

Executive Reports

PRESIDENT'S REPORT
ON BEHALF OF PRESIDENTS' COUNCIL
Cindy Oliver

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Connect the dots!



PRESIDENT'S REPORT

Cindy Oliver

Connect the Dots: Advocacy, Access and Activism

ONE OF THE ESSENTIAL BUILDING blocks in a modern economy is post-secondary education. It provides a path to greater equality, stronger social cohesion, a more engaged and informed citizenry, and the inspiration for inquiring minds to solve complex issues and energize the knowledge creation process in ways that benefit us all. Our members play a critical role in all those functions. Our skills and commitment make an enormous difference not only to our students, but to the institutions in which we advance the creation and dissemination of knowledge.

However, our members are far more than post-secondary educators. Our members are also part of a larger commitment. It's called the labour movement. And through our work at the local level, in alliance with other unions at the provincial and national levels, and through our international solidarity efforts, we are actively contributing to the collective efforts that ensure workplace rights are extended far beyond our individual campuses.

The challenge that we face as educators and activists will play a major role in the debate at this year's Annual General Meeting of our Federation.

We know that our public institutions face a continued funding crunch because of the provincial government's unwillingness to invest more in post-secondary education. We know as well that the labour laws in our province make effective access to free collective bargaining more and more difficult for those who work in BC's private post-secondary institutions. We know too that the broader labour movement, both here in BC and across Canada, has to find new ways to act in solidarity with one another if we hope to overcome some of the profound problems that confront working people in our country.

The theme for this year's AGM, Connect the Dots: Advocacy, Access and Activism in Post-Secondary Education, is designed to call our attention to the important work we do as both educators and activists. Knowledge creation and dissemination are important. But so too is the advocacy we bring to our various academic disciplines, an advocacy that ensures we are pressing governments to better fund our institutions. It's an advocacy that also stresses the importance of strong local and provincial collective agreements that not only defend

the interests of our members, but also attract and retain the talent that makes our institutions so vital. And it's an advocacy that also speaks up for the communities in which we work and live. Our voices have credibility with the public and can have influence with decision makers, and we need to use that voice effectively if we hope to secure the progressive change that we know will make a positive difference.

In our report to this year's convention we will summarize the work that the Federation's Executive Committee, Presidents' Council, Standing Committees and labour relations staff have done to ensure that our advocacy is making a difference, that our push for better access is opening doors and our ongoing activism is supporting not only the work of FPSE, but also the work of the broader labour movement.

Activism and Advocacy at the Bargaining Table

The 2010 round of post-secondary education bargaining has dominated the Federation's labour relations focus for the last twelve months. We knew going into this round of bargaining that progress would be difficult and our employers would find ways to frustrate the process. The BC Liberals have never had much commitment to free collective bargaining in the provincial public sector, and they proved that again for public sector contracts expiring in 2010 by imposing a so-called zero mandate for the renewal of those contracts. The restrictions placed on that mandate were extremely tight, forcing any prospect for improvements in existing contracts to come from "mining" contracts and effectively forcing public sector workers to pay for any improvements by conceding on provisions already in their contracts.

The zero mandate is a deeply frustrating condition for our bargainers to face in this round. We know that our salary scale is losing ground relative to other provinces. We know as well that language and benefit conditions need to be improved if our contracts are to maintain their scope of protection for new and existing members. It was against this

backdrop that we moved to advance our demands at bargaining tables across the province.

Through much of the Fall of 2010, our Provincial Bargaining Committee worked to identify how we could improve the terms and conditions of our contracts. The Committee researched a number of ways to close current language gaps in our provincial common agreement. The Committee's work was often frustrated by the fact that the Post-Secondary Employers' Association (PSEA) wanted to defer issues to local bargaining tables for resolution, yet at local bargaining tables our employers were always referring to the restrictions placed on them by the zero mandate that PSEA and the provincial government had imposed.

In many respects this circular logic became something of a Catch-22: nothing could be resolved at the local table without direction and resolution at the provincial common table, where any push for substantive language changes was either rejected as contrary to the zero mandate imposed by the provincial government or said to require local negotiators to find a resolution. Despite several attempts to make this bargaining effort work, our Committee encountered stalemate.

It became obvious that we needed to find new ways to pressure our employers to sit at the bargaining table and work in good faith to conclude the 2010 round of bargaining. It was with that in mind that the Bargaining Coordination Committee (BCC) developed a member-based campaign that was designed to support our efforts for more effective bargaining by our employers. The campaign was called the "Nothing" campaign because it called attention to the repeated response by our employers that "nothing" could be changed in the current round of bargaining. Our BCC believed that with membership pressure placed on our employers, the stalemate in bargaining could be broken.

That campaign called on our members to talk to their administration about the need to engage in meaningful negotiation. It also called on our members to talk with community allies and partners about the stalemate in our bargaining to ensure that

there was a broad base of public support for ending the impasse.

The campaign engaged our members in a conversation about collective bargaining and the current pace of talks. It also reminded our members that one way to demonstrate their support for their local bargaining committee was through a strike vote. Several locals mobilized their membership for strike votes which began to roll out in February and March.

The strategic use of strike votes enables both local and provincial bargainers to assess the degree to which the membership remains united about their bargaining priorities and our ability to make meaningful progress on key issues that we believe need to be addressed in this round of bargaining. The votes also send a strong signal to our employers that the membership is determined to see substantial bargaining efforts work toward an acceptable settlement.

Solidarity and Job Action

At Local 8, the Vancouver Island University Faculty Association received a strong strike vote mandate from the membership and issued a strike deadline to

their employer. The key issue at the VIU bargaining table was threatened layoffs. In the months preceding the strike deadline, the employer had pressed every department to develop a budget based on a 10% cut to each department. The move was not only provocative, it was destabilizing - faculty across the institution felt besieged by an employer that was focused on cutting programs, even though there was little evidence that provincial funding to VIU would drop by anything approaching the 10% demand made by the administration on their faculty.

On March 10 the VIUFA began their job action and surrounded campuses with pickets. It was a major development in this current round of bargaining and one that will require special efforts from both the Local and our Federation. We also know that while it is important to provide the solidarity support for individual members on strike, it is also important to work with the local bargaining committee to try and find a resolution. On that front we have supported our Local's insistence that their employer commit, in good faith, to constructively mediate a resolution. To date, several separate mediation initiatives have been undertaken. The VIUFA has shown a willingness to look at alternatives to resolve the dispute. FPSE,



FPSE Local 8 (VIUFA) President Dan McDonald and members of Presidents' Council at the rally to support striking VIUFA members.

through our labour relations Staff Representatives, continues to work with the local to identify ways to make the mediation efforts more successful, but those efforts have yet to yield the result that makes sense to our striking colleagues.

