



# STANDING COMMITTEE REPORTS

BARGAINING CO-ORDINATION & REVIEW COMMITTEE

CONTRACT ADMINISTRATION REVIEW COMMITTEE

DISABILITY MANAGEMENT & REHABILITATION  
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

---

# Bargaining Co-ordination & Review Committee

**Your committee:** **Chair: Sheldon Clare, Local 3**

Nanci Lucas, Local 1  
Robin Wylie, Local 4  
Velma McKay, Local 6  
Gara Preusse, Local 8  
Mia Reimers, Local 11  
Maureen Maloney, Local 14  
Paul Whyte, Local 16  
Jean-Bernard Ardila, Local 21  
Cindy Oliver, Exec. Liaison

Bernie Kirkey, Local 2  
Bob Davis, Local 5  
Shelley Drysdale, Local 7  
Lori Barkley, Local 10  
Darryl Ainsley, Local 12  
Maggi Trebble, Local 15  
John O'Brien, Local 19  
Bonita Eberl, NRFC

THE BARGAINING CO-ORDINATION & Review Committee met before the Spring Conference in Vancouver. At that meeting the committee voted to recommend a name change from BCRC to the Bargaining Co-ordination Committee (BCC). The committee heard reports from various locals that indicated that some locals might be gaining university status, a change which would have an effect on our bargaining model.

There were indications that there are problems developing in terms of budget deficits and layoffs at some locals. The College of New Caledonia has been particularly hard-hit with layoffs – 18 faculty members, one dean, and eight PPWC support staff are affected. It is worth mentioning that three executive members from each union received layoff notices.

In addition, the committee received a report from the post-65 benefits sub-committee which has been submitted to Presidents' Council. The committee presented two workshops on bargaining at the FPSE Spring Conference which were hosted by Staff Representative Jeff McKeil and Chair Sheldon Clare. The participants made positive comments about the value of those workshops. The materials used have

been saved so as to be expanded upon for future training on bargaining.

Just over a year ago, the bargainers presented FPSE with a tentative agreement at the provincial table. It is important that we use our next meetings to prepare for the 2010 round, which by all measures will likely be yet another difficult round. We will be facing changes in our own situation as there may be changes in structure at some colleges which could affect their ability to participate in common table bargaining. In particular, some colleges are moving towards becoming universities or at least university colleges. We may well have to consider an additional table to bargain consistent university-style agreements for those affected.

In preparing for the next round, we will need to make certain that BCRC develops the tools to ensure that we consider the divisions we experienced in the last round and the need to develop a united front to present our common interests. Our bargaining approach will need to be carefully co-ordinated, not only internally, but likewise with our allies in the broader public sector as well as with any potential bargaining partners within our own sector. It may well be the time to

take some strong stands to prevent further erosion of our rights.

At the February 15 meeting I was re-elected BCRC Chair. Staff Representative Jeff McKeil and I will be representing FPSE at this April 4-6 CAUT Chief Negotiators Conference in

Ottawa and I also plan to attend the 2008 AGM & Convention in Whistler.

Respectfully submitted,

Sheldon Clare (Local 3)  
Chair, BCRC

---

## Contract Administration Review Committee

**Your committee: Chair: Shirley Ackland, Local 16**

P. Hodgson/N. Lucas, Local 1	Keith McIsaac, Local 2
J. Mastromatteo/M. Tejero, Local 3	Sandra Hochstein, Local 4
Maureen Shaw, Local 5	Debbie Hope, Local 6
H. Tvette / C. Magnuson, Local 7	Dominique Roelants, Local 8
Lui Marinelli, Local 10	Patti Barnes, Local 11
Mark Kunen, Local 12	Cheryl McKeeman, Local 14
Ingrid Kolsteren, Local 15	Shirley Ackland, Local 16
June Williams, Local 17	Teressa Nahanee, Local 19
Teressa Fedorak, NRFC	
Dileep Athaide, Exec. Liaison	

THIS HAS BEEN MY FIRST YEAR AS Chair of this committee. It has been interesting to learn and share information about current issues in our respective locals. This year we kept to the Friday afternoon and Saturday morning meetings and found that this format works well. Each local sends a report before the CARC meeting and each rep identifies one or two issues of importance to the group for all to discuss. In the fall we hope to include a workshop session on our Saturday morning that will be somewhat of an orientation for new Chief Stewards. Here are some of the highlights of our discussions this year:

**Mandatory Retirement** was an issue at several locals. The provincial legislation that lifted mandatory retirement came into effect in January 2008, and prompted some members who had retired prior to this change to grieve.

The elimination of mandatory retirement and its impact on locals was discussed at length.

**Workload Issues** remain in the forefront for many locals. Issues around extra workload for nursing faculty, no established workload for online courses/programs, improper allocation of workload, workload for clinical/lab classes not calculated appropriately, arbitrary reduction of workload, splitting of workload and how to establish CE workload.

