



STANDING COMMITTEE REPORTS AND RESOLUTIONS

Only policy resolutions are brought forward from Standing Committees to the Annual General Meeting, administrative or operational resolutions are not. All forwarded resolutions have been reviewed, accepted and, in some cases, amended by Presidents' Council.

STANDING COMMITTEE REPORTS & RESOLUTIONS

BARGAINING COORDINATION COMMITTEE

Chair: Gillian Dearle, Local 5
Ed Lavalle, Local 1
John Turner, Local 2
Carole Whitmer, Local 3
Chris Maguire, Local 4
Joan Kaun, Local 6
John Carrol, Local 7
Gara Pruesse/Laura Suski, Local 8
Bob Groves, Local 9
Victor Villa, Local 10

Catharine White, Local 11
Kelly Pitman, Local 12
Darrell Kean, Local 14
Frank Cosco, Local 15
Corey Batch, Local 16
Mark Salopek, Local 17
Matthew Pasco, Local 19
Rita Wong/David MacWilliam, Local 22
Rob-Roy Douglas, NRFC Liaison
George Davison, Executive Liaison

Several Bargaining Coordination Committee (BCC) members were hard at work this year negotiating to improve the working conditions and professional and economic welfare of their members. At the time of writing this report, all Locals but one have successfully bargained Collective Agreements; our brothers and sisters at Local 7, University of the Fraser Valley Faculty and Staff Association (UFVFSA) are back at the table with their Employer.

The provincial government's involvement in our negotiations via the Post-Secondary Employers' Association (PSEA) made this a challenging round for template and local tables. Despite this challenge, we achieved some important gains, two of which include short-term disability coverage for post-65 members and the Working Committee on Secondary Scales. BCC is committed to the elimination of secondary scales and we look forward to seeing the committee's recommendations.

Our most recent collective agreements have had relatively short terms. However, all new agreements will expire on March 31, 2019, and this lengthened term provides BCC with

an opportunity to develop and recommend to Presidents' Council a solid work plan so we can be well-prepared for negotiations in 2019.

In preparing a strategy for 2019, BCC is exploring several questions, including how to get ahead of provincial mandates that have set the stage for the past several rounds of negotiations (such as the "net zero" and "cooperative gains" mandates), how to engage and motivate our own members, and how to work with allies in our communities and across the labour movement to build support for the next round of negotiations.

MEETINGS

BCC met twice to share reports on bargaining and the implementation of new agreements and to begin developing our strategy for 2019. At our November meeting, representatives from PSEA provided training on how to generate reports using the Human Resources Database. BCC also initiated discussions about strategy development at this meeting.

At our February meeting, FPSE Communications Staff Representative Norman Gludovatz presented on the Open the Doors campaign and engaging members for bargaining, and the committee continued strategy development discussions. To inform further discussions, BCC is building an annotated bibliography pertaining to the state of labour relations in post-secondary education, making gains in contract negotiations, and building the labour movement.

Between meetings, BCC coordinated and shared bargaining information via Atrium, our online forum.

APPRECIATION

I would like to recognize the dedicated service of the BCC representatives and thank them for their commitment to improving their members' working conditions and strengthening our Federation.

Finally, on behalf of BCC, I would like to thank Staff Representative Lesley Burke-O'Flynn, Executive Liaison and President George Davison, and Administrative Coordinator Jenny Arsenault for all the support they provide our committee.

In solidarity,

Gillian Dearle (Local 5)
Chair, BCC

COMMITTEE RESOLUTION BCC

1. That BCC recommends to PC that FPSE constitute as representative and comprehensive a group as possible on the FPSE side of the Working Committee on Secondary Scales and encourage Locals to appoint non-regulars to the committee.

(January 14, 2016)



STANDING COMMITTEE REPORTS & RESOLUTIONS

CONTRACT ADMINISTRATION REVIEW COMMITTEE

Chair: Lui Marinelli, Local 10
Joanne Quirk, Local 1
Bernie Kirkey, Local 2
Jan Mastromatteo, Local 3
Len Mills, Local 4
Diane Walsh, Local 5
Sandi Lavery, Local 6
Randy Kelley (faculty), Local 7
Laura Chomiak (staff), Local 7
Dan McDonald, Local 8
Rod Watkins, Local 9

Melanie Wilke, Local 11
Judith Hunt, Local 12
Cheryl McKeeman, Local 14
Frank Cosco, Local 15
Anne Cumming, Local 16
Mary Kruger, Local 17
Kim Fissel, Local 21
Rita Wong, Local 22
Clare Dale, NRFC Liaison
Terri Van Steinburg, Executive Liaison

The Contract Administration Review Committee, composed of the Chief Stewards of FPSE Locals, meets twice a year to discuss issues and grievances, and to identify common threads at our Locals. The Local representative submits a short written report and speaks to the main concerns. As well, our meetings include an educational component to increase our skills and knowledge in dealing with the many issues at our Locals. The sessions are lively, interesting, and help to inform our work as Chief Stewards. At the meetings, we also hear a report from the Executive Liaison and are given an update from the Grievance and Arbitration Review Committee (GARC).

LOCAL REPORTS

The reports are quite varied. A number of places seem to be in good shape, which means they have a good relationship with management, and through discussion many issues are being addressed. In some places the good relationship seems to be due to new personnel in important management positions—from a new dean to a new president. Others still struggle with

management and end up in a fight more often than probably should be.

It would seem that at some institutions they are using a “hole” in the language to get rid of programs. Where canceling a program is an involved process, suspending a program is simple and allows them to suspend for at times an undetermined length of time, effectively canceling the program. Also, eliminating first year obviously decimates second year enrollment, and eventually the interest in the course or program goes away.

Unfortunately, member-to-member conflicts seem to be on the increase. Some speculate that the continued cuts from Victoria to budgets has led to greater stress on the members lucky enough to still have a job. As managers continue to look for savings, it often comes at the cost to our members.

We chatted briefly about the timing of the CARC meetings. Traditionally, the fall meeting was mid-to-late October and the winter meeting was late January to mid-February. This year, the

fall meeting was late November and the winter meeting was mid-March. Traveling from the interior can be problematic during the winter, especially from Castlegar. The CARC committee is in agreement that we should be holding the fall meeting in early to mid-October and to keep the winter meeting in mid-March.

