002 - government announced plans to cut the budgets of most ministries by an average of 25 per cent and to freeze the budgets of a select few, including the Ministry of Advanced Education. The MAE budget was to be frozen at its 2001/02 level until 2004/05.

To meet the target, FTEs (staff) in the Ministry would be reduced by 40 per cent and many programs and agencies eliminated or deprived of public funding. Among them were Youth Community Action, Skills for Employment, Institution Based Training Support, Graduate Assistantships, Work Study, the Labour Adjustment Envelope, College and Institute Matching Endowment, and Training Assistance Benefits. The Industry Training and Apprenticeship Commission was disbanded. The Kootenay School of the Arts lost its funding. Also hit were the Contract Training and Marketing Society, the Commonwealth of Learning, the BC Centre for International Education, and three theological colleges.

A legislative attack on educators and unions

In late January 2002, the BC Liberal government launched an all-out assault on public sector unions with three pieces of legislation, Bills 27, 28 and 29. Bill 28, the *Public Education Flexibility and Choice Act*, took aim at college and institute collective agreements and allowed college and institute employers to override collective agreement provisions.

As Bill 28 represented an enormous attack on members’ rights, CIEA, together with the BCGEU, initiated a legal challenge in the BC Supreme Court to have Bill 28 declared in violation of the Canadian Charter of Rights and Freedoms and thus unconstitutional. CIEA also worked through the CAUT to lodge a complaint through the International Labour Organization. While the Charter Challenge is still pending as of AGM 2005, the resulting ILO report condemned the BC government’s actions.

CIEA was well-served in the fight against Bill 28 by the Canadian Association of University Teachers. The letters of support from faculty associations in many countries and the CAUT threat of censure for any employer in the BC

post-secondary system who used the provisions of the legislation to break collective agreements gave us hope and made the employers think twice.

In February 2002, the BC Liberal government deregulated tuition fees. As a result, fees would soar over the next few years as institutions took advantage of their new found source of funds. At the same time, the grant portion of student assistance for first-time students was eliminated. In March, budget letters spelled out three-year targets for funding and student enrolment: increased enrolment and inadequate funding.

Privatizing, BC Liberal style

In April, the *Degree Authorization Act* paved the way for private universities to grant BC degrees and expanded degree-granting capacity for colleges, university colleges and institutes. The vehicle by which institutions gained approval for new degrees, the Degree Program Review Committee, comprised mostly of educators, was replaced by the Degree Quality Assessment Board which is composed mostly of representatives from the business community and a shocking absence of faculty. Government, having announced its intention to disband the Industry Training and Apprenticeship Commission, began the process of dismantling the industry training system.

Government’s agenda of cutting and dismantling was not restricted to the education sector. All British Columbians were affected, but the most vulnerable segments of society took the worst blows as the government slashed childcare, housing, health care, access to the justice system, funds for women’s centres and transition houses, training support, and the minimum wage for ‘trainees’.

The Campbell Liberal government made it very clear that it did not want to hear from labour organizations on any policy matters, and moved swiftly to dismantle all organizations that brought CIEA and other system partners together to plan and advise on policy directions. Removal of support from C2T2, CEISS and the Standing Committee on Evaluation and Accountability was an illustration within the Ministry of Advanced Education of the government’s reluctance to consider a diversity of views.

Don't mourn – organize

Despite the lack of venues for providing comment and advice, CIEA continued to participate wherever possible in government reviews and consultations. In a short period of time, the federation made no less than 10 submissions in response to government initiatives, staunchly putting forward a positive public post-secondary education agenda. There were numerous meetings with the Minister and Deputy Minister of Advanced Education and other government officials.

In the midst of all the furor, the Emily Carr Institute of Art and Design Faculty Association became a regular member of CIEA in January 2002 and, after lengthy negotiations, the assistance of a CIEA Staff Representative and a 93 per cent strike vote, signed a collective agreement.

CIEA encouraged its members to build unity within their locals and to work with community coalitions, local Labour Councils, and other like-minded organizations to put forward the importance of post-secondary education throughout the province.

When the International Labour Organization ruled that the BC government violated international covenants to which Canada was a signatory (Bills 27, 28 and 29), CIEA lobbied every elected representative in the BC legislature to support repeal of the legislation.

CIEA actively supported the BC Federation of Labour's campaigns with CIEA members participating in rallies, meetings and coalitions. The CIEA banner was proudly visible at events all over the province as members demonstrated solidarity and held their elected officials accountable.

The stubborn Kootenay School of the Arts, that had refused to die when all its funding was removed, was able to bring its programs, faculty and staff into an amalgamation with Selkirk College, bringing it into the public post-secondary system. Other locals, those at Okanagan University College and the Institute of Indigenous Government, had chosen to go their own way and leave the federation.

CIEA held its first Pride Caucus at the 2003 AGM, bringing together lesbian, gay, trans-gendered/transsexual, and bi-sexual members,

and the Pride Caucus continues to develop and evolve in the organization.

