



2004 AGM & CONVENTION

# MINUTES OF THE 2003 AGM

PRINCE GEORGE CIVIC CENTRE  
PRINCE GEORGE, BC

**SESSION I:**

Wednesday, May 21, 2003

**SESSION II:**

Thursday, May 22, 2003

**SESSION III:**

Thursday, May 22, 2003

**SESSION IV:**

Friday, May 23, 2003

**SESSION V:**

Friday, May 23, 2003

## 2003 ANNUAL GENERAL MEETING MINUTES

Auditorium 101  
Prince George Civic Centre  
Prince George, BC

### Session I: Wednesday, May 21, 2003

14:30 - 17:30 hours

#### DELEGATES AND GUESTS IN ATTENDANCE

##### Provincial Officers:

President: Cindy Oliver  
Vice-President: Frank Cosco  
Past President: Maureen Shaw  
Secretary-Treasurer: Dileep Athaide

##### Delegates:

Local 1: Capilano College Faculty Association	Melanie Fahlman-Reid Leslie Baker Daniel Frankel Pat Hodgson Sue Hogan Ed Lavalle	Susan LeBlanc Karin Vickars Debby Vollbrecht John Wilson Allen Zhu
Local 2: University College of the Cariboo Faculty Association	Tom Friedman Derek Cook Carolynn Fardy Sue Holmes Gary Hunt	Bernard Igwe Marten Lettinga Star Mahara Maxine Ruvinsky Eric Villeneuve
Local 3: Faculty Association of the College of New Caledonia	George Davison (Member-at-Large) Sheldon Clare Joan Connors Bill Farr	Jan Mastromatteo David Rourke Marie Sinnott
Local 4: Douglas College Faculty Association	Ron Brown Susan Ashcroft Lawrence Becker Connie Broatch Pam Burry Joyce Cameron	Linda Forsythe Jennifer Kirkey Paula Maisonville Darin Nesbitt Julie Roper Elizabeth Zaleschuk
Local 5: Kwantlen Faculty Association	Nancy Clegg (Member-at-Large) Mary Androsiuk Ron Correll Caroline Daniels Juergen Dankwort Bob Fuhr Mary Griffin Gaye Hickman-Barr	Karen Inglis Val Innes Jim Jamieson Maureen Shaw Gerard Sheehan Ronnie Skolnick Terri van Steinburg
Local 6: College of the Rockies Faculty Assn	Velma McKay Lil McPhail	Betty Mosher Sharon Richardson

Local 7: University College of the Fraser Valley Faculty & Staff Association	Tim Cooper Connie Cyrull Nicole Egresits	Ian McAskill Norm Taylor Heidi Tvete
Local 8: Malaspina Faculty Association	Jamie Brennan Kathryn Barnwell Alan Chapelle Cynthea Masson Ross MacKay	Judy Palm Maureen Parkes Dominique Roelants Marni Stanley
Local 10: Selkirk College Faculty Association	Jim Howard Bev Onischak	John Rowell Neil Stubbs
Local 11: Academic Workers' Union	Sheree Ronaasen	David Heinimann
Local 12: Camosun College Faculty Association	Janet Beales Francis Adu-Febiri Joe Beales	Candace Fertile Francis Yee
Local 14: Langara Faculty Association	Lawrence Warren Ted Brown Lynn Carter Alan Cooper Julia Denholm	Darlyne Farrell Tim Higgs Maureen Maloney Roger Semmens
Local 15: Vancouver Community College Faculty Association	Lizz Lindsay Brenda Appleton Wayne Avery Cheryl Draper Vinit Khosla Ingrid Kolsteren Thomas McLeod	Virginia Monk George Rudolph Eva Sharell Settimio Sicoli Perry Taylor Maggi Trebble Colleen van Winkel
Local 16: North Island College Faculty Assn	Dennis Broad Jim Anderson	Wilma Keitlah Bruce Stevenson
Local 17: Faculty Association of the Open Learning Agency	Bernadette Harris	Gary Zilkie
Local 19: Nicola Valley Institute of Technology Employees' Association	Jim Bruce	Brent Langlois
Local 20: Assn of BC Education Professionals	Dennis Anderson	
Local 21: Private Sector Faculty & Staff Association of BC	Peter Clayton Lori Dunn	Krista Patterson Laura White
Local 22: Emily Carr Institute of Art & Design Faculty Association	Tom Becher Sheila Hall	Sandra Semchuk

### **Standing Committee Chairs:**

Robin Wylie (Local 5) .....	Chair, Bargaining Co-ordination & Review Committee
Joan Connors (Local 3) .....	Chair, Contract Administration Review Committee
Anna Jajic (Local 4) .....	Chair, Disability Management & Rehabilitation Committee
Cindy Oliver .....	Chair, Education Policy Committee
Liz Ball (Local 10) .....	Chair, Human Rights & International Solidarity Committee
John Wilson (Local 1) .....	Chair, Pension Advisory Committee
Peter Clayton (Local 21) .....	Chair, Professional Development Committee
Neil Stubbs (Local 10) .....	Chair, Committee on the Status of Non-Regular Faculty
Marni Stanley (Local 8) .....	Chair, Status of Women Committee

