



**College Institute Educators' Association of BC**

## **2004 ANNUAL GENERAL MEETING**

**WHISTLER TELUS CONFERENCE CENTRE  
WHISTLER, BC**

**SESSION I:**

Monday, May 17, 2004

**SESSION II:**

Tuesday, May 18, 2004

**SESSION III:**

Wednesday, May 19, 2004

**SESSION IV:**

Thursday, May 20, 2004

## 2004 ANNUAL GENERAL MEETING MINUTES

Ballroom B/C  
Whistler Telus Conference Centre  
Whistler, BC

**Session I: Monday, May 17, 2004**  
15:45 - 17:30 hours

### Delegates and Guests in Attendance

#### Provincial Officers:

President:	Cindy Oliver
First Vice-President:	Frank Cosco
Second Vice-President:	George Davison
Secretary-Treasurer:	Dileep Athaide

#### Delegates:

Local 1: Capilano College Faculty Association	Melanie Fahlman-Reid Leslie Baker Roger Farr Ruth Fluevog Daniel Frankel Frank Harris Pat Hodgson Towser Jones Ed Lavalle Yvonne McColl Joanne Ritchie Debby Vollbrecht John Wilson
Local 2: University College of the Cariboo Faculty Association	Tom Friedman Derek Cook Lee Emery Carolynne Fardy Sue Holmes Bernard Igwe Marten Lettinga Donna Petri David Scherzer Maureen Smith Ron Smith Lois Stewart Eric Villeneuve
Local 3: Faculty Association of the College of New Caledonia	George Davison Sheldon Clare Kathy Conroy Jan Mastromatteo

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Local 3: Faculty Association of CNC ( <i>continued</i> )	Lindy Munk Graham Pearce David Rourke Marie Sinnott
Local 4: Douglas College Faculty Association	Robin Wylie Lawrence Becker Ron Brown Pam Burry Linda Forsythe Victoria Hammond Jon Paul Henry Jennifer Kirkey Darin Nesbitt Nancy Newman Don Valeri Elizabeth Zaleschuk
Local 5: Kwantlen Faculty Association	Nancy Clegg Juergen Dankwort Bob Fuhr Gillian Gausboel Mary Griffin Val Innes Lorraine Irvine Jim Jamieson Helen Mendes Russel Ogden Jan Penhorwood Bob Perkins Ihor Pona Maureen Shaw Richard Simon Ronnie Skolnick Al Valleau Terri van Steinburg
Local 6: College of the Rockies Faculty Association	Velma McKay Leslie Molnar Betty Mosher Sharon Richardson
Local 7: University College of the Fraser Valley Faculty & Staff Association	Leslie Aleksic Connie Cyrull Marino Demarco Ellen Dixon Lisa Gower Marna LeVae Ian McAskill Laura Naydiuk Karmjit Sidhu Norm Taylor

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Local 8: Malaspina Faculty Association	Jamie Brennan Kathryn Barnwell Alan Chapelle Zöe Dams Allan Hawryzki Gordon Holyer Ross MacKay Dan McDonald Dominique Roelants Marni Stanley Neil Stubbs
Local 10: Selkirk College Faculty Association	Tracy Punchard Stephen Seaborn John Stegman Paris Voykin
Local 11: Academic Workers' Union	Sheree Ronaasen Fred Mistry
Local 12: Camosun College Faculty Association	Candace Fertile Darryl Ainsley Micé Albano-Crockford Shirley Bassett Dianne Belliveau Clarence Bolt Nancy Bourey Tim Elkin Colleen McGavin Karen Shirley Lynn Tucker
Local 14: Langara Faculty Association	Alan Cooper Lynn Carter Julia Denholm Cheryl McKeeman Lawrence Warren
Local 15: Vancouver Community College Faculty Association	Lizz Lindsay Brenda Appleton Vinit Khosla Ingrid Kolsteren Robert Kunka Lyn Lennig Virginia Monk George Rudolph Settimio Sicoli Perry Taylor Maggi Trebble Millie Yuen

Local 16: North Island College Faculty Association	Dennis Broad Jim Anderson Christine Hodgson Bill McConnell Paul Whyte
Local 17: Faculty Association of the Open Learning Agency	Peter Fuhrman Gary Zilkie
Local 19: Nicola Valley Institute of Technology Employees' Association	Jim Bruce Brent Langlois
Local 21: Private Sector Faculty & Staff Association of BC	Lori Dunn Bari Blackhart Laura White
Local 22: Emily Carr Institute of Art and Design Faculty Association	Sheila Hall Sandra Semchuk Ken Wallace

### **Standing Committee Chairs:**

Terri Van Steinburg (Local 5) ... Chair, Bargaining Co-ordination & Review Committee  
 Joan Connors (Local 3) ..... Chair, Contract Administration Review Committee  
 Anna Jajic (Local 4)..... Chair, Disability Management & Rehabilitation Committee  
 Cindy Oliver..... Chair, Education Policy Committee  
 Liz Ball (Local 10) ..... Chair, Human Rights & International Solidarity Committee  
 Carolynne Fardy (Local 2) ..... Chair, Occupational Health & Safety Committee  
 John Wilson (Local 1) ..... Chair, Pension Advisory Committee  
 Peter Clayton (Local 21)..... Chair, Professional Development Committee  
 Yvonne McColl (Local 1) ..... Chair, Status of Women Committee

