

Standing Committees: Reports and Resolutions

BARGAINING COORDINATION COMMITTEE

CONTRACT ADMINISTRATION REVIEW COMMITTEE

DISABILITY MANAGEMENT & REHABILITATION COMMITTEE

EDUCATION POLICY COMMITTEE

HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE

NON-REGULAR FACULTY COMMITTEE

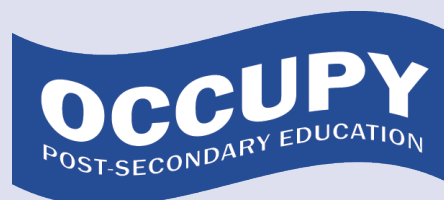
PENSION ADVISORY COMMITTEE

PRIVATE SECTOR LOCALS & ORGANIZING COMMITTEE

PROFESSIONAL & SCHOLARLY DEVELOPMENT COMMITTEE

STATUS OF WOMEN COMMITTEE

WORKPLACE HEALTH, SAFETY & ENVIRONMENT COMMITTEE



Only policy resolutions are brought forward from Standing Committees to the Annual General Meeting; administrative or operational resolutions are not.

All forwarded resolutions have been reviewed, accepted and, in some cases, amended by Presidents' Council.

Bargaining Coordination Committee

Your Committee:

Chair: Sheldon Clare, Local 3

Nanci Lucas/Joanne Quirk, Local 1	Darryl Ainsley, Local 12
Donna Petri, Local 2	Noel Currie, Local 14
Robin Wylie, Local 4	Maggi Trebble, Local 15
Bob Davis, Local 5	Anne Cumming, Local 16
Debbie Hope/Leslie Molnar, Local 6	Mary Kruger/John O'Brien, Local 17
Hilary Turner, Local 7	Matthew Pasco, Local 19
Gara Pruesse, Local 8	Jean-Bernard Ardila, Local 21
Nolan Fretz, Local 9	Tom Becher, Local 22
Bev Onischak, Local 10	Lorraine Rehnby, NRFC Liaison
Victor Villa, Local 10	Cindy Oliver, Executive Liaison
Mia Reimers/Sheree Ronaasen, Local 11	

The Bargaining Coordination Committee has become a very active committee in the face of great challenges both from within and outside that continue to affect our bargaining strength. Government intransigence in negotiations and continued expectations of wage freezes (which in the face of increases to the cost of living are effectively roll-backs) and layoffs to fund so-called “net-zero” bargaining mandates will lead to increased instability in British Columbia. People working in education, health care and other important service areas know that there are choices to make when allocating funds and that it is poor choices that are causing problems. The situation that we are experiencing confirms that the role of unions is as important now as it has ever been. The past decade of negotiations has brought with it many changes, some which have made us stronger and others which have weakened us. Like government and our employers, we have choices to make and I am sure that our collective wisdom will prevail.

BCC provided a report on recommendations for future considerations in bargaining to Presidents' Council, which will guide FPSE strategy in this new round of bargaining. It is undecided at this time which strategy or combination of strategies will be used in the next round of bargaining. At time of writing, FPSE locals are at all different stages of bargaining. Some locals have yet to complete the 2010 round while others are well into preparing for 2012. We must remain mindful of the support needed by locals while determining a strategy which will provide the best gain. I can report that our current BCC is in good hands with our new Chair Bob Davis (Local 5). Bob is a well-experienced bargainer who knows the challenges and understands the work that needs to be done to build bridges and to get the best deal.

It is with mixed feelings that I leave the office of BCC Chair and leave BCC after serving as chair for six terms and serving on the committee for a few years before that. I have learned much from the talented pool of people who have stepped forward over the

years to serve as bargainers for their locals and in aid of reaching agreements to the benefit of the whole post-secondary sector. It has been my pleasure to have been part of making some contributions to our minor gains in the past decade. Probably the gain that I am most proud of is the 0.6 PD – the unwillingness to settle too early on its local application resulted in an important PD benefit at FACNC, one which I believe cannot be equalled in many other places in North America. Another important aspect of our bargaining that I very much enjoyed was in working with the talented provincial negotiations team in 2004 to produce some great template language which eased bargaining preparation significantly in the subsequent two rounds.

Bargaining carries with it many challenges and sacrifices and it can often be regarded as a thankless job, especially when there are no significant salary gains. Despite that situation, I have always enjoyed the support of my local members in representing their bargaining goals. I have enjoyed working with all of the bargainers who have served on this committee, and I know that the bonds that we have forged in long hours of debate and common cause have helped to foster understanding of the unique needs of each

other's locals and also of the importance of working together to achieve our common goals. As well, I much appreciate the ability to work with FPSE's highly dedicated professional staff. Jeff McKeil has been a great asset to this committee, and I thank him for his guidance over the years. As well, the leadership of the executive has been both educational and inspiring. I especially thank Cindy Oliver and George Davison for their support and mentorship. In this process I have made some friendships which I value a great deal. I have honed many skills in this role, and I fully intend to continue making use of them in my other activities. I look forward to keeping in contact, and I hope that I may continue to be of service.

I congratulate my successor Bob Davis; I wish him all the best as the new BCC Chair, and I offer him my assistance if any questions arise.

Respectfully submitted,

Sheldon Clare (Local 3)
Chair, BCC

Contract Administration Review Committee

Your Committee:

Chair: Lui Marinelli, Local 10

Nanci Lucas, Local 1

Bernard Igwe, Local 2

Jan Mastromatteo, Local 3

Erin Rozman, Local 4

Joel Murray, Local 5

Heather Hepworth, Local 6

Jill Harrison (staff), Local 7

Linda Toews (faculty), Local 7

Dominique Roelants, Local 8

Sharon Josephson, Local 9

Gordon Weary, Local 11

Debbie Gascoyne/Kelly Pitman,
Local 12

Cheryl McKeeman, Local 14

Karen Shortt, Local 15

Janis Almond, Local 16

Mary Kruger, Local 17

Teressa Nahanee, Local 19

Tom Becher, Local 22

Al Morrison, NRFC Liaison

George Davison, Executive Liaison

The Contract Administration Review Committee, composed of the Chief Stewards of FPSE locals, meets twice a year to discuss issues and grievances, and to identify common threads at our locals. The local rep submits a short written report and speaks to the main concerns. As well, our meetings include an educational component to increase our skills and knowledge in dealing with the many issues at our locals. The sessions are lively, interesting, and help to inform our work as Chief Stewards.