PROFESSIONAL DEVELOPMENT

During the fall meeting, Weldon presented a workshop on assessing the viability of a grievance, Frank Cosco facilitated a discussion on member engagement and Leah Squance introduced the committee members to the Open the Doors initiative. During the winter meeting, Norman Gludovatz provided another presentation on the Open the Doors initiative. Member-to-Member conflicts and Member Engagement were two topics that Weldon Cowan facilitated. Committee members contributed local stories of difficulty, of management efforts, and also their success stories

A number of reports spoke about how investigation into issues have not always been done appropriately. How are stewards to know if management is following an approved process? It was suggested that we have a workshop on identifying the elements of a proper investigation. We won't be trained to carry out an investigation but will know if management is.

ELECTION AND FURTHER BUSINESS

Lui Marinelli (Local 10) was voted in for a fifth term as chair of CARC.

GARC

As CARC Chair, I participate with FPSE Staff Representatives and the Secretary-Treasurer in the monthly Grievance and Arbitration Review Committee meetings, where we consider grievances referred by the Locals for arbitration. Being from the Kootenays, the meetings are done by teleconference.

Thank you to Terri Van Steinburg, the Executive Liaison for CARC, Weldon Cowan, Staff Representative for CARC, and all the support staff that arrange, book, and email for the committee. I look forward to working with CARC in the coming year.

Respectfully submitted,

Lui Marinelli (Local 10)
Chair, CARC

STANDING COMMITTEE REPORTS & RESOLUTIONS

DISABILITY MANAGEMENT AND REHABILITATION COMMITTEE

Chair: Ann Marie Davison, Local 5
Pat Hodgson/Maggie Feist, Local 1
Peggy McKimmon/Star Mahara, Local 2
Marta Tejero, Local 3
Carla Hotel, Local 4
Kevi Remple, Local 6
Kathy Gowdridge, Local 7
Donna Kurulak, Local 8
Deborah Warren, Local 9
Sally Glock/Trish Foy, Local 10

Darlene Westerman, Local 11
Micé Albano, Local 12
Alison Curtis, Local 14
Karen Shortt, Local 15
Janis Almond, Local 16
Virginia Jacklin, Local 17
Mandy Jimmie, Local 19
Brian Macdonald, Local 21
Heather Mitchell, Local 22
Lynn Carter, Executive Liaison

The Disability Management and Rehabilitation Committee (DMRC) is made up primarily of members who represent their Locals on the Joint Faculty Rehabilitation committees at their respective institutions. There are other members whose locals are not party to this process, but who come to learn and provide input. The Joint Faculty Rehabilitation committees assist members who are unable to do their normal workload due to illness or injury. The local rehab committees assist members through all stages of the process, with the goal of facilitating a successful return to work, when and if the member is able to do so.

At the 2015 AGM, a resolution was passed “that FPSE investigate the possibility of including the DMRC Chair on the Joint Committee on Benefits Administration (JCBA)”. Just a few months after that PC decided to appoint the DMRC Chair to JCBA as the FPSE Executive representative needed to step off the committee. I have attended several JCBA meetings so far and am looking forward to continuing to serve there.

The process of putting the health and disability benefits contracts to tender has begun. I have

the honour of sitting as Staff Representative Zoe Towle’s alternate on the joint committee that will determine who the next provider(s) will be. The process just to prepare the tender documents is quite lengthy and complex. The entire process should be completed by spring of 2017. As per the other DMRC resolution from last year’s AGM, Zoe and I are ensuring that the areas of concern highlighted by the satisfaction survey (poor or inadequate communications with insurer, challenges by the insurer of the physician’s diagnosis, and denial of claims) are being addressed as part of the process.

At our DMRC meeting in October, we discussed the advantage to the members of the increased age limit of 70 for eligibility for short term disability benefits. Instead of having a workshop this year, we took the time to discuss areas of concern and possible solutions brought forward by committee members. We also passed a motion to change our future fall meetings from Friday/Saturday to Thursday/Friday.

At our February meeting, we had updates from Local reps and discussed planning for the fall. In November 2016, there will be another two-

day joint training session for Rehab Committee members that will replace our usual fall DMRC meeting. I am on the subcommittee of JCBA that is organizing that training.

I would like to thank the DMRC members for their continued support and their decision to re-elect me as Chair for yet another year.

The committee would like to thank our Executive Liaison, Lynn Carter, for her helpful advice and encouragement our meetings. Thanks to Staff Representative Weldon Cowan for filling in for Zoe at the February meeting. We would like to thank Administrative Coordinator Lucia Salazar for her assistance in organizing our meetings. We would especially like to thank our FPSE Staff Representative, Zoe Towle, for keeping us on track and being an excellent resource to our committee.

Respectfully submitted,

Ann Marie Davison (Local 5)
Chair, DMRC

COMMITTEE RESOLUTIONS DMRC

1. That the Summary Report on DMRC's Manulife Satisfaction Survey be forwarded to FPSE Presidents' Council for consideration and dissemination to the membership. [see Supporting Documents]

(March 17, 2016)

2. That Presidents' Council establish a quality review process that includes consideration of the findings of the 2014 DMRC Manulife Satisfaction Survey as part of the upcoming disability insurance tendering process.

(March 17, 2016)



STANDING COMMITTEE REPORTS & RESOLUTIONS

EDUCATION POLICY COMMITTEE

Interim Chair: Leslie Molnar, Executive Liaison
Tania Banyagan, Local 1
Nela Mora-Diez, Local 2
Roberta Long, Local 3
Don Mah, Local 4
George Broderik, Local 5
Julie Kent, Local 6
John Carroll, Local 7
Alexander Pevec, Local 8
Mike Minions, Local 9

Victor Villa, Local 10
Blair Fisher, Local 12
Stephen Phillips, Local 14
David Branter, Local 15
Lesley Watts, Local 16
Veda Roodal Persad, Local 17
Lara-Lisa Condello, Local 19
Madeleine Sauv , Local 22
Allison Platt, NRFC Liaison

The Education Policy Committee (EPC) has had another interesting year. We have had engaging discussions around the issues that affect our ability to effectively teach in our varied class settings, and to allow students to be as successful as possible in their educational pursuits. We always need to keep this in mind as we move through an era where we are experiencing less government support than we have had within our lifetimes. This pressure has led to stress for program delivery and additional workload pressures for our members. These pressures are having an influence on our increasingly diverse classroom composition and the delivery of our programs. Some of the concerns that have been discussed by the Education Policy Committee over the past year include workplace technology changes in the 'classroom', the changing landscape for ABE and ESL programs and workplace scheduling issues.