**Discipline of Members** was another common theme throughout our member locals this year. Locals reported that their administrations had chosen to discipline or reprimand members on grounds of supposed insubordination, unprofessional conduct and even an unsolicited student complaint.

**Disability Management, Partial Disability & Sick Leave** were issues that Staff Rep David Piasta and a sub-committee reviewed and they presented CARC with a booklet of guidelines to help stewards guide members through the process of disability applications and claims. This sub-committee will further review disability issues as they are identified.

**Member to Member Conflict** is on the rise in locals, in part, we believe, because management has offloaded much of their work onto faculty. Stewards discussed how to deal with these issues. Committee members agreed that this would be a beneficial topic for a workshop at the Convention: Sensitizing members to the issue of conflict between and among members, and building conflict resolution skills among FPSE locals' executives and stewards.

**Low Enrolment and Layoff Concerns** were another topic for most locals. As spring nears, many stewards were hearing threats of impending layoffs due to low enrolments or colleges facing deficit budgets. Other locals were losing faculty positions due to attrition – colleges are not hiring after members retire or leave.

As CARC Chair, I attended the CAUT Workshop for Senior Grievance Officers in Ottawa, December 6-8. We discussed many of the issues that stewards from our locals bring to the CARC meetings. Issues like member to member grievances, mental health in the workplace, and the duty to accommodate. It was a wonderful opportunity to connect and share our thoughts about current concerns and issues.

Most of the CARC members also participated in the Spring Conference where we learned new skills in stewardship,

bargaining, and assisting our members with disability procedures among some of the workshops.

### **GARC Committee**

As CARC Chair, I also participate in the Grievance & Arbitration Review Committee meetings with the Secretary-Treasurer and the Staff Representatives. These meetings are scheduled once a month, but this year we have met more than once a month to consider the various unresolved local grievances.

This year has also seen GARC approve many grievances to move forward to arbitration. It seems that the trend from administration has been *not* to resolve grievances or work towards solutions, but to force the local faculty associations to take the issue to arbitration for resolve. We find this troubling at CARC and at the last meeting we suggested that the budget line for legal services would perhaps need to be increased.

On a positive note, this year there were a few locals who managed to win some very important settlements and decisions at arbitration. One was the maternity leave for term employees settlement for VCCFA, the other was the decision in NICFA's favour for the internal faculty applicant to be awarded the position of Academic Dean.

It has been a busy year for all local chief stewards and your ability to bring your local's concerns to the CARC table for all of us to discuss and learn from is very much appreciated. I would like to thank Staff Representative David Piasta for his support and guidance. Your expertise is invaluable – along with your ability to take great notes! I would also like to thank Secretary-Treasurer Dileep Athaide for his contribution to our discussions and his able reporting

of GARC deliberations and arbitration information. Administrative Assistant Margaret Sutherland also deserves a great deal of thanks for her assistance collecting and collating the member reports, as well as preparing minutes and sending out meeting information.

I look forward to another year of working with all the members of CARC.

Respectfully submitted,

Shirley Ackland (Local 16)  
Chair, CARC

---

## Disability Management & Rehabilitation Committee

**Your committee: Chair: Lil McPhail, Local 6**

Yvonne McColl, Local 1  
Melhina Dragusica, Local 3  
Ann Marie Davison, Local 5  
Linda Gomez, Local 10  
Martin Buck, Local 12  
Jane Coleman, Local 16  
Heather Mitchell, Local 22  
George Davison, Exec. Liaison

Penny Heaslip, Local 2  
Robin Wylie, Local 4  
John Neville, Local 8  
Karen Chrysler, Local 11  
Fulton Tom, Local 14  
Mandy Jimmie, Local 19  
Peter Pike, NRFC

THE FPSE DISABILITY MANAGEMENT & Rehabilitation Committee (DMRC) is primarily made up of members who serve as representatives on their institutions' local DMRC. Most (but not all) institutions belong to the Common Disability Plan and are required to have a committee. The mandate of these local committees is to support faculty members on medical leave and to assist in their return to work. Committee members carry out a wide variety of tasks which may include helping colleagues with the paperwork required by the insurer, staying in touch with those who are on medical leave, assisting in return to work planning, and providing information to all members about our disability plans.

Our FPSE meetings continue to be very valuable. They are our primary opportunities for learning and information sharing about the important work we do on behalf of our colleagues. Members

regularly acknowledge that their participation on this committee enables them to be more effective local reps and they appreciate the opportunity to continue to meet twice a year.

This year there were several new members on the committee, in addition to a number of longer serving reps. Education and training are the key activities of our committee, and providing appropriate training opportunities to these two groups of members is important. It is essential for newer participants to have the opportunity to become familiar with disability management and the details of our plans. Members with more experience are often looking for more specialized learning opportunities because they've 'been there and done that'.