The general themes and issues that were the focus of our discussions this year included:

- regularization
- disability
- jurisdictional issues
- increased use of discipline by the employer
- evaluation cycles
- letters of expectation (discipline or not)
- challenges working with administration (how to talk to “the man”)

At the October meetings, through an open forum, we briefly discussed some issues of interest to members as well as the potential of increasing the length of the meetings. From this, the chair organized some data gathering in the following months on topics to workshop in the second meeting and the best way to extend the meeting time. It was agreed to extend the Saturday meeting to 5:00 pm.

In the March meetings, Lesley led a useful and interesting workshop on discipline. In the interim before our next meeting, the chair will gather topics for the next workshop.

I was voted in for a second term as Chair of CARC.

No future education or training was identified at this time as time, was running short.

GARC

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

CAUT

As CARC Chair, I was fortunate to be able to attend the CAUT Senior Grievance Workshop on behalf of FPSE. The theme this year was Mobilizing Members through Grievances. We participated in a number of workshops on such topics as the need for an involved and activist membership, protecting the agreement through funding grievances, the political grievance, and confidentiality in the grievance process.

Thank you to George Davison, the Executive Liaison for CARC, Lesley Burke-O’Flynn, Staff Representative for CARC, and to Sara Rozell, Administrative Assistant, for their support. I look forward to working with CARC in the coming year.

Respectfully submitted,

Lui Marinelli (Local 10)
Chair, CARC

Disability Management & Rehabilitation Committee

Your Committee:

Chair: Sandra Hochstein, Local 4

Pat Hodgson, Local 1

Karen Ross/Len Hutt, Local 2

Eric Griffith/Carole Whitmer/

George Dunne, Local 3

Fraser Crinklaw, Local 5

Jan White/Kim Buchan, Local 6

Kathy Gowdrige, Local 7

Donna Kurulak, Local 8

Lindsay Kennedy, Local 9

Sally Glock/Mark Spielman,

Local 10

Jessica Hrechka Fee, Local 11

Brent Wassermann, Local 12

Fulton Tom, Local 14

Karen Shortt/Frank Cosco,

Local 15

Janis Almond, Local 16

Virginia Jacklin, Local 17

Mandy Jimmie, Local 19

Heather Mitchell, Local 22

Nanci Lucas, Executive Liaison

The Disability Management & Rehabilitation Committee has two primary functions: to help locals identify and assess the current and future disability and rehabilitation needs of their members, and to promote and support the establishment and operation of local joint rehabilitation management committees.

Members of DMRC are also active members of their local Rehabilitation Management Committees, and are therefore very familiar with the current cases at their home institutions.

The committee meets twice a year (in fall and again prior to the Spring Conference), in order to update the group about local conditions, share problem-solving strategies, participate in educational sessions, and celebrate successes when they occur.

This year the committee began what we hope will be several long-term data gathering projects to compliment the oral and written reports committee members provide at each meeting. We began with a simple survey of each local, inquiring how active (or not) their local rehabilitation management committee was. We then asked each local to provide information about RTW and approval/denial of claims (describe the process, who is involved, is the union informed, etc.) We created a third survey devoted

to partial disability claims and locals' experience with Manulife's adjudication of them. The surveys were positively received. Based on participant feedback, they will be modified prior to being sent out again next fall. A more ambitious claims-tracking chart is also in the works.

Due to changes in personnel on the DMRC (new staff representative, chair, and executive liaison), the online "satisfaction survey" designed to be completed by members who have accessed STD or LTD benefits was not beta-tested this year as planned. We will roll it out prior to our next meeting.

As directed by the 2011 FPSE AGM, the committee helped organize a training session related to mental stress in the workplace. Thanks to Phillip Legg, FPSE Staff Representative and sole labour voice on the Board of WorkSafeBC, for his workshop "*Mental Stress and Recent Changes to the Workers' Compensation Act*" that he presented at the Spring Conference.

On behalf of our locals, Kathy Dowdridge (Local 7) and I (Local 4) attended the *Return to Work* course at the CLC Winter School in Harrison. Much valuable information was presented, including dozens of precedent-setting legal decisions organized around Twelve Principles of Effective RTW Practice. I highly

recommend this course to anyone involved in RTW/ duty to accommodate activities at their home institutions.

As a brand-new chair of the committee, I owe many thanks to FPSE Staff Representative Zoe Towle and Executive Liaison Nanci Lucas for their support and advice. I also would like to thank the former chair,

Anne-Marie Davison, for the years she mentored local Rehabilitation Management Committees, including my own.

Respectfully submitted,

Sandra Hochstein (Local 4)
Chair, DMRC

Education Policy Committee

Your Committee:

Chair: Balbir Gurm, Local 5

Colin Gilker, Local 1
Chris Montoya, Local 2
Shannon Bezo, Local 3
Don Mah, Local 4
Pauline Bennison, Local 6
Vicki Bolan, Local 7
Rachel Moll, Local 8
Mike Minions, Local 9
Laurie Read, Local 10
Elise Kruithof, Local 11

Blair Fisher, Local 12
Julia Denholm, Local 14
Brenda Appleton, Local 15
Lesley Watts, Local 16
Veda Roodal Persad, Local 17
Lily Peters, Local 19
Teressa Fedorak, NRFC Liaison
Terri Van Steinburg,
Executive Liaison

The last 12 months have been an active period for the Education Policy Committee as members worked not only to document emerging issues in our sector, but also expand the collaboration efforts with other Standing Committees to ensure that we strengthened FPSE's understanding and policies on these issues. In 2011 EPC finalized a position paper that had been drafted by FPSE staff on the issue of learning environments and used that document to build a broader base of understanding on this issue across other FPSE Standing Committees.

The issue of learning environments is a complex one to which EPC has devoted considerable time and attention. The concept of drafting a position paper on the issue emerged after extensive debate on the topic at several of our meetings. What became clear from those discussions was that the changes in our post-secondary learning environments were having an enormous impact on the work we do as post-secondary educators. As well, by understanding some of the pressures that were behind these changes in

our learning environments, our committee members were better positioned to prioritize the actions and recommendations for FPSE and Presidents' Council.

Three pressures in particular were major drivers in the changes in our learning environments. The first was the decade-long decline in real per-student operating grants at our institutions. The decline in funding meant that our institutions were constantly pressuring faculty to do more with less. The effect of this funding pressure was to undermine many of the supports that faculty relied on to deliver programs and support their students. As well, the pressure to do more with less often led to an increase in other modes of program delivery, modes that placed additional workloads on our members and eroded the opportunity to improve program and course quality.

Another major driver in the changes in our learning environments has been technology. Increasingly, post-secondary programs are moving towards distributed learning modes of delivery, modes that place new and

often increased pressures on educators. As well, the new technology increases the expectation among students that they can have access to an instructor “24/7”, an expectation that places enormous pressures on faculty in every discipline.

