

Standing Committee Reports

BARGAINING CO-ORDINATION COMMITTEE

CONTRACT ADMINISTRATION REVIEW COMMITTEE

DISABILITY MANAGEMENT & REHABILITATION COMMITTEE

EDUCATION POLICY COMMITTEE

HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE

NON-REGULAR FACULTY COMMITTEE

PENSION ADVISORY COMMITTEE

PROFESSIONAL & SCHOLARLY DEVELOPMENT COMMITTEE

STATUS OF WOMEN COMMITTEE

WORKPLACE HEALTH, SAFETY & ENVIRONMENT COMMITTEE

Bargaining Co-ordination Committee

Your committee:

Chair: Sheldon Clare, Local 3

Nanci Lucas, Local 1
Peter Wilkins, Local 4
Debbie Hope, Local 6
Gara Preusse, Local 8
Mia Reimers, Local 11
Maureen Maloney, Local 14
Paul Whyte, Local 16
Matt Pasco, Local 19
Bonita Eberl, NRFC
Cindy Oliver, Exec. Liaison

Bernie Kirkey, Local 2
Bob Davis, Local 5
Virginia Cooke, Local 7
Lori Barkley, Local 10
Tim Chamberlain, Local 12
Maggi Trebble, Local 15
Trudy Temple, Local 17
Jean-Bernard Ardila, Local 21

The Bargaining Coordination Committee met in January 23 - 24 in Vancouver. The committee is a strong one with a healthy mix of experienced and new bargainers with the strength of stability and welcome fresh ideas that such a mix allows. We discussed the need to survey locals and for locals to survey members in order to clearly establish bargaining needs. Given the apparent state of the economy and the obvious limits to our bargaining that such a situation may present, we will need to be innovative in our approach to the post-Olympic bargaining round of 2010.

In another year we will be approaching the expiry of our present contract and thus we will be once again engaged in bargaining. What that form of bargaining



Sheldon Clare, Local 3, BCC Chair.

will look like will depend partially upon the deliberations of Presidents' Council and will be informed by the joint working committee of BCC and PC that was tasked with examining alternative bargaining. I say partially because it will also depend upon the expectations and desires of the PSEA employer's group, as well as the designs of the individual employers. We will have some challenges in selecting our desired bargaining model; regardless of the paradigm it must be one that is inclusive rather than exclusive and that is able to present a realistic and united approach to bargaining.

At our meeting BCC members discussed some of the information that needs to be gathered in preparation for bargaining:

- Economic situation
- Alberta and Ontario comparators
- Benefits - costs
- Pension - needed costs and options
- Salary disclosures - administration, under the *Freedom of Information Act*
- Secondary scales - costing, definition, locations
- BCTF and universities
- Workload:
 - ◇ Number of sections
 - ◇ Research and service
 - ◇ Length of the year
 - ◇ Mid-term breaks
 - ◇ Funding for the new universities shifted to support?
- Personal Service Contract; employer says they are not public
- Breakdown of institutional budgets; are they hiding funds?

- Universities - comparative info of:
- Workload
- Compensation at BC universities
- National comparators; salaries, selected language
- Numbers at each level
- Numbers of sessional faculty members
- Analysis of *University Act*, Bill 34 and letter of expectation

There were indications from locals that many colleges and universities have been directed to seek significant cost savings in wide areas. It is possible that the impending election will have the effect of causing some mitigation of the usual trends of layoffs and program cuts at some institutions.

We have been getting signs from government that we will be facing a highly limited mandate in terms of salary; this may or may not be the case, but regardless there could thus be an opportunity to find gains to fix some of our pressing cost problems. These issues would include our ever-present pension and benefit concerns and problems with secondary scales.

We also will face challenges in terms of divergence in the structure of some of our locals - we have some internal interests which, on the surface, appear to be

quite varied and it will be important to reconcile any differences in order to concentrate upon our common interests in pressing home our proposals. The situation may not be as complicated as it appears; if there is limited or even no money for salary, then it may well be necessary for us to concentrate upon focussed rights issues and take our gains where we are able.

Regardless of our model, 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. The 2010 round may well be the time to take some strong stands to prevent further erosion of our rights.

At the January meeting I was re-elected BCC chair. I hope to be representing FPSE at the March CAUT Chief Negotiators Conference in Ottawa and I plan to attend the convention in Victoria. I wish to thank both President Cindy Oliver for her support of this committee and Staff Representative Jeff McKeil for his excellent work for BCC.

Respectfully submitted,
Sheldon Clare (Local 3),
Chair, BCC

Contract Administration Review Committee

Your committee:

Chair: Shirley Ackland, Local 16

Nanci Lucas, Local 1
Jan Mastromatteo, Local 3
Maureen Shaw, Local 5
H. Tvette / C. Magnuson, Local 7
Lui Marinelli, Local 10
Kelly Pitman, Local 12
Ingrid Kolsteren, Local 15
Teresa Nahanee, Local 19
Dileep Athaide, Exec. Liaison

Bernard Igwe, Local 2
Sandra Hochstein, Local 4
Carol Pakkala, Local 6
Dominique Roelants, Local 8
Patti Barnes, Local 11
Fraser Archibald, Local 14
Mary Kruger, Local 17
Teresa Fedorak, NRFC

The Contract Administration Review Committee (CARC) holds two meetings per year and, as the forum for chief stewards to discuss and share contract concerns from the locals, it is often difficult to get through our meetings in the designated time frame.

