



2003 AGM & CONVENTION

# **STANDING COMMITTEE REPORTS**

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## BARGAINING CO-ORDINATION & REVIEW COMMITTEE

THE COMMITTEE MET TWICE LAST YEAR TO discuss the impact of the Liberals' plans to restructure post-secondary education through Bill 28 and to continue with our 2001 resolutions to prepare bargaining and research aids for the next round of bargaining.

In October 2002, we met and had an extensive discussion about college employer productivity offensives, from the mass layoffs at VCC to the reorganisation of work proposals at nearly all colleges. We then recommended to Presidents' Council that a productivity awareness campaign be developed. One result of this was my talk to our spring conference on Liberal restructuring plans and the production of a paper that has been circulated at Presidents' Council and to the committee.

In January 2003, we met again to continue with our training development agenda with a workshop on how to do collective bargaining research from the Labour Relations Database and from the new Collective Agreement Search Engine. We also discussed how to do local research, from membership surveys to contract analysis to studying one's college budget and giving feedback to management—a process we encourage locals to entrench in their collective agreements.

From our January meeting we suggested the following work plan for 2003-04:

1. That the following AGM workshops be considered: one on the results of our preliminary bargaining surveys and a second joint meeting to be held with the Contract Administration Review Committee, to collect information from contract administrators on concerns arising from the current Common Agreement. From these two meetings, the committee can make some useful recommendations to Presidents' Council on items for a fall bargaining conference.
2. That BCRC meet early in the fall to focus on possible bargaining scenarios with appropriate bargaining structures and

strategies. This would involve a review of our last efforts in 2001 and potentially could include a training workshop on working together collectively. The committee has also been asked by Presidents' Council to specifically prepare some background material on pension options for the next side table negotiations and to collect some information on professionally recommended student/faculty ratios for librarians and counsellors.

I would like to remind delegates that we still have one outstanding resolution in preparing for bargaining and that is the production of a bargaining manual resource on a number of major issues that we can use regardless of whether we are in provincial or local bargaining.

On behalf of the committee I attended the BC Labour Law Conference which offered a disturbing but enlightening overview of how the current government is rewriting basic labour legislation in terms of employment standards, the *Labour Relations Act*, worker's compensation, and human rights. I recommend that the CARC Chair attend this conference annually, with the BCRC Chair attending prior to a bargaining round.

I was re-elected Chair of BCRC for 2003-04 and would like to thank members for their workshop contributions at both meetings, as well as our Staff Representative David Piasta and Angela Kenyon, our Administrative Assistant.

As bargaining approaches, with the promise of demanding innovative responses on our part, I want to encourage all locals to stand firm and to consider how we might protect and enhance the value of the market adjustment we achieved in the last round of bargaining.

Respectfully submitted,

Robin Wylie,  
BCRC Chair

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## **CONTRACT ADMINISTRATION REVIEW COMMITTEE**

THE CONTRACT ADMINISTRATION REVIEW Committee (CARC) met twice over the past year, in September 2002 and January 2003. Both meetings took place on Friday evening only, since members also had to attend joint meetings of BCRC, CARC and Presidents' Council. While these joint meetings were worthwhile, CARC felt very strongly that there is a need for our members to meet for a longer period for sharing and educational purposes. We, therefore, passed a motion to Presidents' Council that the regular Friday evening and Saturday meeting in September 2003 be dedicated to CARC business, and that any joint meetings should be scheduled as special meetings.

Discussion during the September meeting focused on layoffs. This included statistics, fallout of government budget cuts and implementation of rusty layoff language. Fortunately, there were far less actual layoffs than anticipated, due to early retirement offers and transfers. It appeared from the discussion that layoffs occurred mainly due to program cuts in career preparation and/or labour intensive courses. Conversely, expansions occurred in courses with high class sizes and in government-targeted areas, such as nursing. Some colleges had no layoffs and actually did some hiring. This hiring occurred mainly at university-colleges and was made financially possible due to large tuition increases.

We had no direct discussion at our meetings re: the use of Bill 28, but it was apparent that colleges made the necessary savings through reorganization and improving efficiencies while still adhering to collective agreements, e.g., by eliminating programs with small class sizes and loading others to the maximum. The fallout is that instructors are forced to work harder than ever.

