



2004 AGM & CONVENTION

STANDING COMMITTEE REPORTS

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BARGAINING CO-ORDINATION & REVIEW COMMITTEE

BEFORE I BEGIN MY REPORT ON THE Bargaining Co-ordination and Review Committee, let me acknowledge the work of Robin Wylie, past BCRC Chair, under whose leadership the following took place. Thanks, Robin, for a job well done.

Since the last CIEA AGM, the BCRC met in September 2003 and January 2004. Not surprisingly, our discussions have centered on preparing for the upcoming bargaining round.

At the September meeting, we discussed and acted on motions from the AGM; this included planning the October Bargaining Conference. Also at this meeting CIEA First Vice-President Frank Cosco presented a historical perspective on the move to co-ordinated bargaining that led to provincial common table bargaining.

The January meeting included a thorough examination and discussion of the bargaining issues paper prepared by CIEA. Each recommendation was examined carefully and was either endorsed or amended. Further, the committee discussed additional proposals to the provincial agenda.

Finally, the committee agreed on two recommendations to Presidents' Council:

1. To financially support the attendance of the CSNRF representative at bargaining.
2. That there be a meeting of the CIEA caucus on Friday, February 6, prior to the Joint Bargaining Conference. Items to discuss at the caucus should include pension issues, structure and processes for bargaining, and possible alternatives to the current bargaining structure. (*This recommendation was acted upon*).

BCRC was also involved in the October and February Bargaining Conferences.

At the October Conference, provincial bargaining demands were reviewed and amended and additional information was requested on a number of the issues before the February Conference. At the February

Conference, CIEA and BCGEU adopted the final package of provincial bargaining demands.

As a result of the two Bargaining Conferences, CIEA locals are preparing for bargaining with the full list of proposals that have been approved for common table bargaining. In addition, the articles of association between CIEA and BCGEU have been developed for approval. George Davison, CIEA Second Vice-President, is the Chair of the CIEA Negotiating Committee.

By March 15th CIEA locals will have voted on joining the common table. It is expected that the vast majority of locals will vote to join the common table. Protocol discussions with the employer will commence shortly, and dates for bargaining will be set.

Finally, I would like to thank David Piasta, CIEA Staff Representative, who has answered my many questions, and provided me with invaluable support and guidance in my new role as BCRC Chair.

Respectfully submitted,

Terri Van Steinburg,
BCRC Chair

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CONTRACT ADMINISTRATION REVIEW COMMITTEE

THE CONTRACT ADMINISTRATION REVIEW Committee met twice this year in September and in January. Both meetings included a Friday evening and all day Saturday session, which allowed for information sharing and some in-depth discussion of issues.

The September 19/20 meeting started with a round-robin of written and/or oral reports from all locals attending the meeting. Dileep Athaide reported from the Executive and Grievance Arbitration Review Committee (GARC). Numerous issues were identified from the reports; these included short-term disability, student complaints, personal

availability and accountability, implementation of Bill 28, complaints to professional bodies, regularization language, BCcampus courses, references and reference checks, international education, grievance handling, and layoff language. Discussion of some of the issues occurred at the September meeting; others were referred to the January meeting.

At one local, complaints had been made to a professional body regarding the fulfillment of professional obligations and the teaching practices of a faculty member. CARC recommended to Presidents' Council that the necessary expert representation be provided where a complaint is filed before a professional body, college or association if the complaint arises out of the member's work covered by the collective agreement and where membership in the body is a requirement for employment at that institution.

Following a discussion of concerns arising from short-term and long-term disability claims CARC asked CIEA to provide chief stewards with advice on handling short and long term disability problems including denial of claims, appeals, return-to-work plans and the clarification of the roles of stewards and the Disability Management & Rehabilitation Committee (DMRC). The committee also recommended that regularization, the implementation of Bill 28, layoff language and workload emerging from BCcampus be forwarded to the Fall Bargaining Conference as issues. Staff Representative Lee Whyte gave short presentations and provided documents on employee use of e-mail and the internet and the provincial private sector privacy legislation. The remaining issues were referred to the January meeting.