This year we opted for a bit of a different format for our meetings. We begin our meeting on Friday afternoon at noon with lunch and continue until 5 pm. On Saturday we start at 9:00 am and finish at noon. Our members have found this format allows them to be



Delegates vote at the 2008 AGM, Whistler Conference Centre..

fresh for our discussions on Friday afternoon and we are able to focus our Saturday on a specific issue in a mini-workshop if we so choose.

All CARC members submit a written report to share at the meeting and our meeting discussion focuses on any issues of relevance that may need input from the group. As the information included in our reports can be sensitive (grievance concerns, etc) members take care to ensure privacy is maintained in our reports. We also determined at the last CARC meeting that our meeting minutes need to observe the same kind of respect for our members' privacy. Therefore our minutes will contain action motions and generic items that were discussed, but will not refer to specific items identified from individual locals.

At our 2008 October meeting, Curtis Magnuson was chosen to attend the CAUT Senior Grievance Officers meeting in Ottawa as the CARC representative and he found that workshop very valuable. Several other CARC members also attended and have echoed Curtis's comments that the workshop was very worthwhile.

It was noted by our committee that grievances at locals and grievances being forwarded to arbitration have increased over the year. It appears that there is a general lack of willingness by college administrators to resolve grievances at a local level or to adhere to our collective agreements. Some locals reported administrations that were prepared to retest contract clauses that had been previously arbitrated and union won.

Other emerging issues:

- The layoffs of last year have adversely impacted our members across the province. There are issues to be resolved regarding severance, recall, and right to work.
- There have been several student complaints at locals that have not been resolved in an appropriate process.
- Regularization issues have been identified at several locals.
- A few locals have administration hiring process concerns.
- Classification of new faculty positions is also a concern at several locals.

At the Spring CARC meeting several potential workshop ideas for the FPSE AGM were forwarded. CARC has actively sought to train and grow our skills for dealing with grievances and other issues that arise at our locals.

The news that Camosun College Faculty Association (Local 12) has become full members of FPSE was welcomed at our spring meeting.

Lastly, Nanci Lucas (Local 1) was acclaimed as the new CARC Chair, with her term beginning September 2009.

Respectfully submitted,
Shirley Ackland (Local 16), Chair, CARC

Disability Management and Rehabilitation Committee

Your committee:

Chair: Lil McPhail, Local 6

T. Jones/K. Lam, Local 1
E. Griffith/C. Whitmer/J. Scobie, Local 3
A. Davison/ F. Crinklaw, Local 5
Linda Derksen, , Local 8
Karen Chrysler, Local 11
Fulton Tom, Local 14
Mandy Jimmie, Local 19
Peter Pike, NRFC
George Davison, Exec. Liaison

S. Dwyer/N. McBlane, Local 2
J. Fox/S. Hochstein, Local 4
Glen Whitfield, Local 7
L. Gomez/S. Glock, Local 10
Martin Buck, Local 12
Diane Jacquest, Local 16
Heather Mitchell, Local 22

The FPSE Disability Management & Rehabilitation Committee (DMRC) is primarily made up of members who serve as representatives on their institutions' local DMRC. The mandate of these local committees is to support faculty members during medical leaves and to assist in their return to work. Committee members carry out a variety of tasks, including helping colleagues with the paperwork required by the insurer, staying in contact with faculty members on medical leave, participating in return to work planning, and providing information to all members about our disability plans.

The FPSE committee meets twice a year, and these meetings continue to be valuable for representatives. Our meetings are our primary opportunities to learn from one another and to discuss the important work we do on behalf of our colleagues. We spend considerable time discussing our challenges and our best practices. Until recently, membership on this committee has been fairly stable, and reps have the opportunity to gain considerable experience and knowledge through their participation in DMRC meetings. Members continue to express the importance of meeting twice a year.

This year the committee met in November and in February in conjunction with the Spring Conference. At both meetings, reports from locals were important components. Reps were able to learn how business is done at other institutions and ask about cases or issues at their own local. These reports continue to identify the lack of consistency, both among institutions and within Manulife, in the way cases are handled. We have the same disability plans, but situations

can vary significantly from institution to institution. By learning about best practices at other institutions, reps can advocate for improvements at their locals, such as regularly scheduled local DMRC meetings, release time for committee members, and their inclusion in return to work planning.