There are continued and increasing problems with the demands of technology and our collective agreements. A couple of member agreements have tried to proactively address this issue but often the language is vague as the use of technology is constantly changing

in education for both faculty and students. Instructors are being required to deliver distance education and blended formats without adequate training and instruction on the 'best practices' for online education. Other pressures that are challenging with this changing definition of the 'classroom' include differences in time commitments, teacher technical supports, training, student technical supports, devaluing of online courses by administration and online classroom composition issues such as MOOCs. The EPC discussed these various issues at length during the past couple of years and have worked with the three Staff Representatives we've had during the past year to develop a report entitled '*Reboot: Making education technology work for faculty and students.*' The discussion paper is included in the Supporting Documents and it is hoped that it can be used to inform bargaining as our classrooms and our ideas of what the classroom can look like continue to evolve with advances in technological areas.

Another area of continuing concern is the devaluing of Adult Basic Education and English Language Education. We are very pleased that FPSE now has an ABE Caucus and look forward

to working with this group on their discussions and initiatives. We are also continuing to discuss and support the Open the Doors campaign and brainstorming ways to better inform British Columbians about the changes that have been made to education funding. The changing composition of this province is dependent on increasing diversity for our continued prosperity and the cuts that have been made to these critical programs is both irresponsible to students as well as all British Columbians.

Workplace scheduling is another topic that has been discussed over the past few years by the committee but has not been directly addressed. The approach to faculty scheduling at many of our institutions has turned to software solutions such as Infosilem. We feel that this newer approach to scheduling has many unintended consequences for the employer-employee relationship. It also can have unintended consequences for student and course success. These systems increasingly look to efficiently utilize space and tend not to consider things such as student and faculty work-life balance, student-campus experience and can create 'at-risk' courses. The argument by management is that this system is fairer for everyone and creates equity. This is done without the realization that equity and equality are very different things as we all have different needs whether we are faculty, support staff, management or most importantly, students.

These areas will continue to be discussed and addressed within our member Locals and by the Education Policy Committee over the 2015/2016 year. We have crafted resolutions on issues that we feel are important to consider for all of our Locals regarding technological considerations

and the need for more information regarding the scope and impact of the changing scheduling environment at many of our member institutions.

I want to thank all of our committee members for the work that they have done and their insightful and informative contributions. Our Staff Representatives over the year—Phillip Legg, Leah Squance and Norman Gludovatz—as well as our Executive Liaison Leslie Molnar have been critical to the guidance and direction of this committee.

In solidarity,

Blair Fisher (Local 12)
Chair (outgoing), EPC

COMMITTEE RESOLUTION EPC

1. Be it resolved that FPSE urge Locals to create or strengthen education technology language in their collective agreements in further rounds of bargaining.

(March 17, 2016)

STANDING COMMITTEE REPORTS & RESOLUTIONS

HUMAN RIGHTS AND INTERNATIONAL SOLIDARITY COMMITTEE

Chair: Eliza Gardiner, Local 8
Laurel Whitney, Local 1
Nicole Schabus, Local 2
James Lovitt, Local 3
Peggy Wyatt, Local 4
Michael Ma, Local 5
Butch (Rezin) Butalid, Local 6
Rajnish Dhawan, Local 7
Amy Cohen, Local 9
Mary Ann Morris, Local 10
Sheree Ronaasen, Local 11

Larry Hannant, Local 12
Bradley Hughes, Local 14
John Demeulemeester, Local 15
Naomi Wolfe, Local 16
Be Harris, Local 17
Nedra McKay, Local 19
Charles Boylan, Local 21
Alex Phillips/Lorelei Pepi, Local 22
Teressa Fedorak, NRFC Liaison
Tim Walters, Executive Liaison

The Human Rights and International Solidarity Committee (HRISC) representatives have again this year engaged Locals across BC in solidarity-building and human rights awareness events and initiatives. By providing educational opportunities to our members, and supporting the work of campus partners and community organizations, we show how FPSE cares about equality and social justice in the workplace and in society at large. We initiate activities, joining with existing human rights groups and community organizations for the purpose of exchange of information and the promoting strengthened human rights protection in BC, and recommend to Presidents' Council attention to pressing human rights and international solidarity issues.

Our local campus activities this year included presentations, film screenings, training sessions, campaigns, and events on such topics as indigenous governance, Syrian refugees, equality, access to adult education, peace, climate change, diversity, legal rights for new immigrants, pay-parity, socially responsible investing, and anti-discrimination. Our reps

organized conferences, lectures and vigils to honour human rights and solidarity building in their campus communities. We supported campaigns for self-government rights for aboriginal people, promoted clean water as a basic human right, contributed to fundraising projects for local and international charities, advocated for LGBT issues, and collaborated with groups such as Amnesty International, and the Council of Canadians. We shared information about equity issues, and monitored equity and human rights issues on our campuses.

As Chair of the HRISC this year, I attended BC Federation of Labour's Human Rights Committee meetings in Vancouver, attended the Diversity Symposium at this fall's BC Fed Convention, and met with the International Solidarity Fund Committee to deliberate project grant recipients. I also coordinated again this year, in collaboration with an ever-dedicated group of HRISC representatives across the province, the HRISC's special initiative, the "FPSE Speaker's Tour 2016 on Decolonization, Reconciliation and New Directions." This year's Speaker's Tour featured Mr. Arthur Manuel and Grand

Chief Stewart Philip visiting the most Locals of any of our Tour since 2011. The Tour was a success again this year, educating and engaging audiences of members and students on a prevalent social justice issue; the Tour is funded by \$6000 in FPSE approved funds, augmented by contributions from local executive budgets. This year so far \$5,356.79 has been spent on transportation, accommodation, food, and honoraria but contributions from multiple Locals have offset our costs. Thanks go to local organizers as well as FPSE staff Sean, Nancy, Angela and Matt for their administrative support on this year's collective events.