### **Guests:**

Elaine Bernard..... Executive Director, Harvard University Labour Studies Program  
 Rick Coe..... President, Confederation of University Faculty Assns of BC  
 Loretta Czernis ..... President, Canadian Association of University Teachers  
 Bert Giles ..... President, Alberta Colleges & Institutes Faculties Association  
 Leo McGrady ..... Lawyer, McGrady Baugh & Whyte  
 Jim Sinclair..... President, BC Federation of Labour  
 Sandy Strate..... President, Colleges & Institutes Counsellors' Association of BC  
 David Streb ..... Regional Coordinator, BC Govt & Service Employees' Union  
 Neil Worboys..... President, BC Teachers' Federation

**CIEA Staff:**

Mary Bruegeman ..... Administrative Assistant  
 Carrie Smith ..... Administrative Assistant  
 Margaret Sutherland..... Administrative Assistant  
 Mark Gloumeau ..... Financial Assistant  
 Barb Brown..... Staff Representative  
 Jeff McKeil ..... Staff Representative  
 Roseanne Moran ..... Staff Representative  
 David Piasta..... Staff Representative  
 Linda Sperling ..... Staff Representative  
 Lee Whyte..... Staff Representative

**1. Call to Order**

The meeting was called to order at 15:45 hours by CIEA President Cindy Oliver.

Rules of Order

The President read the Convention Rules of Order.

Harassment Policy and Introduction of Ombudspersons

The President read the CIEA Harassment Policy to delegates. Melanie Fahlman Reid (Local 1) and Jamie Brennan (Local 8) were appointed as Ombudspersons for the Convention.

Introduction of Nominations and Resolutions Committee Members

The President announced that the Nominations Committee members, wearing green ribbons, were Velma McKay (Chair, Local 6), Melanie Fahlman-Reid (Local 1), and Tom Friedman (Local 2). The Resolutions Committee members, wearing red ribbons, were Frank Cosco, (Chair, First Vice-President), Dennis Broad (Local 16), and Barb Brown, CIEA Staff Representative.

**2. Verification of Proxies**

Dileep Athaide, Secretary-Treasurer, verified proxy forms received from member locals, and proposed delegate entitlements for the 2004 Annual General Meeting as follows:

Local 1	Capilano College Faculty Association .....	11
Local 2	University College of the Cariboo Faculty Association .....	13
Local 3	Faculty Association of the College of New Caledonia .....	7
Local 4	Douglas College Faculty Association.....	12
Local 5	Kwantlen Faculty Association.....	17
Local 6	College of the Rockies Faculty Association .....	4

Local 7	University College of the Fraser Valley Faculty & Staff Association....	11
Local 8	Malaspina Faculty Association.....	11
Local 10	Selkirk College Faculty Association .....	4
Local 11	Academic Workers’ Union ... ..	2
Local 12	Camosun College Faculty Association .....	11
Local 14	Langara Faculty Association .....	11
Local 15	Vancouver Community College Faculty Association .....	13
Local 16	North Island College Faculty Association.....	5
Local 17	Faculty Association of the Open Learning Agency .....	3
Local 19	Nicola Valley Institute of Technology Employees’ Association.....	2
Local 21	Private Sector Faculty & Staff Association of BC .....	3
Local 22	Emily Carr Institute of Art & Design Faculty Association .....	3
TOTAL.....		143

MS (Local 8, Local 3)

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

CARRIED

**3. Approval of the Agenda**

MS (Local 11, Local 1)

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

CARRIED

**4. Approval of the Minutes of the 2003 Annual General Meeting**

MS (Local 4, Local 2)

**[3] That the minutes of the 2003 AGM be approved, as amended:**

*Robin Wylie, listed as Chair of BCRC, is a member of Local 4 (not Local 5).*

CARRIED

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

***President’s Report on Action Resolutions of the 2003 AGM***

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

MS (Local 6, Local 15)

**[4] That the President's Report on Action Resolutions of the 2003 AGM be received.**

CARRIED

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

President's Report, on behalf of Presidents' Council

President Cindy Oliver presented her report.

Secretary-Treasurer's and Auditors' Reports

Secretary-Treasurer Dileep Athaide highlighted his report and also presented the report from the Auditors.

First Vice-President's Report

First Vice-President Frank Cosco presented his report.

Second Vice-President's Report

Second Vice-President George Davison highlighted his report.

Members-at-Large Reports

Members-at-Large Nancy Clegg and George Davison presented their reports.

MS (Local 8, Local 2)

**[5] To receive the Executive Officers' reports.**

CARRIED

**7. Call for Nominations**

Velma McKay, Chair of the Nominations Committee, announced the nominations received to date and made the first call for nominations; none were received.

The meeting recessed at 17:20 hours.



## 2004 ANNUAL GENERAL MEETING MINUTES

Ballroom B/C  
Whistler Telus Conference Centre  
Whistler, BC

**Session II: Tuesday, May 18, 2004**  
10:30 - 12:00 hours

The meeting was reconvened at 10:40 hours by CIEA President Cindy Oliver.

