

Standing Committee Reports

BARGAINING CO-ORDINATION COMMITTEE

CONTRACT ADMINISTRATION REVIEW COMMITTEE

DISABILITY MANAGEMENT & REHABILITATION COMMITTEE

EDUCATION POLICY COMMITTEE

HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE

NON-REGULAR FACULTY COMMITTEE

PENSION ADVISORY COMMITTEE

PROFESSIONAL & SCHOLARLY DEVELOPMENT COMMITTEE

STATUS OF WOMEN COMMITTEE

WORKPLACE HEALTH, SAFETY & ENVIRONMENT COMMITTEE

RAISE
YOUR VOICE
Making Post-Secondary Education Work

Bargaining Co-ordination Committee

Your Committee:

Chair: Sheldon Clare, Local 3

Nanci Lucas, Local 1

Bernie Kirkey, Local 2

Peter Wilkins, Local 4

Bob Davis, Local 5

Bob Wakulich, Local 6

Virginia Cooke, Local 7

Gara Pruesse, Local 8

Lori Barkley, Local 10

Fred Mistry, Local 11

Darryl Ainsley, Local 12

Maureen Maloney, Local 14

Maggi Trebble, Local 15

Paul Whyte, Local 16

Trudy Temple, Local 17

Matthew Pasco, Local 19

Jean-Bernard Ardila, Local 21

Christopher Hethrington, Local 22

Richard Aisaican, NRFC Liaison

Cindy Oliver, Exec. Liaison

With our contracts up on March 31, 2010, this past year has been focused on extensive planning and preparation for bargaining. BCC has been involved in preparing bargaining models for consideration as well as helping to coordinate a bargaining forum and conference and operating a sub-committee to prepare our common bargaining package. One of the reasons for the focus on bargaining models and bargaining structure is that there is a general sense that local issues have been unfairly dealt with in past rounds. We have spent a lot of effort in attempting to find a workable solution to our problem – in that regard we have found both success and disappointment. An aspect of the problem is that the employer's bargaining authority is vested with an agency which is far removed from local matters – PSEA's interests are focused upon general system issues. Regardless of whether one works at a college or university, local solutions to local problems appear to be discouraged and are often over-ridden by PSEA in the interests of preventing any local commitment to costs, changes in workload, or perceived erosion of management rights. The employer's approach this round amounts to a no-money and no-rights program at a time when locals are in need of solutions, some of which will have a cost.

Unfortunately, such an approach does not leave much room to negotiate. The 2010 round has been characterized as a "net-zero" round, which is management speak for "There's no money, so give up your existing rights and benefits if you wish to

see an increase in salary." Any rights given up will not be returned cheaply, if at all, since management really wants a transfer of value rather than to offer an increase. We already went through a divisive approach last round of mining to find a two percent stipend – it was not a happy experience for most and some locals still suffer from the choice that they made to give up some rights to obtain a deserved salary boost. For the unions to be successful, it will be important to exploit differences between local employers and PSEA. The colleges and universities know where solutions are needed, and thus we should encourage them to push for serious efforts at problem resolution.

From the union's perspective we will need to maximize our own power relationship with our local employers, PSEA, and government by challenging the status quo. This will mean that members need to be well-informed about the issues and, just as importantly, about their connection to those issues. As well, we need to be concerned for and interested in our partners in the labour movement. If we want to build public support for our own circumstances, then we too must show support for others who would seek fair improvements. We can help to do this by getting active with our local labour councils and by showing solidarity with others who are faced with difficult rounds of negotiations. Change will not come without mutual support, cooperation, and a willingness to stand up for each other's rights, not only within FPSE, but outside of it as well.

On other matters, I was elected for my third term as chair of BCC at our January meeting and I will be representing FPSE at the CAUT Chief Negotiators Forum in Ottawa on March 26-28. I wish to thank President Cindy Oliver for her enthusiastic support of this committee, Vice-President Nanci Lucas for her dedicated efforts towards achieving a good contract, and Staff Representative Jeff McKeil for his excellent work for BCC. In addition I would also like to acknowledge the efforts of all of our local

and provincial bargainers who face a daunting task in challenging times. I look forward to seeing you at Harrison Hot Springs for our Annual General Meeting in May.