Concerning layoff language, most of it had never been tested and implementation in some cases was found to be unworkable. As a result, new language or interpretation agreements needed to be made. The main areas of dispute were relative seniority, qualifications to teach, layoffs while on leave, transfer process and the sequencing

of the layoff process (e.g., notices issued prior to canvassing).

The January meeting focused on issues arising out of local reports. These included a desire to remove mandatory retirement, problems with implementing Art. 2.3.1 of the Common Agreement re: harassment, accrual during STD and LTD, overloads, and layoff issues. The committee also shared Faculty Association Codes of Ethics and College Conduct Policies from each local.

Thank you to Staff Representative Lee Whyte, Secretary-Treasurer and Executive Liaison Dileep Athaide, and Administrative Assistant Pablo Mendez for their support. Since my term of office as VP Stewardship for DCFA ends in September and I will no longer be a member of CARC, Joan Connors was elected as my replacement as CARC Chair commencing September 2003.

Respectfully submitted,

Marion Greenwood,  
CARC Chair

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## **DISABILITY MANAGEMENT & REHABILITATION COMMITTEE**

THE JOINT REHABILITATION COMMITTEE IS a newly formed contracted committee which came into being as a result of the Common Agreement, to provide a local joint management and union committee that supported employees upon their return to work. This committee usually comprises two union and two management members.

The role of the local DMR Committee is to track faculty who are away on illness (usually long-term) and likely to require assistance upon returning to work, such as accommodations or graduated return. The local committee will work with the faculty, their medical professionals (as needed), Maritime Life, and the employer to ensure a successful return to their work following an illness or disability.

The CIEA Standing Committee, created at the 2002 AGM, comprises one representative from each college's committee; David Piasta is the CIEA Staff Representative and George Davison is the CIEA Executive Liaison. The committee has met twice this year and has requested a budget to continue to meet twice a year.

The first meeting in the fall consisted of an all day education session, sponsored by the employers, that included both employers and unions. The next day, the DMRC met to continue discussion of union roles and responsibilities within the committees and how to establish these committees within their colleges.

The second meeting in March consisted of lively round table discussion on how the local committees are developing, and successes and frustrations. The committee's Terms of Reference, future education needs and work plan were developed. As this is a new committee, a long list of education needs was established both for the committee and the locals, from physical disabilities and reasonable accommodations, to mental health issues.

Mental health issues, especially stress in the workplace, were identified as a priority learning need for the committee. Mental health issues are difficult to manage in the education environment and are the most nebulous, difficult to assess, and difficult to obtain sick leave benefits for, if there is not an identified diagnosis (stress is not a diagnosis). It is also difficult to support a member to successfully return to work who has experienced workplace stress. This will be a priority education need for next year.

Mervyn Van Steinburn, from the Labour Participation Department of the United Way, gave an education presentation on Union Counselling at the Spring meeting. The presentation was well-done and thought-provoking.

Respectfully submitted,

Anna Jajic,  
DMRC Chair

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## EDUCATION POLICY COMMITTEE

THE EDUCATION POLICY COMMITTEE fulfilled an important role in the past year assisting locals to monitor developments in post-secondary education. The committee reviewed a number of policy issues this year, including the implementation of the *Degree Authorization Act*, developments related to the *Public Education Flexibility and Choice Act*, government's proposals to replace the Industry Training and Apprenticeship Commission, government's proposals to replace the Private Post-Secondary Education Commission, and the implications of the three year budget plans.

The committee spent a good deal of time at its October 2002 meeting learning about the government's plans related to on-line learning, shortly before the announcement of BCCampus. Members had an opportunity to talk in detail about some of the implications of expanding on-line learning.

At the October meeting, the committee also assessed its own mandate and members felt that there is a continued role for the Education Policy Committee as a useful forum for exploring issues in more detail than can sometimes be covered at Presidents' Council.

The February meeting focused on the federal and provincial budgets and implications for colleges, university-colleges, institutes and agencies. Members also reported on development of applied degree (undergraduate and graduate) proposals at their institutions, developments related to on-line courses at their institutions, and tuition fee increases.

The Spring Conference featured a number of sessions of interest to members of the Education Policy Committee, including a keynote speaker on the issue of privatization and commercialization and a workshop on on-line learning.