### 8. Ratification of Policy Resolutions from the Presidents' Council, 2003/2004

MS (Presidents' Council, Local 11)

- [6] That the Procedures for Accessing CIEA Contract Administration and Bargaining Services and the Policy for Provision of Legal Services to Locals be amended so that the necessary expert representation may be provided, on application by the local, in cases where a complaint is filed against a member before a professional body, college or association that arises out of the member's work covered by the local's collective agreement, and where membership in that body is a requirement for employment at that institution.**

CARRIED

MS (Presidents' Council, Local 1)

- [7] That the allocation of support payments from the Defence Fund be calculated on the basis of FTEs generated by dues paid over a twelve month period, either for the previous calendar year or the CIEA fiscal year, whichever yields the higher FTE figure for each CIEA local.**

Amendment

MS (Local 1, Local 11)

- [7.1] To change "paid" to "assessed".**

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Presidents' Council, Local 5)

- [8] To support the BC Federation of Labour's issues-based political action campaign, including the incorporation of post-secondary education concerns.**

CARRIED

MS (Presidents' Council, Local 6)

- [9] To endorse the BCFL Strategic Plan, including our participation and our contribution of \$23,500.**

CARRIED

MS (Presidents' Council, Local 21)

- [10] To support the following Gay/Lesbian/Bisexual/Transgendered (GLBT) Conference resolutions:**

- *That CIEA organize a workshop for the 2004 CIEA AGM on the UBC Positive Space Program.*
- *That CIEA sponsor a training session for CIEA members interested in becoming 'Positive Space' resource people at their institutions.*
- *That CIEA produce a document on GLBT issues in the workplace for locals to use in educational campaigns and lobbying.*
- *That CIEA recommend that local faculty associations lobby their senior management to provide training on GLBT issues and, further, that CIEA locals link with their student associations around GLBT initiatives.*
- *That CIEA recommend a member to serve as a NUCAUT representative on the CLC Solidarity & Pride Working Group.*

CARRIED UNANIMOUSLY

MS (Presidents' Council, Local 2)

- [11] That CIEA subsidize release time expenses related to attendance at bargaining up to 50% for those locals with under fifty members.**

Amendment

MS (Local 8, Local 7)

- [11.1] Where the local is unable to contribute to the costs of a faculty member attending provincial bargaining, CIEA will provide a quarter release time.**

CARRIED

Amendment

MS (Local 8, Local 22)

- [11.2] To change "under fifty members" to "under one hundred members".**

CARRIED

Friendly Amendment

**[11.3] To delete the word “faculty” from the first amendment.**

**[11] That CIEA subsidize release time expenses related to attendance at bargaining up to 50% for those locals with under one hundred members. Where the local is unable to contribute to the costs of a member attending provincial bargaining, CIEA will provide a quarter release time.**

MAIN MOTION CARRIED AS AMENDED

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

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

The Nominations Committee Chair then called for further nominations. Lawrence Warren nominated John Wilson for the position of Second Vice-President; John Wilson accepted the nomination.

Brief presentations were made by nominators and nominees.

The meeting recessed at 12:05 hours.

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## **2004 ANNUAL GENERAL MEETING MINUTES**

Ballroom B/C  
Whistler Telus Conference Centre  
Whistler, BC

**Session III: Wednesday, May 19, 2004**  
09:00 - 15:00 hours

The meeting was reconvened at 09:00 hours by CIEA President Cindy Oliver. Bert Giles, President, brought greetings from the Alberta Colleges and Institutes Faculties Association.

## 8. Ratification of Policy Resolutions from Presidents' Council, 2003/2004 (cont'd)

MS (Presidents' Council, Local 5)

### [12] To endorse the 2004/2005 Action Plan:

*As of May 2004, we will be one year away from the next provincial election and well into the bargaining process. CIEA has worked closely in coalition with our labour and education partners in the past year developing campaigns and strategies to support progressive political change and positive bargaining outcomes.*

*This action plan outlines CIEA's priorities for the coming year.*

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

- *To promote and defend members' and workers' rights to union representation and collective bargaining, fair employment standards, and proper health and safety provisions.*
- *To improve quality, access and affordability in our public education system at all levels.*
- *To participate in and influence the public debate and dialogue leading up to federal and provincial elections.*
- *To actively support labour and education campaigns that raise the profile of public education issues.*
- *To defend public services, Crown corporations, and our public health care system in recognition of the economic and social benefits of the services they provide.*
- *To hold elected representatives at the municipal, provincial and federal government levels accountable.*

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

#### **Bargaining**

- *To continually assess the bargaining environment during 2004, and work with members to support priorities and strategies.*
- *To continue to support the current round of bargaining by working with allies, community members, leaders and elected representatives to highlight the importance of stable jobs, fair pay and fair working conditions to the stability of our communities.*
- *To participate in the BC Federation of Labour Expanded Public Sector Committee to co-ordinate strategies and share information.*
- *To continue to collect and analyze information at the local and provincial levels in support of bargaining demands.*
- *To continue to provide training for locals in support of bargaining.*

#### **Workplace rights and standards**

- *To continue to highlight Bill 28 (Public Education Flexibility and Choice Act) as an attack on the fundamental rights of workers in the colleges, university colleges, institutes and agencies.*

- *To support the BC Federation of Labour's Jobs with Justice campaign (organizing to expand union protection and to activate union members) and Death by Deregulation campaign (aimed at occupational health and safety issues).*
- *To continue to be active in the campaign to support a high quality trades training system and improved safety legislation and regulation in the province.*
- *To build solidarity and support campaigns with equity seeking groups on campus and in the community.*