The third major driver is the increased diversity of our students. Today’s post-secondary students are increasingly international. They often have major language barriers to overcome and require additional time and attention from their instructor to navigate not just the course material, but also the cultural context of their post-secondary learning environment. Unfortunately, because of the funding crunch within the public post-secondary education system, the resources and support systems needed to maintain high quality learning opportunities for an increasingly diverse student population simply aren’t there.

Our committee recognized that it wasn’t enough to simply chronicle the changes in our learning environments. We also had to work collaboratively with other FPSE Standing Committees to ensure that our policy responses reflected a deeper understanding of the issue. With that in mind, EPC collaborated with the Professional and Scholarly Development Committee to convene a joint workshop in November 2011. The workshop featured a presentation by Nancy Chick, a US-based academic and researcher who has published extensively on the issues of teaching and learning, and the challenges of both in modern post-secondary institutions. In her presentation, Dr. Chick focused considerable attention on the concept of signature pedagogies in which the emphasis is on identifying some of the “best practice” methods that educators can use with their students. The obvious challenge for

educators, however, is finding both the support from their administration and the capacity within their institution for advancing signature pedagogies more widely in their institution. Many of the pressures identified in the EPC discussion paper on learning environments were the very same pressures that Dr. Chick noted as impediments to the wider acceptance of signature pedagogies as a common practice in post-secondary institutions.

The workshop proved to be a success and led to Dr. Chick making a similar presentation to all the FPSE Standing Committee members at the 2012 Spring Conference. The feedback from that presentation was very positive and helped clarify for many delegates the important balance between our role as educators and the scholarly work within our discipline, work that needs to be supported by our institutions so that the learning opportunity for students remains relevant and engaged.

Over the coming year EPC hopes to expand on these issues. There are obvious connections to be made between the issue of learning environments and the priorities we need to address at the bargaining table. Those connections, along with the overarching need to see better funding choices made by government and better administrative choices made by our employers, will occupy an important part of the committee’s agenda in 2012/2013.

Respectfully submitted,

Balbir Gurm (Local 5)
Chair, EPC

Human Rights & International Solidarity Committee

Your Committee:

Chair: Naomi Wolfe, Local 16

Richard Brand, Local 1
Derek Cook, Local 2
Keith Tedford, Local 3
Bill Burgess, Local 5
Deni Marsh, Local 6
Adrienne Chan, Local 7
Eliza Gardiner, Local 8
Marlo Edwards, Local 9
Mary Ann Morris, Local 10
Rick Budhwa, Local 11

Alex Carre, Local 12
Susan Weber, Local 14
John Demeulemeester, Local 15
Be Harris, Local 17
Nedra McKay, Local 19
Charles Boylan, Local 21
Rita Wong, Local 22
Peter Clayton, NRFC Liaison
Dan McDonald, Executive Liaison

The Human Rights & International Solidarity Committee has had another active year engaged in supporting the work of local campus representatives and in advising our federation on pressing human rights and international solidarity issues.

The committee owes much gratitude to our dedicated Executive Liaison Dan McDonald, Staff Representative Sean Hillman and FPSE staff members Mary Bruegeman and Gisele da Silva for their ongoing support, and to the FPSE Executive and Presidents' Council for their assistance.

Campus Activities & Issues

2011/12 local HRIS reports reflect a wide diversity of human rights and international solidarity activities. Our committee members are actively involved in supporting activities/issues including:

- A variety of film screenings and film festivals with social and global justice themes
- Diversity and racism awareness and anti-discrimination training
- First Nations awareness-building
- Migrant worker awareness and solidarity
- Black History Month
- Local faculty/staff discussions on various HRIS topics

- Collaboration with community groups on human rights/international solidarity events
- Sponsoring prominent guest speakers on human rights issues
- Supporting/organizing AIDS awareness events
- Supporting February 14 marches and events for the 500+ murdered/missing aboriginal women.

Other issues that have arisen at meetings include:

- SLAPP suits (Strategic Litigation Against Public Participation)
- Video cameras – surveillance or security?
- College Pension investments, in particular related to Goldcorp in Latin American countries
- Need for awareness of water issues in First Nations communities, specifically in BC, and in particular in relation to the impact of mining and other activities on water in these communities
- CETA – Canada Europe Trade Agreement

Guest Speakers

Prior to the official start of the Friday, December 2, 2011 meeting, HRISC welcomed Chief Bob Chamberlin of the Kwikwasutinuwx-Haxwa'mis First Nation. This was connected to our committee's intention, dating back to 2010, to explore the issues of water in Aboriginal communities.

Chief Chamberlin spoke of the experiences of his First Nation on Gilford Island. They have recently installed a new water treatment plant. This has helped remove the "Do Not Drink Water Advisory" on their reserve that had been in place for 10 years. In addition, Chief Chamberlin spoke of his Band's struggles with being forced under third-party management.

Karen Spring, a SFU graduate student, gave a presentation on the work of Rights Action, a group which she worked with for more than three years in Guatemala and Honduras. Rights Action works with local indigenous groups to bring attention to how the actions of Canadian and American companies are affecting their populations. Even activities like tourism, which many Canadians see as a positive for the local population, are problematic: Canadian companies are illegally purchasing land for resorts and gated housing communities.

Speaker Tours organized by Local HRISC Reps/Locals

- **Jorge Soberon, Cuban Consul General (in Toronto) re: The Cuban Five**
A highly successful tour organized by HRISC Reps from Locals 2, 8, 10, 14, 16, and 21. Mr. Soberon spoke about the Cuban 5, including recent updates. As well, his talks/ discussions covered current reality and trends in Cuba, and he responded to numerous questions from audience members. The funds raised at local events not only covered the tour costs but also provided funds for a substantial donation to the highly respected Cuban Health Mission to Haiti.

- **Grahame Russell November Tour (Rights Action)**

"This is how the unjust global economy works ...Mining and Indigenous Rights in the Americas: Connecting Struggles across North and Central America" The HRISC part of this tour included stops in Nanaimo, Courtenay, Campbell River, and Vancouver, including a presentation at the FPSE PAC meeting. Funds raised throughout the tour covered all tour costs and offered a sizable donation to Rights Action.

Ideas for future speaker tours:

- Speaker on Canadian food sovereignty issues, particularly around the proposed disbanding of the Wheat Board.
- Canadian Labour Congress Treasurer Hassan Yussuff.
- Sharon McIvor, President of NVITEA (Local 19), and recipient of the Governor General's Award in October for her 20+ years of work on Bill C-31 of the *Indian Act*.

NOTE: The HRISC members agreed to wait and see if our speaker tour motions are approved by Presidents' Council before continuing to organize any tours for fall 2012.