The Education Policy Committee is ably supported in its activities by Secretary-Treasurer Dileep Athaide, Staff Representative Roseanne Moran, and

Administrative Assistants Carrie Smith and Nancy Yip. I want to extend thanks to them for their efficient work, and to the members of the committee, who so willingly engage in debate and the work of the committee.

Respectfully submitted,

Cindy Oliver  
President & EPC Chair

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## **HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE**

DELEGATES TO THE 2002 ANNUAL GENERAL Meeting (AGM) endorsed a resolution amending the HR&IS Committee's Terms of Reference to include a commitment to preserving and enhancing peace, and also a resolution that CIEA actively support those organizations whose mandate is to promote peace in the world. Acting on these resolutions, the committee, at its October 2002 meeting, recommended that CIEA support the activities of the Vancouver November 17 Peace Coalition against the war on Iraq by providing financial assistance and delegating Rick Gordon (Local 14) to be CIEA's representative to the Peace Coalition Committee. In addition, other HRISC representatives have been active in their local communities, participating in events promoting peace and opposing the war on Iraq.

The 2002 AGM also directed the committee to monitor the provincial government's review of and changes to human rights legislation. At its October 2002 committee meeting, Bill 53-2002, *Human Rights Code Amendment Act*, was reviewed, including the implied changes to access to human rights protection in BC. Subsequent to October 2002, Bill 53 was replaced with Bill 64, and the latter was then enacted. There were few positive changes from Bill 53 to Bill 64. In both, there were changes to the procedural provisions of the *Act*, including the elimination of the Human Rights Commission and a reduction in the time limit for filing a complaint directly to the Human Rights Tribunal. Committee members agreed to

review their local collective agreements to ensure there was a "No Discrimination" clause and/or to recommend this inclusion for the next round of bargaining.

At the February 2003 meeting, the committee received information from the BC Human Rights Coalition regarding a provincial educational tour underway this spring. Part of the tour is to provide information and resources on BC's new direct access complaints procedure to the Human Rights Tribunal. Local representatives were invited to participate in the educational tour.

International solidarity continues to be an important part of the committee's work. Since 2000, CIEA has contributed \$5000 annually to the operations of CoDevelopment Canada, a BC based non-governmental organization that connects labour and other groups to similar organizations in Latin America and the Caribbean. At its October 2002 meeting the committee made a recommendation that CIEA's contribution be attached to two projects: the Central American Women's Network in Solidarity with the Maquila Workers, and the Salvadorian Association for Community Health and Social Services. The committee also passed a motion that CIEA encourage its locals, and that locals encourage their institutions, to use fair trade coffee and tea.

Also at the October 2002 meeting, the committee passed a resolution encouraging all CIEA locals to have a Human Rights & International Solidarity representation on or reporting to the local executive, and to set up a HRISC at each local.

At the February 2003 meeting, the HRISC proposed a number of amendments to their responsibilities, as currently described in CIEA's Policy and Procedures Manual. The proposed amendments are intended to better reflect the mandate for international solidarity that was added to the committee's terms of reference at the 2001 AGM. These amendments will come to the floor of the 2003 AGM.

Respectfully submitted,

Liz Ball,  
HRISC Chair

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## OCCUPATIONAL HEALTH & SAFETY COMMITTEE

THE OCCUPATIONAL HEALTH AND SAFETY Committee (OHSC) met twice during the present academic year: once in October, and a second time in February at the Joint Committees Conference. The item of greatest importance to be conveyed to the general membership is the expected changes to the BC Occupational Health and Safety Regulations and how these will affect our membership. The ergonomics and violence in the workplace language may be lost, but it seems unlikely that the fundamental right of workers to sit on their workplace's Joint OH&S Committee as a part of their regular, paid work will be preserved.

The OHSC devoted some discussion to contract language around health and safety issues, including the possibility of bargaining language into collective agreements that protects release time for members serving on their institution's OH&S Committee. Participation on a workplace Joint OH&S Committee is not voluntary. It is a legal requirement that employers give workers release time to participate in OH&S Committee work. Presently, only Selkirk College Faculty Association has such language in their agreement.