Presidents' Council recognizes that the strike at VIU has far broader implications than just that institution and the members who work and teach there. The risk that the current provincial government could decide to legislate the VIUFA back to work and impose a new collective agreement that becomes the template for every other local in BC is an active part of our discussions to date. Add to that the fact that VIU would be the first of the new special purpose teaching universities to have a settlement and the implications of what that settlement is has enormous ramifications for the other special purpose universities. To what extent the government might use the VIU dispute to impose rank and tenure conditions, for example, that greatly undermines the regularization protections in our current agreements or erodes the fairness and transparency of a salary grid that is tied to length of service and not arbitrary parameters designed by the employer is very much an open question.

Members at VIU were not alone in taking job action to advance their contract demands. Local 14, the Langara Faculty Association, initiated a variety of job actions during this period as well. Having secured a strong strike vote mandate from its members—over 90 percent voted to endorse strike action to back their demands—the LFA used targeted job action to ratchet up pressure on their employer. The job action also sent a strong signal to other employers in the post-secondary education sector that meaningful progress at the bargaining table needed to move ahead if the post-secondary education system was going to secure new contracts in this round of bargaining.

Advocacy and Governance

Although not often associated with collective bargaining, the issue of institutional governance has emerged as a major concern for many locals over the last twelve months. What brought this issue to the forefront was a recent BC Court of Appeal decision

that supported an arbitrator's decision that allows a university Senate to overrule provisions in existing collective agreements. The arbitration case involved the UBC Faculty Association and arbitrator David McPhillips who denied a UBCFA grievance matter because he argued that the UBC Senate's powers could overrule provisions in the UBCFA collective agreement.

The implications of the UBC/McPhillips case are enormous. If Senates can effectively trump portions of a collective agreement, then our right to free collective bargaining is vastly undermined and our existing agreements significantly altered. FPSE was not alone in the concerns it had with McPhillips. CAUT and a number of BC unions also had concerns. They joined with CAUT in launching an appeal to the Supreme Court of Canada. Although the Supreme Court did not grant us leave to make that appeal, the issue is still very much alive and will require coordinated efforts with faculty groups in other provinces to advance the important legal arguments in this case. CAUT has agreed to take on that work. Within BC we need to mobilize at our locals to make sure there is a common understanding of the problems, as well as proactive measures to guard against similar problems developing at our local institutions.

For those reasons, FPSE convened a special conference on governance in November. The events brought together activists and experts in the area of institutional governance to debate the issues and develop some common strategies. The event also resulted in a policy document that was drafted by FPSE staff and will be presented to this AGM for its support and approval.

Activism and Organizing

Organizing the unorganized in BC's private post-secondary colleges and institutes continues to be a major priority for FPSE. In addition to supporting specific organizing drives in the private sector and bargaining collective agreements for newly organized faculty members, our Federation has also established a new Standing Committee to deal with the policy and regulatory issues that are unique to the private post-secondary education sector. The organizing



FPSE Local 21 (ETEA) President Michael Wicks.

efforts have been successful this year in certifying one of the largest new bargaining units in BC in the last five years. The new unit is King George International College (KGIC) and has over 75 faculty working at three campuses located in the Lower Mainland and Victoria.

The new standing committee—the Private Sector Locals and Organizing Committee (PSLOC)—has taken on some important issues that affect both the faculty and institutions in that sector. The Committee has developed a briefing document on regulatory change in the private sector that it plans to use as part of a lobby effort in the coming months. The Committee has also targeted student safety as a way to build alliances with international students. The safety initiative is working with the Vancouver Police Department to draft and distribute a brochure highlighting safety concerns for students in the downtown core of Vancouver. The Committee also provides an opportunity to build capacity within the ranks of newly organized faculty in the private sector. Those efforts help solidify the organizing gains we have made and position us to increase them in the future.

Standing Strong: Committees In Action

The role of Standing Committees within FPSE continues to be a source of innovation and strength for our Federation. The expertise that we are able to bring together ensures that we have the research and insights to provide Presidents' Council with current and relevant advice. As well, Standing Committee members have, through events like our Spring Conference, an opportunity to expand their understanding of labour relations and post-secondary policy issues while networking with other activists from other locals. It is a system that builds contacts, capacity and leadership within our Federation.

A number of the Committees have provided important advice and research over the last twelve months. The Education Policy Committee, for example, drafted a new discussion paper highlighting some of the problems and challenges that are part of the changing learning environments at our institutions. The document—*The Balancing Act: The Changing Dynamic in Post-Secondary Learning Environments*—was developed at an initial workshop convened in November. The draft document was then used as the basis for a workshop discussion at

the Spring Conference. Based on the feedback from that event a final paper will be circulated at this AGM.

The Pension Advisory Committee has continued to provide critical analyses on retiree benefits and pension indexing, both important topics for our members and for Presidents' Council. As well, PAC has worked to develop a more comprehensive approach to responsible investing, an issue that is becoming more important as the College Pension Plan continues to grow in size and value.

At this year's AGM, a document detailing all of the necessary policy changes that we need to debate will be presented to delegates for their endorsement. The document, which was developed initially by PAC, addresses key issues including succession planning for FPSE-appointed members of the College Pension Plan Board, our ongoing commitment to equity representation within the ranks of our appointees, and the mechanisms through which we advance critical membership priorities at the Pension Plan's Board table. These are substantial policy initiatives and will set the tone and direction of policy discussions among our Board representatives both now and in the future.

Equally important research and organizational work has been undertaken by FPSE's other Standing Committee's as well. The Status of Women Committee, for example, worked with labour allies to ensure that the 100th anniversary of International Women's Day had the profile it deserved in our communities. The Non-Regular Faculty Committee has focused its efforts on a member-based campaign that calls attention to the bargaining priority that needs to be part of addressing their employment security demands. The Workplace Health, Safety and Environment Committee has also worked to ensure that health and safety concerns are not only part of our bargaining agenda, but also part of our ongoing advocacy in every workplace.

Several of our Standing Committees have taken on specific assignments over the last twelve months, all of them designed to improve advocacy and access for our members. For example, the Disability Management and Rehabilitation Committee has developed an online member satisfaction survey that

will allow members on disability benefits to provide input to the Committee on the level and quality of service they receive. The Committee is also reviewing the "best practice" model to ensure that members have better access to both coverage and rehabilitation services. The Professional & Scholarly Development Committee is also using its mandate and capacity to help define better approaches to ensure scholarly activity is broadly defined within all our locals. For the Human Rights & International Solidarity Committee the emphasis has been on developing a more thorough response to some of the emerging international issues and ensuring that our International Solidarity Fund is targeted at priorities that have the greatest impact within the scope of this Committee's work.

The ongoing labour relations work of FPSE is guided by the input and oversight of two other important Committees: the Grievance and Arbitration Review Committee and the Contract Administration Review Committee. Through both Committees FPSE labour relations staff and FPSE Executive officers are able to ensure that critical grievance and arbitration matters are given effective priority and resources. As well, both Committees provide Locals and FPSE with a strategic overview of labour relations trends within our public institutions, trends that not only inform how we advance our bargaining priorities, but also how we advocate for our members in other areas of public policy development.