Motions from our December 2011 and February 2012 Meetings:

- That HRISC develop one or more officially sanctioned speakers' tour initiatives in 2012-13. (deferred from last PC meeting - awaiting Presidents' Council approval)
- That the HRISC ask Presidents' Council to set up a fund of \$10,000 annually to finance speakers' tours on human rights issues at home and abroad, to educate our members, students and the public. (Deferred from last Presidents' Council meeting - awaiting Presidents' Council approval.)
- That HRISC sponsor a workshop at the Spring Conference on Bill M-210 and similar legislation, as it threatens to prevent FPSE committees from existing.

- That HRISC request that Chief Bob Chamberlin [be invited to] speak at the 2012 AGM.
- That FPSE condemn the content of Bill M-210, dictating and restricting how union funds can be spent.
- That each local delegate review the existing academic freedom language at their institutions and report back to the fall meeting of HRISC.
- That HRISC go on record to oppose the construction of the Enbridge pipeline, and that it organize a province-wide discussion through its member committees as to why it should be opposed.
- That HRISC extend its solidarity to the USW Local 9490 facing a lock-out by Rio Tinto Alcan in Alma, Quebec, and recommend to Presidents' Council that locals join the 'adopt a worker' initiative of USW 1005 in order to contribute to a country-wide opposition to the dictates of this corporation and other corporations and governments as a way of working people saying 'enough is enough' to lock-outs, plant closures, concessions, legislated contracts, destruction of the Canadian standard of living and social programs.
- That HRISC recommend that FPSE ban the provision of Coca-Cola products at FPSE meetings, events and the FPSE office.
- That HRISC recommend that FPSE adopt a policy to ensure products available at FPSE meetings, events and the office are ethically produced.

Workshop Proposals for AGM

Our recommendation that Chief Bob Chamberlin be invited to speak was approved by Presidents' Council, and Chief Chamberlin has accepted the invitation to do a workshop.

Other

I participated in the International Solidarity Fund Committee meeting on March 2. Three applications from HRISC reps were approved for funding:

- Strengthening Organizational Capacity of Women's Groups in the Petén • Mary Ann Morris, Selkirk College Faculty Association (Local 10)
- Haiti Union Solidarity Fund • Bill Burgess, Kwantlen Faculty Association (Local 05)
- Rights Action: Community Development and Environmental Justice in Mining Affected Communities of Guatemala and Honduras • Naomi Wolfe, North Island College Faculty Association (Local 16)

I was invited to speak at the March 10 VIU Symposium on Ethical Investing; the title of my talk was "The Human Face of Canadian Mining in Central America." The talk was well-received.

After a busy two years as HRISC Chair, I have stepped down. Eliza Gardiner of VIU is the new HRISC Chair. Congratulations Eliza!

Respectfully submitted,

Naomi Wolfe (Local 16)
Chair, HRISC

HUMAN RIGHTS AND INTERNATIONAL SOLIDARITY COMMITTEE RESOLUTIONS

Committee Resolution 1

That FPSE work with the Canadian Labour Congress to write a letter stating FPSE's opposition to bills like C-377, which may negatively affect academic freedom.

Committee Resolution 2

That FPSE officially sanction at least one speakers' tour initiative in 2012/13.

Committee Resolution 3

That FPSE work with the BC Federation of Labour to condemn the content of Bill M-210, dictating and restricting how union funds can be spent.

Committee Resolution 4

That FPSE and FPSE Locals extend their solidarity to the USW Local 9490 facing a lock-out by Rio Tinto Alcan in Alma, Quebec, and recommend to Presidents' Council that Locals join the "adopt-a-worker" initiative of USW 1005 in order to contribute to a country-wide opposition to the dictates of this corporation and other corporations and governments as a way of working people saying "enough is enough" to lock-outs, plant closures, concessions, legislated contracts, destruction of the Canadian standard of living and social programs.

Committee Resolution 5

That FPSE develop a policy to ensure products available at FPSE meetings, events and the office are ethically produced.

Non-Regular Faculty Committee

Your Committee:

Chair: Teresa Fedorak, Local 2

Stephen Culhane, Local 1
Gerard Sinnott, Local 3
Wilson U, Local 4
Dave Harvey, Local 5
Brian Harvey, Local 6
Peter Clayton, Local 7
Richard Aisaican, Local 8
Alan Rice, Local 9

Adrian Barnes, Local 10
Dina von Hahn, Local 11
Al Morrison, Local 12
Bradley Hughes, Local 14
Lorraine Rehnby, Local 15
Yiling Chow, Local 16
Dan Starling, Local 22
Frank Cosco, Executive Liaison

The Non-Regular Faculty Committee meets twice yearly, once in September and once in March. For the September meeting, the committee invited guests that represented teaching faculty at BCIT, SFU, UBC, and Olympic College in Washington in an effort to share knowledge and expand alliances with other institutes in our province and surrounding area. Comparing and contrasting issues within each of these bargaining units proved to be enlightening and demonstrated great commonalities. Based on the discussion of non-regular issues at this meeting, it was decided that there was merit in exploring the concept of creating a worker centre for post-secondary institutions in BC and in planning a regional contract academic staff conference in the upcoming year. NRFC is currently exploring the feasibility of an online worker centre and a Pacific Northwest Conference for 2012.

At both the fall and spring meetings, the sharing of reports from each of the locals proved to be a beneficial exercise as members were able to stay current on the prominent issues that are affecting non-regular employees in each area of the province. The advice and support from other representatives on the committee is so valuable and encouraging that this portion of our meetings remains the most vital. There continues to be diversity in the treatment of non-regulars across the province both in collective agreement language and in the levels of support they receive in their locals. Secondary scales continue to exist in only a handful of associations which the committee would like to target in an effort to eliminate all secondary scales within FPSE institutions which is supported by both CAUT and the FPSE Policy and Principles for Bargaining. NRFC would like to see these differing pay rates eliminated in the next round of bargaining in support of a pro-rata model for all members in the federation. Many locals are moving into a new round of bargaining at this time, and we hope that priority will be given to strengthening the rights of non-regular employees.

Development of the NRFC Strategic Plan Campaign continues to be part of the work that this committee focuses on. This campaign was proposed due to a lack of improvement in working conditions and a great unevenness in rights and entitlements for

non-regulars in some FPSE locals. The overall goals are to advance equity for non-regular faculty in the areas of access to real pro-rata work, equitable scale placement and advancement, access to benefits, and better integration into the academic and educational community. Brochures that highlight these issues were created following the September meeting and distributed during Fair Employment Week. At the March meeting, it was decided that the Strategic Plan Campaign Steering Sub-Committee would continue to build an information campaign around these key goals and develop strategies that will help carry powerful supportive messages to key audiences

Fair Employment Week events occurred in each local this year in the form of planned activities from October 24-28. Posters, buttons, bookmarks, pamphlets and chocolates were distributed throughout the FPSE locals during the month of October in support of these events. These socials and activities provide a valuable opportunity to connect, share information and build solidarity for non-regular employees.