Respectfully submitted,

Sheldon Clare (Local 3)
Chair, BCC

Contract Administration & Review Committee

Your Committee:

Chair: Ingrid Kolsteren, Local 15

Nanci Lucas, Local 1
Bernard Igwe, Local 2
Steve Campbell, Local 3
Sandra Hochstein, Local 4
Maureen Shaw, Local 5
Bob Wakulich, Local 6
Virginia Cooke, Local 7
Dominique Roelants, Local 8
Lui Marinelli, Local 10

Sheree Ronaasen, Local 11
Kelly Pitman, Local 12
Cheryl McKeeman, Local 14
Shirley Ackland, Local 16
Mary Krueger, Local 17
Nedra McKay, Local 19
Tom Becher, Local 22
Teresa Fedorak, NRFC Liaison
George Davison, Exec. 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.

This year the Chair-elect Nanci Lucas (Local 1) was not able to assume her duties as she was elected First Vice-President of FPSE. Shirley Ackland (Local 16), the past CARC Chair, continued with the duties for the October meeting; Ingrid Kolsteren (Local 15) was elected Chair at that meeting.

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

- layoffs and reductions in work loads



- increase in the number of member-to-member issues, and concern about the quality of interactions
- jurisdictional issues
- increased use of discipline by the employer

We noted an increase in employers not working to resolve the various grievances. As a result, more grievances are being referred to arbitration. To assist locals in preparing their submissions, FPSE Staff Representative David Piasta prepared a checklist of what to include when referring a grievance to be considered for arbitration.

At our spring session, which occurred in early January this year, we had an advanced steward workshop, and Leo McGrady presented a very stimulating and interesting workshop on using case law from three arbitrations.

GARC

As CARC Chair, I participate with FPSE Staff Representatives and the Secretary-Treasurer in the

monthly Grievance & Arbitration Review Committee meetings, where we consider grievances referred by the locals for arbitration.

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 intellectual property, and there were many interesting discussions – formal and informal – on the nature of intellectual property and copyright.

Thank you to George Davison, the Executive Liaison for CARC, David Piasta, Staff Representative for CARC, and to Administrative Assistant Margaret Sutherland for their support. I look forward to working with CARC in the coming year.

Respectfully submitted,

Ingrid Kolsteren (Local 15)
Chair, CARC

Disability Management & Rehabilitation Committee

Your Committee:

Chair: Ann Marie Davison, Local 5

Keith Lam, Local 1

Sheldon Dwyer, Local 2

Eric Griffith, Local 3

Sandra Hochstein, Local 4

Kim Buchan, Local 6

Kathy Gowdridge, Local 7

Linda Derksen, Local 8

Linda Gomez, Local 10

Karen Chrysler, Local 11

Martin Buck, Local 12

Fulton Tom, Local 14

Ingrid Kolsteren, Local 15

John Marton, Local 16

Mandy Jimmie, Local 19

Heather Mitchell, Local 22

Peter Pike, NRFC Liaison

Rocque Berthiaume, Exec Liaison

The FPSE Disability Management & Rehabilitation Committee is primarily made up of members who serve as representatives on their institutions' local Rehab Committee. The mandate of these local committees is to support faculty members during medical leaves and to assist in their return to work. Committee members carry out a variety of tasks,

including helping colleagues with the paperwork required by the insurer, staying in contact with faculty members on medical leave, participating in return to work planning, and providing information to all members about our disability plans.

The FPSE committee meets twice a year, and these

meetings continue to be valuable for representatives. Our meetings are our primary opportunities to learn from one another and to discuss the important work we do on behalf of our colleagues. We spend considerable time discussing our challenges and our best practices. Membership on this committee has shown a high turnover recently, and the newer reps seem to appreciate the opportunity to learn from the “senior” reps. Members continue to express the importance of meeting twice a year.

This year the committee met in November and in January. At both meetings, reports from locals were important components. Reps were able to learn how business is done at other institutions and to ask about cases or issues at their own locals. These reports continue to identify the lack of consistency, both among institutions and within Manulife, in the way cases are handled. Instead of having outside guests speak at our meetings this year, we relied on FPSE Staff Representative David Piasta’s vast expertise in helping new members learn about the complex rehab process and in providing case scenarios for us to work through. We also had time for brainstorming on how to handle difficult cases at the locals, and there are always helpful suggestions provided.