The 2003 AGM, sponsored by the Faculty Association of CNC, was held in Prince George. CIEA had, as always, invited the Minister of Advanced Education to speak and, despite the BC Liberal government's antipathy towards labour organizations, the fact that the meeting was being held in the minister's home community and the minister was actually at home that week gave meeting organizers some hope. The result, when the minister declined, was a rally and march on the minister's constituency office and a roomful of disappointed and angry post-secondary educators.

A changing system and a new name

At its 2004 Annual General Meeting, CIEA once again looked at the changing landscape of post-secondary education and educators, and delegates agreed on a change of name for the organization. The Federation of Post-Secondary Educators of BC was born. The first 25 years of the federation have been a study in solidarity and activism through constant change. Many battles have been fought and significant gains for members have been won. The Federation of Post-Secondary Educators, like its two preceding organizations – CIEA and the College Faculties Federation – was born of the belief that together we are stronger and better able to represent educators in a changing world.

PAST PRESIDENTS, 1980-2005

- ♦ **Gordon Bryenton** (VCC-Langara FA) 1980-82
- ♦ **Jan Cioe** (FACNC) 1982-83
- ♦ **Jack Finnbogason** (KCFA) 1983-85
- ♦ **John Waters** (CapCFA) 1985-87
- ♦ **Paul Ramsey** (FACNC) 1987-89
- ♦ **Ed Lavalle** (CapCFA) 1989-92
- ♦ **Kathy Conroy** (FACNC) 1992-95
- ♦ **Ed Lavalle** (CapCFA) 1995-99
- ♦ **Maureen Shaw** (KFA) 1999-02
- ♦ **Cindy Oliver** (CORFA) 2002-05

ANNUAL GENERAL MEETINGS & CONVENTIONS, 1981-2004

- 2004 Whistler *Celebrating Our Achievements, Building Our Future*
Capilano College Faculty Association
- 2003 Prince George *Facing Challenges Together*
Faculty Association of the College of New Caledonia
- 2002 Harrison *Education Under Attack* Douglas College Faculty Association
- 2001 Whistler *Solidarity in Changing Times* North Island College Faculty Assn
- 2000 Whistler *Acting Globally, Acting Locally: Celebrating 20 years of CIEA*
Vancouver Community College Faculty Association
- 1999 Castlegar *Reflection & Renewal: CIEA in a Decade of Change*
Selkirk College Faculty Association
- 1998 Harrison *Reaching Out: Building a Comprehensive, Inclusive and
Responsive Learning Community*
UC of the Fraser Valley Faculty & Staff Association
- 1997 White Rock *Unity in Purpose, Unity in Action* Kwantlen College Faculty Assn
- 1996 Kelowna *Choices for Change: Government and Corporate Agenda in Post-
Secondary Education Policy and Social and Popular Alternatives*
Okanagan University College Faculty Association
- 1995 Terrace *Challenging Times, Working Solutions: Defending
Public Post-Secondary Education* Academic Workers' Union
- 1994 Nanaimo *Human Rights on Campus and in the Community*
Malaspina College Faculty Association
- 1993 Whistler *Maintaining the Public Post-Secondary System*
Langara Faculty Association
- 1992 Cranbrook *Advocacy in the New Reality*
East Kootenay Community College Faculty Association
- 1991 Kamloops *Advocacy in Action* Cariboo College Faculty Association
- 1990 Prince George *Profile for the Nineties*
Faculty Association of the College of New Caledonia
- 1989 Victoria *The Next Ten Years* Camosun College Faculty Association
- 1988 Vancouver *Taking Stock: Reflection and Assessment of a Decade of
BC's Community Colleges* Capilano College Faculty Association
- 1987 Kelowna *Workload and The Quality of Education*
Okanagan College Faculty Association
- 1986 Nelson *Strengthening our Ability to Serve* Selkirk College Faculty Assn
- 1985 Abbotsford *Surviving Restraint*
- 1984 New Westminster . *Quality and/or Productivity*
- 1983 Vancouver *Fighting for a Future: Colleges & Institutes Under Attack*
- 1982 Vancouver *Provincial & Regional Rationalization of Education Programs*
- 1981 Vancouver *Professionalism and Unionism*

SECRETARY-TREASURER'S REPORT: DILEEP ATHAIDE

I AM HAPPY TO PROVIDE THIS REPORT, ON conclusion of my third consecutive term as Secretary-Treasurer of our federation. I present a summary of duties exercised on your behalf as the chief financial officer of FPSE, as 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.

FPSE's 2004-05 fiscal year-end

Last year's AGM approved an operating budget for the period of April 1, 2004, to March 31, 2005, that estimated total revenues of \$2,372,400 and expenditures of \$2,510,771 with a resultant projected deficit of \$138,371. The fiscal year, in reality, ended with total revenues of \$2,410,904 and expenditures of \$2,652,636, resulting in an even higher deficit of \$241,732.

FPSE revenues from membership dues were very close to our estimate, while investment income was a shade below expectation. Total revenue was \$2,676,858, before the transfer of \$265,954 to our Defence Fund. Our Defence Fund now stands at a formidable \$6,403,058.

Last May, our membership approved a budget of \$540,000 from our Defence Fund for a Political Action Campaign. As of March 31st, we had spent half that amount, \$270,300. At each meeting of Presidents' Council, a detailed spreadsheet of expenditures has been presented.