The Committee further thanks our Non-Regular Chair Teresa Fedorak, Executive Liaison Tim Walters, Staff Representative Sean Hillman, and FPSE Administrative Coordinators for their ongoing support, as well as the FPSE Executive and Presidents' Council for their assistance and mentorship. It really is a pleasure and inspirational to work with such a dedicated group of Chairs, staff and volunteers across the province. Thank you for the continued opportunity to learn and serve in this capacity.

Respectfully submitted,

Eliza Gardiner (Local 8)
Chair, HRISC

COMMITTEE RESOLUTIONS HRISC

1. That the HRISC calls upon Presidents' Council to read, circulate and encourage FPSE locals to do the same with the unanimously approved statement of the BC Legislature introduced

in the spirit of reconciliation of the state for wrongs committed against the T'silhqot'in Nation by Premier Christy Clark on Thursday, Oct. 23, 2014 acknowledging the injustice of the colonial occupation of T'silhqot'in territory, the deliberate spreading of small pox there, the just cause of the T'silhqot'in chiefs to defend their territory and people, and the unjust seizure and hanging of six T'silhqot'in chiefs in Quesnel, BC on Oct. 26, 1864.

(January 14, 2016)

2. HRISC urges Presidents' Council and all FPSE locals to re-double their efforts to make non-regular faculty issues a high priority, going beyond Fair Employment Day activities to include an educational component to build awareness amongst all faculty of the challenges faced by non-regular faculty.

(January 14, 2016)

3. That HRISC requests PC support the call to initiate a federal public inquiry into the Gustafsen Lake events of 1995.

(March 17, 2016)

STANDING COMMITTEE REPORTS & RESOLUTIONS

4. That FPSE support the development and implementation of courses on Indigenous themes for students at their members' post-secondary educational institutions.

(March 17, 2016)

5. That HRISC requests to increase the speakers' tour budget to \$10,000 for 2016-17.

(March 17, 2016)

6. That HRISC recommends that FPSE increase the International Solidarity Fund percentage of gross annual dues from 1.0% to 1.25%.

(March 17, 2016)

7. That HRISC calls on PC to encourage and support member locals to organize meetings, conferences, classroom guest speakers to raise faculty, student and public awareness of the dangers of Bill C-51 to human rights and the need to repeal it.

(March 17, 2016)



AGM 2015, Kelowna

NON-REGULAR FACULTY COMMITTEE

Chair: Teresa Fedorak, Local 2
Susan Summers/Arezou Hashemi, Local 1
Rob-Roy Douglas, Local 3
Jamie Rennie, Local 4
Raheem Reyimjan, Local 5
Allison Platt, Local 6
Clare Dale, Local 7
Kelly Black, Local 8
Steve Weber, Local 9
Jonathan Buttle, Local 10

Kathryn Fullerton, Local 11
Diane Gilliland, Local 12
Niall Christie, Local 14
Andrew Candela, Local 15
Alex Bowie, Local 16
Sean Finucane, Local 17
Mandy Jimmie, Local 19
Madeleine Sauv /Mike Culverwell, Local 22
Frank Cosco, Executive Liaison

The Non-Regular Faculty Committee (NRFC) met in September 2015 and January 2016. At both meetings, the sharing of reports from each of the Locals proved to be an informative exercise as members were able to keep current on the prominent issues affecting Non-Regular employees in each area of the province. The advice and support from other representatives on the committee is so valuable and encouraging that this portion of our meetings remains the most vital.

Non-regular faculty numbers are still on the rise in most Locals with most hovering at 40% to 50% this year. There continues to be diversity in the treatment of non-regulars across the province. Some Locals provide a pro-rata structure which includes benefits and luxuries such as professional development funding while others report anxious employees who are being threatened with budget and/or program cuts which leave them fearful about their positions and poor treatment on all fronts—the polar opposite of pro-rata. Job security is still the number one want of non-regular faculty in the FPSE Locals yet various institutions continue to go to despicable lengths to avoid any type of regularization for this employee group. So,

depending where you are in the province you may find happy or hopeless non-regulars.

Important motions that have developed from meetings include recommendations to provide release time and/or remuneration to non-regular faculty members who act as representatives on FPSE standing committees and to have FPSE develop materials that educate newly-hired members about FPSE, their local faculty association, pensions and workplace rights. A sub-committee was struck as a result of meeting content to develop a new survey instrument for measuring data regarding non-regulars at all FPSE locals so that we can track changes in this ever-increasing employee group.

This year bargaining gains were attained in the areas of job security, regularization and equity for at least one local as a result of striking and mediation. Most Locals made small gains for non-regulars in the form of benefits or vacation pay. Some Locals gained very little for this employee group despite battling until the bitter end. FPSE is compiling a list of gains made for non-regular faculty at each Local. As a result of Common Table bargaining, a committee has been struck to examine Locals which still have

STANDING COMMITTEE REPORTS & RESOLUTIONS

secondary scales. This committee is to include non-regular representatives from participating institutions that still have such pay scales.

Most non-regular faculty representatives assisted with Fair Employment Day events in their own Locals this past year. Though this event has officially changed from being a week to a day - events may have been held any time around the official date as schedules allowed. These events provide a valuable opportunity to connect, share information and build solidarity for non-regular employees. Bookmarks, pamphlets and chocolates with the message "Same work, same rights. It's not complicated" were distributed this year.