A major part of the committee’s work plan is to complete a survey of members who have been on short or long term disability. We want to have some real data regarding the satisfaction or dissatisfaction of members with respect to their interactions with Manulife and the entire rehab process. We have anecdotal stories of great successes and great failures, but currently have no way of quantifying the data. This has been part of the work plan since last year, but the committee has had a lot of turnover of members, and the Chair has herself been on sick leave this year. The committee also is wrestling with the logistics of carrying out the survey, including how to deal with some of the issues regarding confidentiality.



DMRC Member Sandra Hochstein, Local 4

Another part of the work plan is to update the Best Practices Manual. This document, written mainly by Fran Miller (Local 3), has been very useful for the member reps at the locals.

Another part of the work plan is to look at ways to improve the “Physician’s Assessment of Work Abilities” form so that it better fits with the occupational demands of our members.

I have enjoyed my first year as Chair and thank the other committee members for being so gracious. On behalf of the committee, I wish to thank our Executive Liaison Vice-President Rocque Berthiaume and Staff Representative David Piasta. The committee is a bit apprehensive regarding David’s imminent retirement but is looking forward to working with Zoe Towle as our new Staff Rep.

Respectfully submitted,

Ann Marie Davison (Local 5)
Chair, DMRC

Education Policy Committee

Your Committee:

Chair: Balbir Gurm, Local 5

Dileep Athaide, Local 1

Mila Kwiatkowska, Local 2

Shannon Bezo, Local 3

Chris Maguire, Local 4

Leslie Molnar, Local 6

Wendy Burton, Local 7

Alex Pevec, Local 8

Don Parks, Local 10

Elise Kruithof, Local 11

Kobby Ownsu-Nyamekye, Local 12

Julia Denholm, Local 14

Brenda Appleton, Local 15

Helena Higgs, Local 16

Nedra McKay, Local 19

Jane Slemon, NRFC Liaison

Rocque Berthiaume, Exec Liaison

The Education Policy Committee has focused much of its meeting time and ongoing work over the last twelve months on campaign and policy issues that have been identified by Presidents' Council as critical to the interests of post-secondary educators. Five key areas of work have dominated the committee's agenda, including a comprehensive analysis of post-secondary education policy priorities (*A Blueprint for Change*), ongoing assessments of provincial budgets and post-secondary funding, development of FPSE's campaign priorities, revisions to FPSE's *Policy and Procedures Manual*, and identifying emerging issues within the post-secondary education sector.

In the lead up to the May 2009 provincial election, the EPC worked with FPSE staff to develop a background document that detailed the policy and funding changes that post-secondary educators wanted to see implemented by a new provincial government. That document, *A Blueprint for Change*, provided members and the broader public with important contextual data against which members and voters could assess both the track record of the current government and the policy priorities of the major political parties. The document also provided the framework for work that FPSE was doing with various allies within the BC Coalition for Public Education.

Over the last twelve months the provincial government has tabled two budgets, one in February 2009 and a Budget Update in September 2009. The EPC's work in analyzing those budgets provided members with a more comprehensive assessment of the funding challenges that our institutions face.

Both the budget analysis and the *Blueprint* document have helped shape much of the campaign work that FPSE has undertaken over the last twelve months. A major focus for that campaign has been to build public support for better funding of post-secondary education--funding support that can also have a positive impact as post-secondary educators head to the bargaining table this year. While the provincial government has been adamant that the bargaining mandate for the provincial public sector will be zero as long as the overall provincial budget remains in a deficit, our campaign continues to stress the positive, long term economic and social benefits of increased funding of post-secondary education.

Throughout the year, Presidents' Council has asked EPC to help revise the Federation's *Policy and Procedures Manual*. Recent changes in university status for five of our locals have made revisions to the sections that deal with university-colleges and degree granting status a priority. Much of that assignment has been completed, but revisions to various appendices of the manual are still ongoing.

An important priority for EPC, both in terms of its immediate work and its future work plan, is to identify emerging issues within the post-secondary education system and to assess how those issues will affect post-secondary educators. Some of those issues, such as workload and contracting out, are closely tied to our collective agreements. Others, such as governance funding and scholarly activity, are more indirectly tied to bargaining table issues, but nonetheless have enormous impacts on our workplace and academic environment. EPC has

decided to make learning environments a key issue in its future work plan. We hope, with support from Presidents' Council, that EPC can develop both information and policy suggestions to improve conditions in this area.