Our expenditures reflect the services our members receive on many fronts. These include direct service from our staff and officers, and representation and membership on various external committees, coalitions, and provincial and national organizations. In this area, total actual expenses did not differ significantly from the amounts budgeted.

Our members are active participants in events that we sponsor ourselves, as well as those organized by our partners and affiliates. Most of our Standing Committee Chairs attended major national conferences or events, resulting

in a higher cost than anticipated. Standing Committee expenses varied considerably, but the total was close to that budgeted.

This past year we incurred very high legal expenses. We had a higher than usual number of complex arbitrations undertaken on behalf of locals, and needed many legal opinions, particularly related to bargaining and contract administration matters. We thus spent a total of \$216,302, far higher than the \$120,000 budgeted. The other area of great expense was provincial bargaining, where the protracted process resulted in a total of \$281,938 spent, far exceeding our budgeted \$190,000.

In the area of advocacy and public relations, some expenditures differed from our line-by-line projections, but the overall amount spent, at \$81,380, was close to that expected. Because of higher FTE membership numbers, our affiliation dues were more than anticipated, but we continue to get full value from our association with the BC Federation of Labour, CAUT, and the Canadian Labour Congress.

Finally, our administration costs were a bit higher than expected, in part due to additional office costs related to our name change, provincial bargaining, and our Political Action Campaign.

In summary, our total expenditures amounted to \$2,652,636, resulting in a total deficit of \$241,732 for the fiscal year, significantly higher than that anticipated in the operating budget for 2004-05, due to the unexpectedly long period of provincial bargaining and exceptionally high legal costs.

Capital expenditures for 2004-05 amounted to \$25,172, higher than the budgeted amount of \$10,000, primarily due to additional computer costs.

FPSE's 2005-06 proposed budget

The operating budget proposed here was approved by Presidents' Council at its March meeting.

As previously, we have estimated a 2% increase in revenue from membership dues, based on salary step increases and slight growth. At 10%, our Defence Fund transfer amounts to \$266,550. Our total revenue is thus projected to be \$2,420,450.

On the expenditure side, we have increased staff salaries by 1%. We have budgeted all Standing Committee expenses at \$7,000 per meeting. The estimate of our legal fees has been raised back up to \$150,000, and \$50,000 has been included for the completion of bargaining. Our public relations/communications/lobbying line, which was raised significantly to cover special activities last year, has been lowered to \$25,000.

A significant increase in affiliation dues reflects the recalculation of, and rise in, our membership numbers. Of course, these higher figures, in turn, give us greater representation in these organizations. For example, through our recalculation of FTE numbers, we are now the fourteenth largest union in the BC Federation of Labour.

Finally, no significant changes are anticipated in our administrative costs. Total expenditures thus amount to \$2,491,758. The cumulative effect of the proposed changes leads us to present a budget with a projected deficit of \$71,308.

The capital budget approved by Presidents' Council amounts to \$22,000, which factors in a return to our cyclical purchase of new office computers, but anticipates no extraordinary expenses.

Other activities

In addition to my fiscal responsibilities, I assisted the President with virtually all aspects of the federation's activities. This past year, two major areas of effort were our provincial bargaining and our political action campaign, both of which have been reported on extensively by our President. I will therefore refrain from adding further details, but will instead present a summary of my other activities here.

On the heels of our office move to the BCTF building the previous year, we shouldered the many alterations necessitated by our name change from CIEA to FPSE. These included changing our logo and signage, ordering new stationery, informing everyone, and dealing with the inevitable reactions by affiliates and partners to adapting to this new name. Our support staff worked diligently to effect these changes.

We have experienced significant staff changes at FPSE, with the retirement of Staff Representative Linda Sperling and the hiring of Weldon Cowan, the hiring of Casual Staff Representative Jo Dunaway, specifically to help with communications and our political action campaign, and the replacement of Casual Administrative Assistant Barb Moyle by Cathy Magee.

Cindy and I both assisted Vice-President Nancy Clegg and former Vice-President Frank Cosco with their efforts in negotiating a new contract with our office staff, members of CUPE 1004. Throughout the year, I chaired meetings of our support staff and, as far as possible, attended most regular and extraordinary meetings of our Staff Reps, which are chaired by the President.

I served as the Executive Liaison to the Contract Administration Review Committee (CARC), which met in both the fall and the spring. The committee's report has been presented at this AGM by outgoing Chair Joan Connors (Local 3). I also served as Executive Liaison to FPSE's Education Policy Committee. This committee also met in the fall and spring and is ably chaired by Jan Harkess (Local 6), whose report is included in our AGM proceedings.

I was also an active participant at our FPSE Developmental Education Conference which was held in October 2004, and I conducted much of the follow-up on recommendations stemming from that meeting. Our Joint Committees' Spring Conference was well-attended this year, by members of the contributing committees as well as many others. Feedback on the political panel and the presentation on academic freedom were most positive.