The main item on the committee's work plan is to complete a survey of members who have accessed our current disability benefits plans. The plans have been operating since 2002 and it will be useful to collect data about our members' satisfaction / dissatisfaction. The areas we will ask about include: communication with Manulife, the pay and accounting practices while on claim, the ease or difficulty of making a claim, and the return to work process. This survey is timely, as it may provide important recommendations that can be addressed through bargaining. We plan to develop the survey in spring 2009. Each rep will then distribute it to members at their local in late spring/summer 2009.

In past years, DMRC meetings have usually included an educational component at the November meeting. This year we chose to focus instead on local concerns, but the committee hopes to again have a workshop at the next meeting. DMRC now has many new members, and it would be valuable to have a workshop that focuses on the roles and responsibilities of local DMRCs. This type of training will provide a good foundation for their future work on their local committees.

I appreciate the opportunity to have served on this important committee and to have worked with my

fellow committee members for another year. On behalf of the committee, I wish to thank Executive Liaison Vice-President George Davison and FPSE Staff Representative David Piasta. The Committee is fortunate to have a Staff Rep with so much interest and expertise in the area of disability management. I

also extend my best wishes to the DMRC members and their newly elected Chair, Ann Marie Davison (Local 5).

Respectfully submitted,
Lil McPhail (Local 6) , Chair, DMRC

Education Policy Committee

Your committee:

Chair: Balbir Gurm, Local 5

John Wilson, Local 1
Sharon Bezo, Local 3
Leslie Molnar, Local 6
Jean Blackburn, Local 8
Elise Kruithof, Local 11
Julia Denholm, Local 14
Helena Higgs, Local 16
Vedra McKay, Local 19
Dominique Roelants, Exec. Liaison

Mila Kwiatkowska Local 2
Leda Reaume, Local 4
Wendy Burton, Local 7
Don Parks, Local 10
Paul Brady, Local 12
Brenda Appleton, Local 15
Veda Abu-Bakare, Local 17
Deborah Hlady, NRFC

The Education Policy Committee has been working on a number of issues that have been identified as critical by Presidents' Council. Our work, which includes a number of policy documents as well as specific responses to legislative and funding changes, has built on the collaborative efforts of all committee members. A summary of the work undertaken by the committee includes the following:

Re-design of FPSE website

At the June 2008 Presidents' Council Planning Retreat the issue of internal communication was identified as an area where FPSE needed to re-direct some of its resources. The concern expressed at the planning retreat was that, by strengthening our internal communication effort, FPSE would be better positioned for the next round of collective bargaining in 2010. To address this concern, FPSE and the members of the EPC worked on a re-design of the FPSE website. The new site now provides greater access to various FPSE resources. More importantly, the re-design now features two important aspects of FPSE's ongoing advocacy work. The first is a "Take Action" element that draws member attention to the funding problems within post-secondary education. The second highlights, through video profiles, the unique and innovative work that post-secondary educators are doing in their local institutions.

Analysis of important legislative changes

In the Spring legislative session, the provincial government introduced amendments to the University Act which not only allowed the government to establish five new universities in BC, it also significantly changed the governance structure and operating practices within these new universities. The EPC contributed to the analysis of the new legislation (Bill 34) and assessed the potential impacts of the changes. That analysis was shared with Presidents' Council and has helped inform the work that FPSE has been doing on the broader issue of post-secondary governance. Part of that work includes organizing a conference on governance which took place in late February. The results of the conference will be compiled by FPSE staff into a report that will be distributed to delegates at the May 2009 AGM.

Analysis of funding and budget issues

Chronic under-funding of the public post-secondary system has been a growing problem for post-secondary institutions for the last eight years. Although BC had recorded several surplus budgets over the last three years, very little of that surplus was directed towards relieving the funding problems in post-secondary education. In fact, far from even holding the



Dr. Balbir Gurm, Local 5, Chair of the Education Policy Committee.

line on funding, the provincial government moved in March 2008 to cut operating grants by 2.6%. Those cuts have created both hardship and confusion across the post-secondary system. The EPC has worked to assess the impacts of these cuts and make the case for both restoring the funding and improving the base budgets of post-secondary institutions.

Coalition for Public Education

In November 2008, FPSE along with the BC Teachers' Federation worked to re-start the Coalition for Public Education, a group of union, community and student groups concerned about problems in BC's education system. That work has included public opinion research, funding proposals to government, and recommended policy changes in both the K-12 and post-secondary systems. The EPC has co-ordinated FPSE's input to the Coalition and continues to support the efforts of that campaign to raise public awareness on key education issues.

Federal-provincial Labour Market Agreements

The federal and provincial governments have been actively negotiating the renewal of Labour Market and Labour Market Development Agreements. Those agreements would provide significant federal transfers to the province for a variety of labour market programs, many of which we want to see

delivered by our public post-secondary institutions. The program areas include a wide range of adult literacy programs, essential skills training and various upgrading support programs for adult learners who are hoping to improve their skills or change their careers. Working with allies such as Literacy BC, our Federation has lobbied the Ministry of Advanced Education to make the case that post-secondary institutions are a vital link in the success of these labour market agreements. EPC has provided ongoing support for this lobby effort.