Respectfully submitted,

Dr. Balbir Gurm (Local 5)
Chair, EPC



Human Rights & International Solidarity Committee

Your Committee:

Chair: Kulwant Gill, Local 7

Richard Brand, Local 1
Derek Cook, Local 2
Marta Tejero, Local 3
Micah Waskow, Local 4
Panteli Tritchew, Local 5
Deni Marsh, Local 6
Eliza Gardner, Local 8
Allison Lutz, Local 10

Rick Budhwa, Local 11
Karoline Guelke, Local 12
Susan Weber, Local 14
Brock Elliott, Local 15
Naomi Wolfe, Local 16
Charles Boylan, Local 21
Teresa Fedorak, NRFC Liaison
Nanci Lucas, Exec Liaison

My term as the Chair of the Human Rights & International Solidarity Committee has been an enjoyable experience. I've been able to make connections and network with some wonderful people and organizations who work tirelessly to highlight human rights issues, both locally and globally.

The HRISC comprises dedicated individuals who have a passion for promoting, preserving, and educating others about human rights issues. Our committee

has discussed many important issues, such as the Gaza situation, rights of migrant workers, solidarity issues and local issues, just to mention a few.

This past year, our committee has had the opportunity to discuss the International Solidarity Fund disbursements and receive feedback from some of the recipients of this fund. There were thirteen proposals submitted for consideration last year, and only five were selected due to limited funds. We listened to presentations from Co-Development

Canada and from Adriana Paz of Justicia for Migrant Workers. Feedback from the ISF recipients (via reports or presentations) is important for accountability of the use of this fund. I am looking forward to meeting with the ISF Committee soon to discuss, review and select this year's proposals for the ISF.

Consequently, we as a committee felt that the current allotment of \$15,000 for the ISF is not sufficient given the demand. Thus, our committee will be putting forth a resolution for the upcoming AGM in May seeking to increase the fund from \$15,000 to \$30,000. I am currently in the process of checking the percentage of income that CUPE and BCTF allocate for their ISFs.

We were also very fortunate to have a workshop on Compassionate Listening by Naomi Wolfe (Local 16), and a presentation by NUCAUT President Dileep Athaide on CLC and BCFL human rights activities and initiatives. The HRISC has also suggested some workshops for the AGM in May. One of the hot topics of discussion appears to be the use of

cameras on campus. We felt that it is important to distinguish between security and surveillance. Thus, our committee agreed that we would survey our own locals in an attempt to determine where surveillance cameras are currently placed at our respective campuses. This discussion will take place via the HRISC listserv.

I want to thank the wonderful staff at FPSE, especially Zoe Towle and Mary Bruegeman, for all their hard work and support they've provided for the HRISC. Their knowledge and dedication made my job as Chair so much easier. Finally, I would like to announce that our new Chair is Naomi Wolfe of Local 16. Naomi brings a wealth of experience and passion for human rights issues, and I have no doubt she will be very successful as the Chair of the HRISC. I look forward to seeing everyone at the AGM.

Respectfully submitted,

Kulwant Gill (Local 7)
Chair, HRISC

Non-Regular Faculty Committee

Your Committee:

Chair: **Teresa Fedorak, Local 2**

Rob Kim, Local 1

Gerrard Sinnott, Local 3

Dave Harvey, Local 5

Brian Harvey, Local 6

Jeff Chizma, Local 7

Richard Aisaican, Local 8

Alan Rice, Local 9

Adrian Barnes, Local 10

Dina von Hahn, Local 11

Becky Mason, Local 12

Noel Currie, Local 14

Lorraine Rehnby, Local 15

Sue de Bruin, Local 16

Peter Pike, Local 19

Jane Slemon, Local 22

Frank Cosco, Exec Liaison

The committee has had a very active year. We once again assisted with Fair Employment Week and developed posters and buttons for FEW. Through the discussion that occurs at the committee, a number of locals have created local non-regular faculty committees. These local committees are well supported by their locals.

The committee has also developed a series of member profiles for the FPSE website. The profiles highlight the variety of talent and experience non-regular faculty bring to their work. At the time of this report, the materials were in final production.