### **Guests:**

Maxine Armstrong .....	Secretary-Treasurer, BC Nurses' Union
Sam Black .....	Lawyer, McGrady Baugh & Whyte
Kathy Conroy .....	Past President, Colleges & Institutes Counsellors' Assn of BC, and Past President, CIEA
Owen Corcoran .....	Vice-President, BC Retired Teachers' Association
Cal Davis .....	Executive Director, BCIT Faculty & Staff Association
James Dopp .....	Vice-President, Confederation of University Faculty Assns of BC
Ken Georgetti .....	President, Canadian Labour Congress
Bert Giles .....	President, Alberta Colleges & Institutes Faculties Association
Mary Ellen Goodwin .....	President, California Part-Time Faculty Association
Debby Offermann .....	Regional Coordinator, BC Government & Service Employees' Union
Jim Sinclair .....	President, BC Federation of Labour
Neil Tudiver .....	Chief Negotiations Officer, Canadian Assn of University Teachers
Carol Wilkins .....	Coordinator, Canadian Education Exchange Foundation
Neil Worboys .....	President, BC Teachers' Federation

### **CIEA Staff:**

Margaret Sutherland .....	Administrative Assistant
Nancy Yip .....	Administrative Assistant
Mark Gloumeau .....	Financial Assistant
Barb Brown .....	Staff Representative
Jeff McKeil .....	Staff Representative
Roseanne Moran .....	Staff Representative
David Piasta .....	Staff Representative
Linda Sperling .....	Staff Representative
Lee Whyte .....	Staff Representative

## **1. Call to Order**

The meeting was called to order at 14:30 hours by CIEA President Cindy Oliver.

### Rules of Order

The President read the Convention Rules of Order.

### Harassment Policy and Introduction of Ombudspersons

The President read the CIEA Harassment Policy to delegates. Nancy Clegg (Local 5) and Jamie Brennan (Local 8) were appointed as Ombudspersons for the Convention.

Introduction of Nominations and Resolutions Committee Members

The President announced that the Nominations Committee members, wearing blue ribbons, were Melanie Fahlman-Reid (Chair, Local 1), Tom Friedman (Local 2), and Velma McKay (Local 6). The Resolutions Committee members, wearing red ribbons, were Maureen Shaw, (Chair, Past President), Jim Howard (Local 10), and Barb Brown, CIEA Staff Representative.

**2. Verification of Proxies**

Dileep Athaide, Secretary-Treasurer, verified proxy forms received from member locals, and proposed delegate entitlements for the 2003 Annual General Meeting as follows:

Local 1	Capilano College Faculty Association .....	11
Local 2	University College of the Cariboo Faculty Association .....	12
Local 3	Faculty Association of the College of New Caledonia .....	7
Local 4	Douglas College Faculty Association .....	12
Local 5	Kwantlen Faculty Association .....	15
Local 6	College of the Rockies Faculty Association .....	4
Local 7	University College of the Fraser Valley Faculty & Staff Association .....	11
Local 8	Malaspina Faculty Association .....	10
Local 10	Selkirk College Faculty Association .....	4
Local 11	Academic Workers' Union .....	2
Local 12	Camosun College Faculty Association .....	10
Local 14	Langara Faculty Association .....	10
Local 15	Vancouver Community College Faculty Association .....	14
Local 16	North Island College Faculty Association .....	5
Local 17	Faculty Association of the Open Learning Agency .....	3
Local 19	Nicola Valley Institute of Technology Employees' Association .....	2
Local 20	Association of BC Education Professionals .....	2
Local 21	Private Sector Faculty & Staff Association of BC .....	3
Local 22	Emily Carr Institute of Art & Design Faculty Association .....	3
	<b>TOTAL .....</b>	<b>140</b>

MS (Secretary-Treasurer, Local 8)

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

CARRIED

**3. Approval of the Agenda**

MS (Local 6, Local 2)

**[2] To approve the agenda as amended.**

CARRIED

**4. Approval of the Minutes of the 2002 Annual General Meeting**

MS (Local 1, Local 2)

**[3] That the minutes of the 2002 AGM be approved, as amended:**

- delete "(CIEA Member-at-Large)" from both George Davison's and Nancy Clegg's names;
- under Local 3 FACNC correction on spelling of delegate's name: Marie Sinnott;
- under Local 8 MFA correction on spelling of delegate's name: Marni Stanley;
- under Local 14 LFA correction on spelling of delegate's name: Juli Denholme.

CARRIED

**5. Business Arising from the Previous Minutes**

***President's Report on Action Resolutions of the 2002 AGM:***

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

MS (Local 5, Local 21)

**[4] That the President's Report on Action Resolutions of the 2002 AGM be received.**

CARRIED

There were two reports resulting from the Action Resolutions:

- (a) Report on Archival Policy  
(Maureen Shaw, Frank Cosco, George Davison)

Thanks were given to Staff Representative Barb Brown for identifying policies to be archived and it was acknowledged that this was an enormous task.