And finally, our Bargaining Coordination Committee provided the integration of these labour relations issues as part of its mandate to coordinate our bargaining strategies across all our locals. BCC's work over the last twelve months has been critical to maintaining a strong and united front as we push at local and provincial bargaining tables to achieve settlements that address the priorities of our members.

Connect the Dots: Political Action

Over the last twelve months the political landscape in BC has seen some enormous shifts. From the disappointing "status quo" provincial budget in mid-February to the choice of Christy Clark as the new leader of the BC Liberals, there have been major



FPSE Local 2 (TRUFA) President Donna Petri

changes at the provincial level that have significant implications for post-secondary education.

The tabled provincial budget is one of the most immediate developments that will affect our sector. The budget itself included no new funding for post-secondary institutions. In fact, real per-student operating grants to institutions will decline over the next three years as the Ministry of Advanced Education projects slight increases in FTEs of students combined with relatively flat base budgets that have no provisions to cover basic inflationary costs. Moreover, the affordability crunch that students face will not see any improvement in this budget as tuition fees continue to rise and student financial aid continues to decline.

The budget documents also show that the provincial government has run out of ideas for meaningful and positive change in BC. The government continues to celebrate Campbell's policy of tax cuts despite the fact that those tax cuts have only served to undermine government revenues and, in turn,

become a justification for further under-funding of critical public services.

The one major surprise in this year's budget was the extent to which the government used the budget document to pave the way for a future BC Liberal leader to fashion a fiscal program that reflects their own political priorities rather than address the underlying need to adequately fund public services and programs. The February 15th budget sets aside over \$600 million in contingencies—money not allocated to any Ministry, but available to the next BC Liberal Premier to target on priorities that they deem important.

The frustration for post-secondary educators is that even a portion of that contingency money could make an enormous difference in post-secondary education. In FPSE's presentation to the Standing Committee on Finance and Government Services, we estimated that \$200 million would be sufficient to increase per-student operating grants to the level they were at when the BC Liberals first took office in 2001.

The election of Christy Clark as the new BC Liberal leader also presents some troubling developments for post-secondary education. It was Clark who, as Minister of Education in 2002, supported the introduction of Bill 28, the *Public Education Flexibility and Choice Act*, which stripped our collective agreements of any language that limited class size in post-secondary education. Although the primary target for Bill 28 was the K-12 education system, our agreements were swept in as a result of the broad scope mandated in the legislation. While we were successful in confronting our employers on this point and preventing them from implementing the legislation in our institutions, the fact that Ms. Clark was prepared to go that far in attacking collective bargaining rights is a troubling sign for our sector.

Just as troubling has been Ms. Clark's recent track record during the leadership race. At many of the leadership debates, for example, she announced policies that seemed hard to square with the political realities of BC. Her suggested change for dealing with the HST was, at first, to allow a "free vote" in the Legislature even though a petition calling for a province-wide referendum had already succeeded

in getting the required support. She was forced to backtrack on that suggestion, but the incident shows the degree to which her approach to public policy is not well grounded. A similar picture emerges when you consider her suggestion that if she became Premier she would allow for public funding of both sides in the HST referendum, similar to the funding that was provided to those opposed to the Single Transferable Vote referendum. It's not clear whether she will follow through with that idea, but it must be a source of internal stress within her caucus given that the entire BC Liberal caucus voted in favour of the HST.

An additional concern is whether Ms. Clark will respect the fixed date provincial election law in BC. Many of her advisors recognize that her level of public support is unlikely to sustain itself until May 2013. As a new Premier, she will certainly have to make a number of tough decisions between now and then, decisions that will raise questions about her judgment, priorities, but most all, her claim to be a legitimate source of change in a BC Liberal government. If she decides, instead, to call an election sooner than 2013, the results could be much harder to predict.

Although the drama of leadership changes and provincial budgets dominated the news, there were some encouraging developments for post-secondary education. On March 1, FPSE received word that the government's moratorium on degree granting would be lifted. The decision is a positive step in the right direction. Institutions can now apply to the Post-Secondary Institutions Proposal System (PSIPS) to advance their degree proposals. As well, the announced change will allow those applications

that were in the system when the moratorium was announced to proceed to completion.

FPSE made a submission to the independent reviewer that was put in place when the moratorium was announced. Although that review report will not be tabled until sometime in April, we are hopeful that our concerns about the creeping interest in US-style accreditation will be recognized in that report. As we have stressed many times, US-style accreditation in BC is unnecessary—we have a strong and highly functional system for recognizing credits across all our public institutions. Accreditation only adds expense to a system that doesn't need it.

Working with Provincial Allies

As a result of a constitutional change made at the November convention of the BC Federation of Labour, the organization has moved to a two year convention cycle rather than the annual convention format that had been mandated by their constitution. In its place the BCFL is committed to organizing a series of regional forums around the province. The change will allow the BCFL to better allocate its resources while ensuring that it maintains a strong connection to activists across the province between constitutional conventions.

The BCFL shares many of our concerns about the changes taking place within the BC Liberals. The prospect of a snap provincial election sometime in the next three to four months would put significant pressure on the labour movement to mobilize its members. That effort would come in a year when the labour movement in BC is also organizing



for municipal elections which are scheduled for November.

The BCFL has also been advancing some important issues through its workplace health and safety training programs. Most recently it convened a conference on Cancer in the Workplace where delegates from across BC had an opportunity to hear from a number of experts in the field of cancer research. The event was well attended and included several members of FPSE's Workplace Health, Safety and Environment Committee.

Connect the Dots: Activism at the National Level

The May Federal election was provoked by a non-confidence motion against the Harper government, a motion based not on a budget issue, but on a ruling from the Speaker that the Harper government had shown contempt for Parliament. It was another first for the Harper Tories, but not the kind the way they would choose to celebrate. For the first time in Canadian history a federal government lost the confidence of Parliament because of a contempt motion.

While the Tories have been a minority government for the last five years they have hardly behaved like one. Mr. Harper has consistently pressed for legislative and fiscal changes that fit within his ideological frame. The result has been a steady erosion in Canada's practice of supporting a balance of advocacy and oversight within the non-governmental community. Moreover, the prospect of a Harper majority at a time when the federal government could download any of its deficits on to provincial governments means that the labour movement needs to play an active role in federal politics.

The CLC's experience with the Tories backtracking on pension reform in Canada is another reminder of how important our issues will be in any future federal government. The Canada Pension Plan can be significantly improved, a point that Finance Minister Jim Flaherty agreed with in June of 2010. However, his commitment to meaningful reform has turned out to be paper thin; he has recently opted, instead,

to support the business community call for pension reforms that would place the entire cost burden on employees, with no commitment to contribute by employers.

In previous federal elections the CLC has developed and mobilized a labour campaign that stresses the vote-determining issues that are critical to working families in Canada. That campaign has proven to be a powerful way to get labour's message into the broader public debate. FPSE has worked with the CLC and Labour Councils to support a similar campaign approach for this year's election.