The committee has succeeded in its goal of raising membership awareness and commitment to the

secondary scale issue. Elimination of secondary scales is now a central bargaining demand. NRFC is grateful for the strong support it has received from FPSE locals and from rank and file members. The committee is now moving towards developing a broader campaign focused on working conditions of non-regular faculty. The goal of the campaign will be to build support for non-regular issues with students and the public.

One of the most important functions of this committee is the free flowing interchange of ideas and information that occurs between committee members. The local reports provided have given local representatives the opportunity to exchange ideas

and experiences and to assist each other. This is an invaluable function of the committee.

As Chair of NRFC I would like to thank Presidents' Council for the support they demonstrated throughout the year and Staff Representative Weldon Cowan for his unwavering dedication to the NRFC members and for always bringing non-regular issues to the forefront. I also want to thank all the members of the committee for their hard work and commitment.

Respectfully submitted,

Teresa Fedorak (Local 2)
Chair, NRFC

Pension Advisory Committee

Your Committee:

Chair: Al Valleau, Local 5

Debby Vollbrecht, Local 1
Tom Friedman, Local 2
Marie Sinnott, Local 3
Jennifer Kirkey, Local 4
Joan Kaun, Local 6
Norm Taylor, Local 7
Jean Blackburn, Local 8
Doug Birtwhistle, Local 9
Duff Sutherland, Local 10
Ken Shaw, Local 11

Candace Fertile, Local 12
Alan Cooper, Local 14
Brian Haugen, Local 15
Christine Hodgson, Local 16
Derek Knox, Local 17
Al Fukushima, Local 19
Peter Pike, NRFC Liaison
Frank Cosco, Exec Liaison
Jim Ford, Retired Appointee
Paul Ramsey, Retired Appointee

To say that this year has been like any other when writing about pensions would be unfair. The downturn in the markets made everyone acutely aware of the importance of the stability of pensions. We are very fortunate to have a defined benefit plan, especially if you consider the state of defined contribution pension plans that are similar in nature to RRSPs and hold just as many of the problems of RRSPs. That and the fact that we have joint trusteeship of our plan puts the future of our pension plan on a good footing, but we still have to ensure the plan is maintained. We have to have an understanding of the plan's mechanisms, what it means to have joint trusteeship of the plan, and what it may be necessary to bargain to ensure the continuing viability and fairness of the pension plan.

We have, with this plan, control and maintenance of our own retirement squarely in our own hands. We must remember that, even though we have control, we still need to guard and maintain the elements of this plan diligently. We also have to be aware that all public union pension plans have been under attack by the Canadian Federation of Independent Business as "gold plated". I leave it to you to consider whether or not having a fair plan that gives retirees the ability to live in dignity is "gold plated" or whether it is a fundamental right of every citizen.

Over the past year, PAC has been moving to a new operating model that takes into consideration its unique position as both the body that reports to Presidents' Council on pensions and also the body



PAC Member Brian Haugen, Local 15

that communicates and educates members about their pension. Our two meetings per year are packed with serious discussion of pension matters and reports from our trustees. Over the past year, PAC has been actively considering the following:

- Communications between PAC, trustees, and Presidents' Council
- A joint PAC-PC sub-committee on trustee appointments
- The timelines and cycle for trustee appointments
- BC Retired Teachers Association liaison, and awareness of the BCRTA retirement workshops
- Canadian Pension Plan (CPP) principles for governance
- The timing and frequency of PAC meetings
- A presentation on "Public Employee Pensions Under Attack" by Staff Representative Jeff McKeil
- The Pension Corporation's Client Education Program

It has been an honour and pleasure to be the Chair of PAC over the past four years, and I can honestly say that, as I step down from chairing, I am leaving the committee in good hands. PAC representatives are a hardworking, dedicated lot, and I am convinced that they will continue to do the best job possible of keeping Presidents' Council and the locals informed on pension-related matters.