This year our committee met in October and in February in conjunction with the FPSE Spring Conference. Our

October meeting followed a two day joint conference organized by Mercer that was attended by college administrators and FPSE and BCGEU members. The conference title was "Disability Management Processes for Unions and Management" and workshop topics included: a summary of the claims process by Manulife reps, substance abuse, returning to work after cancer, and an overview of mental health and the return to work. In general, DMRC members expressed their appreciation for the opportunity to participate in this event. Some presentations were very well received, while others had mixed reviews. Clearly, presentations that address the unique characteristics of our work are of more value than those with a more generic focus.

At both DMRC meetings this year, reports from locals were important components. Through these reports, members can raise the challenging issues they face at their institutions and can learn from the experiences of other members. As reports are presented, trends often emerge and, once again, the prevalence and challenges of mental health cases were apparent. All too frequently, these cases are extremely difficult. At the front end, it may be difficult for our colleagues to have their mental health claims approved. At the return-to-work stage, these cases frequently become complex.

At our October meeting we developed a DMRC work plan. There continues to be a need for release time or time off in lieu for committee members. At most institutions, there is no compensation for the time committee members spend doing DMRC work and yet, system-

wide, there does appear to be appreciation for the members' contributions. We identified the importance of working with FPSE locals to lobby for employer-paid release. Failing that, an alternative is for members to advocate for union-paid release. Maintaining individual records of local DMRC activities provides evidence to justify this release time, and members are attempting to keep records of their DMRC work. An ongoing task for reps is to continue to educate their local membership about our disability plans.

In October we also reviewed the new FPSE publication, *A Members' Guide to Partial Disability Benefits*. This guide is proving to be a useful resource for our membership.

Our February meeting included an update on the Joint Committee on Benefits Administration discussions. Changes to our existing benefits plans will likely be proposed, and we clearly need to be aware of the implications of any changes.

I am pleased to have had the opportunity to serve for a second year as Chair of this important committee and to work with my fellow committee members. On behalf of the committee, I wish to thank George Davison, Executive Liaison, and FPSE Staff Representative David Piasta. David has worked enthusiastically with this committee since it was established, and DMRC members continue to benefit from his knowledge and experience.

Respectively submitted,

Lil McPhail (Local 6)  
Chair, DMRC

---

# Education Policy Committee

**Your committee: Chair: Jan Harkess, Local 6**

Reg Johansen, Local 1  
Sharon Bezo, Local 3  
Balbir Gurm, Local 5  
Don Parks, Local 10  
Peter Maidstone, Local 12  
Brenda Appleton, Local 15  
Veda Abu-Bakare, Local 17  
Dominique Roelants, Exec. Liaison

Anne Baker, Local 2  
Leda Reaume, Local 4  
Brent Lee, Local 8  
Elise Kruithof, Local 11  
Mark Smith, Local 14  
Helena Higgs, Local 16  
Joanne Armstrong, Local 19  
Deborah Hlady, NRFC

THE EPC CONTINUED TO IDENTIFY AND respond to education policy issues and initiatives that have the potential to, or currently do, affect our system. A summary of the work undertaken by the committee is as follows :

**CAUT Stress Survey:** This survey was brought to the table again. This time the survey had been revised with input from the Disability Management & Rehabilitation Committee and Staff Representative David Piasta. Once again, EPC members expressed concern over the length of the survey and suggested that it needed to be shortened. The survey has since been administered at the Spring Conference.

**Policy Table:** The committee has been following the progress of the Policy Table that was established as a result of the 2007 round of bargaining. It provides a forum at which FPSE can influence how some Campus 2020 recommendations may be implemented and where FPSE can address the issues identified at the bargaining table: trades training, private colleges, UT/Research, ESL/ABE/Literacy, regionalization, affordability, funding and federal transfers. All of these issues have been brought to the EPC. EPC Executive Liaison Dominique Roelants and Staff Representative Phillip Legg have provided reports from the Policy Table at each EPC meeting.

As there is some crossover between some of the issues EPC has been asked to examine and those undertaken by the Policy Table, a suggestion has been made that FPSE reviews should be coordinated with the work of the Policy Table to avoid duplication of effort by EPC and the Policy Table.

**Trades and Librarians/Counsellors Discussion Papers:** "Downing Tools: Threats to trades training in BC and recommendations for change" and the FPSE Faculty Librarians and Counsellors Draft Discussion Document have been distributed to EPC members for feedback from their locals.

**Campus 2020 Campaign:** EPC has also been following the progress of the Campus 2020 campaign. The campaign is currently focusing on ESL and Literacy, which are items of action brought forth from EPC which are also linked to the Policy Table. Forums are being held as part of the Campus 2020 Campaign to draw attention to these issues. The first forum took place in Vancouver and the second was held in Prince George on March 11.