As Secretary-Treasurer, I chair the Grievance and Arbitration Review Committee (GARC) which was exceptionally busy considering requests for FPSE support from locals for cases proceeding to arbitration. The more than twenty cases approved included areas such as refusal to provide the union with employee contact information; time-release allotment for faculty serving in chair positions; deans' rights to uninvited classroom visits as part of post-probationary evaluation of faculty; the unilateral use by management of an unauthorized process to deal with an alleged member-to-member harassment/abuse case; and a termination for "just cause".

I joined our President and Communications and Research Staff Representative Roseanne Moran for meetings with Ministry of Advanced Education Deputy Minister Philip Steenkamp and Assistant Deputy Minister Arlene Paton, as well as with Minister Ida Chong. We have additionally met with BC NDP leader Carole James to discuss our priorities and concerns on the state of post-secondary education in our province.

This spring, Maureen Shaw (Local 5) and I (both former members of BCCAT) met with the BC Council on Admissions and Transfer Director and Associate Director, Frank Gelin and Finola Finlay, to share information and gain a mutual understanding of the current state of articulation between public and private post-secondary institutions in BC, and to express FPSE concerns regarding expansion of the same. While the floodgates have not (yet) been opened, there is now considerable government pressure to facilitate recognition of private for-profit education providers as sending institutions within our post-secondary program and course transfer system.

Our affiliation with the BC Federation of Labour continues to be highly fruitful. Many of our members joined our Executive and Staff Representatives in attending the Annual Convention November 22-26th, 2004. I continue to serve as a member of the BCFL Education Committee, which met several times throughout the year, chaired by our own Cindy Oliver. In October 2004, I participated in the BCFL Education Conference "Taking the Next Steps Together: A Collaborative Approach to Apprenticeship and Skills Training for BC".

In January, Cindy, Staff Representative Roseanne Moran and I attended the BCFL Ranking Officers meeting at Harrison Hot Springs, where the focus was on preparations for the May 17th provincial election. This spring, I was honoured to be appointed a member of the BCFL Executive Council.

Jamie Brennan (Local 8) and I attended a CLC/BCFL presentation by Anup Srivastava on anti-child labour activities in northern India. We saw evidence that confirmed this activist's assertion that child labour is more closely linked to a lack of schooling opportunities than to family poverty. Of course, Mr. Srivastava expressed shock at our government policies that are facilitating child labour right here in BC.

At the end of March, I was happy to represent FPSE at a CLC Pacific Region sponsored all-day meeting on affiliated unions' international solidarity activities. With the huge increase in international education activities conducted by our institutions, I feel that we need to be better linked with educational and other union members in countries affected by these activities.

I represented FPSE at many activities of the Coalition for Public Education. A significant effort this past year was our "Opening Doors for Every Student" campaign. The Coalition, with the lead of the BCTF, organized an extremely successful conference in February, "Public Education Not For Sale II: Taking Action on Privatization and Commercialization". I served on the planning committee, and facilitated the participation by eight of our members at the conference. Lisa MacLeod, BC Chair of the Canadian Federation of Students, and I presented a workshop on "Erosion of Trust: The Impact of Privatization on Learning at Post-Secondary Institutions". Additionally, I presented the results of our commercialization survey, which confirmed the ever-increasing encroachment of advertising and other commercial activities at virtually all of our campuses.

Also in February, I was privileged to attend an all-day seminar on "Globalization and Education", sponsored by the BCTF International Solidarity Program and the IDEA Network. Speakers included Susan Robertson (University of Bristol) and Pablo Gentili (Director of the Laboratory of Public Policies of the Federal University of Rio de Janeiro) whose evening presentation, "The South Rising: Politics of Resistance and Power in Brazil, Uruguay and Argentina", was co-sponsored by FPSE. Lastly on this front, I will mention that in March I was elected as a member of the board of the Charter for Public Education Network Society.

In October, I attended the 2004 BC Higher Learning Symposium, sponsored by our institutional presidents at SFU's Wosk Centre for Dialogue in Vancouver. Also in October, I participated in the UBCFA/CAUT conference "What Price Freedom? Academic Freedom and the Corporate University". Even though held right on the UBC campus, the excellent sessions were unfortunately sparsely attended. I will add here that the President and I were happy to

represent FPSE at CUFA/BC's Eleventh Annual Distinguished Academics Award Dinner in April.

As expected, there were several occasions where I filled in for our President, otherwise engaged in other FPSE business, responding to requests for media interviews. I did the Bill Good CKNW radio show for an hour on concerns around access to post-secondary education, broadcast from Kwantlen University College just prior to the provincial by-election in Surrey last fall.

I was privileged to attend and speak at several general meetings at Lower Mainland FPSE locals. I cherish these encounters as they provide me with significant insight on issues of importance to our members.

In addition to preparations for this AGM, I oversaw arrangements for our members' travel and accommodations in conjunction with all FPSE meetings, including our provincial bargaining, various conferences, and the upcoming NUCAUT and CLC Conventions in Montreal.