NRFC thanks Executive Liaison Frank Cosco for his consistent efforts to ensure non-regulars are provided with a strong voice at all FPSE events. His current and historical knowledge are truly invaluable as he provides inspiration for change that is often much needed at our meetings. As Chair of the committee, I wish to thank Staff Representative Weldon Cowan for keeping us informed of all things FPSE-related and for helping the committee pull our collective ideas together to create concise goals and plans. Thanks also to Administrative Assistant Nancy Yip at the FPSE office for her assistance in organizing our meetings and reports. The committee continues to recognize President Cindy Oliver for her unwavering dedication to non-regular issues both locally and nationally. Thank you to all members who continue to lend their support to the work of the Non-Regular Faculty Committee.

Respectfully submitted,

Teresa Fedorak (Local 2)
Chair, NRFC

NON-REGULAR FACULTY COMMITTEE RESOLUTIONS

Committee Resolution 6

That FPSE organize a regional conference of non-regular faculty for BC and the Pacific Northwest and that the conference be held in 2012.

Committee Resolution 7

That FPSE recommend to Locals to consider adopting as the key non-monetary bargaining objective in the next round of bargaining the achievement of seniority-based access to future work/reappointment for non-regular faculty.

Pension Advisory Committee

Your Committee:

Chair: Tom Friedman, Local 2

Debby Vollbrecht, Local 1

Allen Zhu, Local 1 (observer)

Marie Sinnott, Local 3

Jennifer Kirkey, Local 4

Suzanne Pearce, Local 5

Joan Kaun, Local 6

Norm Taylor, Local 7

Jean Blackburn, Local 8

Doug Birtwistle, Local 9

Duff Sutherland, Local 10

Ken Shaw, Local 11

Candace Fertile, Local 12

Fraser Archibald, Local 14

Alison Woods, Local 15

Derek Knox, Local 17

Al Fukushima, Local 19

Christian Blyt, Local 22

Gerard Sinnott, NRFC Liaison

Frank Cosco, Executive Liaison

Penny Heaslip, Retired Appointee

Paul Ramsey, Retired Appointee

Since my last report to the 2011 AGM, the Pension Advisory Committee has been involved in the following activities:

BC Public Sector Pension Conference (Victoria, April 27-28, 2011)

Along with other FPSE reps, I attended this two-day conference, organized by the four BC public sector pension boards of trustees. The conference was an opportunity to learn more about issues relating to public sector pensions and to get updates on economic and investment developments from some of the leading figures in the financial, business and labour sectors. I thank FPSE for this opportunity to expand my knowledge and assist my work as PAC Chair.

FPSE AGM & Convention (Prince Rupert, May 17-20, 2011)

At the meeting of FPSE Standing Committee Chairs, I presented a report on the role of chairs, based on my experiences serving on, chairing, and acting as Executive Liaison on a number of FPSE Standing Committees. The recommendations:

1. Chairs have a duty of helping to ensure that local reps fulfill their communication/accountability duties by consulting with their local presidents before attending standing committee meetings, and reporting back to local presidents on standing committee developments.
2. Chairs have to recognize that they have to fulfill two roles: that of local rep and that of committee chair, of being a strong advocate for their local's

positions on the issues, and an impartial moderator and facilitator of committee discussion.

The result of this meeting was the development of new drafts of existing FPSE documents on Standing Committee descriptions and Chair roles, and new documents regarding meeting guidelines and facilitation techniques for chairs.

The PAC-suggested workshop on “Current Trends in Pension Reform”—facilitated and presented by FPSE-appointed trustee Weldon Cowan—was held on May 18th and was a great success.

Three resolutions from PAC—a professionally developed survey of active/retired members on pension-related issues, a comprehensive education program about pensions, and the re-appointment of Dominique Roelants for an additional trustee term—were approved by the 2011 AGM.

2011/2012 Pension Advisory Committee Workplan

In June 2011, Presidents’ Council presented our committee with its workplan for the upcoming year:

- inflation adjustment issue
- review and advise on strategies to provide better retiree health & welfare benefits
- develop strategies for implementing and supporting the CLC pension campaign

Update from bcIMC on Barrick and Goldcorp

Following presentations from Bryan Thomson, bcIMC’s Vice-President of Equities, and Lynn Hannah, bcIMC’s Vice-President of Consulting and Client Services, at PAC’s March 5, 2011 meeting, PAC members asked for an update from bcIMC. On October 28, 2011 I received information from Barb MacDonald, Manager of Shareholder Engagement, saying that bcIMC had opposed a shareholder proposal calling on Goldcorp to cease operations at its Marlin Mine in Guatemala; their rationale:

Goldcorp provides extraordinary disclosure on its sustainability, environmental and human rights

activities, made improvements in its practices covering all of those subjects, undertook a Human Rights Impact Assessment (HRA) at the Marlin mine and improved consultation and transparency for all its operations.

On Barrick Gold’s operations, MacDonald wrote:

bcIMC engages with Barrick Gold regularly to understand its operating environment and ways to improve environmental management and community relations. Barrick adopted progressive policies, including becoming a signatory to the United Nations Global Compact Voluntary Principles on Security and Human Rights. During the quarter, Barrick informed us of allegations of sexual assaults against women in the communities near the North Mara mine in Tanzania by local police and members of Africa Barrick Gold’s security forces, including how it planned to respond by encouraging a full police investigation, conducting its own investigation, publicly releasing the results of the investigations, contacting local stakeholders, providing training to police in human rights and conflict minimization in partnership with an international non-governmental organization and working with Human Rights Watch. These actions indicate that Barrick takes its commitment to human rights seriously.

PAC Teleconference—Sub-Committee Reports Approval (September 7, 2011)

PAC members discussed, revised and approved the reports of two PAC sub-committees—Retiree Benefits and Inflation Protection. Both reports were forwarded to Presidents’ Council for consideration.

PAC Meeting (November 4/5, 2011)

Highlights of the regularly scheduled fall meeting of the committee:

- In response to the workplan asking PAC to develop strategies for supporting the CLC pension campaign, the following motion was passed:

That PAC in consultation with the Trustees, develop a Fact Sheet that provides relevant information about the pension plans that can be used as a rep's resource when responding to media commentary either through call-in shows, letters to the editor, etc.