**Developmental Education and Domestic ESL programs:** As an outcome of the FPSE ABE and ESL Conferences and the ensuing briefs generated by members of EPC and

Staff Representative Phillip Legg, as noted above, discussions are now taking place at the Policy Table and forums are taking place as part of the Campus 2020 Campaign.

**Growth of College Administrations:** During the Fall meeting, EPC passed a motion recommending “that FPSE conduct a study on the growth rate of college administration relative to the growth rate of faculty and students since 2000”. The committee has been advised that this work is now ongoing.

**Adult Literacy:** A further outcome of the work of EPC has resulted in FPSE meeting with the Deputy Minister of Advanced Education to discuss a proposal supported by both FPSE and Literacy BC to have regional literacy coordinators properly funded by the Ministry. The proposal requires approximately \$1.5 million per year to be put in place to ensure that literacy is “repatriated” by the college system. This funding would ensure that adult literacy programs would enjoy greater support both within the community and the Ministry. Just prior to the Spring Conference, the Ministry announced \$1.6 million for Regional Literacy Coordinators at colleges, university colleges and TRU (\$100,000 for each institution that does literacy training).

**International ESL programs:**

Another issue that was brought to the EPC table this year was the result of post-secondary educators doing volunteer teaching internationally, which resulted in the faculty of the host country either being displaced or having their employment opportunities compromised. As a result, a motion was passed that recommended “that FPSE advise locals of the potential that their faculty who may be doing voluntary academic work in other countries may in fact be displacing local faculty from paid employment opportunities”. Motions were then made to “inform a

letter of solidarity and support from FPSE to COCAL VIII” and “that a copy of the motion be sent to the FPSE Human Rights & International Solidarity Committee”. Since then FPSE has drafted resolutions regarding international volunteer work for both the CLC and NUCAUT Conventions that are scheduled in May 2008.

**BCcampus:** Discussion has continued on the problems that have arisen as a result of competition between institutions for FTEs generated by students in online courses. This discussion has identified the need for better collaboration between institutions in the allocation of FTEs and the sharing of information on student registrations.

**Committee Roles and Responsibilities:** The EPC has recommended some editorial changes to the committees’ Roles and Responsibilities that would require committee members to report back to their locals in a timely manner and that Staff Reps create a summary of resolutions, actions, and forwards to committee members in a timely manner.

**Election of Chair:** Jan Harkess resigned as Chair after serving in the position for three years. Balbir Gurm (Local 5) will assume the position in the 2008/09 year. Thank you, Balbir!

As the retiring Chair of EPC, I would like to thank the FPSE Executive, Presidents’ Council, Executive Liaison Dominique Roelants, Staff Rep Phillip Legg, support staff Margaret Sutherland and Angela Kenyon, the members of EPC, and all other FPSE members who have supported the work of the EPC and me as Chair of this worthwhile committee.

Respectfully submitted,

Jan Harkess (Local 6)  
Chair, EPC

---

# Human Rights & International Solidarity Committee

**Your committee:** **Chair: Rick Gordon, Local 14**

Richard Brand, Local 1

Jennifer Little, Local 3

Juergen Dankwort, Local 5

Kulwant Gill, Local 7

Paris Voykin, Local 10

Micé Albano, Local 12

Linda Duarte, Local 15

Lara-Lisa Condello, Local 19

Terri Van Steinburg, Exec. Liaison

Derek Cook, Local 2

M. Waskow, Local 4

Louise Abbott, Local 6

Lynn Wytenbroek, Local 8

Rick Budhwa, Local 11

Rick Gordon, Local 14

Naomi Wolfe, Local 16

Charles Boylan, Local 21

Betsy Alkenbrack, NRFC

THE HUMAN RIGHTS & INTERNATIONAL Solidarity Committee (HRISC) has had a busy and productive year. Agendas have been full and debates lively, as is characteristic of HRISC in recent years. The level of interest and participation by the local representatives is high. An average of 80 percent of eligible locals have representatives at meetings.

Ably assisted by Executive Liaison Terri Van Steinburg and Staff Representative Lesley Burke (2007) and Zoe Towle (2008), meetings have been divided between mutual assistance with local human rights issues and deliberation about international solidarity matters. This division of committee time is reflected in the motions forwarded to Presidents' Council and workshops proposed for the Spring Conference and the Convention.

In the wake of last AGM's adoption of the HRISC-proposed International Solidarity Fund (ISF), the committee has expanded its work to include delegation of representatives to ISF and promoting the work of the fund. The committee is grateful for the generous support of Presidents' Council and the Executive as they have responded to HRISC recommendations.

**Local HRISC issues:** A full statement of activities and important HRIS events on local campuses is available in the minutes of the committee. A very brief sample would include hosting a fair trade bazaar and related fashion show, ongoing work in support of US Iraq war resisters seeking sanctuary in Canada, organizing a public film festival with a human rights focus, and supporting a successful arbitration for part-time instructors' maternity leave.