Maureen Shaw explained that policies were archived where they were no longer relevant or were dated, and that the purpose of archiving was to make policy as useful and current as possible.

MS (Past President, Local 15)

**[5] To receive and adopt the Report on Archival Policy.**

CARRIED

President Cindy Oliver thanked Maureen and the Sub-Committee on Archival Policy.

- (b) Discussion Paper on Shared Governance  
(Nancy Clegg, Frank Cosco, Tom Friedman)

Frank Cosco informed the AGM delegates that Rob Huxtable (OUCFA) and Pam Burry (Local 4 DCFA) had previously worked on governance issues. Nancy Clegg reported that receiving results from the survey was quite a challenge; the response rate was only 21%. Tom Friedman relied on the CAUT independent study group which provided an appropriate framework, although out of date.

MS (Vice-President, Local 1)

**[6] To adopt Recommendation 1 of the Discussion Paper on Shared Governance.**

CARRIED

MS (Sub-Committee on Shared Governance, Local 5)

**[7] To adopt Recommendation 2 of the Discussion Paper on Shared Governance.**

CARRIED

Amendment to Recommendation 3

MS (Sub-Committee on Shared Governance, Local 16)

**[8] To delete the phrase "after the composition of Education Councils," and replace it with "on a constituency group basis," and to insert after "Education Councils" on the 3<sup>rd</sup> and 4<sup>th</sup> lines, "and boards."**

CARRIED

The recommendation now reads:

*3(c) The question of a provincial council, modeled on a constituency group basis, which would have the purpose of advising the government, the citizens and local Education Councils and boards on post-secondary education issues and advising local Education Councils and boards on their practice and professional development.*

MS (Local 6, Local 8)

**[9] To receive the Discussion Paper on Shared Governance, as amended.**

CARRIED

Cindy Oliver thanked the Sub-Committee on Shared Governance for all their work.

**6. Reports from Presidents' Council and the Executive Committee**

(a) President's Report, on behalf of Presidents' Council

MS (Local 2, Local 8)

**[10] That the President's Report, on behalf of Presidents' Council, be received.**

CARRIED

(b) Secretary-Treasurer's and Auditors' Reports

MS (Local 21, Local 7)

**[11] That the Secretary-Treasurer's and Auditors' Reports be received.**

CARRIED

(c) Vice-President's Report

MS (Local 8, Local 10)

**[12] That the Vice-President's Report be received.**

CARRIED

(d) Past President's Report

MS (Local 1, Local 12)

**[13] That the Past President's Report be received.**

CARRIED

(e) Members-at-Large Reports (Nancy Clegg and George Davison)

MS (Local 5, Local 15)

**[14] That the Reports of the Members-at-Large be received.**

CARRIED

#### **7. Call for Nominations**

Melanie Fahlman-Reid, Chair of the Nominations Committee, briefly explained the nomination process and made the first call for nominations. She called for further nominations and none were received.

The meeting recessed at 17:30 hours.

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### **2003 ANNUAL GENERAL MEETING MINUTES**

Auditorium 101  
Prince George Civic Centre  
Prince George, BC

**Session II: Thursday, May 22, 2003**  
09:00 - 12:00 hours

The meeting was reconvened at 09:00 hours by CIEA President Cindy Oliver.

#### **8. Ratification of Policy Resolutions from the Presidents' Council, 2002/2003**

MS (Presidents' Council)

**[15] BE IT RESOLVED that CIEA decline participation in any quality assurance process that the provincial government might develop in implementation of the *Degree Authorization Act* and in overseeing private degrees.**

CARRIED



MS (Presidents' Council)

**[16] BE IT RESOLVED that CIEA dedicate staff and financial resources to organize post-secondary private education sector employees.**

CARRIED

MS (Presidents' Council)

**[17] BE IT RESOLVED that CIEA approve the 2003/2004 Action Plan:**

***Action Plan: United in 2003 and Beyond***

*As of May 2003, we will be at the half-way point in the provincial government's mandate. Throughout the province, CIEA locals, like many unions, are feeling the effects of government policies that undermine workers' rights and under fund public services. This action plan outlines CIEA's priorities for the coming year.*

*The action plan is based on our desire to do the following:*

- To promote and defend members' and workers' rights to union representation and collective bargaining, fair employment standard, and proper health and safety provisions.*
- To improve quality, access and affordability in our public education system at all levels.*
- To assist in advancing progressive economic alternatives that address unemployment, the growing economic disparity between generations and between rural and urban BC, and the need to ensure healthy government revenues to support public services.*
- To defend public services and Crown corporations from program and budget cuts, privatization, deregulation and contracting out.*
- To defend and fight for improvements in our public health care system, in recognition of the economic and social benefits that affordable public health care provides.*
- To hold elected representatives at the municipal, provincial and federal government levels accountable.*

*CIEA's action plan outlines priorities in the areas of bargaining, workplace rights and standards, community and political action, and working in coalition with other organizations and unions. Many of the actions identified can occur at both the provincial and local levels. The action plan also contains a set of activities that are specific to locals.*

**Bargaining**

- Prepare for the next round of bargaining by working with community members, leaders and elected representatives to highlight the importance of stable jobs, fair pay and fair working conditions to the stability of our communities.*
- Participate in the BC Federation of Labour Expanded Public Sector Committee to co-ordinate strategies and share information.*
- Assess the bargaining environment during 2003, and work with members to evaluate priorities and strategies.*
- Begin preparing for bargaining as appropriate, through member canvasses and bargaining conferences.*

- Continue to amalgamate information at the local and provincial levels in support of bargaining demands.
- Develop a research/canvass instrument for locals to use in preparation for local and provincial bargaining.
- Provide training for local bargainers in developing protocol agreements and bargaining strategies and structures.