Other activities over the year included a presentation from the BC Federation of Labour on its Occupational Health and Safety Education project. This project offers workers one-day basic occupational health and safety training, provided for in the OH & S Regulations. The project is expanding to include a course on workplace toxins, and a workshop on violence in the workplace is currently being developed. The presentation also included a discussion of the Fed's forthcoming "Death by Deregulation" campaign.

The committee also invited an ergonomist from the Workers' Compensation Board to make a presentation on musculoskeletal injuries.

In addition to generating ideas for workshops for the Joint Committee Conference and the AGM, the committee reviewed the BC Federation of Labour's

Action Plan, as it has direct bearing on occupational health and safety, among many other things. OHSC is currently working on ways to monitor the occupational health and safety impact of Bill 28, the *Public Education Flexibility and Choice Act*.

The OHSC gratefully acknowledges the capable support provided by Staff Representative Barb Brown and the CIEA staff.

*Age apertum!*

Respectfully submitted,

Robert M. Macrae,  
OHSC Chair

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## PENSION ADVISORY COMMITTEE

IT IS MY PLEASURE TO REPORT TO THE 2003 CIEA AGM on the activities of the Pension Advisory Committee (PAC) during the past year. It has been a very busy year for PAC.

The committee met three times in the past year because of challenging complex issues that needed to be dealt with, including pension plan funding advice, advice on how to act in face of constraints on retiree health and welfare benefits' and inflation protection funding, and advice on a variety of issues, including phased retirement, which is the subject of a policy proposal to this AGM.

One of the PAC meetings was a day-long presentation to both PAC and Presidents' Council by Jack Levi, Actuary. This presentation was very informative and entertaining. I received very positive compliments that were passed along to Mr. Levi. The information was crucial to a reasonable understanding of the complexities and constraints surrounding our pension plan and its governance, including those pertaining to trustees and plan partners.

All PAC meetings have been very well-attended. I believe PAC has among the best attendance records in CIEA.

Committee members:

- considered the complex issue of pension plan funding, and made recommendations to Presidents' Council;
- considered the complex issue of post-retirement health and welfare benefits and inflation protection, and made recommendations to Presidents' Council;
- considered the complex issue of phased retirement, and made recommendations to Presidents' Council;
- conducted education and training sessions at each of our meetings, topics covered including:
  - actuaries' view of plan and its environment,
  - review of the 2001 Annual Report and trends within the College Pension Plan,
  - update on details concerning process and impacts of pension buybacks and leave purchases;
- sent out bulletins to locals highlighting:
  - time sensitive aspects of service buyback timelines and processes,
  - the introduction of member pension seminars by the Pension Corporation.

PAC representatives, including myself, have volunteered to present pension workshops for locals. These have been well-received. This year, the College Pension Plan has also begun offering pension/retirement planning seminars for plan members.

#### **Potential problem highlighted**

As Chair of the committee, I believe it is important for me to draw a potential problem with the structure and operation of the committee. As you are probably aware, pensions is a complex area with a steep learning curve. I note that the study CIEA's Presidents' Council reviewed when investigating joint trusteeship showed that the greatest problem was that, after the initial investment of resources in getting joint trusteeship, unions tended to not properly support and resource their role in the joint trustee structure established.

Policies were recommended to and adopted by CIEA to help combat this potential problem:

- a change in the mandate of PAC, including a 4 year term for appointees;

- PAC to recommend trustee replacements, usually from its membership;
- CIEA obtained permission to send observer to trustee meetings for transition training;
- CIEA locals have the ability to send observers to PAC (at their own expense) in order to orient new PAC members.

As Chair I have noted that many locals are frequently changing their members and that the four-year appointment period is not widely respected. We must redouble our efforts to ensure that we develop the necessary depth of experience within the PAC to ensure that we are able to effectively represent members as a plan partner, through both appointment of trustees and actions only we can take as a plan partner.

#### **Future issues**

Looking ahead, there are a few major issues that will need direction from CIEA locals, PAC and Presidents' Council:

- The examination of whether or not CIEA should engage in negotiations with other plan partners to form a Joint Trust Agreement that would remove the College Pension Plan from current legislation and place it into the same contractual relationship that the other three public sector plans have.
- Post-retirement health benefits will continue to be an issue, as recent changes have just bought enough time for the partners to decide whether or not the issue is to be part of their traditional labour negotiations or subject to the current constraints.
- Related to this is whether or not the partners want to investigate alternatives for post-retirement health and welfare benefits that would be outside of the College Pension Plan.