At the January 23/24 meeting in-depth discussions of the roles of stewards and DMRC members in short-term disability situations, student complaint procedures and regularization took place. The committee suggested that AGM workshops on disability management roles, claims appeals, partial disability and advocacy skills for assisting individuals with health issues. Jim Anderson (Local 16), Bernard Igwe (Local 2) and Darryl Ainsley (Local 12) volunteered to develop a statement of principles on student complaints. These principles were sent to the

Bargaining Co-ordination & Review Committee for their use in the development of language related to student complaints.

After the discussion on regularization CARC recommended that all work should count for regularization, that non-regulars should receive *pro-rata* pay and benefits and that overloads should be discouraged where they impact on regularization of other members. BCcampus on-line courses, personal accountability, international education, grievance handling and reference checks were other topics of discussion.

CARC has asked CIEA to provide an advisory to faculty and stewards regarding the implications of receiving and giving reference checks. This seems especially timely with the introduction of privacy legislation. The committee passed a motion asking CIEA to develop a template for a privacy policy that can be used by locals. As time was short, written reports were received without the usual round-robin discussion.

Under new business Lee Whyte presented information on the Employment Insurance Compassionate Care Benefit. A brief discussion with respect to the Common Agreement harassment procedures concluded that individual members can file harassment complaints and that the union should not act as gatekeeper and does not have carriage of complaints.

In addition to chairing the CARC meetings, I have represented the committee at several GARC meetings and attended the CAUT Senior Grievance Officers meeting as the CIEA delegate.

Thank you to Staff Representative Lee Whyte, Secretary-Treasurer and Executive Liaison Dileep Athaide, and Administrative Assistant Margaret Sutherland for their support.

Respectfully submitted,

Joan Connors,
CARC Chair

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DISABILITY MANAGEMENT & REHABILITATION COMMITTEE

THIS IS THE SECOND YEAR FOR THE Disability Management & Rehabilitation Committee. This committee was struck as a result of the common agreement to provide colleges with a joint management and union committee that supported employees upon returning to work.

The role of this committee is to track faculty who are away on illness and are likely to require assistance upon returning to work, such as accommodations or graduated return. Many committees are also assisting members with the paper work required to successfully attain their short-term and long-term disability benefits.

DMRC has met twice this year and has requested a budget to continue to meet twice annually. The focus of our meetings this year has been (1) to share successes and frustrations as we continue to develop the committee's role, (2) to develop education for committee members, and (3) development of a best practices document.

The major issue facing many local committees is the appropriate involvement of our faculty members on the committee. Management at some institutions continues to have difficulty involving union members in decision-making, or in giving enough information for union representatives to be equal participants, as per our mandate. This is an issue that we will continue to work on next year.

As identified in our work plan last year, mental health issues, especially stress in the workplace, was the 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.

Therefore, in the fall meeting we had two presentations related to mental health. Sarah Hamid-Balma, the Public Health Education and Communications Co-ordinator

of the Canadian Mental Health Association – BC Division, provided an excellent overview presentation on mental health issues, with close attention to anxiety and depressive disorders. She also provided a supporting package of materials.

And I, Anna Jajic, RPN, RN, MScN, Faculty in Psychiatric Nursing at Douglas College, did a presentation on the mental health diagnostic criteria, focusing mostly on anxiety disorders and how to assist members to define their "stress" response, with terms that will be accepted by the insurance carrier.

At our spring meeting, after a lively round table discussion on how the local committees are developing and successes and frustrations, we discussed a first draft of a "Best Practices" document that Fran Miller (Local 3) has developed. Feedback was given and further work will be done over the next year.

We also had a presentation by Deborah Payment, Return to Work Co-ordinator from the Joint CEU/WCB Program, who provided an overview of the their program, how they apply the disability management principles that guide it, and the committee structure. Deborah covered some of the challenges their committee and organization have experienced and some of the solutions that have worked for them. Her presentation was well-done and thought provoking.

We developed a work plan for next year that continues to focus on best practices, and support that the local committees need in order to successfully meet their mandates. As well, the committee wants to start a process to educate the general membership about disabilities, both visible and invisible. The goal would be to build understanding and support for colleagues with disabilities, as well as supporting those colleagues as they return to work.