#### Workplace rights and standards

- Continue to highlight Bill 28 (Public Education Flexibility and Choice Act) as an attack on the fundamental rights of workers in the colleges, university-colleges, institutes and agencies.
- Support the BC Federation of Labour's Jobs with Justice campaign (organizing to expand union protection and to activate union members) and Death by Deregulation campaign (aimed at occupational health and safety issues).
- Continue to be active in the campaign to support a high quality trades training system in the province.

#### Community and political action

- Continue to support the activities of the BC Federation of Labour's Campaign BC at the provincial and local levels.
- Actively support actions that mark the second anniversary of the government's election by participating in province-wide and local initiatives to be co-ordinated with the BC Federation of Labour.
- Participate in the proposed Campaign BC-sponsored Economic Conference in Prince George, to discuss progressive economic development strategies and the impact that provincial government policies are having on rural British Columbia.
- Continue to lobby MLAs and MPs for adequate funding for the post-secondary education system and for policies that protect the professional integrity and working conditions of educators and staff and the quality of post-secondary education.
- Launch an intensive lobby campaign at both the provincial and local levels in the fall of 2003.
- Engage in strategic public opinion polling and research projects on post-secondary education.
- Advocate for post-secondary education and training issues at the national level through CAUT, NUCAUT and the CLC.
- Continue to support the BC Federation of Labour supported BC Hydro class action suit.
- Continue to support the CLC Medicare campaign, and the provincial campaign to defend pharmacare and a comprehensive public health care system in BC.

#### Coalitions with other unions and organizations

- Work with Labour Councils and bring post-secondary education issues to those tables.
- At the local level, meet with local officers of other unions and community groups who are affected by government initiatives and legislation, to co-ordinate campaigns, rallies, town hall meetings, and other activities.

- *At the provincial level, continue to work with the Coalition for Public Education (CIEA, CUPE, BCGEU, CUFA/BC, CFS & BCTF) and the Joint Council on Post-Secondary Education (CIEA & BCGEU).*

At the locals

Locals are encouraged to:

- *hold fast on Public Education Flexibility and Choice Act issues and monitor institutions' willingness to use the contract-busting legislation;*
- *grieve use of the Public Education Flexibility and Choice Act;*
- *protect the governance model (Education Councils and representation on institutions' boards);*
- *monitor changes in the program and service mix at institutions;*
- *monitor enrolment changes at institutions;*
- *establish a political action committee;*
- *continue to work with and support elected representatives at the municipal and school board levels;*
- *support unions engaged in job actions;*
- *prepare members for difficult bargaining;*
- *monitor the growing cost of institutional administration;*
- *monitor public/private partnerships;*
- *build unity within CIEA.*

Amendment

MS (Local 3, Local 4)

**[17.1] To add a bullet to the above resolution as follows:**

- ***to develop procedures to support other BC unions including but not limited to loans or loan guarantees, staff, technical or legal support.***

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Presidents' Council)

**[18] BE IT RESOLVED that CIEA endorse the CLC's proposal for "Training Leave" under Employment Insurance.**

CARRIED

MS (Presidents' Council)

**[19] BE IT RESOLVED that CIEA full-time officers be compensated for benefits they are entitled to but cannot use because of their work responsibilities at a rate of two months of salary and benefits per year of service, to be either paid out or used as release time at the end of such service, according to their choice.**

CARRIED

MS (Presidents' Council)

**[20] BE IT RESOLVED that CIEA research the potential impact of current trends in post-secondary education on faculty working conditions.**

CARRIED

**9. Amendments to the By-Laws**

MS (Local 5, Local 6)

**[21] BE IT RESOLVED, as a Special Resolution, that CIEA's By-Laws be amended by the addition of the following sentence in Article 3.9:**

**"In the event that only one candidate stands for election for an Executive Officer position, that candidate will be declared elected by acclamation and no vote will be taken."**

CARRIED

The meeting was recessed at 12:00 hours.

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**2003 ANNUAL GENERAL MEETING MINUTES**

Auditorium 101  
Prince George Civic Centre  
Prince George, BC

**Session III: Thursday, May 22, 2003**  
14:40 - 15:35 hours

The meeting was reconvened at 14:40 hours by CIEA President Cindy Oliver.