In May, the CLC held its convention in Vancouver. The fact that it was held in BC meant that our members had a much greater opportunity not only to attend, but also to participate in the debate at convention. FPSE, through the National Union of the Canadian Association of University Teachers (NUCAUT), works to ensure that our members have that opportunity and to advance our resolutions within the convention process.

National and International Education Issues

For many in the public sector, and certainly those who work and teach in post-secondary institutions, the events taking place in Wisconsin are a chilling reminder that right wing governments can do tremendous damage to public services if they are given the opportunity. In that state the Republican Governor has decided to use the prospect of state budgetary deficits to force through radical and regressive changes in public sector contracts. It's a move that has strong parallels to what Gordon Campbell tried to do with his contract stripping legislation in 2002. Although we were successful in staring down post-secondary employers in that legislation, the fact remains that the Campbell government's attack on public sector contracts and services were significant and long-lasting.

For all of those reasons and more, CAUT has pledged its support to public sector workers in Wisconsin. We have let union leaders in that state know that we are prepared to do much more and await their requests for whatever help we can provide. The events are also a reminder that union solidarity



Candace Fertile (Local 12/CCFA), Debbie Hlady (Local 12/CCFA) and Melanie Fahlman Reid (Local 1/CFA)

knows no boundary lines and must prevail when attacks like this are advanced.

CAUT has also been working to broaden the understanding of governance issues that faculty groups across Canada face at their institutions. In addition to the research that CAUT has developed on this subject, CAUT's President and Executive Director have participated in a number of conferences and workshops to help affiliated organizations develop more effective engagement strategies when dealing with changing governance pressures. As well, CAUT continues to provide labour relations support to ensure that collective agreements have the necessary provisions to give substantial protections and rights that faculty need as governance policies change at their institutions.

In my capacity as a director of the Canadian Apprenticeship Forum Board and Chair of two key Board committees, I have continued to work with other union affiliates to ensure that the push to fragment trades training in Canada does not erode the high standards that are in place to provide Red Seal certification for designated trades across Canada. To date, we have recorded some success

in our rebuttal of a recent proposal that, had it gone ahead, would have undermined the Red Seal program. However, the fact that there still remains a push on the part of many employer groups to fragment training means that we have to be vigilant in our fight to preserve the quality and standards of that program.

In 2010 I had the honour to be appointed to the Canadian Industrial Relations Board (CIRB). Although the appointment involves substantial input on labour relations issues covered by the Canada Labour Code, the work also reminds me of the important interconnections that all unions face as they work to advance member interests within a legal framework that lacks the capacity to protect worker rights in an increasingly aggressive global economy where employers have considerable advantages. That said, the CIRB experience also reminds me that our movement has enormous resilience and strength to overcome these adverse circumstances.

In 2011 I was nominated to the national Forest Products Sector Council Board as a post-secondary education representative. The FPSC is a human resource advisory group that promotes human

resource planning and skills development in Canada's forest products industry. The work of the Council is another example of how post-secondary institutions play an important and transformative role in our economy and communities.

Thanks

The success of our Federation reflects the commitment and input of our members in a democratic decision-making process. I am honored to represent this organization and to be a part of that process. As part of my report to this year's convention, I want to acknowledge and thank those who contribute to the success of our organization.

Our Executive Committee has played a critical role in the ongoing work of FPSE. Their advice, input and participation in the work of Standing Committees and the issues before Presidents' Council, as well as a wide range of external commitments, ensure that our Federation is an effective voice for our members. My thanks go out to Vice-Presidents Nanci Lucas and Terri Van Steinburg, and to Members-at-Large Mia Reimers and Frank Cosco. They have all made enormous contributions to our Federation. Our Secretary-Treasurer, George Davison, has played a vital role in ensuring that our Federation has the capacity to provide thoughtful and balanced leadership, advice and counsel to our member locals over the last twelve months.

Presidents' Council works tirelessly to keep the organization current and effective between AGMs. I want to thank members of the Council (their names are listed at the end of this report) for their dedication and support.

FPSE's effectiveness as an organization would not be possible without the considerable input and support of our Standing Committees. Their knowledge and insights prove invaluable on so many fronts. As well, their specific contributions through the development of policy, the drafting the discussion papers and briefs to government and the coordination of local and provincial issues makes a significant difference to our Federation.

FPSE benefits enormously from the talent and skill of our staff, who work to ensure that the priorities we identify at AGMs, at our Presidents' Council, and in our Standing Committees are translated into action. The Staff Representatives who work on the Labour Relations front, Lesley Burke-O'Flynn, Weldon Cowan, Jeff McKeil, David Piasta and Zoe Towle, and our Policy & Communications Staff Representative Phillip Legg are all dedicated to meeting the needs of our members.

Administrative Assistants Mary Bruegeman, Gisele da Silva, Angela Kenyon, Sara Rozell and Nancy Yip, provide effective support to staff, committees and Presidents' Council, and they manage these responsibilities under demanding timelines as well. Our Financial Assistant, Matt Toma, keeps our financial affairs in top shape.

And finally, I want to thank the members whose support and activism is our core strength. Your commitment makes our Federation work and makes it possible for FPSE to be an effective advocate for post-secondary education.

Respectfully submitted and in solidarity,

Cindy Oliver, President,
on behalf of Presidents' Council

FPSE 2010-2011 LOCAL PRESIDENTS

John Wilson

Local 01: Capilano University Faculty Association

Donna Petri

Local 02: Thompson Rivers University
Faculty Association

Jan Mastromatteo

Local 03: Faculty Association of
the College of New Caledonia

Sandra Hochstein

Local 04: Douglas College Faculty Association

Terri Van Steinburg

Local 05: Kwantlen Faculty Association

Bob Wakulich

Local 06: College of the Rockies Faculty Association

Rhonda Snow

Local 07: University of the Fraser Valley
Faculty & Staff Association

Dan McDonald

Local 08: Vancouver Island University
Faculty Association

Tim Walters

Local 09: Okanagan College Faculty Association

Doug Henderson

Local 10: Selkirk College Faculty Association

Mia Reimers

Local 11: Academic Workers' Union (NWCC)

Bronwen Welch

Local 12: Camosun College Faculty Association

Lynn Carter

Local 14: Langara Faculty Association

Frank Cosco

Local 15: Vancouver Community College
Faculty Association

Bill McConnell

Local 16: North Island College Faculty Association

John O'Brien

Local 17: Thompson Rivers University
Open Learning Faculty Association

Sharon McIvor

Local 19: Nicola Valley Institute of Technology
Employees' Association

Michael Wicks

Local 21: Private Sector Faculty & Staff Association

Tom Becher

Local 22: Emily Carr University of Art + Design
Faculty Association



SECRETARY-TREASURER'S REPORT

George Davison

Paying for the Dots

MY SECOND YEAR AS SECRETARY-Treasurer has flown by quickly. It has been a constant pleasure working with President Cindy Oliver and the dedicated staff in the office, as well as with the Executive and Presidents' Council. My position is taken up with financial, office and political responsibilities to help FPSE do what it is supposed to do—service member locals and represent them at the provincial and national levels. Therefore, my report focuses on the 2010/11 year-end finances (including the Auditor's Report), the proposed budget for 2011/12, and on my other activities carried out on behalf of the Federation.