On a personal note, this past year has been a rather traumatic one for me, with the loss of my wife Malvina to cancer in September 2004. I am eternally grateful for the outpouring of support my children and I received from FPSE Executive and staff and members from locals around the province. My work at FPSE has been a great source of stability and strength over the past couple of years in dealing with my personal loss. And on another personal front, I thank my colleagues who have supported me in my attempt to be elected to the provincial Legislature on May 17th.

I wish to conclude by offering my sincerest thanks to our President, Cindy Oliver. It is truly a pleasure to work with her and to be the beneficiary of her unfailing support and encouragement. I have worked very closely with our Vice-Presidents George Davison and Nancy Clegg and, in doing so, have developed a great admiration for their hard work and commitment to all FPSE causes. My many thanks to Members-at-Large Tom Friedman (Local 2) and Melanie Fahlman Reid (Local 1), and the rest of Presidents' Council for being at times so varied in their views and yet collegially focused on always doing what's best for their members and our federation.

I also extend my gratitude to every one of our wonderful team of Staff Representatives and Administrative and Financial Assistants who ensure that FPSE is kept proudly afloat by their persistently diligent work. Finally, thanks also to all our members who have personally expressed their appreciation for the work we do, and who in turn remind me of the privilege I have in continuing to serve all of you in my role at FPSE.

Respectfully submitted,

Dileep Athaide,
Secretary-Treasurer

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FIRST VICE-PRESIDENT'S REPORT: GEORGE DAVISON

MY THIRD YEAR ON THE EXECUTIVE, AND second as one of the VPs, has been another fascinating year, with most of my duties related to bargaining. After tabling proposals last June, the summer hiatus was extended because of illness in the employers' group. We resumed bargaining after Thanksgiving, worked hard drafting language and began a Christmas break on December 3. We tried to take advantage of available time in December and January for local bargaining, but most employers were waiting until the Multi-Institutional Discussions (MID) table finished. Bargainers met again in January to prepare our compensation position, and we met with employers for the first two weeks of February.

We suffered quite a blow when Staff Representative David Piasta took ill, but Staff Representative Jeff McKeil came in and did an excellent job in difficult circumstances. The CEP strike against BCGEU also made things difficult for a while, taking David Streb away from the table but, by the time we resumed on March 8, an arrangement with CEP allowed BCGEU excluded staff (David Vipond, Jaynie Clark and Jeff Fox) to help us reach conclusion. Streb returned for the final week .

The process which helped to conclude bargaining was precipitated because of Malaspina Faculty Association's impending strike and Capilano College Faculty Association's strike vote. These events prompted the government to enter the dispute at about the same time that the MID table was reaching an impasse on compensation. Malaspina settled on March 15, Capilano on March 16, and the MID table settled with two virtually identical agreements between employers and the BCGEU on March 17, and employers and FPSE locals on March 18. Locals were given an option of a 2% value exchange and much work was done in preparing members for this exercise.

Thanks to my committee members, all of whom contributed with their expertise and support in the most difficult round any of us can remember. It isn't too early for us to start preparing for the next round of bargaining. As one long-time FPSE member, Ed Lavalle, said, "bargaining is a lifelong strategic activity for our members and a never-ending one for the institution. A year or two from now the current agreement will only be one tactical moment on a long strategic road."

As an executive member, I also had liaison responsibilities for the Disability Management & Rehabilitation Committee (DMRC) and the Occupational Health & Safety Committee (OHSC), and I attended the Spring Conference. I was appointed to CAUT's Contract Academic Staff committee and attended September and March meetings in Ottawa. Much of this committee's activities were geared to a June 1 conference in London, Ontario, highlighting progress and next steps for what we call non-regulars. Next year, the Coalition of Contingent Academic Labour conference, COCAL VII, will be held in the Vancouver area, probably in August.

DMRC had only one meeting this year (the fall meeting was cancelled due to bargaining). Committee members at the spring meeting indicated that there has been little progress at local committees over the year; a few local joint committees are working very well, but others have large hurdles, partly because employer reps are not sharing information and partly because the cases are often so time-consuming. Work has been completed on a best practices manual, and Anna Jajic has been re-elected for a third term as committee chair.

Thanks to Staff Representative Linda Sperling for stepping in as a last-minute replacement for David. And, as Linda's last committee meeting, a heartfelt thanks from me for so many years of valued service to faculty in BC.

OHSC met twice and continued its vital information-sharing and awareness-raising role. A template was produced for inspections and, thanks to Staff Representative Barb Brown, a newsletter was begun to highlight new OH&S practices and info.

Finally, I attended the two Bargaining Co-ordination & Review Committee meetings this year as liaison with the bargaining committee. I also attended Lancaster's BC version of its Public Sector Bargaining Conference last November – interesting for the tidbits of information that helped form the context of the climate that we were bargaining in, but only making sense after our involvement with the net zero concept.

Special thanks to Cindy Oliver, who works so hard for our members but who particularly shone through the last few weeks of MID bargaining, and heartfelt thanks to my other colleagues on the Executive Committee, Dileep Athaide, Tom Friedman and Nancy Clegg, who for different reasons all had such a difficult year personally.