Blueprint for Change

FPSE's ongoing work with various allies and coalition partners has been one of the factors behind the suggestion from Presidents' Council for a comprehensive document that pulls together much of the work that EPC has undertaken over the past couple of years. The draft document is called "Blueprint for Change" and it highlights both the analysis and recommendations that FPSE has done on some of the important issues in our sector. The range of policy issues included in the paper is extensive; from trades training and apprenticeship programs to university transfer programs to English Language Training issues. As well, the document provides an important report card on how post-secondary education has changed over the last eight years. Unfortunately, many of the changes have not been positive, a state that reflects

the current government's belief that post-secondary education is more of a privilege than a right. One of the objectives in pulling this document together is to help inform the broader public debate as BC voters consider their electoral options in May 2009.

Updating FPSE's Policy Manual

The FPSE Policy & Procedures Manual is the historical record of our Federation's positions on every aspect of both education and labour relations issues. The manual is subject to review and revision based, in part, on the actions and decisions of our AGM. However, between conventions, and as part of our work to prepare for AGM, the EPC has been asked to review a number of policy issues and to

recommend changes to Presidents' Council. That work is ongoing and the committee will report back to Presidents' Council prior to the May AGM.

Employee growth in the sector

It has been identified by a number of EPC members that their institutions are increasing the number of administrators while at the same time cutting programs. It has also been mentioned that deans are asking chairs / coordinators to take on more duties. EPC has collected the data that may assist with the next round of bargaining.

Respectfully submitted,
Dr. Balbir Gurm (Local 5), Chair, EPC

Human Rights & International Solidarity Committee

Your committee:

Chair: Rick Gordon, Local 14

Richard Brand, Local 1
Marta Tejero, Local 3
Panteli Tritchew, Local 5
Kulwant Gill, Local 7
Daryl Jolly, Local 10
Micé Albano, Local 12
Brock Elliott, Local 15
Kwenu Turkson, Local 19
Terri Van Steinburg, Exec. Liaison

Derek Cook, Local 2
Micah 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

The Human Rights & International Solidarity Committee (HRDC) continues to be very active, both in supporting the work of local campus representatives and in advising our federation on pressing issues. The committee's full agendas are reflected in its minutes.

The committee owes gratitude to our hard-working Executive Liaison Terri Van Steinburg, and FPSE staff Zoe Towle and Margaret Sutherland for their generous support, and to the FPSE Executive and Presidents' Council for their assistance. I would like to extend my personal thanks to all the thoughtful and committed HRISC members I have had the pleasure to work with over the years.

HRISC again delegated two representatives to the International Solidarity Fund (ISF) committee and continued to monitor the progress of the fund.

Committee Chair Rick Gordon attended the Eighth Tri-national Conference to Defend Public Education, April 18-20, 2008, hosted by the United Teachers of Los Angeles.

Campus activities & issues

Local reports reflect a wide diversity of human rights and international solidarity activities. A few highlights: At Local 4, the HRISC rep is organizing an Amnesty International Action Circle in support of victims of injustice around the world. The independent Human Rights officer position was eliminated at Local 10, and replaced by a committee without faculty representation. At Local 14, the HRISC rep addressed a faculty colloquium on the food crisis. At Local 3, the BC Human Rights Tribunal has agreed to mediate a dispute over the designation of 70 positions under Human Rights Code Section 42. Local 8 sponsored presenta-



Rick Gordon, Local 14, outgoing chair of the Human Rights and International Solidarity Committee addresses delegates at the 2008 AGM.

tions by retired FPSE member Mordecai Briemberg on the CanWest lawsuit and freedom of speech.

Representations and related motions

At our November meeting, Weldon Cowan, FPSE Staff Representative and Pension Plan Trustee, made an excellent presentation on the history of ethical investing and current practices in ethical pension plan investing. The following motion resulted from that presentation:

That FPSE Pension Plan Trustees work to ensure that FPSE human rights and international solidarity policies are respected in the investment policies and the SIPP of the College Pension Plan.

Also presenting at the November session, Barbara Wood, Executive Director of CoDevelopment Canada, gave the committee an overview of CoDev's work and the work of FPSE's solidarity partners in Central America. Barbara discussed the benefits of a solidarity tour, and the committee carried the following resolution:

[To recommend] that Presidents' Council welcome a presentation by a representative of CoDevelopment Canada and support a FPSE /

CoDevelopment Canada solidarity tour in the Spring / Summer of 2009.

Resolutions forwarded

In addition to the resolutions mentioned above, HRISC forwarded motions that:

- the ISF Call for Proposals be revised so as to clarify the key elements of the ISF terms of reference and to make clear the need for a local contact person and follow up reports;
- the ISF Call for Proposals be distributed earlier so as to allow greater opportunity for members to submit proposals;
- locals be encouraged to hold public forums on the December 2008 - January 2009 Gaza invasion and the Harper government's support for Israeli military action;
- a motion on Israel's invasion into Gaza.