The NRFC thanks Executive Liaison Frank Cosco for his consistent words of wisdom and knowledge regarding non-regular issues throughout our province and surrounding areas. At each meeting, Frank continues to inspire committee members to work for positive change for non-regular employees. Our gratitude goes to Staff Representative Weldon Cowan who is always willing listen to the frustrations and unending issues that are shared at our committee meetings. Thanks also go to Administrative Coordinator Nancy Yip at the FPSE office who keeps us organized and updated. The committee recognizes President George Davison for bringing attention to non-regular issues and for his unwavering support of this committee and its members. 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, Non-Regular Faculty Committee

COMMITTEE RESOLUTIONS NRFC

1. The NRFC recommends that Presidents' Council add the following item to the NRFC work plan:

"Develop a Brief that will support locals in enacting the spirit and intent of FPSE policies contained in 3.5.2 of the Policy Handbook; identify current best practices; and propose improvements to existing policy."

(November 19, 2015)

2. That the NRFC recommend that FPSE encourage locals to explore providing release time and/or remuneration to non-regular faculty members who act as representatives on FPSE standing committees.

(November 19, 2015)

3. That FPSE develop print materials to educate newly hired members, including non-regulators about the FPSE, their local faculty association, pensions, workplace rights, and other relevant information.

(March 17, 2016)

PENSION ADVISORY COMMITTEE

Chair: Scott McLean, Local 14	Debbie Hlady, Local 12
Allen Zhu, Local 1	Karyn Eisler, Local 14 (observer)
Gordon Rudolph, Local 1 (observer)	Alison Woods, Local 15
Peggy McKimmon, Local 2	Sherrie Wang, Local 16
Marie Sinnott, Local 3	Derek Knox, Local 17
Karen Bowers, Local 3 (observer)	Al Fukushima, Local 19
Jennifer Kirkey, Local 4	Peg Campbell, Local 22
Raphael Lagoutin, Local 5	Jamie Rennie, NRFC Liaison
James Wishart, Local 6	Frank Cosco, Executive Liaison
Norm Taylor, Local 7	Penny Heaslip, Retired Appointee
Robert Pepper-Smith, Local 8	Paul Ramsey, Retired Appointee
Randy Brown, Local 9	Doug Birtwistle, CPP Trustee
David Feldman, Local 10	Weldon Cowan, CPP Trustee
Ken Shaw, Local 11	Candace Fertile, CPP Trustee

The Pension Advisory Committee (PAC) had another active year. The committee benefits from the commitment, knowledge and interest of all of its members, the FPSE-appointed pension trustees, Zoe Towle (FPSE Staff), Nancy Yip (FPSE Staff) and Frank Cosco (Executive Liaison). I want to thank everyone for their dedication and for their valuable contributions.

A REVIEW OF THE COLLEGE PENSION PLAN'S SOCIALLY RESPONSIBLE INVESTMENT PRACTICES

A sub-committee of PAC reviewed the College Pension Plan's socially responsible investment practices and has completed its report. PAC was presented an interim report at its October meeting and a final report in February. This report was undertaken to satisfy FPSE policy and is the first installment of what is a planned triennial review process. Many thanks to the sub-committee for their hard work in preparing and presenting this report.

One of the report's focuses is on the investment practices of the College Pension Plan and of the BC Investment Management Corporation (bcIMC), which is the Crown Corporation that invests the pension funds. The report concludes that, overall, the College Pension Plan/bcIMC allows the plan to invest responsibly, comply with legislative considerations, and comply with the obligations of fiduciary duty. The report also provides an overview of best practices in socially responsible investing, divestment, impact investing and worst offender and includes recommendations for going forward. This report will be of interest to all members.

PENSION TRUSTEES

As many will know, the College Pension Plan is jointly trusteeed, which results in FPSE-appointed trustees on the pension board. The FPSE-appointed trustees are Candace Fertile (Local 12), Doug Birtwistle (Local 9) and Weldon Cowan (FPSE). The trustees are incredibly dedicated and

STANDING COMMITTEE REPORTS & RESOLUTIONS

work hard on behalf of all members. I want to acknowledge and thank the trustees for all that they do.

The trustees attend the PAC meetings to provide updates on their work and to field questions from the PAC members. This interaction provides valuable insight and expertise into pension matters. This year the trustees reported that the pension plan earned a return that performed well compared to benchmarks over the past 1, 5 and 10 year time horizons. This financial performance will be an important part of the evaluation being conducted by actuaries, who will report on the health of the plan in May of 2016. The trustees also reported that improvements were being planned for communication and the plan website, highlighted the plan changes that took effect as of January 1, 2016 (see your “Report to Members” that you would have received in February), and gave an update on some planned changes at bclMC. The trustees and PAC will be watching these developments closely moving forward.

Also with respect to trustees, a joint PC/PAC nomination process for the retired trustee position on the College Pension Plan Board resulted in Paul Ramsey (Local 3) being selected to the board (starting in September 2016). Congratulations to Paul and thank you for all your contributions to PAC as a retired appointee to the committee. Paul becoming a trustee results in a vacancy for one retired appointee position on PAC. A process for filling the retired appointee is underway.

Finally, a PC/PAC committee was struck to undertake the procedures of the FPSE policy

around the pension plan trustee mid-term feedback for trustee Fertile. This committee and trustee Fertile will have concluded this formative process by the time of the FPSE AGM.

NON-FULL TIME AND NON-REGULAR ISSUES

There continue to be unanswered questions around how pensionable service is calculated for members in non-regular contracts. Work is being done on investigating how the calculations are made and how the service is counted at our various locals. This work will continue over the coming year.

JOINT PC/PAC SUB-COMMITTEE ON THE FPSE WORKPLACE WITHOUT MANDATORY RETIREMENT: THE TRANSITION TO RETIREMENT

In 2015, both the Pension Advisory Committee and Presidents’ Council decided to follow up on issues related to the effects of the end of mandatory retirement. A joint PC/PAC Sub-Committee was formed to report and make recommendations. At the time of writing, this sub-committee is working on a draft report and it is anticipated that the final report will be completed prior to the FPSE AGM.

RETIREE RESOURCES

At both PAC meetings this year, a representative from the Association of British Columbia College Pension Plan Retirees (CPPR) presented an update on the association’s work. CPPR offers advocacy for and service to BC retired post-secondary educators and administrators. For

more information on the CPPR, take a look at their website: bccollegepensionplanretirees.ca

In Solidarity,

Scott McLean (Local 14)
PAC Chair

4. That trustees get a one quarter time release.

(March 17, 2016)

COMMITTEE RESOLUTIONS PAC

1. That PAC incorporates 2015 Action Resolution #9 to its work plan:

That FPSE as a partner have the appropriate person or authority investigate inconsistencies in calculating and reporting pensionable service for non-full time and non-regular faculty.