### **Community and political action**

- *To continue to support the activities of the BC Federation of Labour's public awareness campaign at the provincial and local levels.*
- *To actively support province-wide and local initiatives to be jointly co-ordinated with the BC Federation of Labour.*
- *To continue to lobby MLAs and MPs for adequate funding for the post-secondary education system and for policies that protect the professional integrity and working conditions of educators and staff and the quality of post-secondary education.*
- *To actively support the Coalition for Public Education (CIEA, CUPE, BCGEU, CUFA/BC, CFS & BCTF) lobby campaign "Opening doors for every student" at both the provincial and local levels throughout the 2004-05 year.*
- *To continue to work with Joint Council on Post-Secondary Education (CIEA & BCGEU).*
- *To engage in strategic public opinion polling, research projects and public awareness campaigns on post-secondary education.*
- *To advocate for post-secondary education and training issues at the national level through CAUT, NUCAUT and the CLC.*
- *To continue to support the BC Federation of Labour supported BC Hydro class action suit.*
- *To continue to support the CLC Medicare campaign, and the provincial campaign to defend pharmacare and a comprehensive public health care system in BC.*
- *In concert with the BC Federation of Labour, to support other BC Unions requiring assistance including but not limited to loans or loan guarantees, staff, technical or legal support.*

### **Organizing**

- *To work to ensure that at each local all employees delivering education services (for example, community education, extension services, contract training, etc.) are included in bargaining units.*
- *To strive to expand CIEA through organizing new employee groups.*

### **At the Locals**

*Locals are encouraged to:*

- *work with Labour Councils and bring post-secondary education issues to those tables;*
- *meet with local officers of other unions and community groups who are affected by government initiatives and legislation to co-ordinate campaigns, rallies, town hall meetings, and other activities;*
- *hold fast on Public Education Flexibility and Choice Act issues and monitor institutions' willingness to use the contract-busting legislation;*

- *grieve use of the Public Education Flexibility and Choice Act;*
- *protect the governance model (Education Councils and representation on institutions' boards);*
- *monitor enrolment and changes in the program and service mix at institutions;*
- *monitor the growing cost of institutional administration;*
- *monitor public/private partnerships;*
- *actively participate in local activities that are part of the BC Federation of Labour and Coalition for Public Education campaigns;*
- *continue to work with and support elected representatives at the municipal and school board levels;*
- *support unions engaged in job actions;*
- *build unity within CIEA.*

Amendment

MS (Local 5, Local 1)

**[12.1] That the last bullet under *Community and political action* be amended to include: "up to and including job action".**

CARRIED

Friendly Amendment

**[12.2] That the third bullet under *Community and political action* be amended to add the word "public" before the words "post-secondary".**

MAIN MOTION CARRIED AS AMENDED

MS (Presidents' Council, Local 6)

**[13] To endorse the policy changes proposed in the Governance Policy Sub-Committee report.**

Sub-committee members First Vice-President Frank Cosco and Member-at-Large Nancy Clegg presented the background document, which was then reviewed section by section.

Amendment

MS (Local 2, Local 12)

**[13.1] To substitute throughout "boards of governance" for college boards and "academic governance councils" for education councils.**

CARRIED

Amendment

MS (Local 1, Local 22)

**[13.2] A. Funding:**

- 1. CIEA will lobby for the governance work of faculty representatives on boards of governance and academic governance councils to be *assigned paid release*.**

CARRIED

Amendment

MS (Local 3, Local 5)

**[13.3] B. Training:**

- 5. *That CIEA establish a liaison with COEDCO, both provincially and locally.***
- 6. *That locals give serious consideration to bargaining full local governance rights.***

CARRIED

Amendment

MS

**[13.4] E. Composition:**

**To retain Policy 7.12.1.9, not to delete it as recommended in the report.**

CARRIED

Amendment

MS (Local 1, Local 22)

**[13.5] F. Bargaining:**

- 10. *CIEA urges locals to negotiate the governance provisions of the appropriate act governing the institution into their collective agreements.***

CARRIED

**[13] To endorse the policy changes proposed in the Governance Policy Sub-Committee report and as amended by the delegates:**

A. *Funding:*

- 1. CIEA will lobby for the governance work of faculty representatives on boards of governance and academic governance councils to be assigned paid release.*

B. Training:

2. CIEA will provide a manual or materials in order to support locals' orientation and training of faculty elected to boards of governance and academic governance councils.
3. CIEA will co-ordinate networks of elected faculty governance representatives.
4. CIEA will facilitate ongoing discussion on the effectiveness of boards of governance and academic governance councils.
5. That CIEA establish a liaison with COEDCO, both provincially and locally.
6. That locals give serious consideration to bargaining full local governance rights.

C. Equity: Deletion of this section.

D. Elections:

7. CIEA encourages locals to consult with registrars to ensure timely, effective elections for boards of governance and academic governance councils and, furthermore, to ensure that the composition of councils reflects the geographic distribution of programs at institutions and provides for representation of program and education support areas.

E. Composition:

8. CIEA will lobby for the inclusion of locally elected community representatives on boards of governance.

F. Bargaining:

9. CIEA urges locals to negotiate into collective agreements sufficient resources and release time for faculty elected to boards of governance and academic governance councils.
10. CIEA urges locals to negotiate the governance provisions of the appropriate act governing the institution into their collective agreements.

G. Principles: CIEA holds that:

11. Educational governance must be vested in faculty.
12. Since the primary mechanisms of educational governance are academic governance councils, their composition must include faculty members as a majority.
13. Academic governance councils must have sole authority over educational matters.
14. Academic governance councils must use academic freedom as a guiding principle.
15. Elected faculty members of academic governance councils must to the fullest extent possible inform and consult those who have elected them.