Workshop proposals

HRISC forwarded the following proposals for workshops:

- a presentation, film and, possibly, migrant worker panel, anchored by Adriana Paz from Justicia for Migrant Workers
- the legal challenge to Bill 42 on third party advertising
- a workshop on voter apathy, possibly related to the Coalition for Public Education campaign(s)
- a discussion with Mordecai Briemberg and a possible panel on the CanWest lawsuit and freedom of speech
- the Darfur events
- the Gaza invasion
- the Cuban Five
- Sharon McIvar's lawsuit re: the legal status of first nations women
- an introduction to international relations
- the work of Haiti Solidarity BC

At HRISC's February meeting, Rick Gordon (Local 14) stepped down as HRISC Chair. Kulwant Gill (Local 7) was acclaimed the new Chair for 2009-2010. The committee looks forward to a productive year under Kulwant's leadership.

Respectfully submitted,
Rick Gordon (Local 14), HRISC Chair

Non-Regular Faculty Committee

Your committee: **Chair: Teresa Fedorak, Local 2**

Denis Dubord, Local 1
Tim Groves, Local 5
M. Ungar/J. Chizma, Local 7
Ian Dawe, Local 10
Debbie Hlady, Local 12
Sue deBruin, Local 16
George Davison, Exec. Liaison

Seanna Quressette, Local 4
Brian Harvey, Local 6
Richard Aisaican, Local 8
Dina Von Hahn, Local 11
Karen Brooke, Local 15
Peter Pike, Local 19

The Non-Regular Faculty Committee (NRFC) met in October 2008 and February 2009. The committee meetings were fairly well-attended this year, despite the transitional nature of Non-Regular Faculty which disallows many representatives from committing to serve on the committee for more than one semester.

The sharing of reports from different locals continues to be one of the most valuable functions of this committee. Most reports highlighted budget cuts threatening NR faculty positions despite increasing high-level administration positions being posted in institutions. Locals are still facing difficulties implementing the CA language, as administrations are deciphering the language in a different way than the Faculty Associations. Numerous institutions are doing everything in their power to avoid regularizing employees to the point of obvious ridiculousness. Many Non-Regulars continue to feel great stress and hopelessness due to the wavering uncertainty of their positions. Non-Regulars are being encouraged to fill out the Stress Survey on the FPSE website so that their voices can be included.

Planning and discussion on increasing attendance at Non-Regular Faculty events at individual institutions was one of the goals for the October meeting. Following this session, many locals hosted Fair Employment Week events with the purpose of raising the profile of NR issues and allowing Non-Regulars to ask questions and share concerns.

In the wake of the October meeting a feeling of frustration and powerlessness among NRF led to the February meeting including an information session

on how NRF can organize members and build local solidarity with the purpose of initiating change for NRF in their locals.

Secondary Scale campaign

The NRFC continues to collaborate and assist in the Secondary Scale Campaign. FPSE will be developing a website which will help share the issues of Non-Regular Faculty in our province. Pamphlets that lay out CA rights are being created for distribution and we are hopeful that a newsletter for Non-Regular employees can be developed for distribution amongst NR faculty. The committee asks for your support of CAUT's Pro Rata model in an effort to eliminate secondary scales at institutions in order to ensure fairness and equality that, besides affecting NR faculty, impacts the quality of education, faculty working conditions, and solidarity across the entire post-secondary system.

Thank you

The NRFC is grateful to have the valuable guidance and wisdom of Executive Liaison George Davison, Staff Representative Weldon Cowan, and Administrative Assistant Nancy Yip at the FPSE office. We also recognize President Cindy Oliver for her continuing attention to and support for non-regular issues. Thank you to all members who continue to lend their support to the work of the Non-Regular Faculty Committee.

Respectfully submitted,
Teresa Fedorak (Local 2)
Chair, NRFC

Pension Advisory Committee

Your committee:

Chair: Al Valleau, Local 5

D. Volbrecht/A. Zhu, Local 1
Marie Sinnott, Local 3
Suzanne Pearce, Local 5
Norm Taylor, Local 7
Duff Sutherland, Local 10
Candace Fertile, Local 12
Brian Haugen, Local 15
Derek Knox, Local 17
Rick Williams, Local 22
Peter Pike, NRFC

Tom Friedman, Local 2
Jennifer Kirkey, Local 4
Joan Kaun, Local 6
Rick Monaghan, Local 8
Ken Shaw, Local 11
A. Cooper / F. Archibald, Local 14
Christine Hodgson, Local 16
A. Fukushima / C. Crow, Local 19
Jim Ford, Retired
Bill McConnell, Exec. Liaison

As has been the norm, attendance at the Pension Advisory Committee (PAC) was high this year. At the spring meeting, in fact, attendance was near perfect. This is an indication that the locals and their representatives continue to take pension issues seriously and want to be represented and heard on all the issues connected to the pension plan.