(November 19, 2015)

2. That PAC recommends that a review of the retired trustee selection process be conducted starting in the fall of 2016.

(November 19, 2015)

3. That PC be asked to instruct the trustees to look into integrating the Pension plans HWB with the Retired Teachers of Ontario HWB plan.

(November 19, 2015)

STANDING COMMITTEE REPORTS & RESOLUTIONS

PRIVATE SECTOR POLICY COMMITTEE

Kevin Drager, ETEA President
Jason Collinge, ETEA Local 1 (ILSC)
Dan Reilander, ETEA Local 1 (ILSC)
Jean Ardila, ETEA Local 1 (ILSC)
Darwin Jurado, ETEA Local 2 (EC)
Nickola Beauregard, ETEA Local 2 (EC)
Shmuel Marmorstein, ETEA Local 3 (Kaplan)

Monique Cheung, ETEA Local 6 (KGIC)
Maryam Rostamy, ETEA Local 6 (KGIC)
Graeme Cheadle, ETEA Local 7 (Inlingua)
**Katie Dwernychuk, ETEA Student Advocacy
Committee (ETEA Local 6)**
Frank Cosco, Executive Liaison

The Private Sector Policy Committee (PSPC) is comprised of members from FPSE Local 21's sub locals. The committee previously went by the name of Private Sector Locals Organizing Committee, but had not been active for several years. I'm happy to say that not only did the committee start up again, but that the members of the committee have been active and interested in moving the objectives of the committee forward. The main areas of interest for the PSPC are to lobby the Ministry of Advanced Education for more effective regulation of private institutions and researching and advocating for international students. Although the work of the committee will need to continue, I'm pleased to report that we were successful in meeting our goals for the year.

In regards to lobbying for more effective regulation, three members of the committee met with representatives of PCTIA and the Ministry of Advanced Education to review and comment on the new regulations for private learning institutions that the ministry is preparing under Bill 7, the *Private Training Act*. Although we were given a chance to comment on the new regulations, we do have some concerns on how they are being implemented.

Some of the main concerns are that private language colleges are grouped in with career training schools, and are not regulated separately. We also have concerns that the Ministry is relying on a private interests group, Languages Canada, to streamline regulations for language schools. Another area of concern is that the complaint process and contracts provided for in the regulations will be difficult for international students to access and understand. Finally, we learned from our consultations that BC will be the only jurisdiction in Canada to regulate the industry on a cost recovery basis. This is concerning as it will most likely mean poor enforcement of the regulations as well as put a much greater financial pressure on the schools compared to other provinces.

The committee has also been very active in learning about international student issues and building relationships with other organizations. In November, a member of the BC Federation of Labour's Young Workers Committee presented to the PSPC on employment standards. After the presentation members of the PSPC were very interested in learning how to provide similar presentations modified to suit international students who may work while studying in Canada. In February, Jenelle Davies, Secretary-Treasurer, Canadian Federation of Students BC, presented to

the PSPC on the work the Canadian Federation of Students has been doing with international students. The CFS has recently been gathering information on the issues facing international students and we gained some valuable insight into how to approach our own research. We also found areas of concern we share regarding international students. The most notable of these was the use of education agents to recruit international students and how programs, both private and public, are marketed by these agents. Students are too often given false or misleading information from their agents. This is an area we have repeatedly called in the Ministry to address in new regulations, but they are unwilling to do so.

One final project the PSPC is working on is a student outreach event on March 16, 2016. The goal of the event is to learn more information about issues that face international students who are studying in Canada. The main areas the committee is hoping to gain information on are students' working experiences in Canada as well as their homestay experiences.

I would like to thank all the members of the committee for their work this year. As a group we took some first steps and I look forward to seeing what the committee achieves in the years to follow. I am especially impressed with the interests committee members have in looking out for the interests of our students. The majority of international students that come to BC attend a private language school yet as a group are often overlooked.

In Solidarity,

Kevin Drager
Chair, PSPC

COMMITTEE RESOLUTION PSPC

1. That PSPC recommends to PC that PSPC work with the BC Federation of Labour to develop ESL labour education and training.

(January 14, 2016)

STANDING COMMITTEE REPORTS & RESOLUTIONS

PROFESSIONAL AND SCHOLARLY DEVELOPMENT COMMITTEE

(Chair), Marcel Dirk Local 6
Laura Mackay, Local 1
Juan Caldera, Local 2
Mark Wendlins, Local 3
Alice Macpherson, Local 5
Colleen Bell, Local 7
Kathleen Reed, Local 8
Steve Weber, Local 9 & NRFC Liaison
Rebecca Jacobson, Local 10

Catharine White, Local 11
Jacquie Conway, Local 12
Giselle Lemay, Local 14
Helga Mankof, Local 15
Janice Nicklin, Local 16
Juan Caldera, Local 17
Catherine Crow, Local 19
Danuta Zwierciadlowski, Local 22
Leslie Molnar, Executive Liaison

For 2015-16, FPSE's Professional and Scholarly Development Committee (PSDC) continued its good work from the past year.

In large part, this continuation can be attributed to its members—some longstanding veterans and some eager newcomers—functioning well together and dedicating their energies to the Committee's mandate. It is worth mentioning some locals have taken to sending one representative to November's and another to February's meetings. Not only does this arrangement divide the work for them, but it also brings fresh perspectives to the Committee.

Each of these institutional representatives at committee meetings shared Local reports, allowing for a discussion of Professional Development concerns and highlights. By and large, Faculty Development Committees (or the variants thereof in BC's public post-secondary colleges and universities) are operating well across the province, vigilant in addressing those concerns and jubilant in resolving them in members' interests.

Additionally, committee members have completed two key projects over this period. First, they produced a new and improved Professional Development Comparison Chart. Their hope: Once mounted to FPSE's website, it will be of great utility both to themselves and to bargainers.