CARRIED

MS (Presidents' Council)

- [14] BE IT RESOLVED that CIEA's work with the Coalition for Public Education *Opening Doors for Every Student* campaign be considered fulfillment of the direction given in the 2003 AGM resolution that CIEA work with members and stakeholders in the system and allied organizations to identify issues, recommendations and prescriptions for an accessible, affordable, comprehensive, community-responsive post-secondary education system.**



Amendment

MS (Local 2, Local 1)

**[14.1] That the above motion be amended to say “be considered partial fulfillment” of the direction.**

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Presidents’ Council, Local 1)

**[15] That the Terms of Reference of the Education Policy Committee be amended as indicated below:**

2.3 Education Policy Committee – Terms of Reference

*Reporting to: Reports regularly to the CIEA President and the Presidents’ Council.*

*Composition: The Education Policy Committee will be composed of one designated representative from each local and the CIEA President or Secretary-Treasurer ~~and Past President~~ or designate.*

*The Committee on the Status of Non-Regular Faculty may appoint one person to the Committee.*

*Term of Appointment: Committee members will normally be appointed for a term of two years.*

*Chairperson: ~~The President or designate.~~*

*The Committee shall elect a new Chairperson at the last meeting of the Committee held prior to the convening of the Annual General Meeting and Convention.*

*The Committee shall endeavour to elect a Chairperson who has served on the Committee a previous term as a local representative.*

*The Chairperson or designate shall have observer status at meetings of the Presidents’ Council with voice but no vote. The responsibility of the Chairperson includes attendance by the Chairperson or designate at the Presidents’ Council meeting immediately subsequent to a meeting of the Committee or upon request of the CIEA President.*

*The Chairperson shall attend the Annual General Meeting and Convention.*

*The Convention shall provide orientation and planning opportunities for Committee Chairpersons and facilitate their meeting as a group.*

*The duly elected Chairperson of the Committee shall continue to serve as Chairperson where the Chairperson ceases to be a designated local representative to the Committee.*

*Meetings: Such meetings as are required to fulfill its responsibilities, limited only by the funding allocated to the Committee. The Committee may substitute or include a workshop or conference for a meeting.*

*Observers: By invitation of the Chair.*

*Quorum: A majority of locals.*

*Voting: Positions adopted by consensus among designated representatives; otherwise by simple majority of those voting. (By-Law #6.)*

*Funds: As allocated in the annual budget.*

*Responsibilities:*

1. *To advise the Presidents' Council on education policy issues.*
2. *To review the literature on post-secondary education and advise Presidents' Council of emerging trends.*
3. *To monitor the education policy of similar labour organizations: BCFL, CLC, BCTF, CUFA\BC, CAUT, ACIFA, etc.*
4. *To analyze the initiatives of federal and provincial governments and to formulate necessary positions.*
5. *To review the positions of faculty professional organizations ~~such as PACE, TEAL, CICA, etc.~~*
6. *To review the activities of education organizations such as ~~Advanced Education Council of BC, Association of Canadian Community Colleges, Standing Committee on Educational Technology, Council on Admissions and Transfer, ACCC, AUCC, BCCAT, BCcampus, etc.~~*
7. *To develop and recommend specific education policy to the Presidents' Council as needed.*

CARRIED

MS (Presidents' Council, Local 1)

**[16] That the Terms of Reference of the Pension Advisory Committee be amended as indicated below:**

**Added under Composition:**

*That no trustee appointed to the College Pension Board of Trustees may also serve as a local, retired, or CSNRF representative to the Pension Advisory Committee.*

**New section Trustees, added after Observers:**

*Trustees: CIEA-appointed trustees are encouraged to attend PAC meetings/events with voice but no vote. CIEA will pay expenses for trustees for this purpose.*

CARRIED

**10. Special Resolution: Name Change of the Society**

First Vice-President Frank Cosco took the Chair.

MS (Presidents' Council, Local 5)

- [17] BE IT RESOLVED that the name of the College Institute Educators' Association of BC be changed to the Post-Secondary Educators' Federation of BC.**

Amendment

MS (Local 8, Local 14)

- [17.1] That the new proposed title be changed to Federation of Post-Secondary Educators of BC.**

The Chair ruled that a Special Resolution might not be amended.

MS (Local 8, Local 14)

- [17.2] To challenge the ruling of the Chair.**

CARRIED

AMENDMENT CARRIED

MAIN MOTION CARRIED AS AMENDED

President Cindy Oliver returned to the Chair.

**11. 2004/2005 Budget and Resolutions Arising**

Line 10 (b) was increased from \$150,000 to \$190,000 to cover the cost of increased bargaining support to small locals, as passed by the delegates in Session I [11].

Line 13 (i) was increased from \$6,000 to \$8,500 to cover the cost of the name change, as authorized in the Special Resolution [17].

MS (Secretary-Treasurer, Local 1)

- [18] That the proposed budget be approved as amended.**

Amendment

MS (Local 5, Local 3)

- [18.1] That line 13 (p) Website Communication be increased to \$25,000.**

DEFEATED

Amendment

MS (Local 1, Local 5)

**[18.2] That line 7 (f) Pride Caucus be increased to \$5,000.**

CARRIED

MAIN MOTION CARRIED AS AMENDED

Total expenditures were therefore increased to \$2,521,771 and the deficit was increased to (131,371) to reflect the changes made above.

## 12. Final Call for Nominations and Elections

Velma McKay called for final nominations from the floor for the positions of President, First Vice-President, Second Vice-President and Secretary-Treasurer. Receiving none, she declared the nominations closed and, implementing By-Law 3.9, she announced that:

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

As there were two nominees for the position of Second Vice-President, ballots were distributed and voting took place.