We would like to thank David Piasta, CIEA Staff Representative, and George Davison, CIEA Executive Liaison, for their help and support this last year.

Respectfully submitted,

Anna Jajic,
DMRC Chair

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EDUCATION POLICY COMMITTEE

THE COMMITTEE REVIEWED A NUMBER OF policy issues this year including: the ongoing development of BCcampus and the status of online learning in the system; government's review of mandates, roles and responsibilities; restructuring of the trades training system; and implementation of legislation, including the *Private Career Training Institutions Act* and the *Degree Authorization Act* which allows private degrees programs and universities.

At its fall meeting, the committee viewed the video *Whose University Is It?* The video stimulated a good conversation about the commercialization of post-secondary education and the challenges facing democratic and inclusive governance structures in the drive to "corporatize" universities and other post-secondary education institutions.

The February meeting focused on the federal throne speech and the provincial budget. Members also reported on developments related to educational technology and on-line courses at their institution, tuition fee increases and administration attempts to alter class size. At the Spring Conference the committee sponsored a workshop on copyright and intellectual property.

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 Mary Bruegeman. Many thanks to them for their efficient work.

Respectfully submitted,

Cindy Oliver,
President & EPC Chair

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HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE

THE COMMITTEE MET TWICE THIS PAST year, a full meeting October 3-4, 2003, and a Friday evening meeting February 20, 2004, with good representation and participation from CIEA locals.

The HRISC email listserv continues to be an excellent avenue for timely sharing of information province-wide on human rights and international solidarity events and discussion. In turn, HRISC members are a conduit for circulation of human rights information within their locals. Thanks to CIEA staff for maintaining the list!

Committee members discussed and put forward workshop proposals for the Joint Conference (February 21, 2004) and for the 2004 AGM and Conference. The Joint Conference workshop, *Discrimination against women and its impact on the workplace*, led by Dr. Shauna Butterwick, was co-sponsored by HRISC. It was participatory, and well received by those who attended. The recommended workshops for the 2004 AGM are *Education and Human Rights in the Middle East Conflict* and *Conflict Resolution in a Cultural Context*.

Over the year, the Committee sent several resolutions on issues of concern requesting action from Presidents' Council. These included requesting the Council to:

- reaffirm CIEA's financial commitment to and support for the work of CoDev Canada;
- write the BC government and ask that legislation restricting the access of social assistance recipients to full-time education be repealed;
- write the Minister of Advanced Education to express dismay at budget cuts that have dramatically reduced opportunities for immigrants to receive ESL training;
- write the Federal Minister of Foreign Affairs urging Canada to take action on the United Nations Declaration on the Rights of Indigenous Peoples;

- write a letter to MP Libby Davies in support of the *Act to Eliminate Racial Profiling*
- support the March 20th Global Day of Action with a financial contribution of \$200;
- distribute to all CIEA locals a package of information on the mandatory retirement issue.

HRISC supported the request for a Gay, Lesbian, Bi-sexual, Transgendered (GLBT) conference. An HRISC member attended the conference on behalf of the committee, and reported back on the resolutions passed at the conference. A representative from the GLBT caucus was invited to sit on HRISC, as an interim response and in recognition of the need to give legitimate voice to GLBT issues and concerns. Also, HRISC is in support of the Positive Space workshop proposal for the 2004 AGM.

It has been a pleasure to work with Tom Friedman, Executive Liaison, Lee Whyte, Staff Representative, and Margaret Sutherland, Administrative Assistant, over the 2003-04 year.

Respectfully submitted,

Liz Ball,
HRISC Chair

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OCCUPATIONAL HEALTH & SAFETY COMMITTEE

THE OH&S COMMITTEE MET OCTOBER 17 AND 18, 2003, and again in February 2004.

Dealing with smokers at building entrances is an ongoing issue common to all locals. Many remedies have been tried with limited success. Other common complaints are air quality, faculty stress and burnout, and getting release time for OH&S activities as mandated by WCB regulations.