- In response to Section IV.C of the Joint PC/PAC Working Group report, PAC undertook to review external pension policies and established a sub-committee to perform this work with a mid-February deadline so that Presidents' Council could discuss the report at its March 2012 meeting.
- Report on the Joint PC/PAC Pension Survey Working Group by Staff Representatives Phillip Legg and Weldon Cowan.
- Ron Stipp of the CLC provided an update on the CLC Canada Pension Plan campaign.
- Grahame Russell of Rights Action was invited to present on Canadian mining operations in Latin and South America. A spirited Q&A and a general discussion followed the presentation with a focus on possible options for PAC and others.

Two motions were passed by PAC on this issue:

That PAC recommends Presidents' Council seek additional information from bclMC, as the information from Goldcorp, provided by bclMC, was felt to be unsatisfactory.

To recommend that Presidents' Council seek partnerships to develop an educational and activist strategy in the area of ethical investing.

[Both of these motions were accepted by Presidents' Council at their January 19/20, 2012 meeting.]

- Jean Blackburn (Local 8) informed the committee about the Working Group on Ethical Investing organized by VIUFA.

- PAC was briefed on the work of the Joint PC/PAC Working Group on Trustee Evaluations by Chair Nanci Lucas.

PAC Teleconference (January 12, 2012)

This teleconference was called to discuss and provide input into the Joint PC/PAC Working Group on Trustee Evaluations before it was sent to Presidents' Council. Nanci Lucas presented the draft report and some suggested changes were made and incorporated into the draft.

[At their January 19/20 meeting, Presidents referred the report back to the Joint Working Group with specific instructions to revise the 'peer' evaluation and emphasize the formative nature of the trustee evaluation process.]

One motion was passed for incorporation into the draft of FPSE Pension Policy 5.4 and for Presidents' Council's consideration:

That the following statement be added to the Draft Policy 5.4 as proposed in Appendix A directly below the Staff Trustee statement:

[PAC recommends that the formative evaluation process cover all FPSE trustees and that an agreement be sought with CUPE to enable that to occur.]

Ongoing Work

External Policy Review Sub-Committee

A sub-committee was established at the November meeting—Tom Friedman (Local 2), Doug Birtwistle (Local 9) and Christine Hodgson (Local 16) with John Wilson and Jeff McKeil as trustee and staff support respectively. John has undertaken an initial scan of the OPSEU policies identified by the Joint PC/PAC Working Group on Pension Administration as worthy of inclusion and implementation in FPSE policy. PAC is currently searching for a replacement for Christine, who has taken an administrative position at North Island College.

Revised draft of Joint PC/PAC Working Group on Trustee Evaluations

Fraser Archibald (Local 14) and Candace Fertile (Local 12) briefed PAC in March on the incorporation of Presidents' Council's suggestions to the new policy and procedures.

SHARE Pension Forum (Vancouver, March 2, 2012)

The annual BC Pension Forum, sponsored by SHARE (Shareholder Association for Research & Education) and the BC Federation of Labour, was

be held at the Empire Landmark Hotel. Four local PAC representatives, the executive liaison and our three FPSE-appointed trustees, attended. The forum provides the opportunity for those involved with pensions to discuss key issues with investment managers, public policy makers and leading national thinkers about pension plan governance, funding and investment issues.

Submitted in solidarity,

Tom Friedman (Local 2)
Chair, PAC

PENSION ADVISORY COMMITTEE RESOLUTIONS

Committee Resolution 8

That FPSE seek partnerships to develop an educational and activist strategy in the area of ethical investing.

Committee Resolution 9

That the goals listed in FPSE Policy 5.1.5 should include improving the accrual rate to a maximum rate allowable under the law;

That the Pension Plan Partners make improving the accrual rate, along with enhancing inflation protection, a priority; and

That the option of improving the accrual rate be a feature of the Pension Plan survey.

Private Sector Locals & Organizing Committee

Your Committee:

Chair: Michael Wicks, ETEA 1

Jean Ardila, ETEA Local 1

Nickola Beauregard, ETEA Local 2

Jacki Morawski, ETEA Local 2

Jennifer Hiebert, ETEA Local 3

Ryan Steuer, ETEA Local 3

Alex Cohen, ETEA Local 6

Kevin Drager, ETEA Local 6

Brad Johnson, ETEA Local 6

Frank Cosco, Executive Liaison

Continuing support for organizing of private colleges and institutes has been the major focus of the Private Sector Local & Organizing Committee which has devoted much of its efforts to advocating for regulatory changes that will better serve faculty and students in those institutions. As well, the committee continues to develop its outreach work to both identify and build networks of support within the community, networks that could bolster our longer term objective of higher union density in these private institutions.

In the fall of 2011, the committee scheduled a briefing session with the in-house legal counsel for the Private Career Training Institutions Agency (PCTIA), the regulatory mechanism for private institutes in British Columbia. FPSE has had major concerns about the “self-regulation” approach that the BC Liberals adopted in 2003. Under that approach, PCTIA became the regulatory centre for private post-secondary institutions. However, unlike the previous regulatory mechanism, PCTIA did not have the same scope of responsibility or the requirement that all private institutions be registered with the agency.

Despite our reservations about the existing regulatory arrangements, PSLOC met with legal counsel to gain a more detailed understanding of their approach to regulation and make the case for greater faculty input into the ongoing governance of PCTIA. The meeting was well-regarded by committee members who came away from the session with a more strategic understanding of how various parts of their sector interface with PCTIA. Although the in-house legal counsel was in no position to speak to the appointment process for their governance structure, she did provide a comprehensive picture of how that structure can affect the priorities that PCTIA has set for itself.

Recent media reports (*Vancouver Province*, March 4 & 5, 2012) have reinforced the view that the current model for regulation of private colleges and institutes is failing to properly screen these institutions and ensure that students enrolled in private institutions are effectively protected and receive a quality education. These reports along with the announcement by Premier Clark in

September of 2011 that she intends to double the number of international students coming to BC post-secondary institutions (both public and private) over the next several years, raise serious questions about how achieving that goal will be done given the ineffectiveness of the current regulatory system. The consequence of ineffective regulation of private institutions is not confined to that sector. The reputational damage done by problems in private institutions affects all post-secondary institutions, whether public or private.

As part of its efforts to improve both the regulation of private institutions and the opportunity for faculty in those institutions to unionize, PSLOC is working to develop stronger connections with potential community allies. FPSE has already confirmed that the Canadian Federation of Students (BC Office) is prepared to launch a review of conditions that international students face at our public institutions. The potential to have this review invite participation from students at private institutions is very strong and FPSE staff plan to work with CFS to accommodate that wider review. The committee is also continuing to develop its lobbying of provincial politicians to ensure that both the Official Opposition and government-side MLAs understand the importance of effective regulation of private institutions. On that last point, some of the committee members were able to meet with Michelle Mungall, the Opposition Critic on Advanced Education. During that session, Ms. Mungall briefed members on legislation that she was proposing to better regulate the private institutions.