**Recommendations to Presidents' Council:** A substantial part of the committee's mandate is to advise the Federation on pressing human rights and international solidarity issues through recommendations to Presidents' Council. In the past year the committee has recommended that:

- FPSE endorse the work of BC Labour Against War and delegate a representative to the body;
- FPSE send a letter to Michaëlle Jean calling on her to refuse to sign the new Conservative bill reinstating Security Certificates, Bill C3;
- Presidents' Council bring before the AGM a call for Canadian troops to be withdrawn from Afghanistan;
- Presidents' Council initiate development of a position paper on the pla-

gism detection program "Turnitin" and related privacy rights;

- FPSE urge the Canadian government to support sanctuary for US war resisters who refuse to serve in Iraq;
- FPSE make a \$200 donation to the fund Zofia's Victim Trust in memory of Robert Dziekanski;
- FPSE call on the Canadian government to lift the border entry ban on anti-war activist Alison Bodine;
- FPSE encourage professors teaching abroad to ensure that they do not displace local professors;
- Presidents' Council make the CUPE BC booklet *The Wall Must Fall* available to AGM delegates;
- Presidents' Council organize, in cooperation with HRISC and CUPE BC, an AGM workshop panel on Palestinian human rights under occupation;
- Presidents' Council issue a call for project proposals under the ISF, to be circulated widely among our membership;
- Presidents' Council write a letter urging the Canadian government to demand that Guantanamo prisoners be given an immediate fair trial and the prison be shut down;
- Presidents' Council write a letter urging the Canadian government demand the immediate repatriation of Canadian child soldier Omar Kadhr, now held at Guantanamo.

**International Solidarity Fund:** In November, the committee delegated two members and an alternate to the ISF. Delegates are Micé Albano (Local 12) and Rick Gordon (Local 14), with Linda Duarte, (Local 15) as alternate. The committee assisted in the preparation of a call for project proposals under the fund. The committee recommended that the ISF support FPSE's partnerships through CoDevelopment Canada with

human rights organizations in Central America.

**Workshop proposals:** For the Spring Conference, the committee recommended workshops on:

- Employment inequality for non-regular staff
- Building networks with other progressive groups
- Privatization of rivers in BC (run-of-the-river power)
- the Sharon McIvor case
- the African Organization of Women for Change

For the Convention, the committee recommended a workshop on Palestinian human rights under occupation.

**HRISC activities:** On April 19, 2007, Chair Rick Gordon, Executive Liaison Terri Van Steinburg, and Secretary-Treasurer Dileep Athaide met with Santiago Diaz, General Coordinator of the Salvadoran Association of Integrated Health and Social Services (APSIES), one of FPSE's southern partners through CoDevelopment Canada. With able Spanish translation by CoDev's Carol Wood, Santiago updated us on APSIES's work promoting grassroots health initiatives, supporting local clinics, and opposing the privatization of Salvadoran health care. In the coming year, greater effort should be made to publicize the work of our CoDevelopment Canada southern partners among our local membership.

HRISC has initiated a process of discussion of the ethical standards in place for the College Pension Plan. Staff Representative Weldon Cowan, who is also a CPP Trustee, will be invited to the next committee meeting.

Respectfully submitted,

Rick Gordon (Local 14)  
HRISC Chair

---

## Non-Regular Faculty Committee

**Your committee:** **Chair: Debbie Hlady, Local 12**

Betsy Alkenbrack, Local 1

Maureen Jones, Local 3

Ken Jalowica, Local 5

Leifka Vissers, Local 7

Dina Von Hahn, Local 11

Bonita Eberl, Local 15

Peter Pike, Local 19

Dominique Roelants, Exec. Liaison

Ed Frey, Local 2

Len Millis, Local 4

Brian Harvey, Local 6

Ian Dawe, Local 10

Susan Weber, Local 14

Sue deBruin, Local 16

Heidi May, Local 22

THE MEETINGS OF THE NON-REGULAR Faculty Committee in September and February this past year have highlighted the difficulties faced by faculty as they deal with the increasingly profit-oriented climate of post-secondary education.

The sharing of reports from different locals is one of the most valuable functions of this committee. Although there were some good news stories, the prevailing theme of these local reports was one of discouragement and fatigue. Cuts in government funding that result in fewer class offerings hit non-regular faculty first. There is a very real feeling of hopelessness in the non-regular world. Attendance at committee meetings has been down this year; some reps to the NRFC have become unemployed, or are so unsure of their positions at their respective locals that they cannot commit to serving on the committee beyond one meeting.

Nevertheless, NRFC continues to deal with the repercussions of decreased funding to the system. There are increasing numbers of grievances dealing with NR faculty being denied work, or seemingly arbitrary changes in the way their workload is calculated. Contracting out to non-unionized Continuing Education departments continues to undercut faculty in pay and

to take work away from (primarily) non-regular faculty. Despite this drive to save money, there are increasing amounts of high-level administrators, whose salaries and support costs drain money that could be used to put on class sections and hire faculty. Additional faculty are needed to maintain colleges' attractiveness to students seeking smaller class sizes and quality education.