The committee passed a motion strongly urging Presidents' Council to make the inclusion of *Occupational Health and Safety Regulation 296/97* in collective agreements a high priority in the next round of bargaining. This motion followed discussion concerning the government promise to cut all regulations by one third. At our meeting in February, Staff Representative Barb Brown showed us some of the cuts to current regulations that are being proposed in April. As well, President Cindy Oliver informed us of the formation of the new Safety Standards Authority, which will comprise mainly government appointees.

A workshop entitled *Toxins in the Workplace* was presented by Mae Burrows and Larry Stoffman from the Labour Environment Alliance Society, as a continuing education initiative for committee members in October. This was very well-received and was recommended for the Spring Conference, where Mae presented an abbreviated version.

Committee members discussed the fact that we receive good information at meetings and need to communicate this information to the members in our locals. All agreed that members should report to their executives after each meeting as one way of getting the information out. A second idea was to generate OH&S newsletters. We hope to draw on Staff Representative Barb Brown's expertise in drafting content which would be distributed electronically on the listserv for discussion and, once finalized, be distributed electronically to members. A suggested first topic was *Know Your Rights*.

Carolynne Fardy (Local 2) will be CIEA's representative at the CAUT's first Occupational Health and Safety Conference being held in Halifax, April 2-4. Workshops will be held on stress, air quality, and issues common to post-secondary education settings.

Information was distributed to members on the upcoming North American Occupational Health and Safety Week, May 3-7. All were encouraged to seek further information on their website and to try to use this week to raise awareness of Occupational Health & Safety issues at their locals.

At a previous meeting, CIEA was asked to compile a bank of OH&S policies from various locals. As most locals have these policies accessible through their websites, it was felt this was sufficient access for anyone seeking information in developing policy for their institution.

Members were briefed as to what constitutes "paid time" for occupational health and safety work as described in the current WCB regulations.

Discussion had ensued at our October meeting as to what takes precedent: safety or privacy rights? Consequently, the topic was suggested for an AGM workshop. It is hoped that this workshop would look at violence in the workplace, the rights to know about potential safety hazards, and the impact of the two on personal privacy.

Due to the increasing number of individuals developing chemical sensitivities in the workplace, a motion was sent to President's Council encouraging locals to pursue scent-considerate policies through their local OH&S Committees.

Carolynne Fardy was elected as Chair of the OH&S Committee for the upcoming year.

It was been a pleasure to serve as Chair of the OH&S Committee for the past year and I look forward to tackling the problems that will surely arise in the upcoming year. We will continue to monitor the effects of the erosion of the current regulations in our workplaces and endeavour to make all our members aware of their OH&S rights.

Thanks to Staff Representative Barb Brown, our competent and knowledgeable CIEA staff member, who always has the answers and wonderful wording for our motions, and to Administrative Assistant Margaret Sutherland.

Respectfully submitted,

Carolynne Fardy,
OHSC Chair

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PENSION ADVISORY COMMITTEE

CIEA'S PENSION ADVISORY COMMITTEE HAD two great meetings filled with lively debate and lots of information. Attendance continues at record levels. Some locals are sending observers to ensure a smooth transition from current members to future members. We are fortunate to have so many reps continue, as was envisioned by the four year commitment expected of members.

The committee has a clear vision of its role in trying to improve pension benefits over the long-term and trying to influence society through the prudent use of policies in both the pension benefits and investment areas.

Some of the topics that we have discussed during our first meeting of the year were:

- the importance of a broad based retiree association
- improved College Pension Plan Seminars
- new access to employer training by unions
- review of the salary definition for pension purposes
- review and concern about post retirement health and dental benefits
- opportunities to bargain pensions this particular round
- a review of the new interplan transfer arrangements
- a review of the role of trustees in the work of the committee

This last meeting we took a more future looking stance and have a number of recommendations:

- policy development to advance social and ethical pension fund investment policies being adopted
- that CIEA as a pension plan partner request a separate investment pool with a strong social and ethical screen be established in which the trustees can consider investing pension funds
- priorities for future pension negotiations between the partners, including

increased employer contribution to the Inflation Adjustment Account

- an approach to phased early retirement for the current round of collective agreement negotiations
- allowing limited partners the right to access their pension benefit without the retirement of the ex-spouse
- the appointment of Dennis Anderson and the reappointment of Jim Ford as retiree representatives on PAC
- an AGM workshop on ethical investing as well as other topics

The issue of the role of trustees on the Pension Advisory Committee continues under discussion at CIEA Presidents' Council.