In mid September, PAC met with Presidents' Council and attended a presentation by Richard Border of Eckler Consultants and Actuaries, the actuary for the pension plan. Border presented a two hour primer on the actuarial mechanics of the pension plan and Inflation Adjustment Account, and talked about the challenges facing the IAA.

As well, at its fall meeting, PAC discussed the problems that face the pension plan in regard to the inflation adjustment account and the pressures on it, the topic of inflation and its effect on pensions, and the historic relationship of the IAA to extended health and dental coverage. PAC also briefly discussed the cost of extended health and dental coverage, a topic that would come up again at the February meeting.

At its late January meeting, PAC was faced with coming to an understanding of the events that had transpired since the fall meeting, the communications between the trustees and Presidents' Council in relation to those events, and the timeline for the decisions made since May 2008. Without the trustees and the Executive Liaison present, PAC discussed the information it had received from the Executive

Liaison and from the trustees. PAC will return to this topic at its Fall 2009 meeting, review the communication timeline and make recommendations to Presidents' Council in relation to communications between the trustees, PAC and PC in regard to pension.

Besides these topics, PAC also:

- Received copies of the College Pension Plan 2007 Annual Report.
- Listened to the trustees report on their meetings of March 28 and June 10, 2008.
- Received copies of the C.D. Howe Institute commentary The Canada Supplementary Pension Plan (CSPP): Towards an Adequate, Affordable Pension for All Canadians.
- Received copies of the Submission to the Alberta/BC Joint Expert Panel on Pension Standards from the College Pension Board of Trustees, the Public Service Pension Board of Trustees and the Teachers' Pension Board of Trustees.
- Received the report of the Ad Hoc Committee on Post-Retirement Group Benefits.
- Received information on the College Pension Plan performance from March 31, 2008 to end of the third quarter of 2008.
- Listened to a summary of the report of the Expert Commissions on Pensions in Ontario, A Fine Balance, and the report of the Joint Expert Panel on Pension Standards in BC and Alberta, Getting Our Acts Together, and received copies of those reports.

PAC remains committed to all issues related to the pension plan and its health, and keeping members aware of the Pension Corporation's pre-retirement seminars and the pre-retirement seminar presented by the BC Retired Teachers' Association via Dennis Anderson, the trustee representing FPSE retirees.

PAC is aware of importance of the pension plan to the future welfare of all members, both active and retired.

Respectfully submitted,
Al Valleau (Local 5), Chair, PAC

Professional & Scholarly Development Committee

Your committee:

Chair: Lesley Watts, Local 16

Nancy Nowlan, Local 1
Barb Lee, Local 3
Bob Fuhr, Local 5
Moiria Kloster, Local 7
Rita Williams, Local 10
Jacquie Conway, Local 12
Alison Woods, Local 15
Rosalie Hilde, Local 17
Danuta Zwierciadlowski, Local 22
Dominique Roelants, Exec. Liaison

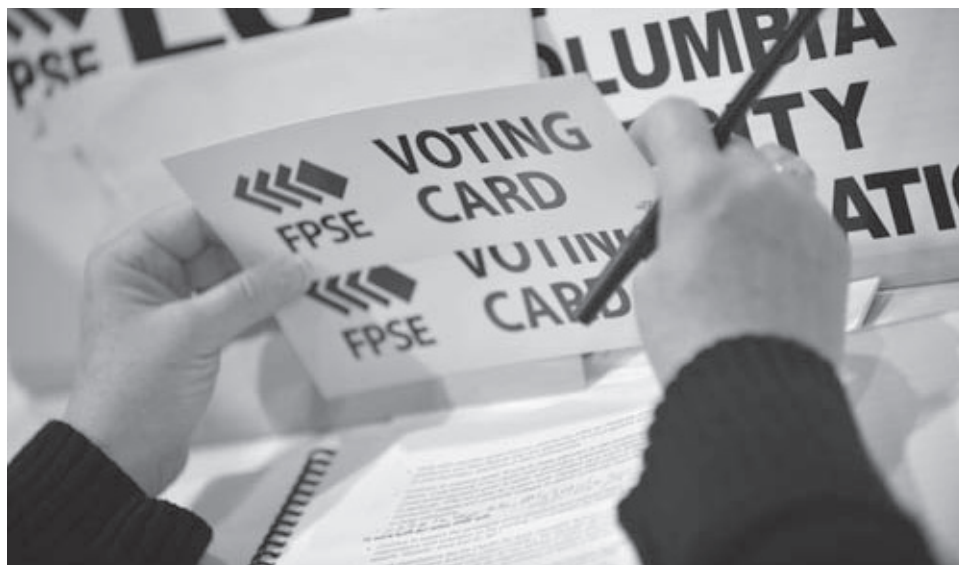
Penny Heaslip, Local 2
David Moulton, Local 4
Joan Kaun, Local 6
S Earle/N Smith, Local 8
David Archer, Local 11
Gail Bremer, Local 14
Lesley Watts, Local 16
Paul Willms, Local 19
Jeff Chizma, NRFC

The Professional and Scholarly Development Committee (PSDC) met in October 2008 and February 2009. We are a forum that shares information related to professional development and scholarly activities. We embraced the latter aspect just over a year ago, and we continue to examine means of effectively incorporating issues related to it within our mandate. At this relatively early stage, there is much fluidity as the post-secondary landscape continues to change and university-colleges and colleges recently obtained university or "special" status.