- Nancy Clegg was declared elected for the position of Second Vice-President.

MS (Local 15, Local 8)

**[19] That the ballots be destroyed.**

CARRIED

The meeting recessed at 15:00 hours.

## 2004 ANNUAL GENERAL MEETING MINUTES

Ballroom B/C  
Whistler Telus Conference Centre  
Whistler, BC

**Session IV: Thursday, May 20, 2004**  
09:00 - 11:00 hours

The meeting was called to order by President Cindy Oliver at 09:10 hours.

### 13. Reports and Resolutions from Standing Committees

(a) Bargaining Co-ordination & Review Committee

Chair Terri Van Steinburg thanked Staff Representative David Piasta and committee members for their work.

(b) Contract Administration Review Committee

Chair Joan Connors reviewed her report and also thanked Administrative Assistant Margaret Sutherland.

(c) Disability Management & Rehabilitation Committee

Chair Anna Jajic reported and thanked Staff Representative David Piasta and Executive Liaison George Davison.

MS (Disability Management and Rehabilitation Committee)

**[20] To accept the following Terms of Reference for the CIEA Disability Management & Rehabilitation Committee:**

*Policy Statement: The Disability Management and Rehabilitation Committee shall assist CIEA locals to identify and assess the current and future disability and rehabilitation needs of their members, and shall promote means of enabling CIEA members individually and collectively to develop their own local Joint Rehabilitation Committees.*

*Responsibilities:*

1. *To create an awareness of worker disability issues among the members of CIEA locals.*
2. *To foster prevention of illness and encourage wellness in every college workplace.*
3. *To gather and disseminate information to member locals on disability management and rehabilitation needs, activities, and services.*
4. *To maintain ongoing contact with each member local Disability Management & Rehabilitation Committee through a designated representative at each local.*

5. *To recommend changes to provincial and federal legislation and regulations, that may impact on worker health.*
6. *To form a Disability Management & Rehabilitation Committee in each local that is party to the Common Agreement disability plan, that complies with the terms of reference for Rehabilitation Committees, and to take such actions necessary to promote safety awareness amongst the members of the local.*
7. *To actively work to promote the accommodation and meaningful reintegration of disabled and injured workers back into the workplace.*
8. *To assist members with their sick leave claims and appeals.*
9. *To foster awareness and understanding of the impact of illness and disability issues in the work place.*
10. *To join with other external groups to promote healthy workplaces, and the fair and equitable treatment of people with disabilities.*
11. *To work with other committees, especially OH&S, to gather and disseminate information about rehabilitation, duty to accommodate, and disability management.*
12. *To recommend contract language on rehabilitation, duty to accommodate, and disability management to negotiating committees, for incorporation in collective agreements.*

Reporting to: *Reports regularly to the CIEA President and the Presidents' Council.*

Composition: *Each local shall name a specific member as their designated representative to the Committee.*

Term of Appointment: *Locals shall endeavour to elect or appoint representatives for a minimum of a two year term.*

Chairperson: *The Committee shall elect a Chairperson at the last Committee meeting held prior to the convening of the Annual General Meeting and Convention. The Committee shall endeavour to elect a Chairperson who has served on the Committee a previous term as a local representative.*

*The Chairperson or designate shall have observer status at meetings of the Presidents' Council with voice but no vote. The responsibility of the Chairperson includes attendance by the Chairperson or designate at the Presidents' Council meeting immediately subsequent to a meeting of the Committee or upon request of the CIEA President.*

*The Chairperson shall attend the Annual General Meeting and Convention.*

*The Convention shall provide orientation and planning opportunities for Committee Chairpersons and facilitate their meeting as a group.*

*The duly elected Chairperson of the Committee shall continue to serve as Chairperson where the Chairperson ceases to be a designated local representative to the Committee.*

Meetings: *Such meetings as are required to fulfill its responsibilities, limited only by the funding allocated to the Committee. The Committee may substitute or include a workshop or conference for a meeting.*

Observers: *By invitation of the Chair.*

Quorum: *A majority of locals.*

Voting: *Positions adopted by consensus among designated representatives; otherwise by simple majority of those voting. (By-Law #6.)*

Funds: *As allocated in the annual budget.*

Amendment

MS (DMRC, Local 5)

**[20.1] To amend the Term of Appointment section to read:**

*Locals shall endeavour to elect or appoint representatives for a four year term.*

CARRIED

MAIN MOTION CARRIED AS AMENDED

(d) Education Policy Committee

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

(e) Human Rights & International Solidarity Committee

The Committee Chair was not present.

MS (Human Rights & International Solidarity Committee)

**[21] That CIEA lobby the provincial government to repeal current legislation restricting the access of social assistance recipients to full-time education.**

CARRIED

(f) Occupational Health & Safety Committee

Chair Carolynne Fardy reported and thanked Executive Liaison Nancy Clegg, Staff Rep Barb Brown and Administrative Assistant Margaret Sutherland.

MS (Occupational Health & Safety Committee)

**[22] That the Terms of Reference for the Occupational Health & Safety Committee be amended to delete Responsibility 9:**

*To assist members with Workers' Compensation claims and appeals.*

CARRIED

MS (Occupational Health & Safety Committee)

**[23] That CIEA encourage its locals to pursue scent-considerate policies through their local joint occupational health and safety committees.**

CARRIED

(g) Pension Advisory Committee

Chair John Wilson thanked Trustees Dominique Roelants (Local 8) and Roseanne Moran (Staff Rep), and members, noting that PAC was the best-attended committee.