Thank you for the opportunity to report on behalf of the committee and myself as its Chair.

Respectfully submitted,

John Wilson,  
PAC Chair

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## **PROFESSIONAL DEVELOPMENT COMMITTEE**

THE CIEA PROFESSIONAL DEVELOPMENT Committee (PDC) has had a very busy and productive year. The PDC met in October 2002 and February 2003 during which many issues and events, which are outlined below, were dealt with.

### **PD scheduling and Bill 28**

The first order of business at the October meeting was a discussion of the continuing effects of Bill 28. The majority of colleges reported no effect/no changes. One notable exception was VCCFA (Local 15) where a number of departments saw PD rights changed and, contrary to past practice, regulated. VCCFA members can apply for \$230 annually for conferences and can pool funds so one person can attend. Travel dollars have been reduced and replacement funds slashed for PD time off. The employer position is that reductions are not because of Bill 28, but possible under the existing language.

The issue of PD at VCC is slated for arbitration. Since October, two arbitrations at VCC are scheduled around PD for International Education and ESL.

Several locals reported management practices that make it more difficult to schedule and attend PD activities.

### **Faculty exchanges**

The Canadian Education Exchange Foundation (CEEF) will accept applications from CIEA members. Carol Wilkins will attend the 2003 CIEA AGM to provide information on CEEF services ([www.ceef.ca](http://www.ceef.ca)). Follow-up workshops will occur in the Spring and Fall.

Other education organizations, such as the Association of Canadian Community Colleges (ACCC) and CIDA, are being contacted and encouraged to provide assistance in networking and facilitating faculty exchanges. The ACCC has a Resources link on its website and includes connections to the Association of Universities and Colleges of Canada (AUCC), as well as possible exchange-related links under the heading 'International Education and International Development'.

### **Resolutions for the 2003 CIEA AGM**

Rather than proposing new resolutions, a sub-committee has been formed to review and synthesize existing faculty development policies in the CIEA Policy and Procedures Manual. The purpose of the sub-committee is to ensure policies remain current, so outdated policies will be archived. Sub-committee members are: Peter Clayton (Local 21), Vice-President Frank Cosco, Bill McConnell (Local 16), Joanne Vanderveide (Local 3), and Staff Representative Jeff McKeil.

A sub-committee has also been formed to review the committee's Terms of Reference discussion notes and to forward recommendations regarding any proposed changes. Sub-committee members are: Brenda Appleton (Local 15), Vice-President Frank Cosco, Karen Ewing (Local 1), Judy Schultz (Local 10), and Staff Rep Jeff McKeil.

### **Using collegial authority wisely**

Staff Representative Jeff McKeil presented workshops at both the October PD meeting and the February Joint Committees Conference. Topics included What Is Collegial Authority?, Exercising Collegial Authority: Procedures, Potential Problems, Avoiding Problems; and Union Obligations. The workshops also dealt with issues and problems that may emerge as a result of members participating on PD committees.

### **PD survey/comparison chart**

The original document, prepared by the Provincial Bargaining Council in January 2001, is to be updated with a 'Best Practices' category. The current categories are: Scholarly Activity, PD Days, PD Funds, and Sabbatical. The updated comparison chart will be added to the CIEA website and include a comment box for feedback. Other modifications will include: definition of terms, contact names for local reps, and links to CIEA collective agreements. The chart will be updated twice a year at each PD meeting.

Through the development of the survey, committee members gained valuable insight into the many variations that exist between locals in regards to the amount of money allocated to PD, and the process by which it is dispensed/awarded. A couple of locals had college-wide PD days. Some locals have a

large surplus of PD funds, because members allowed their allocation to accumulate. At one college, 90-95% of eligible members use their PD; at other colleges, relatively few members take advantage of available funds. For some, education leave is not competitive. Another local reported that PD funds are increasingly focused on research and scholarly activity.

Thanks to Staff Representative Jeff McKeil and Vice-President Frank Cosco (Executive Liaison).