Respectfully submitted,

Al Valteau (Local 5)
Chair, PAC

Professional & Scholarly Development Committee

Your Committee:

Chair: Lesley Watts, Local 16

Nancy Nowlan, Local 1

Elizabeth Templeman, Local 2

Barb Lee, Local 3

Lin Langley, Local 4

David Moulton, Local 4

Bob Fuhr, Local 5

Joan Kaun, Local 6

Moiria Kloster, Local 7

Steven Earle, Local 8

Rita Williams, Local 10

David Archer, Local 11

Jacque Conway, Local 12

Gail Bremer, Local 14

Ella-Fay Zalezsak, Local 15

Janice Nicklin, Local 16

Paul Willms, Local 19

Danuta Zwierciadlowski, Local 22

Jeff Chizma, NRFC Liaison

Terri Van Steinburg, Executive Liaison

This past year on the Professional & Scholarly Development Committee has been relatively quiet. As many of you know, three years ago the committee expanded its mandate to include scholarly activity. Since that time, three major events and activities have been hosted by the committee: a Scholarly Activity Conference in Spring 2008, shepherding through of the White Paper on Scholarly Activity, and, most recently, a survey on scholarly activity has been developed and is in the process of being distributed to the membership. Members have also been invited to make recommendations on issues related to professional development and scholarly activity for bargaining purposes.

The committee welcomed a new Executive Liaison, Terri Van Steinberg, and a new Staff Representative, Weldon Cowan. I am stepping down as Chair, and Bob Fuhr (Local 5), a long-standing member of the PSDC, is the new Chair.

It has been my sincere pleasure to serve on this committee. I now look forward to serving as Local 16's representative on the Education Policy Committee!

Respectfully submitted,

Lesley Watts (Local 16)
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

Kathi Leroux, Local 4

Shereen Hassan, Local 5

Linda Olm, Local 6

Lori Wirth, Local 7

Allyson Anderson, Local 8

Leanne Reitan, Local 10

Sheree Ronaasen, Local 11

Heather Chan, Local 15

Serena Patterson, Local 16

Laurain Mills, Local 17

Roman Erinburg, Local 19

Sue De Bruin, NRFC Liaison

Terri Van Steinburg, Executive Liaison

The Status of Women Committee (SWC) met October 23-24, 2009, and January 23, 2010 with most 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, which are ongoing issues:

1. Challenges in observing December 6th

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 Dec. 6th. However, locals will continue to observe December 6th in some capacity; as we are a group of educators, we can use our skills to help students (and others) learn about the significance. The small rose cards that FPSE has produced were very well-received. They draw attention to what individuals can do in a positive way to acknowledge violence against women and to try to diminish it.

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

The SWC asked for a new poster with a colourful design to celebrate International Women's Day, and we were happy with the beautiful new design. Many thanks to Staff Representative Phillip Legg for arranging the new posters. Some FPSE members, including

the Chair of SWC, were invited to the BC Federation of Labour's IWD Breakfast. We heard speeches about the dismal situation of children in BC—our province has the worst record for child poverty and, of course, children are poor because their parents are poor. The new budget does nothing to help disadvantaged children; it will make the situation even more appalling.

3. **Child care survey**

Obviously this issue isn't going away, nor is the situation improving. Shereen Hassan (Local 05) compiled a report from the survey on childcare that we did last year, which can be found on the SWC page of the FPSE website.

4. **College Pension Plan changes and women**

Again, changes to our pension tend to affect women more adversely than men, as they often have less pensionable time.

5. **Compassionate listening**

SWC was invited to the presentation given at the Human Rights & International Solidarity Committee. We would like to thank the committee for their invitation and Naomi Wolfe (Local 16) for making the presentation.

6. We discussed the possibility of getting involved in a partnership with Bead for Life (or a similar group) which helps women in disadvantaged locations by selling their hand-made jewellery (all proceeds to go to the women).

7. SWC made several recommendations for the AGM, including:

- a contra-power harassment workshop;
- a showing of the film Polytechnique with a facilitator;
- a workshop on relief efforts in Haiti;
- a speaker to address the issue of Equity and Women in Post-Secondary Education.

8. **Summer Institute for Union Women**

SWC will send five members to attend the Summer Institute for Union Women to be held in July in Portland, Oregon, sponsored by FPSE. The members who attended the SIUW 2009 at UCLA found the experience invaluable.



Status of Women Committee member Sue De Bruin, Local 16

9. **Women's Resource Manual**

This manual was created in 2005/06 under the direction of the previous Chair of SWC, Serena Patterson (Local 16), with the invaluable help of past FPSE Staff Representative Barb Brown. The manual is a work in progress and is added to when necessary. This year several additions were made with the help of Staff Representative Lesley Burke-O'Flynn. SWC has received permission from Presidents' Council to have content from the Manual linked to the FPSE website.