FPSE's 2010/11 Fiscal Year-End

Last year's AGM approved an operating budget for the April 1, 2010 to March 31, 2011 fiscal period with total net revenues estimated at \$3,448,155, and total net expenditures of \$3,121,264, for a projected deficit of \$4,525. At year-end, our actual net operating revenues were a touch higher at \$3,747,494 and actual net expenditures came in at \$3,576,644. This resulted in a net operating surplus of \$124,652, after taking into account transfers from the Defence Fund for operating purposes totalling \$301,086. Our Operating Fund, which represents the current value of the Operating Reserve Fund and the cumulative result of operating surpluses and deficits over the years, now stands at \$476,456.20.

On the expenditures side, legal fees and bargaining were considerably higher than budgeted due to the increased numbers of grievances and arbitrations, and staff reps at local tables. The HST also added approximately \$20,000 to our costs, of which slightly more than 50% was related to office rent. Capital expenses included the purchase of Laserfiche, and upgrading our servers, email and listserv programs, backup and anti-virus programs. The cost of all these was \$109,551.

The Defence Fund valuation at year-end stands at \$8,510,399.47, a healthy increase over last year, and an ongoing testament to our fund managers at Macquarie Private Wealth, Brian Worth and Gerald Allaye-Chan. However, it will be reduced by the strike support we provided VIUFA, which amounted to about \$422,280, and \$301,086 to cover overages in legal and bargaining as per the March Presidents' Council motion.

FPSE's 2011/12 Proposed Budget

The budget development process is a well-oiled routine, with Financial Assistant Matt Toma keeping Cindy and me apprised regularly of revenues and expenses. I then report to the Executive and Presidents' Council meetings. In the coming year, we expect a 2.5% increase in membership dues, due to increased numbers of members and more at top-of-

scale (\$3,534,359). Following the approximately 10% transfer to our Defence Fund, and the addition of estimated investment income, our total net revenue is expected to be \$3,201,423.

Our operating expenses reflect collective agreement mandated increases in staff compensation (the CUPE 1004 Collective Agreement expires on September 30, 2011) and anticipated expenditures for legal costs, the AGM, ongoing provincial bargaining and conferences. Total net expenditures are expected to be \$3,428,875.

We therefore present an operating budget with an overall projected deficit of \$231,052. The AGM or Presidents' Council often make changes that affect this figure. On the capital side, we project a budget for 2011/12 with expenses totalling \$31,000 to keep our technology up-to-date, and possibly do some renovations with space freed up after files have been scanned.

Office and Personnel Management

FPSE employs twelve staff—five administrative assistants, one financial assistant, and six staff representatives—who serve our members very well. They continue to make my job easy, bringing years of experience to their responsibilities. Though Margaret Sutherland retired at the end of December, Sara Rozell started on January 4. We are just beginning the search for a new staff rep for an anticipated August 1 start, as David Piasta will be retiring in the fall after 15 years with FPSE.

FPSE Events, Committees and Member Services

In January, we renewed our contract with the Hyatt Regency Hotel for our September 2011 through March 2012 meeting season, but as UNITE HERE Local 40 had not settled with the hotel before Christmas, we booked alternate space at the Four Seasons for the CLC convention and the Hotel Vancouver for NUCAUT and our Presidents' Retreat.

There have been many meetings and much liaising with host local the Academic Workers' Union (Local 11), in preparation for our AGM and Convention here in Prince Rupert. Many thanks to all who helped put

this event on. We have booked the Westin Resort & Spa in Whistler for our Convention and AGM in May 2012.

In addition to my duties on the Executive Committee and Presidents' Council, I serve as Executive Liaison to the Contract Administration Review Committee (CARC), which is chaired by Selkirk's Lui Marinelli, who replaced VCCFA's Ingrid Kolsteren this year. I also subbed for Nanci Lucas at the Spring Conference meeting of the Workplace Health, Safety & Environment Committee. Thanks to TRUFA's Carolynne Fardy, who is stepping down as long-time chair of the committee, and welcome to incoming chair Reto Riesen (AWU).

I chair the Grievance Arbitration Review Committee (GARC), made up of the CARC Chair and FPSE's five labour relations Staff Representatives. We meet on a semi-regular basis to discuss cases that locals bring for consideration of support to arbitration. Though the staff reps handle many of these arbitrations or board hearings, we often engage outside legal counsel to assist us. The 2010/11 budget anticipated spending \$275,000 in legal expenses, but we spent \$453,263. There are many more on the horizon for the coming year, including possible revival of our *Public Education Flexibility and Choice Act* constitutional challenge in the wake of the BCTF's recent victory.

I've been to several College Pension Plan meetings and Pension Plan Partner meetings, culminating in the consensus to turn the Joint Trust Arrangement under the *Public Sector Pension Plans Act* into a Joint Trust Agreement among the Plan Partners. Legislation to do so will be introduced in the legislature at some point in the future. I also attended the SHARE Pension Conference on March 1 with several FPSE colleagues and trustees.

I chair the International Solidarity Fund Committee, which met on April 26 to allocate the \$35,000 budget. Fifteen proposals have been received as of this writing. Thanks to committee members Terri Van Steinberg (2ndVP/Local 5), Tom Becher (Local 22), HRISC Chair Naomi Wolfe (Local 16) and committee member Susan Weber (Local 14).



George presents VIUFA John Black, Treasurer, with a cheque to support striking members.

Thanks to locals who invited me to various events: Capilano FA (John Thompson on academic freedom), TRUFA (fall barbeque), FACNC (Christmas lunch, Steve Campbell memorial, and the March 9 rally), VCCFA (Christmas dinner and end of February appreciation dinner), KFA (two forums), and SCFA's AGM. I also joined VIUFA's pickets three times, twice with weekly cheques of \$124,200. Thanks for the memories!

BCFL, CAUT, NUCAUT and CUFA/BC

BC Fed's Executive Council met in October and February, and met again in early May while Cindy and I were at CAUT Council in Ottawa. The February session at Harrison focused on election preparation. Council has also approved a plan to implement the constitutional changes passed at last November's Convention. The first regional conference will be in Prince George in early June and a 3-day union-building conference will take place in Vancouver at the end of November.