Respectfully submitted by,

Peter Clayton,  
PDC Chair

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## **COMMITTEE ON THE STATUS OF NON-REGULAR FACULTY**

OUR COMMITTEE ON THE STATUS OF NON-Regular Faculty (CSNRF) met twice during this past academic year: first on the weekend of October 18-19, 2002, and then again on the weekend of February 7-8, 2003.

During our October meeting, many new faces were introduced around the table: many of our former non-regular reps from institutions around the province had been regularized, including our former committee Chair. The Committee elected Neil Stubbs (Local 10) to be our new Chair, since he has served as a CSNRF representative for 3 years.

There was much to report from locals that had been dramatically affected by government cutbacks to education. Many institutions reported that non-regulars had been laid-off or given Letters of Non-Renewal (a budget reduction strategy that results in non-regulars losing potential work, while also preventing them from being counted as laid-off workers). Our reps also reported on activities that had taken place during Fair Employment Week in the fall of 2001. We brainstormed on tactics and planned activities for the next Fair

Employment Week, and at the same time we passed a motion concerning the next Coalition on Contingent Academic Labour (COCAL) conference:

To recommend to Presidents' Council that at least two CSNRF representatives be sent to subsequent COCAL conferences and be funded by CIEA. And further, that Presidents' Council encourage locals to fund and send their own SNRF reps to COCAL conferences.

We would like to thank Presidents' Council for adopting this recommendation, and for encouraging local executives to support non-regular faculty in Fair Employment Week activities.

A major point of discussion at the October CSNRF meeting was concessions and other issues. Many reps voiced their concern over Letters of Understanding that erode non-regular status, seniority, and right of first refusal. Our committee passed a motion, on the basis of Common Agreement Articles 3.17 and 3.18 and the policy of no concessions, recommending that Presidents' Council "bring this issue to the attention of local Presidents in order that the existing rights of non-regulars will continue to be protected".

During our February 2003 meeting, we revisited a number of items discussed at the earlier meeting. Fair Employment Week for 2003 was postponed, pending co-ordination of this event with other non-regular interest groups from the United States and elsewhere in Canada (one possible strategy was to co-ordinate FEW with a Day of Action to take place in Quebec on November 22, 2003). Our Staff Representative Barb Brown supplied us with copies of collective agreement provisions from various locals, outlining policy regarding seniority, regularization, and right of first refusal.

We agreed that our work plan for this year would combine Fair Employment Week planning and activities with principles of collective bargaining, as well as the development of workshop ideas and resolutions for the AGM. Our resolution was derived from our discussion on problems surrounding Letters of Understanding (see Resolutions from Standing Committees).

With this work plan in place, we finished our February committee meeting with an overview of the BC Federation of Labour Action Plan, and then we agreed to return to our locals and to review our employer's policies regarding employee recognition (e.g., for long service) to see if they take into account contributions made by non-regular faculty.

The CSNRF would like to thank the membership of CIEA and its assembly of AGM delegates for the opportunity to present this report. We also thank Staff Representative Barb Brown and Executive Liaison Vice-President Frank Cosco for their contributions and help during the past academic year.

In solidarity,

Neil Stubbs,  
CSNRF Chair

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As the departing Chair, I would like to thank all the committee members for their support and their ideas, and for their willingness and commitment to take on this task among the many they all face. My thanks also to Administrative Assistant Pablo Mendez and especially to Staff Representative Linda Sperling, for all the information she finds for us and the model of determined action she provides. She helps create an atmosphere which has room for fun and wit, but in which work also gets done.

Respectfully submitted,

Marni Stanley,  
SWC Chair

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## **STATUS OF WOMEN COMMITTEE**

OUR MAIN TASK THIS YEAR HAS BEEN TO identify issues of interest to the committee by finishing our "Family Friendly Workplace" survey, that many of us intend to use to help identify possible bargaining issues around work and family conflicts and to identify areas of high stress for members. We have also determined to support appropriate professional ratios for counselors and librarians, as an inadequate number of these positions tends to create hidden workload issues for others.

Our discussions this year dealt with issues of student poverty, access, non-regular faculty issues, and differences in urban versus smaller centres in terms of delivery, stress, demographics and so on. We've had a great committee with lots of input and good attendance at meetings. We were pleased to see the workshop on student poverty at the Spring Conference. It was an excellent workshop and well-attended.