Respectfully submitted,

George Davison
First Vice-President

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SECOND VICE-PRESIDENT'S REPORT: NANCY CLEGG

I AM PLEASED TO REPORT TO THE ANNUAL General Meeting on my activities over the past year as Second Vice-President. This has been my first year as Second Vice-President, following on the heels of two years as Executive Member-at-Large.

Status of Women Committee Liaison

This year was my third as Executive Liaison to the Status of Women Committee. An issue for the committee this year was the possible conflict between academic freedom and the student's right to accommodation based on religious beliefs. There was also discussion around the difficulties the same-sex marriage debate is creating for LGTB faculty. A resolution is coming to this AGM from the committee in light of these difficulties.

The Status of Women Committee is sad to lose Linda Sperling as its Staff Representative and wishes Linda a happy and lengthy retirement.

Non-Regular Faculty Committee Liaison

This year was my first as Executive Liaison to the Non-Regular Faculty Committee. The Committee voted in the Fall to change its name from the Status of Non-Regular Faculty Committee, to the simpler name above.

One of the continuing problems of non-regular faculty is that they cannot count on their work being there if they take leaves or even miss a class to do union work. The committee passed several motions around this problem that will come to the AGM floor.

The Non-Regular Faculty Committee is also very sad to lose Linda Sperling as its Staff Representative, and also wishes her a happy and lengthy retirement.

COCAL VI and VII

As Executive Liaison to the Non-Regular Faculty Committee, I attended the Coalition of Contingent Academic Labour VI conference in Chicago last August. I was impressed by the level of organization of this group, and appalled at how badly contingent academic workers are treated virtually everywhere outside our FPSE system.

Prior to the conference, the US northwest caucus of COCAL asked me about the possibility of holding the seventh COCAL conference in August 2006 in Vancouver, hosted by FPSE with help from CAUT. I have strongly recommended to Presidents' Council that we take on this challenge, as it will give us a chance to showcase improvements we have made for non-regular faculty and to share with less fortunate contingent academic workers our experience in achieving those improvements.

BC Federation of Labour

I attended the BC Federation of Labour Convention last November as a delegate and as the caucus whip for the FPSE delegation. Our delegation spoke frequently on issues of concern to our members.

I am the FPSE delegate to the BC Federation of Labour Status of Women Committee and the Pay Equity Committee, and attend meetings of these committees when my teaching schedule allows. I am also FPSE's alternate delegate to the BCFL Political Action Committee.

Political Action Campaign

Over the winter I co-ordinated the collection and collation of information about our institutions from local Presidents as they responded to a survey on topics such as the age distribution of faculty, which programs that have been cancelled or downsized in the past several years, and how counselors and librarians and the library collection have fared since 2001.

The collected information reveals a system that has put increasing pressure on faculty, and especially on librarians and counselors, as student numbers have increased without proportionate, or in many cases any, concomitant increases in faculty. It also reveals a system that is in much greater stress in rural areas than in the southern urban locales.

I thank the Presidents who participated in the local research project and forwarded to me the often difficult to locate information that was requested of them.

CUPE 1004 bargaining

This spring, Frank Cosco (Local 15), Past Vice-President, and I have been negotiating the FPSE/CUPE 1004 collective agreement on

behalf of President Oliver and Secretary-Treasurer Athaide. At this time of writing, the negotiations are not yet complete, but we have made substantial progress over the past few months and have only a few items left on the table. Negotiating a collective agreement from the management side is certainly an interesting experience!

These negotiations have been much more pleasant and much less difficult than the MID negotiations and subsequent local bargaining. I thank Frank for helping me with these negotiations, and I also thank Staff Representative Jeff McKeil and Administrative Assistant Angela Kenyon for their assistance and patience as Frank and I learned the ins and outs of worklife at FPSE.

Respectfully submitted,

Nancy Clegg,
Second Vice-President

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MEMBER-AT-LARGE REPORT: TOM FRIEDMAN

THE FPSE PRESIDENTS' COUNCIL RE-ELECTED me as a Member-at-Large of the FPSE Executive at the 2004 AGM at Whistler. I was very pleased to be re-assigned as the Executive Liaison to the two Standing Committees I attended the previous year: Human Rights & International Solidarity (HRISC) and Pension Advisory Committees (PAC). In addition to these duties, I also represented FPSE, once again, on the BCFL's Political Action Committee.

I attended the Human Rights & International Solidarity Committee meeting of October 1/2, 2004. The committee membership has remained consistent over the past two years, with only one new representative attending the fall meeting. The reason for this consistency is undoubtedly the personal commitment to the issues of human rights and international solidarity shown by the local representatives.

The committee's discussions at the October meeting reflected both important mandates, ranging from updates on human rights issues at the locals to discussions of FPSE initiatives in the area of international solidarity. My report

to the committee highlighted FPSE's support for the Child Labour Conference sponsored by Malaspina Faculty Association in November and suggested that HRISC work on strengthening FPSE policy, particularly in the area of international solidarity.

Lee Whyte, Staff Representative to the committee, reported that a LGTB representative was to be appointed to sit on HRISC and she distributed a Lancaster House bulletin on mandatory retirement, CoDev's latest newsletter, and told the committee that the CUPE booklet "The Wall Must Fall"—regarding the Israeli-built security wall in the Occupied West Bank—is available for distribution.