**10. Call for Nominations and Presentation by Nominators and Nominees**

Melanie Fahlman-Reid, Chair of the Nominations Committee, reported on nominations received: Cindy Oliver for the position of President, nominated by George Davison; Dileep Athaide for the position of Secretary-Treasurer nominated by Nancy Clegg; Frank Cosco for the position of First Vice-President nominated by Dennis Broad; George Davison for the position of Second Vice-President nominated by Tom Friedman.

Brief presentations were made by nominators and nominees.

The meeting recessed at 15:35 hours.

## 2003 ANNUAL GENERAL MEETING MINUTES

Auditorium 101  
Prince George Civic Centre  
Prince George, BC

**Session IV: Friday, May 23, 2003**  
09:07 - 10:15 hours

The meeting was called to order at 09:07 hours.

### 11. 2003/2004 Budget and Resolutions Arising

MS (Secretary-Treasurer, Local 3)

**[22] That the proposed budget be approved as presented.**

CARRIED

### 12. Reports and Resolutions from Standing Committees

#### (a) Bargaining Co-ordination and Review Committee

MS (Bargaining Co-Ordination and Review Committee)

**[23] That the report of the Bargaining Co-ordination and Review Committee be received.**

CARRIED

#### (b) Contract Administration Review Committee

MS (Contract Administration Review Committee)

**[24] That the report of the Contract Administration Review Committee be received.**

CARRIED

#### (c) Disability Management and Rehabilitation Committee

MS (Disability Management and Rehabilitation Committee)

**[25] That the report of the Disability Management and Rehabilitation Committee be received.**

CARRIED

MS (Disability Management and Rehabilitation Committee)

**[26] That CIEA recommend that local Faculty Associations negotiate Employment Insurance top-up provisions, similar to those found in the Common Agreement for Paternity and Parental Leave, for the new provisions in the 2003 Federal Budget that allow working people to take a leave to care for a sick family member and to draw on Employment Insurance during this leave for the approved period.**

Further, if there is a need to lobby the federal government to allow such top-up, that CIEA in conjunction with other organizations such as the Canadian Association of University Teachers, the BC Federation of Labour and the Canadian Labour Congress, begin such a lobby.

CARRIED

MS (Disability Management and Rehabilitation Committee)

**[27] That each local faculty association negotiate for each union member of the Disability Management and Rehabilitation Committee:**

- **employer-paid release time to attend and prepare for meetings; and**
- **annual employer paid education relevant to Disability Management and Rehabilitation.**

CARRIED

The meeting recessed at 10:15 hours.

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## **2003 ANNUAL GENERAL MEETING MINUTES**

Auditorium 101  
Prince George Civic Centre  
Prince George, BC

**Session V: Friday, May 23, 2003**  
13:15 – 17:25 hours

The meeting reconvened at 13:15 hours.

### **12. Reports and Resolutions from Standing Committees** *(continued)*

#### **(d) Education Policy Committee**

President Cindy Oliver, Chair of the Education Policy Committee, thanked Executive Liaison Dileep Athaide, Staff Representative Roseanne Moran and Administrative Assistants Carrie Smith and Nancy Yip for their work on the committee.

MS (Education Policy Committee)

**[28] That the report of the Education Policy Committee be received.**

CARRIED

MS (Education Policy Committee)

**[29] BE IT RESOLVED that CIEA lobby the provincial government to amend all relevant provincial legislation in order to implement the Compassionate**

Care Leave Benefit that was announced in the 2003 Federal Budget; and

**BE IT FURTHER RESOLVED** that CIEA and its locals be encouraged to negotiate expanded access to a Compassionate Care Leave Benefit in the next round of bargaining.

CARRIED

(e) Human Rights & International Solidarity Committee

MS (Human Rights & International Solidarity Committee)

**[30] That the report of the Human Rights & International Solidarity Committee be received.**

CARRIED

MS (Human Rights & International Solidarity Committee)

**[31] BE IT RESOLVED** that the Human Rights & International Solidarity Committee's Terms of Reference be amended as follows:

**That Responsibility #8 be amended to read:**

*To liaise with local, provincial, national and international organizations which advocate for international solidarity on global justice and human rights issues.*

**That the following be added as Responsibility #9:**

*To inform and educate members on linkages between local and international human rights and international solidarity issues.*

**That existing Responsibility #9 be renumbered as #10 and be amended to read:**

*To advise the Presidents' Council on human rights and international solidarity issues.*

CARRIED

(f) Occupational Health & Safety Committee

MS (Occupational Health & Safety Committee)

**[32] That the report of the Occupational Health & Safety Committee be received.**

CARRIED

MS (Occupational Health & Safety Committee)

**[33] WHEREAS**, upon the establishment of the original *Workers' Compensation Act BC*, workers lost their right to sue an employer in case of job-related injuries; and

**WHEREAS BILL 49** erodes injured workers' rights to just compensation under the *Workers' Compensation Act*; and

**WHEREAS BILL 63** erodes injured workers' rights to levels of appeal;

**THEREFORE BE IT RESOLVED** that CIEA deplores and condemns the Liberal government's attack on the *Workers' Compensation Act*; and

**BE IT FURTHER RESOLVED** that CIEA urge the government to restore the legislation to its former state.

CARRIED

(g) Pension Advisory Committee

MS (Pension Advisory Committee)

**[34] That the report of the Pension Advisory Committee be received.**

CARRIED

MS (Pension Advisory Committee)

**[35] BE IT RESOLVED** that CIEA funding priorities for the one percent employers' contribution to the Inflation Adjustment Account (IAA) be as follows: Up to 0.9% be allocated to funding non-pension benefits and at least 0.1% be allocated to a proposed health benefits endowment trust fund.