There are things to celebrate, however. Among the good news stories is the landmark grievance settlement that has awarded maternity leave to NR instructors at Vancouver Community College! We are also striving to raise the profile of NR issues through the annual Fair Employment Week in October, and continue to send NRFC members to liaise with other FPSE Standing Committees, giving voice to important issues across the Federation.

The NRFC has identified two key goals for the coming year: elimination of secondary scales and access to benefits. The committee asks for your support of our proposed campaign for fairness and equality around these very important issues that, while they clearly affect NR faculty, impact quality of education, faculty working conditions, and solidarity across the entire post-secondary system.

The NRFC is grateful to have the valuable advice and support of Executive Liaison Dominique Roelants, Staff Representative Weldon Cowan, and Administrative Assistant Nancy Yip at the FPSE office. We also recognize President Cindy Oliver for her continuing and unflagging support of non-regular issues both locally and internationally.

Thank you to all FPSE members who continue to support the work of the Non-Regular Faculty Committee. You make a difference.

Respectfully submitted,

Debbie Hlady (Local 12)  
Chair, NRFC

---

## Pension Advisory Committee

**Your committee: Chair: Al Valleau, Local 5**

D. Volbrecht/A. Zhu, Local 1  
Marie Sinnott, Local 3  
Harry Keller, Local 6  
Rick Monaghan, Local 8  
Mona Izumi, Local 11  
F. Archibald/A. Cooper, Local 14  
Christine Hodgson, Local 16  
Al Fukushima, Local 19  
Peter Pike, NRFC  
Bill McConnell, Exec. Liaison

js Bourget, Local 2  
Jennifer Kirkey, Local 4  
Norm Taylor, Local 7  
Ross Bates, Local 10  
Candace Fertile, Local 12  
Brian Haugen, Local 15  
Rocky Mirza, Local 17  
Rick Williams, Local 22  
Jim Ford, Retired

THE PENSION ADVISORY COMMITTEE met this year in both October and in February, as is customary, and the committee continues to be well-attended. During our meetings in October and February, the committee attended to the following business:

- Received a report from the BC Retired Teachers' Association that the college branch of the BCRTA is the fastest growing branch of BCRTA at present.
- Reviewed communication protocols between the members of the Pension Advisory Committee, the Presidents' Council, trustees and locals.
- Reviewed scheduling of the spring committee meeting in relation to the Joint Conference.

- Reviewed the summary of the performance of the pension funds.
- Reviewed the roles of the Chair and the committee under the FPSE policies and offered observations on these items.
- Suggested a survey be prepared concerning post-retirement benefits.
- Reviewed the first draft of the survey on post-retirement benefits at the February meeting.
- Discussed the issues surrounding the Inflation Adjustment Account.
- Heard reports on the Conference Board of Canada Pension Summit, the CLC Pension Conference, and the 2007 BC Public Sector Pension Conference.

- Elected the PAC Chair for the next two years and made a recommendation for a trustee appointment.
- Heard a presentation on Post-Retirement Health Benefits by Dr. Bruce Kennedy, Executive Director of the College Pension Plan.
- Attended a presentation on Retirement Planning presented by Dennis Anderson, one of our retired Trustees and President of BCRTA.

- Discussed the Pension Corporation Seminars, seminars presented by our Trustees, and the relationship of both seminars to Dennis Anderson's BCRTA presentation on Retirement Planning, all of which could be presented at locals.

Respectfully submitted,

Al Valteau (Local 5)  
Chair, PAC

---

## Professional & Scholarly Development Committee

**Your committee:**    **Chair: Lesley Watts, Local 16**

Nancy Nowlan, Local 1  
Barb Lee, Local 3  
Betty Mosher, Local 6  
Steven Earle, Local 8  
David Archer, Local 11  
Gail Bremer, Local 14  
Nedra McKay, Local 19  
Bill McConnell, Exec. Liaison

Penny Heaslip, Local 2  
Bob Fuhr, Local 5  
Shelley Drysdale, Local 7  
Rita Williams, Local 10  
Paula Carr, Local 12  
John O'Brien, Local 17  
Ian Dawe, NRFC

THE PROFESSIONAL & SCHOLARLY Development Committee (PSDC) met in October 2007 and February 2008. We continue to be a forum for sharing information about PD activities and rights, and have expanded our mandate to include scholarly activities. The last year has been an active one for the committee; in particular, two sub-committees were struck – the FPSE Education Program Sub-Committee and the Scholarly Activity Conference Sub-Committee. See below for details.

### Terms of reference

The committee continues to reflect on how its role and work has changed as a result of the revised terms of reference.

The recommended changes that the committee made in the Fall meeting were approved by Presidents' Council.