I attended two meetings of CAUT's Contract Academic Staff Committee (in early September and March), as well as CAUT Council's fall 2010 and spring 2011 meetings in Ottawa. CAUT's annual Western Regional Faculty Associations' Conference

was hosted last October in Edmonton by the Confederation of Faculty Associations of Alberta and the University of Alberta's Faculty Association. Cindy and I were accompanied by TRUFA President Donna Petri, and I won the stay-to-the-end door prize, an iPad. NUCAUT meetings, led by outgoing President Dileep Athaide, precede each CAUT Council, and I've announced my intention to run for the position of NUCAUT President in June. I also attended the provincial associations' meetings before each Council, and CAUT has continued to provide lunch and space for OPSEU, ACIFA and FPSE to meet where we can talk about issues we have in common.

I attended CUFA/BC's spring council this past year. David Mirhady of SFU is the new CUFA President (we attended a higher learning forum at the Wosk Centre for Dialogue in December). I also attended CUFA's Distinguished Academic Awards.

Other External Events and Representations

I continue to sit on the United Way of the Lower Mainland's Campaign Labour Committee. This involves monthly meetings during the fall campaign (the kick-off event, labour presentation to the Campaign Cabinet, the BC Fed union counsellors' breakfast during the November convention, and

the Labour Appreciation dinner), and agency tours, where members visit sites to see United Way dollars at work. Mervyn Van Steinburg and Dileep Athaide are on the committee, which is co-chaired by Dan Klassen (IBEW 258) and Gwennie Farrell (COPE 378), along with retiree volunteers Gordie Larkin, Doug Payette, and Dave Wilson. This volunteer work supports the partnership of labour and management in fundraising that improves lives and strengthens communities throughout the region.

I also sit on the CPEN (Charter for Public Education Network) board as Secretary. Through its website and the work of President Mike Zlotnik, the group plays an important role in educating the general public on education issues, in both the K-12 and post-secondary spheres.

Other events included the Education International Higher Education and research conference at VCC last September, Co-Development Canada's AGM last October, and the Lancaster Bargaining in the Broader Public Sector conference in December.

Thank You

Many thanks to President Cindy Oliver and the Executive: Nanci Lucas, Terri Van Steinburg, Frank Cosco and Mia Reimers. Thanks to all the local Presidents, who put in so much time working for their members and the Federation. Thanks to all of our committee chairs and members who work so hard for all FPSE members. We continue to be fortunate to have talented staff with whom I work on a daily basis. Special thanks to Financial Assistant Matt Toma, and to Administrative Assistants Gisele da Silva, Mary Bruegeman, Nancy Yip, Angela Kenyon and Sara Rozell; and to our Staff Reps Phillip Legg, David Piasta, Lesley Burke-O'Flynn, Weldon Cowan, Jeff McKeil and Zoe Towle.

Respectfully submitted,

George Davison,
Secretary-Treasurer

FIRST VICE-PRESIDENT'S REPORT

Nanci Lucas



MY SECOND YEAR AS FPSE'S FIRST VICE-President has continued to be both gratifying and a great experience. I have found my time on Presidents' Council educational and provocative on key issues that affect our whole sector. The Presidents provide our Federation with a strong base which can be used to enhance our effectiveness and strengthen our voice in the future. I have also enjoyed my time on the Executive and developed a great appreciation of the work and dedication of the group, and the strengths each person brings to the Federation as a whole.

The majority of my time this year has been devoted to bargaining and the various issues that arise from that. I spent time at various FPSE locals discussing the direction the Common Table and strategizing as much as possible to make sure that every local knows what is occurring system-wide. It is difficult to try and balance the needs of all while, at the same time, not harming each other. I also attended several meetings with our BCGEU brothers and sisters to keep them apprised of the state of bargaining in our various locals, and to hear what struggles they had to face at their bargaining tables.

As I write this today, my thoughts travel back to VIUFA and their month-long strike to try to get some key changes to how that institution functions, protection for their non-regulars, improvements for their techs, and stronger layoff language. It is clear that the university's management team has caused a lot of distrust and anger. As I visited the picket line,

read the Facebook postings, and the various items posted on the faculty association's website, it became apparent that the whole faculty acted as one in their resolve to find a solution to a piece of this distrust through their calls for transparency and openness in regards to administration's decisions.

In my role as First Vice-President, I served as the Executive Liaison to the Workplace Health, Safety & Environment Committee (WHSEC) and the Human Rights & International Solidarity Committee (HRISC). I was unable to attend WHSEC in the spring due to the Spring Conference; however, would like to thank outgoing Chair Carolynne Fardy (Local 2). Her knowledge of OH&S issues including toxins in the workplace added a tremendous knowledge to this committee. I certainly learned a lot from her passion and dedication. I would also like to welcome the incoming chair, Reto Riesen (Local 11), who has a wealth of knowledge and experience on OH&S. I participated in both HRISC meetings and found a level of enthusiasm and dedication to international solidarity issues enlightening and contagious. Thank you to Naomi Wolfe (Local 16) for putting her name forward for the position of Chair again. She has a wonderful grasp of this committee's mandate and a wealth of knowledge on various human rights violations in the world. Her travel to various countries has added to the committee's discussions. I would also like to thank Zoe Towle, the Staff Representative assigned to both these committees, for her hard work and guidance.

Lastly, I was on the FPSE Finance Sub-Committee. I will be the first person to admit that I don't completely understand budgets; however, I have enjoyed learning about our financial health. We also worked on a few new policies that will be coming to AGM for approval, including a recognition policy for outgoing chairs, presidents, and executive members. During this AGM, we will also be deciding on whether or not we wish to increase our strike pay and how it is administered. It was many years ago that the rate was set at \$40 per day and we need to make sure that we to compare what \$40 bought then in comparison to what it buys now while keeping in mind the realities of what that increase would mean for length of support to our members should there be a system-wide walk out. I'm sure there will be lively debates around this issue.

In closing, I want to thank a few people in particular. First, the Executive—Cindy, George, Terri, Mia and

Frank—it has been a great experience working with each of you, and I hope to have the opportunity to continue this next year. Second, I would like to thank all the chairs of our various standing committees for their hard work and dedication to this organization. It is members like these who make FPSE strong now and into the future. Third, I want to thank all of the members who are attending this AGM. You are the activists in your locals, and I hope you enjoy meeting the activists from other locals. Fourth, I need to thank all the other Staff Reps and Administrative Assistants who spend long hours working for the betterment of this Federation. We have an excellent team and a strong Federation.

Respectfully submitted,

Nanci Lucas
First Vice-President

SECOND VICE-PRESIDENT'S REPORT

Terri Van Steinburg



IT HAS BEEN AN HONOUR TO SERVE in my capacity as Second Vice-President of our Federation, an honour that has brought with it opportunities not only to learn from others, but also to build solidarity within our membership and ensure that our Federation is effective in representing our members.

The great strengths of Presidents' Council are its depth and diversity of talent and its dedication to making the Federation a strong advocate for our members and an effective voice for progressive change within our sector. On both fronts, I have worked with the other Executive members to make a difference.

Challenges

One of the biggest challenges that we have faced over the last twelve months has been at the bargaining table. Our employers have tried to frustrate, stall, and stalemate bargaining. Their approach has not only been destabilizing for labour relations in post-secondary education, it has also shown a profound absence of vision and leadership within the ranks of our respective administrations.