Over the two-day session, committee members discussed mandatory retirement, the Declaration on the Rights of Indigenous Peoples, an Act to Eliminate Racial Profiling, CoDev newsletter distribution, and budget cuts to ESL programs. The committee passed the following motions: (1) asking FPSE to call on the Canadian government to offer sanctuary to Iraq war resisters; (2) recommending that FPSE co-sponsor a speaking tour by a Palestinian educator; and (3) calling on FPSE to use fair trade beverages in its office.

The committee also heard reports on the 2004 AGM workshops on Positive Spaces and on Education and Human Rights in the Middle East. Also, the 2004/05 HRISC work plan was approved.

Once again, I was very impressed with the dedication of the local representatives to this committee. I thank the committee's Chair, Liz Ball (Local 10), Staff Rep Lee Whyte and all of the representatives from the locals for welcoming my participation on the committee.

As FPSE Executive Liaison, I also attended the Pension Advisory Committee meetings on October 29/30, 2004. Because of the changed terms of reference under which this committee now operates, I informed members that a new Chair was to be elected. The committee decided to postpone election of a new Chair until the Saturday session, and I was asked to chair the meeting.

As usual, the Pension Advisory Committee accomplished a great deal during their meeting. Some of the highlights included the following motions:

- ♦ approving PAC reps to the FPSE Social and Ethical Pension sub-committee;
- ♦ recommending that FPSE seek support from other Plan partners regarding an investment pool with strong ethical and social screens.

Trustees reported out on various issues, including a summary of the Actuarial Valuation report and information about the unfunded liability, which resulted in the September 1, 2004, rate increases. Other important issues were raised within the Trustee report, including

- ♦ the new, more limited, range of options available for retiring members
- ♦ update on agreements between pension plans on transfer arrangements
- ♦ update on investment policy
- ♦ run-through of the College Pension Plan annual report
- ♦ review of the new Plan guide

Saturday morning the committee elected Al Valleau (Local 5) as the new Chair of PAC. The committee and Al, though, asked that I retain the chair for the remainder of the meeting.

The committee's education session involved a presentation by David Shymko, a financial planner, who spoke to members about the basics of financial planning. The committee discussed the financial planning needs of faculty and staff and explored with David the options and services available to them. The committee also reviewed 2004 AGM resolutions.

Under new business, PAC dealt with Plan retirement seminars, employer/union education and training workshops, and post-secondary retirees division of BCRTA. The committee heard a report on the Canadian Labour Congress pension conference from Dominique Roelants and Roseanne Moran (Staff Representative and Plan Trustee).

PAC members also held a wide-ranging discussion of possible changes to the Plan basic structure, a discussion which included age-neutral options. Members passed a motion recommending that the trustees research the impact of such changes. The committee concluded its work by discussing the pension issues affecting Plan members who were transferred to UBC-Okanagan from OUC. A motion was passed recommending that the BC

government provide compensation to cover the financial impact of these faculty leaving the Plan.

I want to thank the committee members for their hard work on behalf of all FPSE members. In particular, I want to acknowledge the many contributions of the outgoing PAC Chair and continuing Trustee John Wilson (Local 1), and the work of Dominique Roelants and Roseanne Moran in their roles as Trustees and valued advisors to FPSE.

On behalf of FPSE Executive, I attended meetings of the BC Federation of Labour's Political Action Committee on July 20, September 8, and October 13. The July meeting focused on the committee's pre-provincial election planning and implementation of the Fed's Strategic Plan, adopted by the Convention in December 2003. The meeting included a presentation by Ian Reid of Ideaworks on polling conducted on behalf of the BC Fed. At the September meeting, Angela Schira, the BC Fed Secretary Treasurer, reported on a post-federal election debrief held by the NDP in Ottawa. In addition, Janet Routledge, the BCFL's provincial co-ordinator for the Strategic Plan, outlined how the campaign would work and how affiliate unions could play a role. Affiliate representatives updated the committee on union campaigns, and I gave the committee an update on FPSE's campaign.

In October, Ian Reid returned with updated polling information and the committee discussed the Surrey-Panorama Ridge by-election campaign and the progress of the Strategic Plan. As part of my role on the committee, I also assisted in preparing the committee's report to the 2004 BC Federation of Labour Convention.

Due to the tragedy that unexpectedly devastated my family, I informed Cindy Oliver that I was unable to continue to fulfill my Executive duties for a period of time in the new year. I want to thank my fellow Executive members for their understanding. Thank you especially to Melanie Fahlman Reid, Nancy Clegg, and Jamie Brennan (Local 8) for so ably filling in for me.

Respectfully submitted,

Tom Friedman (Local 2),
Member-at-Large

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MEMBER-AT-LARGE REPORT: MELANIE FAHLMAN REID

IT HAS BEEN MY PLEASURE TO SERVE AS executive Member-at-Large for the FPSE, and to work with the Executive members in a difficult and rewarding year. I must commend the openness and clarity of President Cindy Oliver, and thank her for her generous assistance and willingness to create an open process in the FPSE Executive.