### Traveling abroad

In October 2006, the committee recommended to Presidents' Council that FPSE compile information concerning medical benefits for members who travel outside of British Columbia or Canada while conducting professional development activities. The committee received a memo report authored by Staff Representative David Piasta which states, "The general principle is that, for short periods of one to two months, there would be no reduction or change in the nature of the coverage provided.

However, in cases where the period of professional development may be for longer periods, then the Canadian residency provisions of most benefits plans would apply."

### Education Program Sub-Committee

The sub-committee outlined its report in the Spring meeting, where it was accepted and approved. A primary aim of this endeavour is to "expand and enhance the Federation's educational services" by formalizing and increasing awareness of the array of educational opportunities that the Federation offers.

### Scholarly Activity Conference

The sub-committee outlined the draft overview of the conference and asked for feedback from the PSD Committee. The committee reached consensus by removing the reference to Professional Development from the title. This conference takes place on March 29, and aims to "consider the value and purpose of the various forms of scholarly activity, including discovery research, applied research, and the scholarship of teaching and learning. We also plan to take a snapshot of the current state of scholarly activity for our members, articulate the barriers and limitations that exist and, finally,

consider possible strategies to overcome the barriers."



*Dr. Richard Gale and Nancy Randall (Local 8) participate at the Scholarly Activity Conference.*

The PSDC looks forward to continuing discussions of the last two enterprises when we meet in the Fall. I have had an exhilarating start to my term as Chair of this committee, and I am especially grateful to the excellent stewardship of Jeff McKeil, FPSE Staff Representative, during this process. Executive Liaison Bill McConnell also gets credit for keeping it fun!

Respectfully submitted,

Lesley Watts (Local 16)  
Chair, PSDC

---

## Status of Women Committee

**Your committee: Chair: Candace Fertile, Local 12**

Joanne Quirk, Local 1  
T. Jackson/M. Worfolk, Local 3  
Teresa Morishita, Local 5  
Lori Wirth, Local 7  
L. Reltan/J. Mayr, Local 10  
Robin MacQueen, Local 14  
Serena Patterson, Local 16  
Kathleen Wasacase, Local 19  
Terri Van Steinburg, Exec. Liaison

W. Hulko/N. Bepple, Local 2  
K. Leroux/L. Sigola, Local 4  
L. Olm/P. Bennison, Local 6  
Anna Atkinson, Local 8  
Mia Reimers, Local 11  
Dianna Morgan, Local 15  
Bernadette Harris, Local 17

THE STATUS OF WOMEN COMMITTEE (SWC) met October 12-13, 2007, and February 15, 2008, 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:

### **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 December 6th. However, locals will continue to observe the day 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 that date. The small rose cards that FPSE produced were received very well, and we hope that these cards will be available for distribution again next year. Their value lies in the fact that they draw attention to what individuals can do in a positive way to acknowledge violence against women and to try to diminish it.

### **Promoting International Women's Day**

Again different locals have a variety of ways to mark IWD (March 8), often in conjunction with other organizations. Once again, FPSE has helped as the Federation responded to SWC's request for a poster similar to that of CUPE. The posters were produced and distributed in time for IWD. The members of SWC discussed the possibility of having another poster next year and/or one without specific dates to celebrate the accomplishments of women in unions, especially ours.

### **Gender in the workplace**

SWC (through the Chair) is gathering data from locals on the gender breakdown in regard to term (sessional) and continuing workers. We are also trying to get the breakdown by discipline/area of study. Some locals have been having a little difficulty getting these figures, so it was suggested that they approach their local presidents. In some cases, the individual HR departments were quick to respond with the information.

### **Safety in the workplace**

This issue was discussed and it was noted that workplace safety is a matter of law. Anyone who feels unsafe in the workplace must report that or face negative consequences if something goes wrong. Some committee members noted that their colleges thought handing them a pamphlet was enough. The issue seems particularly difficult for members teaching in smaller centres or at night when fewer resources are available.

### **Contra-power harassment**

Several members commented on the fact that women are judged differently from men in the classroom—their appearance and the idea that women should behave in a certain way (for example, be more approachable and kind) lead to inequity in student evaluations, among other problems. Students are using their power against instructors (contra-power harassment or reverse discrimination), making the environment less than ideal for education. SWC has been distributing literature on this issue. And SWC plans to approach the Workplace Health, Safety & Environment Committee to see what we can do together. SWC has made a proposal to Presidents' Council to include a workshop on contra-power harassment at the Convention in May.

### **SWC members on local executives**

SWC unanimously passed a motion that "FPSE locals consider including their SWC representative on the local executive with voice and vote". This motion went to Presidents' Council and was endorsed by Presidents' Council.

### **Local financial support of SWCs**

SWC discussed the variations on how locals support their own SWC, and it was suggested that locals support their own SWC financially.