Thank you to Roseanne Moran, Staff Representative, who has been great to work with and helped ensure the committee meetings were informative and well supported.

It has been my pleasure to serve as the Chair of the Pension Advisory Committee and work with a great committed group of faculty from throughout the province who are dedicated to improving our retirement experience through our pension. Thank you to the committee members for their hard work and dedication.

Respectfully submitted,

John Wilson,
PAC Chair

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PROFESSIONAL DEVELOPMENT COMMITTEE

THESE ARE INTERESTING TIMES IN EDUCATION with continuous changes providing both threats and opportunities. Keeping on top of these changes is a priority for the PDC. Given the loss of the Centre for Curriculum, Transfer & Technology, institutions and the PDC need to play a greater role in promoting and prioritizing Professional Development.

The committee is developing stronger reporting and information sharing strategies. PDC members are taking advantage of their listserv to distribute information on activities, research and ideas. Indeed, the PDC encourages all CIEA members to forward information on all upcoming PD opportunities, so this information can be shared across the CIEA community. Information for the PD comparison chart was updated to allow for review of opportunities and practices at different institutions.

PDC has also modified its meeting practices. In future, at the end of each meeting, a focus group will be chosen to lead a discussion on a selected topic at the following meeting. Information will be distributed two or three months before a meeting in preparation. This will give members an opportunity to focus on particular problems and solutions common to all CIEA locals.

Committee members have developed a list of possible projects including a CIEA PD newsletter, workshops on facilitation skills and effective lobbying, and a "CIEA Speakers' Series" that could visit interested locals.

The committee continued its dialogue on the PDC listserv. We discussed threats to PD funds and activities. Members are encouraged to continue to protect their rights to financial support and leave. One problem some faculty face is being asked to use PD for curriculum development rather than using their funds to attend conferences, write papers and books, or perform other research in their fields. A number of items involved PD at the Bargaining Conference (non-regulars to get PD, minimum level for PD funds, funds to be fair, timely and in member control) but nothing new regarding release for PD Coordinators.

At the CIEA Spring Conference, the PDC was responsible for a workshop on Mentoring. This was held three times during the day and was well-received. The PDC's Collegial Authority workshop is also recommended given differing interpretations of the meaning of "collegiality" – which essentially means power-sharing.

Committee members discussed the issue of copyright and voted on a motion to be forwarded to the AGM. The Copyright Forum,

a conference at the University of Alberta, May 3-4, 2004, was attended by the PDC Chair and provided interesting and useful materials on copyright legislation as it relates to teaching and learning. The forum featured presentations on: Copyright Reform; Digital Copyright Issues; Fair Dealing/Exceptions; Infringement – Risks & Rewards, etc. The Alberta Copyright Group is an informal group with representation from academic institutions in the western provinces. A report from the conference is available.

As a result of one of the PDC's recommendations, the AGM workshops will include *Hardware and Software Everywhere: The Corporate View of Getting Education Right in the 21st Century*. This workshop will focus on the corporatization of education and include discussion about the efforts of AOL Time Warner, Microsoft, Apple, and Dell among others in developing and promoting PD activities and resources with a corporate agenda.

Thanks to Staff Representative Jeff McKeil, Executive Liaison Frank Cosco, and Administrative Assistant Nancy Yip, and very best to all CIEA members for the upcoming academic year.

Respectfully submitted,

Peter Clayton,
PDC Chair

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COMMITTEE ON THE STATUS OF NON-REGULAR FACULTY

THE PAST YEAR HAS BEEN VERY PRODUCTIVE for the SNRF Committee, and for the local SNRF Chairs. There appears to be great momentum amongst the group.

Fourteen of 22 locals were represented at the September meeting. During this meeting election of committee liaisons to the other CIEA Standing Committees occurred, plans for Fair Employment Week were discussed, bargaining proposals for SNRF issues were

drafted, and reports were received from locals and existing committee liaisons.