Second, an electronic repository of various Locals' forms, guidelines, handbooks, and templates has been created, allowing for their consultation and adaptation to general and specific needs.

With this work completed, committee members have turned their minds to their next project: exploring Education Technology and the concerns it may prompt from a Professional Development perspective as a counterpart to a discussion paper put together by the Education Policy Committee. Eager to get underway, members have begun their investigation via the committee's listserv.

In keeping with this report's acknowledgement of its good work, it seems fitting to end by recognizing veteran Executive Liaison Leslie

Molnar and newcomer Staff Representative Rene Nicolas's contributions to the reports, chart, repository, and next project undertaking as they too assisted the committee in efficiently completing its work in 2015-16.

In solidarity,

Marcel Dirk (Local 6)
PSDC Chair



AGM 2015, Kelowna

STANDING COMMITTEE REPORTS & RESOLUTIONS

STATUS OF WOMEN COMMITTEE

Chair: Joy Gugeler, Local 8
Kym Stewart, Local 1
Terryl Atkins/Jennifer Murphy, Local 2
Anna McLauchlan, Local 3
Kathie Leroux, Local 4
Wendy Smith, Local 5
Denise Regina, Local 6
Teresa Piper-Arroliga, Local 7
Ann McKinnon, Local 9
Robin Higgins, Local 10
Dina von Hahn, Local 11

Candace Fertile, Local 12
Lealle Ruhl, Local 14
Elena Kuzmina, Local 15
Yiling Chow, Local 16
Kathie Ross, Local 17
Molly Toodlican, Local 19
Elizabeth Collins, Local 21
Mimi Gellman/Felicia Gail, Local 22
Teresa Fedorak, NRFC Representative
Lynn Carter, Executive Liaison

The Status of Women Committee (SWC) met October 2/3, 2015 and February 19, 2016. The SWC is an opportunity for reps, often without committees, releases, budgets, or seats on their Executives, to share issues for women faculty and students at locals with colleagues from other campuses. SWC recognizes Person's Day, Sisters in Spirit, December 6, One Billion Rising, 16 Days of Activism, International Women's Day, Women's History Month, and is the campus voice of women in larger initiatives from Idle No More and Occupy to Up for Debate. We aim to empathize, enlighten, empower, and engage.

DECEMBER 6TH

This year, as always, your reps organized a wide variety of events on local campuses: memorial luncheons; tie-ins to the Red Dress campaign; book displays; panels with Women's Centres on feminism and activism; distributing rose cards and red candles with a social media tie-in; displaying life-size paper cutouts of female figures containing fact cards on violence; mounting The Clothesline Project: Airing Our Dirty Laundry; showings of Finding Dawn,

Hunting Ground, Timbuktu, Tough Guise, and The Mask You Live In; candlelight vigils; creating Sexual Assault Awareness Week and a Sexual Violence Working Group; partnerships with, and charitable donations to, Dress for Success, Families Organized for Recognition and Care Equality, the Cinderella Project, Powell Place Women's Shelter, Single Mothers Alliance of BC, YWCA, Anti-Violence Project, Men's Circle, Let's Get Consensual, Opening Spaces, Elizabeth Fry, Orange the World Campaign, Fraser Valley Institute for Women, John Howard, Christmas in January for the Downtown Eastside, Oxfam, and others. This day is a touchstone in our communities highlighting both our sisters in need and in solidarity.

INTERNATIONAL WOMEN'S DAY MARCH 8TH

IWD fell on a Tuesday this year which allowed for campus-based events including the following: showings of the films Suffragette, Miss Representation, Whale Rider; a reading by Ivan E Coyote; an Art + Feminism lecture; activism and craftism workshops to make

Status of Women Committee, Fall 2015



cards for women important to participants; a living library and profiles of faculty women and their gender struggles; a Twitter campaign #womenwhohaveempoweredourlives; an Inspiring Women Among Us display; a Notable Woman Award; the sale of donuts to men for \$1 and women for \$0.75 to emphasize the wage gap; an Edit-a-thon on Wikipedia to include more females of note; a panel comparing women's independence and freedom in North America to those in the developing world and one with international students from Afghanistan, Gaza, and the Ukraine; and a Body Eclectic Exhibit. We distributed new FPSE posters and magnets highlighting how far we've come and how far left to go.

SWC RESOURCE LIST

Melanie Wilke and Elena Kuzmina have updated and vetted an annotated resource list, which includes a calendar of key events,

speakers, films, music, books, organizations, and websites. It is intended to be accessed by all reps (especially useful for new ones). Locals can supplement this digital library with contact information for politicians, educators, shelters, and resource centres. Social media will also act as a digital archive and these people/organizations should be followed on Twitter, LinkedIn, Facebook.

WORKSHOPS

We have discussed workshops held on our own campuses we believe would benefit the larger FPSE membership including: Gender Imbalance and Politics in the Workplace; Supporting Women in Leadership; Affirmative Consent (Anita Roberts); and Naomi Klein (This Changes Everything). We are recording these contacts in the Resource List.

STANDING COMMITTEE REPORTS & RESOLUTIONS

DOXA PARTNERSHIP

SWC has proposed a partnership with Vancouver's DOXA documentary film festival so that we might help select and advocate for feminist-oriented films on union issues and arrange for campus screenings and/or a tour of the province with directors or other key personnel. The President's Council has generously proposed \$2000 for this initiative.

SUMMER INSTITUTE FOR UNION WOMEN LA

FPSE continues to send 5+ delegates to the Summer Institute for Union Women, this year in Los Angeles the week of August 7. It is an invaluable experience for our delegates to meet women in a broad variety of unions, get targeted professional development, and join the sisterhood across the northwest US and Canada. The CLC Winter School offers similar advantages on a smaller scale and more locally. Thank you for this opportunity.

RECOMMENDATIONS AND FUTURE MOTIONS

SWC has recommended to PC that they adopt the BC Federation of Labour proposed policy on Trans*Exclusionary organizations and has discussed these recurring concerns: the need to reinstate campus foot patrols; address the fact that Infosilem does not account for faculty's/students' need to schedule classes and rooms around child care; further alliances with LGBTQ2S and human rights organizations; support of newly immigrated Canadian students with ESL and assistance; and ongoing issues related to "rape culture" on campuses, rape chants, drink-spiking, harassing language and

stalking, and incident-to-hospital/shelter 1-on-1 support for survivors.