10. **Election of Chair**

Candace Fertile was re-elected as Chair for 2010/11.

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

Respectfully submitted,

Candace Fertile (Local 12)
Chair, SWC

Workplace Health, Safety & Environment Committee

Your Committee:

Chair: Carolynne Fardy, Local 2

Carrie Jung, Local 1

P. Hornibrook, C. Hopkins, Local 3

S. Stephens, W. Emilsson, Local 4

Alice Macpherson, Local 5

Bev Evanchu, Local 6

Kathy Gowdridge, Local 7

Brent Lee, Local 8

Rob Macrae, Local 10

Reto Reisen, Local 11

Heather Biasio, Local 12

Mark Smith, Local 14

Wayne Avery, Local 15

Bernadette Harris, Local 17

Sandra Tiessen, Local 19

Brian Harvey, NRFC Liaison

Nanci Lucas, Executive Liaison

The Workplace Health, Safety & Environment Committee met twice during this past year, in October 2009 and again in January 2010. We are seeing some new representatives to the committee, which makes a great mix of new ideas combined with experience. The committee continues to serve as a sounding board where locals who are experiencing difficulties at their local with OH&S compliance can share their problems and hear possible remedies from other locals.

Committee Professional Development

Professional development for members is another valuable focus of the committee. In October, Milt Bowling from the Clean Energy Foundation gave a presentation of the potential health and safety issues with the emergence of electromagnetic fields (EMFs). There was lively debate during this presentation and lots of questions.

In January FPSE Staff Representative Phillip Legg, who holds the position of Worker Representative on the WorkSafeBC Board of Directors, briefed the committee on some of the challenges he faces being in the minority on the board. Phillip spoke on some of the fundamental changes that have occurred to WorkSafe following the 2001 Liberal election. Some of the current priorities and issues are employer push back to the working alone legislation, lack of capacity in the labour movement to do its own research and challenge the findings of the WCB-sponsored research, and the current practice of LOE (loss of

earnings) pensions ending at age 65. Phillip answered many questions from members and recommended actions for locals who are having a difficult time with safety compliance.

Mae Burrows delivered a presentation outlining the findings that have been published in Toxic Free Canada's *Cancersmart Guide to Breast Cancer Prevention*. Booklets were supplied for locals and are also available in PDF format on the Toxic Free Canada website (www.toxicfreecanada.ca).

The committee was able to draft resolutions based on the information gained from these sessions to help address some challenges facing workers. Committee members were encouraged to work through their own executive to bring presentations to their locals.

CAUT Stress Survey

The committee actively encouraged FPSE members to participate in the CAUT stress survey. Many members commented on the length of the survey.

Disseminating current health and safety information to members

The committee agreed that there is a wealth of information that is supplied to all committee members through CAUT's Health and Safety Fact Sheets which provide current information on current and emerging health and safety concerns, and are available on their website (www.caut.ca). All members were charged with ensuring this

information is supplied to their local members. It is hoped that direct links to the fact sheets and other information gathered by the committee obtain Presidents' Councils' approval, allowing for inclusion on the FPSE website for easy access for members. Links to Toxic Free Canada, other unions' OH&S website information, as well as access to national websites such as CCOHS and Public Health Agency of Canada, would provide direct information to all members on current and emerging health and safety issues.

Chair for 2010/2011

Carolynne Fardy (Local 2) was acclaimed as chair for the next year.

The committee put forth a number of workshop ideas, as well as suggested keynote speakers, for the upcoming AGM.

I would like to thank Zoe Towle, Staff Representative to WHSEC, for her support and endless valuable information that has helped the committee run smoothly and efficiently. As well, thanks to our Executive Liaison Nanci Lucas, who has been very helpful in getting prompt answers from Presidents' Council for our questions. A personal thanks to both Zoe and Nanci for offering me encouragement in the challenges a chair faces. Thanks as well to Cindy Oliver and Presidents' Council for providing funds for me to attend the National Canadian Centre for Occupational Health and Safety Conference. The information gained through attending such national conferences is always beneficial for our work on the committee.

Respectfully submitted,

Carolynne Fardy (Local 2)
Chair, WHSEC