Amendment

MS (Local 8, Local 14)

**[35.1] To separate the above resolution into two parts:**

**BE IT RESOLVED** that at most 1.0% of the employer contribution to the Inflation Adjustment Account (IAA) be directed to post-retirement health benefits.

**BE IT RESOLVED** that up to 0.9% of the 1.0% employer contribution available for non-pension benefits be used to fund current retirees' non-pension benefits and at least 0.1% be allocated to a proposed health benefits endowment trust fund.

CARRIED

Motion to refer

MS (Local 8, Local 2)

**[35.2] That the above motion be referred back to the Pension Advisory Committee.**

CARRIED

MAIN MOTION REFERRED

MS (Pension Advisory Committee)

**[36] BE IT RESOLVED THAT** CIEA adopt as a bargaining objective the goal of securing employer contributions to the proposed health benefit endowment trust fund beyond the 0.1% employer contribution.

Motion to refer



MS (Local 8, Local 2)

**[36.1] That this resolution be referred back to the Pension Advisory Committee.**

CARRIED

MAIN MOTION REFERRED

MS (Pension Advisory Committee)

**[37] BE IT RESOLVED THAT CIEA recommend a policy whereby subsidy of catastrophic type of coverage for health and dental insurance plans be given a higher priority than subsidy for more predictable type of coverage.**

CARRIED

MS (Pension Advisory Committee)

**[38] BE IT RESOLVED that CIEA recommend that the College Pension Plan continue to offer plan members and spouses and dependent children with existing coverage access to extended health and dental plans, even if subsidy levels paid for by the plan change.**

CARRIED

MS (Pension Advisory Committee)

**[39] BE IT RESOLVED that CIEA recommend that, should benefit subsidy levels need to be cut by the College Pension Board of Trustees, the issue of tax effectiveness be considered.**

CARRIED

MS (Pension Advisory Committee)

**[40] BE IT RESOLVED that CIEA support continuing subsidy of spousal coverage.**

CARRIED

MS (Pension Advisory Committee)

**[41] BE IT RESOLVED that CIEA support a principle that, where it is reasonable and plausible to do so, attempts be made to shield existing retirees from changes to non-pension benefits.**

CARRIED

MS (Pension Advisory Committee)

**[42] BE IT RESOLVED that CIEA support a funding policy for the Inflation Adjustment Account that would establish a 15-year time horizon for indexing levels at each College Pension Plan valuation.**

CARRIED

MS (Pension Advisory Committee)

- [43] BE IT RESOLVED that CIEA adopt as a bargaining objective the goal of pursuing 100 per cent guaranteed inflation protection for College Pension Plan pensions for a 15-year time horizon at each College Pension Plan valuation.**

CARRIED

MS (Pension Advisory Committee)

- [44] BE IT RESOLVED that CIEA support a funding policy for the IAA that would establish the covering of previous indexing shortfalls, should they occur, as the first priority in the event of an IAA surplus.**

CARRIED

MS (Pension Advisory Committee)

- [45] BE IT RESOLVED that CIEA and its locals highlight the effect of government health cuts on pensioners as part of lobbying activities.**

CARRIED

MS (Pension Advisory Committee)

- [46] BE IT RESOLVED that CIEA adopt the following Policy Statement on Phased and Early Retirement Options:**

*CIEA supports the development of phased retirement options and early retirement options (retirement options) for members.*

*Access to a range of retirement options benefits employees in easing the transition from regular employment to full retirement while maintaining income and benefit levels and working at less than full load.*

*Retirement options are valuable to employers and the post-secondary system as such options recognize the valuable contribution and experience that employees make to institutions and allow institutions to retain skilled older employees who would otherwise retire. Employers also benefit from retirement options by being able to more effectively plan and support workforce adjustment and transition.*

*Access to retirement options should not limit access to regular work for existing non-regular employees and for new employees. Access to retirement options may assist in avoiding layoffs in the context of workforce reductions.*

*CIEA believes that the funding of retirement options is primarily an employer responsibility. Where retirement options are being considered, it is appropriate to assess the implications for the health of the College Pension Plan funding, including the impact on the Basic Account, the Inflation Adjustment Account, and the Plan's ability to subsidize health benefits for retirees.*

Amendment

MS (Local 15, Local 14)

- [46.1] To insert the following paragraph between the first and second paragraphs:**

*Phased retirement refers to a combination of work and pension income such that the total income not exceed a full-time salary.*

CARRIED

Motion to table

MS (Local 19, Local 8)