ELECTION OF CHAIR

Elena Kuzmina (Local 15) was acclaimed Chair for 2016-17, after Joy Gugeler stepped down after four years in the role. The SWC would like to thank Leah Squance, Lucia Salazar, Angela Kenyon, Lesley Burke-O'Flynn, Lynn Carter, and the FPSE Executive and Presidents' Council for their ongoing support and funding. We are indebted to you for your tireless efforts.

In solidarity,

Joy Gugeler (Local 8)
Outgoing Chair, SWC

COMMITTEE RESOLUTION SWC

1. That FPSE become a screening partner with DOXA rather than the Vancouver International Film Festival. Cost of partnering is \$2000.00

(March 17, 2016)

WORKPLACE HEALTH, SAFETY AND ENVIRONMENT COMMITTEE

Chair: Reto Riesen, Local 11

Grace McNab, Local 1

Susan Purdy, Local 2

Bruce Bennett, Local 3

Laurie Kenward, Local 4

Susana Phillips, Local 5

Ben Heyde, Local 6

Noham Weinberg, Local 7

Chris Alemany, Local 8

Deb Warren, Local 9

Rob Macrae, Local 10

Tim Elkin, Local 12

Nina Heir, Local 14

Matt Wheatley, Local 15

Alix Carrel, Local 16

Marnie Wright, Local 17

Linda Epps, Local 19

Jason Edward Collinge, Local 21

Allison Platt, NRFC Liaison

Tim Walters, Executive Liaison

The WHSE Committee met twice during the past year. The first meeting in November 2015 was a full meeting with extended reports from Locals, a short report by Rene Nicolas on email communication and workload, and a presentation from WCB. The WCB presentation covered recent changes to workplace accident investigations in BC and provided another look at violence in the workplace as defined in WCB regulations.

The February 2016 meeting was shorter on Local reports as it was combined with the spring conference, but the committee received a report by Staff Representative Rene Nicolas regarding The Right to Know and Student Violence in the Workplace in response to discussions at the November meeting. It lays out how privacy rights and health and safety concerns interact in the post-secondary sector.

THE COMMITTEE EDUCATING ITSELF

It is a pleasure, and sometimes humbling, to listen to Local reports and the ensuing discussions. WHSEC consists of representatives

that may have experience on this committee, or on Occupational Health and Safety committees at their home institution. This year, the discussions showed uncertainty on how privacy rights of students should be handled vis-à-vis health and safety concerns. This led to Rene Nicolas putting together the report previously mentioned. We hope that this report as well as other information will flow back to Locals and support our workers.

WORKPLACE VIOLENCE

Many members reported unease about growing numbers of incidents of student violence, not only reported in media but also at our own institutions. The committee was able to invite Brian Campbell, Health and Safety Facilitator with Worksafe BC for a presentation on violence in the workplace in general. Discussions ensued about the weighing of privacy concerns and health and safety. Clients in each sector have a different profile—their age, whether they are there voluntarily—so Rene Nicolas put together a report which should be widely distributed.

STANDING COMMITTEE REPORTS & RESOLUTIONS

To quote:

- a) Workers have the right to know about risks of violence which may cause injury, and this may necessitate the disclosure of student's personal information in order to protect a worker's health or safety.
- b) The disclosure of personal information should be limited based on a "need to know" basis in order to protect a student's privacy interest, while still protecting worker health and safety.
- c) Risk assessments in consultation with the Joint Occupational Health and Safety Committee should be conducted to assess the risk of violence posed by students or other third parties to instructors.

The committee approved a motion to find out more about the prevalence of student violence at our locals' institutions.

EMAIL AND WORKLOAD

How does email influence our workload? Is it adding additional demands on instructors, demands that are beyond what the collective agreement stipulates? After a quick overview on the limited data out there, gathered by Rene, WHSEC passed a motion to conduct a survey of faculty on e-mail and workload.

THIRDHAND SMOKE

The issue of secondhand smoke is now widely recognized. A related problem has not yet garnered much attention though origin and mechanism of action are quite similar. Thirdhand smoke is defined as the smoke that is left behind

on objects from a firsthand smoker. It may be curtains, carpets, or wallpaper where the smoke of cigarettes eventually settles, unloading a toxic payload that will be slowly given off over the next weeks and months.

CHANGES TO ACCIDENT INVESTIGATION

In response to the sawmill explosions in Burns Lake and Prince George, and the subsequent failure to have charges laid, WCB has received additional enforcement tools in Bill 9. It serves also as a reminder that accident investigations are to be done jointly by management and workers' reps, preferably from the OH&S committee.

CHAIR FOR 2016/2017

Reto Riesen was acclaimed as chair for another year.

My thanks go to Rene Nicolas, our new staff representative to the WHSEC, for his support at meetings and in between, and especially for the additional reports provided. I would also like to thank Lynn Walter and Frank Cosco for filling in as Executive liaison.

Respectfully submitted,

Reto Riesen, Local 11
WHSEC Chair

COMMITTEE RESOLUTIONS WHSEC

1. That PC authorize WHSEC to conduct a survey (reviewed and approved by PC) of faculty and staff on violence in the workplace and that PC encourage members to complete the survey.

(January 14, 2016)

2. That PC authorize WHSEC to conduct a survey (approved by PC) of faculty and staff on the effects of email on workload, and that PC encourage members to complete the survey.

(January 14, 2016)

3. That FPSE work with the BC Federation of Labour to lobby Worksafe BC to address third-hand smoke; specifically by entitling workers to refuse work as unsafe in workplaces where there is exposure to third-hand smoke; establishing methods to quantify exposure to thirdhand smoke; determining suitable engineering control protocols for eliminating the risk of exposure to third-hand smoke in work places to the maximum extent possible; establishing protocols for personal protective equipment for workers exposed to third-hand smoke where exposure cannot be eliminated by engineering controls; and educating all BC workers on the risks of exposure to third-hand smoke.

(March 17, 2016)



Spring Conference 2016, Vancouver