Over the next 12 months, PSLOC hopes to expand its work on these and other key issues in the private post-secondary education field. The support of FPSE in establishing PSLOC and ensuring that it has access to staff and other resources necessary to carry out its mandate is critical to meeting our longer term objectives of better conditions for faculty in these institutions and higher quality learning opportunities for their students.

Respectfully submitted,

Frank Cosco (Local 15)
Executive Liaison, PSLOC

Professional & Scholarly Development Committee

Your Committee:

Chair: Bob Fuhr, Local 5

Nancy Nowlan, Local 1
Elizabeth Templeman, Local 2
Barb Lee, Local 3
David Moulton, Local 4
Norma Sherret, Local 6
Vicki Bolan, Local 7
Alanna Williams, Local 8
Matt Kavanagh, Local 9
Rita Williams, Local 10
David Archer, Local 11

Elizabeth West, Local 12
Giselle Lemay, Local 14
Virginia Adams, Local 15
Janice Nicklin, Local 16
Don Sinclair, Local 17
Nedra McKay, Local 19
Danuta Zwierciadlowski, Local 22
Alan Rice, NRFC Liaison
Dan McDonald, Executive Liaison

The Professional & Scholarly Development Committee met on Friday, November 25th, 2011 for an evening of reports from locals. Many of our members are indicating that there is growing promotion of research at their institutions. The need for proper funding and time release for scholarly activity is an ongoing issue for most members.

The Professional Development and Scholarly Activity Comparison Chart has been reviewed and updated by local representatives.

On Saturday, November 26, members of the PSDC met with the Education Policy Committee representatives for a joint Forum on Signature Pedagogies. It was decided at this session to invite

Professor Nancy Chick back to present her work to the FPSE Spring Conference.

Our most recent meeting took place on Friday, February 24. Representatives provided updates on recent developments at their institutions. We spent the rest of the evening discussing barriers to faculty engaging in PD or scholarship and lessons learned—good and bad—in getting faculty to attend organized PD events.

I have been re-elected to serve as Chair of the committee for another two years.

Submitted in solidarity,

Bob Fuhr (Local 5)
Chair, PSDC

Status of Women Committee

Your Committee:

Chair: Candace Fertile, Local 12

Joanne Quirk, Local 1
Gail Morong, Local 2
Anna MacLauchlan, Local 3
Marni Westerman, Local 4
Val Innes, Local 5
Linda Olm, Local 6
Anastasia Anderson, Local 7
Dana McFarland, Local 8
Norah Bowman-Broz, Local 9

Robin Higgins, Local 10
Mia Reimers, Local 11
Heather Chan, Local 15
Mary Ann Pruyser, Local 16
Kathie Ross, Local 17
Rita Wong, Local 22
Yiling Chow, NRFC Liaison
Terri Van Steinburg,
Executive Liaison

The Status of Women Committee met November 18/19, 2011, and February 24, 2012 (one day only because of the FPSE Spring Conference) with several locals in attendance. SWC provides an opportunity for representatives to share their experiences at the local level with colleagues from other locals, and to discuss important issues regarding women and FPSE. The purpose of the SWC as noted in its mandate is to support activities at the local level that help improve the situation of women.

This past year the main issues discussed include the following, and these are ongoing issues:

1. Challenges in observing December 6

Again several representatives noted that it is difficult to get participation and that students generally have little knowledge of what the day means, especially when classes end before December 6. However, locals will continue to observe December 6 in some capacity and, as we are a group of educators, we can use our skills to help students (and others) learn about the significance of December 6. The small rose cards that FPSE produced in 2007 and have distributed since then are very well received. We are looking into getting small buttons with a rose and the date on it – a simple reminder of the day. There has been some suggestion that the families of victims wish to have a less somber tone regarding December 6, and we are looking in to that as it is important to honour the victims' families' wishes. The chair was invited to the December 6 Breakfast in Burnaby and attended (I was already in Burnaby for a workshop at BCIT.). The speakers were eloquent about the situation of women and made it clear that women face significant challenges and that women's issues are generally societal issues.

2. Ways to promote International Women's Day (March 8)

SWC asked for a new poster and bookmarks with a colourful design to celebrate IWD, and we have a lovely new design. Many thanks are due to Phillip Legg for arranging the new posters and bookmarks. Bookmarks were distributed at the SWC meeting on February 24, and posters were mailed to locals. The committee had hoped to have scarves with the

design on them, but the sample met with, well, a lack of enthusiasm. We pondered the idea of a different material and Terri will look into this option (likely not to be done for this year). We also discussed the possibility of t-shirts and buttons with the design, and again Terri is checking into costs and timelines.

3. Child care

Obviously this issue isn't going away, nor is the situation improving. Current governments, both provincial and federal, are not helping. SWC is dedicated to supporting the BC Federation of Labour's childcare campaign, along with the Code Blue Coalition.

4. College pension changes and women

We hope to have a speaker next year to address issues of pensions and women. Clearly pensions are becoming more of an issue for all Canadians, and women tend to have less pensionable service and therefore smaller pensions.

5. We abandoned the possibility of getting involved in a partnership with Bead for Life (or a similar group) which helps Ugandan women by selling their hand-made jewelry (all proceeds to go to the women). It's a worthy project but requires a substantial financial outlay.

6. SWC was pleased with Presidents' Council's decision to embed gender equity in the appointment of pension trustees as of 2014. Many thanks are due to Sharon McIvor, who spoke eloquently and passionately on this issue at the AGM, and to many other members who spoke in support of this motion.

7. FPSE sponsored the participation of five SWC members to attend the Summer Institute for Union Women at the University of Victoria, July 13-17, 2011. We would like to thank FPSE for this opportunity and note that, when more members than the number funded wish to go, we try to ensure that those who have not attended get the first chance after following FPSE's priority list for attendees. Many of the workshops were inspiring and definitely educational. Because 2011 was the hundredth anniversary of IWD, everyone who attended the SIUW 2011 received

a lovely purple t-shirt in commemoration. We are asking for FPSE to fund five women to attend SIUW 2012, which will be held at Sonoma State University, California, July 23-28. It is hosted by the UC Berkeley Labor Center.

8. Because the SWC found that our afternoon meeting of Feb. 25, 2011, the day before the Spring Conference, was extremely helpful in getting through our agenda, we requested the same time frame this year, and I would like to thank Presidents' Council for allowing us to have a longer meeting than the usual 2.5 hours in the evening. We had much to discuss and we were fortunate enough to be able to have Linda Rumleski (CAUT) speak with our committee for about 90 minutes on changes to CAUT's structure and equity issues. She was giving a presentation at the spring conference, and we benefitted hugely from the extra time with her. The discussion touched on many aspects of equity and how to frame the conversation and various questions. Linda's advice was to pick an issue and go with it.