### **College Pension Plan**

Pension Trustee Dominique Roelants gave a presentation to SWC on October 13, 2007, and the presentation was extremely useful in helping the committee understand the Pension Plan (to the extent that anyone can in a short time). The committee passed a motion recommending that Presidents' Council "direct the Age Neutral Pension Sub-Committee to consider the gendered implications of the early retirement incentives, both in the provincial pension plan and in the local agreements, in any of its recommendations."

### **Information on women's centres and daycares**

The committee through the Chair is collecting data on whether or not a local has a women's center and how it's funded, and whether or not a local has a childcare centre and, if so, who is served by the centre and what are the costs. Childcare continues to be an important topic for the committee.

### ***Women's Resource Manual***

This manual was created in 2005-06 under the direction of the previous Chair of SWC, Serena Patterson, with the invaluable help of FPSE Staff Representative Barb Brown. The manual is a work in process and is added to as necessary.

### **Election of Chair**

Candace Fertile (Local 12) was acclaimed as Chair for 2008-2009.

The SWC would like to reiterate its sadness at the death of Barb Brown, who had been the Staff Representative for this committee for many years. Barb attended the SWC meeting the evening of October 12 and it was clear that she was extremely ill. We made a donation in Barb's name to the BC Centre for Policy Alternatives. We also spent some time at the February meeting discussing how we felt about the experience of Barb's presence at the previous meeting, which was upsetting, as Barb was so clearly ill. This discussion was crucial for the members to be able to express their confusion and grief.

The SWC would like to thank Executive Liaison Terri Van Steinburg for her invaluable help on this committee. The SWC would also like to thank Administrative Assistant Margaret Sutherland for stepping in on Oct. 13 to take the minutes, and to Margaret and Staff Representative Lesley Burke for compiling/constructing the minutes of the October meeting. And the SWC would like to welcome Lesley as its new Staff Representative.

Respectfully submitted,

Candace Fertile (Local 12)  
Chair, SWC

---

# Workplace Health, Safety & Environment Committee

**Your committee: Chair: Carolynne Fardy, Local 2**

Mat Herrmann, Local 1	Pat Hornibrook, Local 3
Wilhelm Emilsson, Local 4	Alice Macpherson, Local 5
Wendy Panchyshyn, Local 6	Colleen Olund, Local 7
Alan Chapelle, Local 8	Rob Macrae, Local 10
Reto Riesen, Local 11	Heather Biasio, Local 12
Gail Bremer, Local 14	Colleen van Winkel, Local 15
Sherrie Wang, Local 16	Molly Toodlican, Local 19
Leifka Vissers, NRFC	
George Davison, Exec. Liaison	

THE WHSEC MET IN NOVEMBER 2007 AND again with the joint sessions in February 2008. There was good representation from the locals and good discussion of arising issues, with some new and many returning representatives.

In November, Sheila Moir, from the BC Federation of Labour, led a workshop discussion looking at challenges and some possible solutions for safety committees. All considered this a worthwhile professional development session. As a result a motion was passed to develop a survey and distribute it to all locals. This survey would look at the different policies and procedures from different locals and be used to create a spreadsheet.

We examined the CAUT college stress survey. The committee recommended to Presidents' Council that two surveys be developed, a shorter one and a more extensive one, to enhance response rates. We also looked at the FPSE draft of committee member responsibilities and made our recommended changes.

Information was circulated on the potential emerging safety concerns of electromagnetic fields and printer emissions. All locals were encouraged to participate in the CAUT's ban of asbestos use by writing letters to their Members of Parliament and the Prime Minister. All members are to

seek information on asbestos use in their locals and report back in Fall 2008.

Ongoing campus violence at other universities and colleges continues to be a concern. FPSE staff has been asked to research emergency alerts from other institutions and report on such at the next meeting.

Safety orientation of employees is sporadic or nonexistent at locals. A recommendation has been put forward that locals push their administrations in fulfilling their employer obligations to such orientations as stated in WorkSafe legislation. It was suggested members use their AGMs as a forum to present an overview of the WHSEC and get information out to members.

Carolynne Fardy was elected as Chair of the WHSEC for the upcoming year. As Chair, I represented FPSE on the Labour Environmental Alliance Committee Board of Directors. I began serving on the BC Federation of Labour Safety Advisory Steering Committee representing FPSE in October and have been participating in monthly meetings via teleconference.

Also, I have been asked by CAUT to present the workshop I did at the 2007 FPSE Convention at their November 2008 Safety Conference.

I wish to thank Staff Representative Lesley Burke who stepped in to help the committee by filling the immense hole left when Barb Brown passed away in the fall. Thanks also to Zoe Towle, who has joined our committee as our new Staff Representative, and to George Davison, our Executive Liaison, for his wisdom and guidance during our discussions.

I'd like to give a special thanks to George for chairing the February meeting in my absence.

Respectfully submitted,

Carolynne Fardy (Local 2)  
Chair, WHSEC