Thirteen locals were represented at the committee's second meeting in February 2004. Locals reported on Fair Employment Equity Week activities, local bargaining, increases or decreases in non-regular faculty, and difficulties encountered in regard to regularization. Reports from Liaisons to other Standing Committees were shared. Bob Wakulich (Local 6) reported on Pension Advisory Committee activities, Tim Haner (Local 7) reported on the Education Policy Committee, Carolyn Redl (Local 8) reported on CARC for Melanie MacDonald (Local 10), Susan Leblanc (Local 1) reported on BCRC activities. Melanie MacDonald also reported on the CAUT Collective Bargaining Conference on Contingent Faculty, and CIEA Vice-President Frank Cosco shared a report as the Executive Liaison.

After reviewing the example definitions of the right of first refusal and the right of accrual that was presented at the CIEA bargaining conference, the committee endorsed the document with a couple of suggested amendments.

The SNRF Committee also recommends that CIEA Policy 3.28 – Work Overloads be clarified to reflect the principle that overloads should not be allowed if there are part-time, non-regular or other faculty to do the work. In order to support the above issue, the committee representatives decided to do some research on overloads at their institutions and to report on current practices and contract language regarding the assignments of overloads. This includes the number and percent of overloads as well as the terms, such as summer sessions or during the fall and/or winter terms, and the context. In addition, committee reps and CIEA Staff Representative Linda Sperling will review the literature on overloads and reduced work time.

The committee also agreed by consensus to the following suggestion for an AGM workshop: *Overloads – Myth and Reality: What are the implications?*

All liaison roles were filled for 2004/05, and the majority of members have committed to carrying on in their current roles.

Staff Representative Linda Sperling reported that the next COCAL Conference would be held the weekend of August 4, 2004 in Chicago, Illinois. CIEA will sponsor two members from the committee to attend.

In closing, on behalf of the SNRF Committee, I would like to express our appreciation to Staff Representative Linda Sperling and Executive Liaison Frank Cosco for their support of the committee's work and process, and to Administrative Assistant Margaret Sutherland.

Respectfully submitted,

Jeanette Robertson,
CSNRF Chair

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STATUS OF WOMEN COMMITTEE

THE MEMBERS OF CIEA'S STATUS OF WOMEN Committee took on the task of distributing, collating and reviewing the results of an extensive Family-Friendly Survey that was developed by the SWC. Not all the locals distributed the survey and not all the results have been reviewed by the committee, but the reported results show most interesting findings. We have as many faculty caring for elder family members as we have members with children at home. Our members consistently report work-life balance as a major stressor, and have requested improved benefits in the areas of bereavement leave and leave to care for sick and dying family members.

As a result of our finding, SWC recommended the following motions:

To recommend to Presidents' Council and BCRC that the following improvements be bargained for Compassionate Leave:

1. *An E.I. top-up based on the same principles as the current maternity/paternity leave provisions of the Common Agreement with 100% salary for the first two weeks, and 95% salary for the next six (6) weeks.*

2. *That Collective Agreement provisions for compassionate leave/family illness be no less than ten (10) working days of paid leave.*
3. *That the definition of family be expanded to ensure the inclusion of siblings, in-laws and individuals who have been in a parent or child relationship with the employee.*

For a number of years, I have heard dialogue about whether there continues to be a role for the SWC in CIEA. However, despite greater gender balance in our faculty numbers, in our union executives and even at the administrative level of our colleges, we have not yet achieved gender equity – there is still a role for SWC.

In my view our past big success was the parental leave provision that we now have in our collective agreement. SWC continues to look at ways in which we can improve our workplaces. The Compassionate Care provision is an excellent example. SWC provides a place for us to come together, examine work-life balance issues among others, and develop a plan of action to solve issues of concern. The committee also provides an avenue to examine gender and poverty concerns in our communities, provincially, nationally and globally. Women's issues are as much a concern now as they have ever been. The Canadian statistics on gender equality are frightening. Violence against women and inequality of pay are just a couple of the issues that are as much a problem today as they were twenty years ago.

I have renewed my energy to be vigilant about issues of gender inequality due, in part, to my involvement in this wonderful and very necessary committee. It is with regret that I will be leaving.

Respectfully submitted,

Yvonne McColl,
SWC Chair

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