In this regard, some highlights of the past year are the following:

Scholarly Activity Conference

This event took place on March 29, 2008. It was a very well-attended, dynamic day that involved presentations related to the scholarship of teaching and learning, various forms of research, discussion of barriers and limitations and strategies to overcome them. Members completed a pre-conference survey that enabled us to assess how scholarly activity is interpreted at different locals. The results of this event led activity below.



Scholarly Activity White Paper

The PSDC was tasked by Presidents' Council at last year's AGM to produce a white paper that explores the "many forms of scholarship within the context of the FPSE post-secondary institutions in BC". A sub-committee was struck at the October meeting, and a draft of the paper was presented at one of the Spring meetings. The sub-committee received feedback from the audience, and are in the process of incorporating it into the latest draft. A polished version of the paper will be presented at this year's AGM.

I anticipate that the issue of scholarly activity will continue to preoccupy many of the members of the PSDC for some time and fully appreciate the opportunity for this committee to provide effective leadership in terms of advocacy and awareness. Two other highlights are:

Education program

A brochure that outlines the various education-related courses sponsored by FPSE is now available and the program was officially launched by President

Cindy Oliver at the Spring Conference.

A challenge

As Chair, I have observed that membership in this committee is quite fluid. Approximately half of the members have been attending for over two years, but the other half come and go with some regularity. This presents challenges because there are varying amounts of history and a need to fill-in-the-blanks for newcomers. One way to get around this is to provide an overview of the PSDC's mandate towards the beginning of every meeting. I'd also like to see more use of the listserv prior to the meeting.

I continue to enjoy serving as Chair for the PSDC. Two years into it, my depth of understanding and appreciation for all that FPSE does for its members has certainly grown. I look forward to attending the AGM in May.

Respectfully submitted,
Lesley Watts (Local 16),
Chair, PSDC

Status of Women Committee

Your committee:

Chair: Candace Fertile, Local 12

Joanne Quirk, Local 1
Anna McLaughlin, Local 3
Shereen Hassan, Local 5
Lori Wirth, Local 7
L. Reltan/J. Mayr, Local 10
Patricia Moore, Local 14
Serena Patterson, Local 16
Roman Erinburg, Local 19
Terri Van Steinburg, Exec. Liaison

Nancy Beppe, Local 2
K. Leroux / L. Sigola, Local 4
Linda Olm, Local 6
Anna Atkinson, Local 8
Mia Reimers, Local 11
Dianna Morgan, Local 15
Laurain Mills, Local 17
Sue De Bruin, NRFC

The Status of Women Committee (SWC) met November 28-29, 2008 and February 13, 2009, 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.

At the 2008 AGM about 100 letters of protest re-

garding the inequity between men's pay and women's pay were distributed by SWC for members to sign, and the letters were then collected, put in separate envelopes, and mailed to the Prime Minister.

Over this past year the main issues discussed included the following:

Challenges in observing December 6th

Again several representatives noted that it is difficult

to get participation and that students generally have little knowledge of what the day means, especially when classes end before Dec. 6. However, locals will continue to observe Dec. 6 in some capacity, and as we are a group of educators, we can use our skills to help students (and others) learn about the significance of Dec. 6. The small rose cards that FPSE produced in 2007 were received very well, and we distributed these again in 2008. They draw attention to what individuals can do in a positive way to acknowledge violence against women and to try to diminish it.

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

Philip Legg, Lesley Burke, and the committee discussed postcards giving the premier a "pink slip." Philip had the cards designed, and the cards will have different reasons for giving the "pink slip." There were 10 different versions of the cards, with the 10 different reasons. Ten thousand of these cards will be printed, and we hope to have them available for IWD. Locals have a variety of ways to mark IWD, often in conjunction with other organizations and especially with student groups, who are taking initiative in creative ways to celebrate women's lives and inform people about the challenges women face. Posters will also be sent out to locals.

Child care centres

SWC (through the Chair) gathered information from locals about child care centres, and is compiling a report from the survey results.

WACK: Feminist art

The Vancouver Art Gallery had a special exhibit of feminist art, and the SWC members attended the gallery events Nov. 28, with the support of FPSE. The exhibits and presentations were informative and amusing (and even occasionally shocking for some).

College pension changes and women

The committee briefly discussed the impending changes to the Pension and how it adversely affects women in terms of the deletion of medical benefits

subsidies. As all members get equal benefits, the loss of medical subsidies affects women more than men generally as they often have less pensionable time.

Sharon Mclvor Defence Fund

SWC took up a collection for Sharon Mclvor's defence fund on the suggestion of member Ronnie Skolnick (Local 5) at the FPSE AGM and several hundred dollars were collected and presented to Sharon.