Over the course of the year, I have had the privilege of serving as Executive Liaison to the Professional Development Committee (PDC), chaired by Peter Clayton (Local 21) and assisted by Staff Representative Jeff McKeil. A presentation from Leila Rahemtulla on running a Facilitation Workshop was the high point of the October 22/23 meeting. Two documents were produced as a result of that committee: a flip chart outlining how to conduct an effective facilitation workshop and a set of notes from the faculty work sessions on the process of facilitation and tips for effective meetings.

The Spring Conference finalized the valuable PD comparison chart, and the committee contributed an excellent workshop from Jeff McKeil titled "Good Meetings Don't Just Happen", as well as contributing to "Handling the Difficult Situation". The PD comparison chart, an ongoing piece of work from that committee, arose from vigorous committee discussions on models of professional development within our institutions and departments that will be reflected in an AGM workshop session. Thank you to Jeff McKeil, an able and effective facilitator, for his tireless and informed work with this committee.

I had the pleasure of serving as Executive Liaison to an extraordinary meeting of Developmental Education members October 29/30. Three committed developmental education activists, Linda Forsythe (Local 4), Ingrid Kolsteren (Local 15), and Pat Hodgson (Local 1) were instrumental in creating an agenda and forum for our shared concerns around the erosion of provincial and institutional support for our students in adult basic education, English as an additional language, and adult special education.

At a time when the need for post-secondary education is greater than ever, support for some of the most vulnerable members of our communities is dwindling as the government

continues what we can only characterize as an attack on the poor, rather than on poverty, and our institutions further marginalize services to these groups without the government directive to deliver more FTEs and give more financial support to these students.

Led by an inspirational talk from President Cindy Oliver, the conference participants articulated an action plan to hold CEOs accountable for supporting developmental education and the provincial funding folded into our college budgets, speaking out on increasing tuition/fee costs for our students coupled with dwindling financial aide, promoting our student success stories, and lobbying MLAs and Board members through a letter writing campaign. The conference participants have proposed an AGM workshop to highlight their concerns.

What impressed and inspired me most was the activism and commitment of the developmental education members, many of whom are marginalized themselves with uncertain job security. Many thanks to Staff Representative Lee Whyte for her assistance in preparing and producing the documents for this conference.

On January 28 and 29, 2005, ably chaired by Al Valleau (Local 5), I had the privilege of serving as Executive Liaison to the Pension Advisory Committee as an inadequate substitute for Tom Friedman, who has done excellent work with PAC over many years. Personally I was pleased to see that Al had reached the age where he had forgotten his vow never to chair another committee after a seemingly endless stint as Chair of English Articulation and, apart from that memory lapse, am delighted to report that his abilities as chair have not diminished.

I was "shocked and awed" in hearing a presentation by Jack Levi, a partner in the firm Eckler Partners Ltd and the actuary for the College Pension Plan. Mr. Levi walked PAC through a presentation that looked at the trends affecting the College Pension Plan, including demographic, work and retirement trends, the investment climate, and the long-term outlook for financial returns on the pension fund. He gave a fabulous presentation on the trends, challenges, and dangers of our defined benefit plan.

The hardworking PAC members were able to carry back much valuable information to their institutions, including the salubrious statistic

that College Pension Plan members tend to outlive the members of all other public pension plans, with an average life expectancy of 84. This correlation was not, alas, shown to be causal.

Many thanks to our hard working trustees who reported to our members at the meeting, Dominique Roelants (Local 8), John Wilson (Local 1), and Staff Representative Roseanne Moran. A debt of gratitude is owed Roseanne Moran for her informed and cogent work with this committee. Again, the AGM will be informed by a session planned from PAC.

I had the privilege of serving as the Executive Liaison to the first meeting of the Education Policy Committee, November 5/6. At this first meeting, Jan Harkess (Local 6), was elected Chair. The committee worked to reconsider its role in relationship to FPSE. As tasks, it identified support for the developmental education conference and needs of students and faculty in their institutions, of a commercialization survey, of exploration of issues around teaching controversial materials in our institutions, which ties in to some degree with the issue of academic freedom and handling difficult conversations, and the process, success and rewards of research in small institutions.

The committee is fortunate in having the expertise of many able faculty representatives, and the continued presence of Secretary-Treasurer Dileep Athaide, as well as Staff Representative Roseanne Moran. This committee proposed workshops for both the Spring Conference and for our AGM.

Finally, I have served on the Staff Representative hiring committee with Cindy and retiring Staff Representative Linda Sperling, will attend the FPSE AGM and related meetings, and both the Canadian Labour Congress and NUCAUT meetings this June.

I again wish to express gratitude to the FPSE Presidents' Council members who elected me to this position, to my own local for their support, to the able skills of our Staff Representatives and office staff at FPSE, and to the collegial openness of the FPSE Executive Committee.

Again, special thanks to Cindy Oliver, who works tirelessly on our behalf with humour, patience – often tried, great skill, and a practical as well as ideological commitment to trade unionism for the benefit of our members and the students and communities we serve.

Respectfully submitted,

Melanie Fahlman Reid (Local 1),
Member-at-Large

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