**[46.2] To table the motion.**

DEFEATED

MAIN MOTION CARRIED AS AMENDED

(h) Professional Development Committee

MS (Professional Development Committee)

**[47] That the report of the Professional Development Committee be received.**

CARRIED

(i) Committee on the Status of Non-Regular Faculty

MS (Committee on the Status of Non-Regular Faculty)

**[48] That the report of the Committee on the Status of Non-Regular Faculty be received.**

CARRIED

MS (Committee on the Status of Non-Regular Faculty)

**[49] WHEREAS** locals are under pressure to make concessionary agreements; and  
WHEREAS locals are facing a new round of bargaining; and  
WHEREAS locals are under increasing attack from government;

**THEREFORE BE IT RESOLVED that CIEA reaffirm its policy of not making contractual concessions.**

CARRIED

(j) Status of Women Committee

MS (Status of Women Committee)

**[50] That the report of the Status of Women Committee be received.**

CARRIED

MS (Status of Women Committee)

**[51] BE IT RESOLVED that the Status of Women Committee's Terms of Reference be amended by adding the word "and interests" after "rights" under Responsibilities, Item 8:**

*8. Act as an advocate for the rights and interests of women in the college and institute system in BC.*

CARRIED

### 13. Final Call for Nominations and Elections

Melanie Fahlman-Reid called for final nominations from the floor for the positions of President, First Vice-President, Second Vice-President and Secretary-Treasurer. Receiving none, Melanie declared the nominations closed and, implementing the special resolution amending the CIEA By-Laws, she announced that:

- Cindy Oliver was declared President by acclamation;
- Dileep Athaide was declared Secretary-Treasurer by acclamation;
- Frank Cosco was declared First Vice-President by acclamation;
- George Davison was declared Second Vice-President by acclamation.

### 14. Resolutions

#### (a) Member Locals

##### (i) VANCOUVER COMMUNITY COLLEGE FACULTY ASSN – LOCAL 15

MS (Local 15, Local 1)

**[52] WHEREAS** the HIV/AIDS epidemic continues to grow in BC; and

WHEREAS the epidemic has gained ground primarily through a shift to younger, more marginalized, and difficult to reach populations of injection drug users, Aboriginal people, women, and young gay men; and

WHEREAS CIEA locals constitute a network reaching into many communities throughout the province with access to facilities and means of publicity that can support the activities of community-based HIV/AIDS stakeholders; and

WHEREAS CIEA's 1989 policy on HIV/AIDS sets out a comprehensive position on community education and the role CIEA locals can play;

**THEREFORE BE IT RESOLVED that CIEA locals renew their commitment to existing CIEA policy on HIV/AIDS and give consideration to reactivating a community education agenda that includes stakeholder groups as well as health agencies; and**

**BE IT FURTHER RESOLVED that CIEA encourage its locals to report as they deem appropriate on activities that stem from this policy.**

CARRIED

MS (Local 15, Local 21)

**[53]** WHEREAS the implementation of block funding in 2002/03 has allowed institutions to drop developmental programming, which results in fewer student spaces in Adult Special Education, Adult Basic Education, and English as a Second Language; and

WHEREAS the performance measures and targets of 2003/04 to 2005/06 in the Ministry of Advanced Education's Service Plan calls for maintenance of these program areas only to 2003/04 levels—after the cuts have been made; and

WHEREAS no affordable, accessible alternative exists or has been created for these students;

**THEREFORE BE IT RESOLVED that CIEA and its local reaffirm their commitment to existing CIEA policies regarding Adult Basic Education, English as a Second Language programming, and education equity for persons with disabilities; and**

**BE IT FURTHER RESOLVED that CIEA and its locals lobby the provincial government to restore student spaces in these areas to the levels delivered in 2002/03 at minimum and to adopt those levels as a baseline for service plans.**

Friendly Amendment

To add in the last paragraph, after "provincial government", the phrase "and local institutions":

**BE IT FURTHER RESOLVED that CIEA and its locals lobby the provincial government and local institutions to restore student spaces in these areas to the levels delivered in 2002/03 at minimum and to adopt those levels as a baseline for service plans.**

CARRIED

MAIN MOTION CARRIED AS AMENDED

(ii) CAPILANO COLLEGE FACULTY ASSOCIATION – LOCAL 1

MS (Local 1, Local 8)

**[54]** **BE IT RESOLVED that CIEA develop a comprehensive strategic policy document on the post-secondary education system with recommendations and prescriptions for an accessible, affordable, comprehensive, community-responsive, post-secondary education system; and**

**BE IT FURTHER RESOLVED that in the process of preparing the strategic document, that CIEA provide for substantial discussion among its members and with stakeholders in the system and allied organizations; and**

**BE IT FURTHER RESOLVED that CIEA provide an opportunity for discussion of the draft document at a policy conference or at a part of the 2004 Annual General Meeting; and**

**BE IT FURTHER RESOLVED** that CIEA's strategic policy document be incorporated into the CIEA action plan for use in federal and provincial lobbying and other political actions.