Sharon Mclvor talk

Sharon Mclvor was invited to talk to SWC about her trip to Geneva and her work on human rights (women) at the November meeting. The presentation was informative, and we thank FPSE for making this possible.

Polytechnique

SWC discussed the possible controversy about the film Polytechnique, which is not yet released.

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 Staff Representative Barb Brown. The manual is a work in process and is added to when necessary. This year several additions were made with the help of Staff Representative Lesley Burke.

Election of the Chair

Candace Fertile was acclaimed as Chair for 2009-2010.

The SWC would like to thank Terri Van Steinburg (Executive Liaison) for her invaluable help on this committee. The SWC would also like to thank Margaret Sutherland and Lesley Burke. And we would like to thank Cindy Oliver for the lovely Joy's List pins, which were given to SWC members at the November meeting.

Respectfully submitted,
Candace Fertile (Local 12)
Chair, SWC

Workplace Health, Safety & Environment Committee

Your committee:

Chair: Carolynne Fardy, Local 2

Carrie Jung, Local 1
Alice Macpherson, Local 5
Glen Whitfield, Local 7
Rob Macrae, Local 10
Heather Biasio, Local 12
Wayne Avery, Local 15
Molly Toodlican, Local 19
Brian Harvey, NRFC

P. Hornibrook/ C. Hopkins, Local 3
Kathy Hagman, Local 6
A. Chappelle/ M. Armstrong, Local 8
Reto Riesen, Local 11
Mark Smith, Local 14
Anne Cumming, Local 16
Rick Williams, Local 22
Bill McConnell, Exec. Liaison

The Workplace Health, Safety and Environment Committee (WHSEC) met on October 31 - November 1, 2008 and again with the Spring Conference, February 13, 2009. There was good representation from locals. This is an excellent forum for new representatives and returning members to share ideas, information, and ways others are resolving common issues. The fall session also provides members with an opportunity for professional development. This year we enjoyed an informative session on classroom ergonomics. The speaker generously sent the committee members an electronic copy of her Power-Point presentation allowing us to share with our local members. This presentation was also presented as a workshop for the Spring Conference on February 14.

The following issues were discussed at our meetings:

Chairs as Health and Safety Supervisors

Discussion ensued at our fall meeting based on a CAUT survey that found a number of our locals have chairs designated as health and safety supervisors. Our staff representative researched this topic. Worksafe BC has a specific definition for supervisor, "one who instructs, directs and controls workers in the performance of their duties." As chairs at our locals are part of the bargaining unit it is inappropriate for them to be appointed as supervisors of health and safety. Locals are advised to make their employers aware of this fact if chairs are responsible for OH&S.

CAUT OH&S Conference

Carolynne Fardy attended the CAUT OH&S con-

ference in Ottawa in November. She presented a workshop on Toxins in the Workplace. Information on electromagnetic fields as an emerging safety concern, the importance of communication in workplace when dealing with emergency situation, asbestos as a health hazard in post secondary institutions. FPSE has supported the CAUT in their lobbying of the federal government to ban the use and sale of asbestos.

Local OH&S Representatives

CAUT recommends that locals provide their Joint OH&S committee members with a basic course in serving on safety committees. The BC Fed provides such introductory courses. It was also recommended that OH&S representatives serve on local executives or if not, the executive ensures the OH&S representative provide regular reports. To create an awareness of health and safety in the workplace, local representatives were encouraged to include health and safety as line items on meeting agendas.

BC Federation of Labour Action Plan

FPSE Staff Representative Zoe Towle provided the committee with the BC Federation of Labour's action plan for the upcoming year. Following discussion, the committee listed what we would like to see as priorities. Zoe will forward our list to the Fed.

Liaison with Toxic Free Canada (formerly LEAS)

Carolynne Fardy continues to represent FPSE on the TFC board of directors. TFC Executive Director Mae Burrows is very grateful to FPSE for

their commitment and support of TFC's mandate of providing toxic free workplaces and communities. Thanks to support by unions including FPSE, TFC has been awarded grants from Vancity's EnviroFund to support their "Get off the Bottle Campaign". This campaign will focus on educating about the health and environmental hazards of using bottled water. As well TFC was awarded funds enabling them to develop a guide re occupational risks and breast cancer similar to their Cancer Smart Consumer Guides.

Wash Your Hands Campaign

Following a discussion of the importance of hand washing in the minimizing the spread of disease, WHSEC member Be Harris organized a "how well do your wash you hands" demo for the spring conference.

Election of the Chair

Carolynne Fardy (Local 2) was acclaimed as Chair for 2009-2010.

The WHSEC would like to thank Staff Representative Zoe Towle and Executive Liaison Bill McConnell for their valuable advice and support of the committee. Thanks also to Nancy Yip for filling in at the last minute and taking minutes at the February meeting. Thanks to Cindy Oliver for her unwavering support of the committee and our initiatives.

Respectfully submitted,

Carolynne Fardy (Local 2)
Chair, WHSEC