Our Employers have failed to mobilize the full potential of our public post-secondary institutions, and much of that failure reflects a growing disconnect between the provincial government's commitment to post-secondary education and the broader public's support for our institutions. Polling numbers consistently show that a strong majority of voters in BC support greater investments in our public

colleges, institutes, and universities. However, the chronic under-funding of our public post-secondary institutions indicates that the current government isn't prepared to make those investments. Caught in this bite are the faculty and staff who make our institutions work.

Service

As part of Presidents' Council and as a member of PC's Executive, I have been privileged to work with you to advance the case for better solutions for our members, whether those solutions are found through the bargaining process or through advocacy within our communities.

Working Groups

To that end, in addition to the other duties that I have performed in that capacity, I have served in the following ways:

New Universities Bargaining Rights Working Group

Rhonda Snow (07), Phillip Legg (Staff Rep), and I were tasked with undertaking a political action campaign to support the special purpose teaching Universities in protecting their collective bargaining rights and their right as sole bargaining agents for their members. The working group developed a leaflet, launched in September 2010, entitled "What post-secondary employers are up to." FPSE also co-sponsored "University Week" events at a number of our University Faculty Association locals.

Pension Administration Working Group

This Working Group, skillfully chaired by Member-at-Large Frank Cosco, developed comprehensive policy language on Pension Trustee recruitment, appointment, and evaluation. In addition, the committee developed policy on Partner/Trustee communication, training, succession planning, and Equity. I know Frank will report more fully on the work of this committee, but I would be remiss if I didn't point out the dedication and hard work of the members of this working group. In addition, thanks to Jeff McKeil (Staff Rep) and Nancy Yip (Administrative Assistant) for ably supporting the working group.

FPSE Committees

I am a member of the Finance Sub-committee of PC, which this year developed a recognition policy and an operating reserve policy.

I also serve as Executive liaison to both the Status of Women and Education Policy Committees. These committees are made up of passionate and dedicated individuals who do important work for our Federation. A big thank you to Candace Fertile (12), Chair of the SWC, and Balbir Gurm (05), Chair of the Education Policy Committee, for adept leadership, and congratulations on your re-elections!

BC Federation of Labour

Externally, I represent FPSE on the BC Federation of Labour's Women's Committee, Education Committee, and Political Action Committee. The BC FED Women's Committee focused on the planning for the December 6th Memorial and the 100th Anniversary of International Women's Day, while the Political Action Committee has focused on planning for elections. The BCFL Education Committee has tackled a myriad of education-related issues including funding for K-12 and post-secondary, student debt, literacy, Skillsplus and the Labour Market Adjustment funds, and Labour Education.

In addition to serving as Floor Manager for the FPSE delegation at the BC Federation of Labour Convention last November, I was re-elected to a second term as Trustee. My duties as a Trustee of the Fed are to examine all financial records semi-annually

and ensure all receipts have been properly recorded and all expenditures authorized.

CAUT

As well as provincial responsibilities, I represent FPSE nationally on the CAUT Women's Committee. The committee was asked to consider how equity can be advanced within CAUT. In addition, we were asked to consider whether structural changes were required in order to advance such work. As a result of these and many other discussions within CAUT, a constitutional restructuring occurred in order that CAUT can better serve all equity seeking groups. As part of this restructuring, the Women's Committee will become a working group and elect two representatives to serve on a Diversity and Equity Council. These changes have been a major focus of the committee this past year, but we have also discussed other important issues such as the Federal government cuts to social justice organizations and, in particular, women's organizations; gender issues in the classroom and how this impacts student evaluations; and collective bargaining with an equity agenda.

I am pleased to announce that the CAUT Women's Committee is presenting Sister Maureen Shaw (05) with the Sarah Shorten Award, which is given to women whose contributions have benefited women in post-secondary education. I can't think of a more deserving recipient than Maureen!

Other Service

In my capacity as Second Vice-President of our Federation, I have also:

- Participated as a member of the Planning Committee at the FPSE Governance Conference
- Participated as a member of the DQAB Review Working Group
- Attended the Summer Institute for Union Women July 2010, in Portland, Oregon
- Facilitated two workshops at the FPSE Spring Conference
- Represented FPSE on Quality and Research Sub-committee of Skillsplus

- Worked with the other committee members on the Policies and Principles for Bargaining in BC
- Participated as a member of the International Solidarity Fund Committee
- Been an FPSE representative at the Policy Table

Conclusion

In closing, I would like to recognize the passionate committed leadership of our President, Cindy Oliver. Cindy works so incredibly hard on all our behalf. Thank you, Cindy. I would also like to thank my other

Executive colleagues—George Davison, Nanci Lucas, Frank Cosco, and Mia Reimers—for their work and their support this past year.

I am privileged to have the opportunity to represent you, and I greatly and gratefully appreciate your support.

Respectfully,

Terri Van Steinburg
Second Vice-President

MEMBER-AT-LARGE REPORT

Mia Reimers



I HAVE HAD A FULL AND INFORMATIVE year as the 'rookie' on the FPSE Executive, having been elected as Member-at-Large at the May 2010 post-convention Presidents' Council. I ran for the position because I have been inspired by the wisdom, thoughtfulness, and activism of my fellow Presidents on Presidents' Council and wanted to lend what I could. But I have received more in return; this year has broadened my knowledge of FPSE and our importance in the sector, and our leadership in collaborating with, and supporting, the broader labour and social justice movements. I have observed and shared in this commitment in every meeting since May; some highlights include the continued organization of the private sector resulting in the certification of King George International College, the March 9th Day of Awareness and campaign around "Nothing is not a solution," and FPSE's solidarity with VIUFA and Wisconsin's public sector workers.

Executive Liaison

Part of my work this year was with the Professional and Scholarly Development Committee and the Disability Management and Rehabilitation Committee.

In PSDC, I enjoyed working with the Chair Bob Fuhr (Local 5) and Staff Representative Jeff McKeil. For the October 29/30, 2010 meeting, we organized a well-received workshop by the BC Retired Teachers' Association on Retirement Preparation. The committee also considered language around leave exchanges and suggested it as a workshop for the Spring Conference. For more details, I encourage

you to read Bob Fuhr's excellent report. I would like to thank fellow Member-at-Large Frank Cosco for filling in for me at the February 25 meeting, and I commend the Committee for its commitment to career-long scholarly learning, and advocating for equal professional development for non-regulans.

Unfortunately I was unable to attend the fall meeting of the DMRC, but was present for the February 25 meeting. This proved to be a bittersweet meeting as it was the last for retiring Staff Representative David Piasta and Chair Ann Marie Davison (Local 5), who is taking an education leave. The committee heartily thanked them for their hard work, and I would like to add my best wishes as well. This year the committee moved ahead in their work plan by drafting a letter to physicians to assist members seeking disability benefits, and creating an online satisfaction survey on Manulife Financial.