9. We are continuing to collect material for the FPSE SWC website.

10. Four women attended Women's World 2011, an international conference held in Canada (Ottawa, July 3-7). Terri Van Steinburg, Rhonda Snow, Candace Fertile, and Natalie Clark were funded to attend, and the conference was amazing. Several thousand women from around the world participated in dozens of workshops and events in a variety of venues, including Ottawa's new convention centre (quite spectacular). Highlights for me included the Opening Ceremony at the Museum of Civilization in Gatineau; the opening reception for "The Loveliest Girl in the World," an award-winning Finnish exhibit of

photographs by Miina Savolainen. (The photographs are often of girls raised in children's homes. They were often mistreated, and the photographs are one therapy to try to realize the value of the girls and rely on the dialogue between the photographer and the girls.) Many excellent workshops and lectures; and the opportunity to meet women from around the world and in different occupations and situations.

11. As chair, I sent out a request for members to vote on supporting a fact-finding mission on the missing women—and everyone responded positively.

12. And, as Chair, I participated in the first teleconference of the FPSE Equity Sub-Committee. We met at breakfast at the Spring Conference and then again at lunch with Linda Rumleski.

13. SWC would like to thank Presidents' Council for passing a motion encouraging locals to have a budget line for SWC activities at the local level.

14. Election of chair: Candace Fertile was acclaimed as Chair for 2012/2013.

The SWC would like to thank Terri Van Steinburg (Executive Liaison) for her invaluable help on this committee. SWC would also like to thank Mary Bruegeman, Gisele da Silva and Lesley Burke (FPSE Staff Representative). Of course, we also thank Cindy Oliver and rest of the FPSE Executive and Presidents' Council for their support of this committee.

Respectfully submitted,

Candace Fertile (Local 12)
Chair SWC

STATUS OF WOMEN COMMITTEE RESOLUTIONS

Committee Resolution 10

That FPSE promote wearing white on December 6 to support ending violence against women.

Committee Resolution 11

That FPSE join “We Can BC” as a campaign partner and endorser.

Committee Resolution 12

That FPSE sponsor five women to attend the Annual Summer Institute for Union Women.

Workplace Health, Safety & Environment Committee

Your Committee:

Chair: Reito Riesen, Local 10

Susan Le Blanc, Local 1

Carolynne Fardy, Local 2

Yvonne Yaschuk, Local 3

Sarah Stephens, Local 4

Wade Deisman, Local 5

Bev Evanchu, Local 6

Kathy Gowdridge, Local 7

Chris Jaeger, Local 8

Youry Khmelevsky, Local 9

Rob Macrae, Local 10

Tom Rippon, Local 12

Mark Smith, Local 14

Leona Friesen, Local 15

Alix Carrel, Local 16

Marnie Wright, Local 17

Lily Peters, Local 19

Sandra Tiessen, Local 19

Brian Harvey, NRFC Liaison

George Davison, Executive Liaison

The Workplace Health, Safety & Environment Committee met twice during the past year. October 2011 was a full meeting with extended reports from locals, a report from the WCB by FPSE Staff Representative Phillip Legg, and brainstorming the gist of two workshops to be developed as the results of AGM motions. The February 2012 meeting was, as usual, shorter on reports and combined with the Spring Conference, but the committee took the opportunity to engage Phillip in another big Q&A session.

Learning from Each Other

The committee is a mix of representatives with varying lengths of service on the FPSE committee, and also varying levels of experience on their home institutions' OH&S committees. OH&S administrators are safety advocates to varying degrees, and WCB oversight varies between regions. This makes for useful exchanges of experience

and ideas between the reps, assisted by FPSE Staff Representative Zoe Towle, who keeps her finger on recent developments in policy and at other organizations like BC Fed and CAUT.

Policy Updates

Phillip brought the committee up to date on proposed changes to the *Workers Compensation Act* regarding mental stress. He also led a workshop at the Spring Conference on the same topic. Currently stress is not accepted as cause for a claim by insurance providers, but physical symptoms thereof can be. How and whether this will change is unclear. Discussion ensued whether it would be more favourable for stress being treated as a workplace injury or an illness. Bill 14 has not yet been passed and there is still room for shenanigans.

Two motions were passed as a result of our discussions on these legislative changes:

That locals be encouraged to lobby government to pass Bill 14 in this session.

That the WHSEC recommend that FPSE develop a Facebook page to assist a Bill 14 campaign.

Workshop Development

Motions were passed at the last AGM that recommended that FPSE offer two workshops:

- Rights and Responsibilities in Response to Student Violence
- Workplace Stress

Ideas for both of these workshops were discussed. Other committees will be involved (CARC for the first, DMRC for the second) and Zoe is working on them. The committee wants to keep the focus on the employer's responsibility for the workers' health. This is important for our members as often the first ideas on the topic of stress are about how to relieve stress after it has already accumulated – by massage, yoga, etc. Focus should be on the reduction of stressors in the workplace.

Important Issues

Asbestos is not an acute disease; nevertheless, it is one of the biggest dangers to workers' health in our sector. According to an unofficial count of worker fatalities in BC in 2011, of a total of 142 fatalities, 71 are due to occupational disease, 29 to motor vehicle incidents, and 42 are traumatic. Occupational disease fatalities are not further classified, but asbestos will be a leading cause. Our members need to be kept

sensitized to this danger.

Electromagnetic radiation is another topic that is not yet fully understood. Our workspaces are often filled with electronic gadgets, and we encourage members to be alert to their possible impacts.

Challenges

The dangers that workers in the post-secondary sector face are often not the classic killers – machinery, scaffolding, falling trees. Nevertheless we are facing occupational injuries. Our members need to be protected against risks whether it is a sudden accident or a slow-moving chronic illness. It is a challenge to visualize the real danger of the latter. How do we get locals to pay attention?

Chair for 2012/2013

Reto Riesen was acclaimed as Chair for a second year.

My thanks go to Zoe Towle, our Staff Representative to WHSEC, for all her support – as a member of Local 11 I am only too aware of all her other duties. Weldon Cowan – thanks for stepping in for the spring session and for your support and feedback. And George Davison served as our helpful executive liaison.

Respectfully submitted,

Reto Riesen (Local 11)
Chair, WHSEC

WORKPLACE HEALTH, SAFETY & ENVIRONMENT COMMITTEE RESOLUTIONS

Committee Resolution 13

That Locals be encouraged to lobby government, in this session, to pass Bill-14, which would amend the *Worker's Compensation Act* to broaden the definition and entitlement of workers with mental stress claims and recognize the cumulative impact of stress.