MS (Pension Advisory Committee)

**[24] That a policy be implemented that pensionable service be calculated on no more than regular salary (the job rate), excluding performance bonuses.**

CARRIED

MS (Pension Advisory Committee)

**[25] That where there is a lump sum in lieu of vacation and it doesn't exceed the job rate, it should be included in pensionable service and salary.**

CARRIED

MS (Pension Advisory Committee)

**[26] That CIEA, in its capacity as a Pension Plan partner, seek a policy for the College Pension Plan allowing the Plan to issue a pension to a limited member whose ex-spouse has not retired or terminated service.**

CARRIED

MS (Pension Advisory Committee)

**[27] To establish a sub-committee to develop and recommend social and ethical pension fund investment policy and procedures which CIEA will work towards as a College Pension Plan partner, including lobbying provincial and federal regulators.**

CARRIED

John Wilson thanked CIEA for the opportunity to serve as Chair and President Cindy Oliver thanked him for all his work.

MS (Local 3, Local 1)

**[28] To recognize John Wilson's service as long-term Chair of the Pension Advisory Committee.**

CARRIED



(h) Professional Development Committee

The Committee Chair was not present; First Vice-President Frank Cosco reported as Executive Liaison.

MS (Professional Development Committee)

**[29] That CIEA's Faculty Development Policy be amended as follows:****That the following paragraph:**

*The Professional Development Committee will continue to work towards establishing equitable standards available to all members at all institutions.*

**be replaced with:**

*The Professional Development Committee will continue to support the efforts of CIEA and its locals to secure and preserve, for all members and at all institutions, the professional development standards and principals recognized and approved by CIEA in its policies.*

CARRIED

MS (Professional Development Committee)

**[30] That the Professional Development Committee's Terms of Reference be amended as follows:***Responsibilities:*

1. *Develop a general long or short term plan of activities ~~for each upcoming year when requested or necessary~~ and present this plan to the Presidents' Council. Plan and arrange activities or projects dealing with faculty access to professional development, including bargaining and contract administration on professional development matters and the availability of funding, human, and other resources for professional development activities.*
2. *Gather and disseminate information to member locals on professional development needs and activities, which shall include a regularly updated survey of local PD entitlements and appeal processes.*
3. *Maintain ongoing contact with each member local Professional Development Committee through each local's designated PD representative ~~at each local.~~*
4. *Support designated PD representatives by facilitating opportunities for networking and sharing of experiences and ideas.*
5. *Designated PD representatives shall be responsible for informing the rest of the PDC of local issues and concerns, and reporting back to their respective locals and local PDC on issues and activities of the CIEA PDC.*
6. *Maintain contact with and cooperate in professional development programming with the appropriate Ministry and education agencies.*
7. *Work cooperatively with other organizations and institutions involved in professional development activities for post-secondary educators.*

CARRIED

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

As the Committee Chair was not attending the AGM, Executive Liaison Frank Cosco reported. He introduced the following motion in substitution for the original resolution, previously distributed to delegates in the program.

MS (Committee on the Status of Non-Regular Faculty, Local 2)

- [31]** WHEREAS CIEA Policy 3.28 (Work Overloads) needs clarification to reflect the principle that overloads shouldn't be allowed at the expense of part-time, non-regular or other under-loaded faculty being offered the work;

**THEREFORE BE IT RESOLVED that Policy 3.28 be replaced with:**

*3.28 Work Overloads*

*CIEA supports the following principles:*

- 3.28.1 *That no faculty member should be offered more than a full-time faculty workload as defined in the relevant local agreement.*
- 3.28.2 *That where local agreements have provisions for workload averaging that entail temporary overloads, those provisions ensure that the averaging period is completed within two years and results in an overall workload of full-time or less.*
- 3.28.3 *That no workload averaged assignment and no emergency overload assignment take place if there is a qualified, under-employed member available to do the work.*
- 3.28.4 *That when qualified, under-employed members are not available to take on additional assignments, new hiring takes place prior to any overload assignment.*

CARRIED

(j) Status of Women Committee

Executive Liaison Nancy Clegg reported on behalf of Chair Yvonne McColl, who was no longer present. She thanked McColl for chairing and Staff Representative Linda Sperling for their work. Melanie Fahlman-Reid forwarded Yvonne McColl's thanks to Nancy Clegg for her work as Executive Liaison.

MS (Status of Women Committee)

- [32]** **That CIEA immediately send a letter to Premier Campbell protesting the cuts in student grant funds, and encourage all CIEA locals to send similar letters; and**

**That CIEA demand that the government immediately reinstate the student grant program.**

CARRIED

MS (Status of Women Committee)

**[33] That CIEA write a letter to Premier Campbell protesting the cutting of funds to women’s centres, and encourage CIEA locals to send similar letters; and**

**That CIEA locals consider local events and petitions to support efforts to oppose these funding cuts.**

CARRIED

MS (Local 6, Local 15)

**[34] To receive the reports of the Standing Committees.**

CARRIED

#### 14. Resolutions

(a) Member Locals

(i) DOUGLAS COLLEGE FACULTY ASSOCIATION – LOCAL 4

MS (Local 4, Local 2)

WHEREAS the Liberal provincial government has mandated private and public post-secondary institutions to offer applied degrees through the Degree Quality Assessment Board; and