Committee Work

I along with the rest of the Advisory Committee on Policy (Member-at-Large Frank Cosco, Secretary-Treasurer George Davison, Staff Representative Zoe Towle and Administrative Assistant Mary Bruegeman) shared e-mails and met in August to update and revise the Policy & Procedures Manual, including motions made at the 2010 AGM.

A number of Presidents, including myself, also sat on the Ad Hoc Committee on Member Engagement, created as a result of a 2010 AGM motion about member revitalization and new member orientation. With the great help of Staff Representative Phillip Legg, we adopted the campaign and slogan of

“Connect the Dots” which is also the title of this year’s AGM.

Conferences

Besides facilitating sessions in both the FPSE Governance and Spring Conferences, in November and February respectively, I attended several external ones. From July 6-10, 2010 I was pleased and proud to be one of FPSE’s representatives to the 29th Annual Western Regional Summer Institute for Union Women in Portland, Oregon, where I was able to liaise with union activists from all over western North America on the timely theme of “When Times Get Tough – Union Women Start Organizing!” Prior to this report, I will also be attending the Canadian Labour Congress Convention from May 9 to 12, and following our AGM, I will attend the National Union of CAUT’s Convention on June 13 to 14, 2011.

Closing Words and Thanks

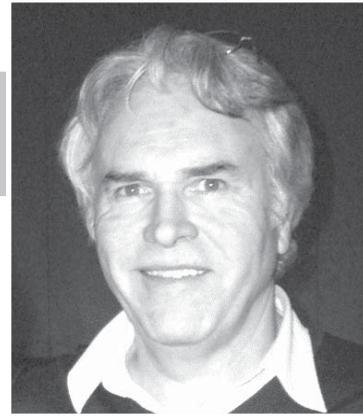
In closing, I would like to thank Presidents’ Council for allowing me the opportunity to serve as Member-at-Large, FPSE staff for their counsel, organization and dedication, and the Executive members, Cindy Oliver, George Davison, Nanci Lucas, Terri Van Steinburg, and Frank Cosco, for their leadership and diligent work on behalf of the Federation of Post-Secondary Educators.

Respectfully submitted,

Mia Reimers
Member-at-Large

MEMBER-AT-LARGE REPORT

Frank Cosco



WITH APPRECIATION TO PRESIDENTS' Council, which re-elected me to the Executive just after the AGM hosted by Local 22 at Harrison Hot Springs, and to my fellow Executive members, I have strived to support the work of FPSE through working on a variety of assignments and representative functions for the President, Presidents' Council and the Executive.

Pension Partners Meetings

In support of the President and Secretary-Treasurer, I have attended the joint Pensions Partners-Board meeting and Partner meetings, primarily on the framing of new Joint Trust Legislation. That legislation is now in the final stages of preparation. At the Partner level, we have not been able to have fruitful discussions on any pension issues related to costs as the government has clamped down on everything.

Pension Advisory Committee (Executive Liaison)

With Tom Friedman (Local 2) as Chair, the committee continues its tradition of mixing intense policy discussions with detailed analysis of the issues of the day and with opportunities for professional development. Examples of the committee's work this past year would be its advisory work on the policy change proposal from the Joint PC/PAC Working Group on Pension Administration and its thorough discussion of options for FPSE for better inflation protection and for better health-related benefits. PAC enjoys good attendance and participation from

all FPSE local reps. Thanks to staff Nancy Yip and Jeff McKeil for their support of this group.

PAC/PC Joint Working Group on Pension Administration

Alan Cooper (PAC/14), Joan Kaan (PAC/Local 6), Jennifer Kirkey (PAC/Local 4), Paul Ramsey (PAC/Retiree), Bill McConnell (PC/Local 16), Terri Van Steinburg (PC/Local 5), John Wilson (Trustee/Advisor), Jeff McKeil (Staff) and Nancy Yip (Staff) worked on the working group for the better part of the year. Much of our work is before this assembly in the form of comprehensive pension policy proposals. I once again thank everyone for their commitment and engagement.

Non-Regular Faculty Committee (Executive Liaison)

Teresa Fedorak (Local 2) ably chairs our important Non-Regular Faculty Committee, and appreciation to our staff, Weldon Cowan and Nancy Yip. Committee members do double duty as representatives to other standing committees as well. Each meeting provides a solidarity building opportunity for what often feels like a lonely and individual task. This past year the committee developed a five-goal plan—*Equity on the Job: We All Deserve It*—with a resourcing proposal which is before this AGM. As this relatively sterile bargaining round gradually gets behind us, and as always with union work, there needs to be a re-commitment and re-focusing onto the next round. For the non-regulards, that will mean more

concentrated efforts on expanding across-the-system gains that were last achieved at the turn of the century in the 1998-2001 round. I've noticed a bit of an uneven attendance pattern from some of the Lower Mainland locals and wonder if there might be better monitoring and resourcing of attendees.

COCAL Quebec City

The North American Coalition on Contingent Academic Labour came back to a free Quebec within a united Canada last summer and it was great to be there with other unionists and activists from around the US, Mexico and Canada. Cindy was a featured speaker and the achievements of FPSE locals for equality and equity for non-regulars were often referenced at this bi-annual event. Bilingual staff Weldon Cowan brought his wit and organizing talent to the event.

Policies and Principles for Bargaining in BC's Universities

I worked with Vice-President Terri Van Steinburg in drafting and redrafting this set of principles and policies. They have been improved through all the input we received and upon adoption by the AGM will take a proud spot in the FPSE tradition of providing the best guidance and best model for post-secondary work in the country.

Private Sector Local and Organizing Committee (Executive Liaison)

I was proud to be at the first meetings of our newest Standing Committee, which is made up of reps from the sub-locals of Local 21 ETEA. It is resourced by Nancy Yip and Phil Legg. While the Committee is working on and discussing new organizing efforts, it also is intended to provide a forum for issues not directly related to organizing and bargaining first agreements. This work provides added value to membership in FPSE. Phil is doing a great job

resourcing the group and has already produced its first paper, "Significant Regulatory and Legislative Changes affecting BC's Private Post-Secondary Institutions."

Discussions at committee have included:

- Outreach to CFS and to the NDP
- Outreach to the Saudi Consulate
- Training opportunities within FPSE
- City regulations of home-stays
- A Vancouver Police Department Constable visited to present on the vulnerability of international students as victims of crime.

Each meeting provides a solidarity building opportunity for those who attend. There are many reports on the value of having a forum to exchange ideas.

Policy Review (Archiving)

A relatively light year in updating and reformatting parts of our *Policy and Procedures Manual* through supporting George Davison and Mia Reimers and staff Mary Bruegeman in the happy task of keeping the book up to date.

Appreciation

Thanks to Cindy and George, all the staff, PC and the Executive, and to committee members for their support and comradeship as we collectively continue to evolve and improve FPSE, an exemplary post-secondary union organization in North America.

Respectfully submitted and in solidarity,

Frank Cosco
Member-at-Large