Friendly Amendment

**[54.1] In the first paragraph replace "comprehensive" with "an initial" and strike the last paragraph from the resolution.**

CARRIED

Motion to refer

MS (Local 19, Local 5)

**[54.2] That the above motion be referred to Presidents' Council.**

64 in favour; 72 opposed.

DEFEATED

MAIN MOTION CARRIED AS AMENDED

(iii) FACULTY ASSOCIATION OF THE COLLEGE OF NEW CALEDONIA – LOCAL 3

MS (Local 3, Local 1)

**[55] Resolution on Women's Human Rights**

WHEREAS on February 26, 2003 the United Nations Committee on the Elimination of Discrimination against Women released its review of Canada's 5th report on its compliance with the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW);

AND WHEREAS the Committee expresses a high level of concern about Canada's failure to eliminate discrimination against women and singles out the Government of British Columbia for specific criticism;

AND WHEREAS, at paragraph 3, the Committee states:

"The Committee is concerned about a number of recent changes in British Columbia, which have a disproportionately negative impact on women, in particular Aboriginal women. Among these changes are: the cut in funds for legal aid and welfare assistance, including changes in eligibility rules; ... the incorporation of the Ministry of Women's Equality under the Ministry of Community, Aboriginal and Women's Services, the abolition of the independent Human Rights Commission; the closing of a number of courthouses; and the proposed changes regarding the prosecution of domestic violence as well as the cut in support programmes for victims of domestic violence."

AND WHEREAS the Committee recommends that: "BC ... analyze its recent legal and other measures as to their negative impact on women and ... amend the measures, where necessary";

**BE IT RESOLVED** that the CIEA President send a letter outlining the urgent need to address the violations against women's human rights in BC to Premier Campbell, Prime Minister Chrétien, and relevant Ministers, MLAs and MPs; and

**BE IT FURTHER RESOLVED** that the letter include a comment on how women in regional areas in BC face an increased jeopardy given the disproportional targeting of cuts to services in what are vast geographical areas, regions already experiencing significant economic recession; and

**BE IT FURTHER RESOLVED** that the letter include a comment on the disproportionate negative effects female students in the college and institute system are confronted with because of these legislative and other changes in BC.

CARRIED

(b) Gay, Lesbian, Bisexual, Transgendered Caucus

MS (Local 5, Local 8)

**[56]** WHEREAS CIEA has no dedicated forum for the consideration of gay, lesbian, bisexual and transgendered (GLBT) issues; and

WHEREAS CIEA's standing committee structure may not be ideal for representing the GLBT minority; and

WHEREAS the GLBT constituency is an invisible minority;

**THEREFORE BE IT RESOLVED** that CIEA create a subcommittee from volunteers to assist in organizing a conference of CIEA members for the fall of 2003 for the purpose of identifying GLBT workplace-related issues and developing a structure to adequately represent GLBT issues within CIEA; and

**BE IT FURTHER RESOLVED** that each local be entitled to send one attendee funded by CIEA, and that locals may send additional attendees at the local's own expense; and

**BE IT FURTHER RESOLVED** that the 2003/04 budget be amended to include \$7,000 to be allocated for this conference.

CARRIED

**15. Resolutions from Convention Workshops**

(a) Workshop Series #1 – Charter for Public Education

MS (Local 1, Local 3)

**[57]** **BE IT RESOLVED** that CIEA endorse and encourage locals to endorse the Charter for Public Education; and

**BE IT FURTHER RESOLVED** that CIEA work to support the principles confirmed within the Charter for both K-12 and post-secondary education.

CARRIED

(b) Workshop Series #2 – Public Sector Bargaining in BC

MS (Local 4, Local 3)

**[58] BE IT RESOLVED that the CIEA fall bargaining conference examine the following topics, with emphasis upon the named subtopics:**

- 1. Salary: cost of living allowance (COLA);**
- 2. Workload: specifically the governance/collective agreement relationship on class size, chair/coordinator workload and administrative support;**
- 3. Scholarship support, such as professional development and education leave funding;**
- 4. A report on a benefits trust proposal;**
- 5. Job security: specifically including layoff/recall provisions;**
- 6. Retirement issues: with emphasis on phased retirement and early retirement incentives.**

CARRIED

**16. Date and Location of 2004 Convention (Lower Mainland)**

Capilano College Faculty Association (Local 1) was announced as host local for the 2004 CIEA AGM and Convention, with the location to be determined.

**17. Other Business**

President Cindy Oliver thanked the CIEA delegates for their cooperation, focus and dedication to move the organization forward, and she thanked the CIEA staff for all their work in supporting the organization.

Cindy also thanked the host local, the Faculty Association of the College of New Caledonia (Local 3), for the tremendous job they did in hosting and planning the activities for this Convention. Secretary-Treasurer Dileep Athaide gave special thanks to David Rourke, Jeanie Purdue and Peter Briscoe from the FACNC Local Planning Committee. Local 3 received a standing ovation.

**18. Adjournment**

MS (Local 8, Local 6)

**[59] To adjourn the meeting.**

CARRIED

The meeting adjourned at 17.25 hours.

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