WHEREAS private colleges develop credentials for profit without significant faculty input; and

WHEREAS the provincial government continues to not fund public college faculty who value educational standards above profits;

**[35] BE IT RESOLVED that the College Institute Educators’ Association closely monitor and respond to the policies and activities of the Degree Quality Assessment Board.**

CARRIED

(ii) VANCOUVER COMMUNITY COLLEGE FACULTY ASSN – LOCAL 15

MS (Local 15, Local 1)

WHEREAS:

1. CIEA’s By-Law 9.4 states that the “Federation shall establish and maintain a Defence Fund to support ...members....engaged in strike, lockout, or picket line recognition, or for such other action in defence of the Federation as is approved by the Presidents’ Council”; and

2. CIEA's Procedures for Accessing CIEA Strike/Lockout Defence Fund 3.10 calls for approval of at least two-thirds of Presidents' Council; and
3. The work of post-secondary educators and BC's post-secondary system have been adversely affected by provincial government policies and actions, such as under-funding, skyrocketing tuition, overriding of collective agreements, lack of consultation, and reduction or elimination of significant programs; and
4. The remaining year prior to the next provincial election provides a critical opportunity to raise issues of concern to CIEA members and to attempt to influence the opinions of the general public;

**[36] THEREFORE BE IT RESOLVED:**

- 1. That CIEA allocate 9% of its current Defence Fund to be used for a publicity campaign to promote awareness of issues concerning public post-secondary education in British Columbia, prior to the next provincial election in May 2005; and**
- 2. That the CIEA President present a plan for the use of this allocation to Presidents' Council at the earliest opportunity; that plan shall be subject to Procedures for Accessing CIEA Services 3.10; and**
- 3. That reports of disbursements from this allocation be made by the Secretary-Treasurer on a regular basis.**

CARRIED

(b) Resolutions from the Floor

MS (Local 15, Local 4)

WHEREAS CIEA is committed to ABE, ESL and ASE programming and committed to supporting funding for those programs (Policy 7.2.1); and

WHEREAS CIEA has committed itself (Policy 7.2.5) to defining the college sector as the primary deliverer of ABE/ESL/ASE programs in the province; and

WHEREAS the developmental programs have been drastically reduced in some colleges, strategically reorganized in others, and isolated/marginalized in still others,

- [37] THEREFORE BE IT RESOLVED that CIEA strike a caucus from volunteers to assist in organizing a conference in the Fall of 2004 of CIEA members for the purpose of identifying developmental (ABE/ESL/ASE) workplace issues and strategies for protecting and maintaining this work in the public sector; and**

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

**BE IT FURTHER RESOLVED that the 2004/05 budget be amended to include \$7,000 for this conference; and**

**BE IT FINALLY RESOLVED that this caucus have a listserve on CIEA's system.**

CARRIED

## **15. Resolutions from Convention Workshops**

### **(1) Workshop Series #1 – Education and Human Rights in the Middle East**

MS (Local 1, Local 11)

WHEREAS each day brings news of more killings of Palestinians and Israelis; and

WHEREAS no ceasefire can hold, no constructive negotiations can take place, no reconciliation of the peoples in this area can proceed unless there is implementation of International Law, United Nations resolutions and respect for the human rights of both Palestinians and Israelis equally; and

WHEREAS Israel has refused to implement these resolutions for 36 years and, moreover, has illegally established Jewish-only settlements in these areas in further violation of the Fourth Geneva Convention; and

WHEREAS Palestinian educators and Palestinian post-secondary institutions are among the social institutions seriously compromised by the current situation;

### **[38] THEREFORE BE IT RESOLVED that CIEA call on the Canadian government to:**

- 1. Demand that the Israeli Government immediately withdraw from the occupied territories and abide by the UN Resolution 242 and Resolution 338;**
- 2. Call for and actively work towards an end to all acts of violence that take the lives of innocent people, whether they be Palestinian or Israeli;**
- 3. Support a peace process based on equality between Israelis and Palestinians and based on the implementation of UN resolutions and International Law; and**

**BE IT FINALLY RESOLVED that CIEA, with the CAUT and the CLC, take solidarity actions to support Palestinian educators and their organizations and assist Palestinian educators and their organizations to realize the benefits of a just peace.**

Motion to refer

MS (Local 1/Local 2)

**[38.1] To refer the motion to Presidents' Council**

DEFEATED

CARRIED

(2) Workshop Series #2 – Getting Ready: Political Action & Capacity Building

MS (Local 2, Local 4)

**[39] BE IT RESOLVED that CIEA encourage and work with its locals and their allies (students, other unions, the Coalition for Public Education, the BC Federation of Labour) to pursue a voter registration drive prior to the May 2005 provincial election.**

CARRIED

**16. Date and Location of 2005 Convention (Thompson-Okanagan)**

University College of the Cariboo Faculty Association (Local 2) and Nicola Valley Institute of Technology Employees' Association (Local 19) were announced as co-host locals for the 2005 CIEA AGM and Convention, with the location to be determined.

**17. Other Business**

President Cindy Oliver thanked the CIEA staff, members of the Resolutions and Nominations Committees, and Local 1 for their hosting and co-ordination of prizes.

Local 5 asked that the minutes reflect thanks to CIEA staff, Local 1, and the table officers for their work over the AGM.

**18. Adjournment**

MS (Local 5, Local 1)

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

CARRIED

The meeting adjourned at 10.45 hours.