



Executive Reports

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

SECRETARY-TREASURER
Dileep Athaide

FIRST VICE-PRESIDENT
George Davison

SECOND VICE-PRESIDENT
Dominique Roelants

MEMBERS-AT-LARGE
Tom Friedman
Terri Van Steinburg

Reaching out, speaking up: making a difference

PRESIDENT'S REPORT

CINDY OLIVER

OVER THE LAST TWELVE MONTHS YOUR FEDERATION HAS CONTINUED to work on the critical issues confronting post-secondary educators across BC. At this year's AGM we will debate and discuss how that work has progressed, as well as consider and approve an Action Plan that will guide our Federation over the next year.

This year's report to our AGM highlights not just the critical problems facing post-secondary educators, but also the successes that our collective efforts have been able to secure for our members. As well, this report documents how our advocacy on issues like affordability, access, faculty input, privatization, services for students, developmental education, and system-wide change is ensuring ever greater accountability from administrators and government.

2007 provincial bargaining

Bargaining a new provincial common agreement and local agreements was the major priority for our Federation over the last year. Our Labour Relations Staff Representatives, as well as members of the Provincial Negotiating Committee and Provincial Bargaining Council, all

worked to secure new agreements before the deadline of March 31, 2007.

Part of our success in the 2007 round of bargaining can be traced back to the significant amount of preparatory work done by both the Provincial Negotiations Committee and FPSE staff. There was a concerted effort to begin bargaining early, and that included extensive research on what other BC public sector unions had achieved in their 2006 settlements. As well, through our affiliation to CAUT, we were able to compile information on salaries and benefits for post-secondary educators in other provinces.

We worked closely with our bargaining partner, the BC Government & Service Employees' Union (BCGEU), to draft a bargaining protocol to coordinate our efforts at the provincial table. Our Federation also took steps to ensure that post-



Cindy Oliver

secondary employers were prepared to begin the 2007 round of bargaining as early as possible. We held preliminary discussions with the Post-Secondary Employers' Association (PSEA) that detailed how bargaining would proceed and the extent to which post-secondary employers would engage in provincial common table bargaining.

After two and a half months of intensive bargaining at the provincial common table, the FPSE Bargaining Council agreed to accept a tentative settlement covering the provincial salary scale, as well as key monetary and language issues in the provincial common agreement. The proposed settlement secured important gains for our members. Our provincial salary scale saw major improvements in all steps with average increases of 2.1-2.94% per year. For over 70% of our members who will be at the top step in the salary scale by April 1, 2009, they will see an annual salary of close to \$85,000.

The provincial common agreement also recorded gains beyond the improvements to the provincial salary scale. The new agreement provided a

\$4,000 signing bonus for eligible full-time faculty and a pro-rata bonus for those less than full-time. Administrative stipends and secondary salary scales were included in the base increase of 2.1% per year over the term of the three year agreement. The new agreement also included provisions that allowed Common Faculty PD funds (0.6%) to be rolled over each year, ensuring that unused funds are accumulated rather than forfeited. The new provisions include increased benefit coverage for eyeglasses, an expanded definition of family for compassionate care leave, graduated return-to-work options for employees on parental leave, a commitment to participate in a Pension Partners' table to discuss Inflation Adjustment and health & welfare benefits for retirees, and a \$50,000 fund to review existing benefit plans and to identify cost savings and re-allocation for priority benefits.

While gains made in salary, benefits and contract language were important, the 2007 round also secured two other very significant changes. First, it aligns the majority of



FPSE and the Canadian Federation of Students speak out about affordability and access to post-secondary education

our provincial and local agreements with those of over 250,000 public sector workers who negotiated the pattern settlement in 2006. As has been noted several times during the course of our 2007 round of bargaining, FPSE members were disadvantaged when we stepped away from the pattern of two-year agreements in 2004. By opting for agreements that expired one year after the rest of the BC public sector (2007 instead of 2006), we lost the opportunity to develop a pattern for the post-secondary sector that truly met our needs. By re-aligning our contract expiry dates to coincide with the entire public sector, we will be better positioned to establish a settlement pattern in 2010.

The second major change in the 2007 provincial agreement is the establishment of a policy table that brings together senior administrators from across the public post-secondary education system, FPSE local presidents, and provincial government representatives to address system-wide policy issues. Our objective in pressing for this policy table was to have the major stakeholders work on

common problems and develop common solutions. Issues for this policy table could include problems with declining enrolment in some of our key program areas such as university transfer, Adult Basic Education, or proper funding in areas like trades training or ESL programs. The policy table also adds an important dimension to FPSE's ongoing lobby efforts with the Ministry of Advanced Education.

The gains recorded in the 2007 round of bargaining are a major tribute to the effort, dedication and hard work of our FPSE labour relations staff, the FPSE bargaining committee, and bargaining committees at our locals. The combined efforts of all these people not only ensured that we reached agreements before the March 31 deadline, but also that the agreements met many of the needs of our members. The strong ratification results at every local involved in bargaining reinforced that fact and also acknowledged the members' support for that bargaining effort.

I extend my sincere thanks to all the local bargainers and the Staff Representatives who spent so much

time away from their families and worked many late hours to ensure that the best deal possible was secured for our members. I especially want to extend thanks to Staff Representative Jeff McKeil and 1st Vice-President George Davison for their dedication, hard work and tireless efforts on all of our behalves.

Speaking up for post-secondary education

Throughout the last twelve months FPSE has devoted considerable resources to an ongoing public campaign designed to increase public support for our call to improve access and affordability within the public post-secondary education system. With funds from the FPSE Defence Fund, we developed a campaign that included public opinion research, public advertising and member mobilization to increase funding and support for post-secondary education.

Our campaign was called *Better Funding, Better Futures*. It was launched at the start of the Fall 2006 semester when we released the results of province-wide polling conducted by Ipsos-Reid. The poll results showed that a strong majority of British Columbians do not support what the BC Liberals have done in post-secondary education. Close to two-thirds believe that tuition fees are too high. That number has been climbing steadily since the BC Liberals deregulated tuition fees in 2002. The poll results also showed that a significant number of British Columbians—about 90%—think that the provincial government should invest more in public universities, colleges and institutes as a way to deal with the current skills shortage.

The campaign concentrated its public advertising during the September to November period to coincide with the provincial government's pre-budget consultation process. Our print ads, which featured

post-secondary educators, ran in over 40 community papers across the province during that period.

Campus 2020

The fact that public opinion had shifted against the BC Liberals' post-secondary education policies was a point not lost on the provincial government. The Premier's Office was no doubt gathering the same information as we were, and those results may well explain why the provincial government decided, in July 2006, to announce a public review of post-secondary education. The review process, called Campus 2020, was led by Geoff Plant, a former Cabinet Minister in the BC Liberals' first mandate. The choice of Plant raised some serious questions about the review. To what extent could Plant lead a comprehensive review of the post-secondary education policy that he had so actively supported when he was part of Cabinet? Was this review simply an attempt to rationalize the poor choices made by the BC Liberals or was it a legitimate effort to change direction? The answer to both of those questions will become more apparent when Plant issues his report.

To ensure that the review process accurately reflected the concerns of faculty, FPSE worked with locals to develop a consistent response at some of the public forums sponsored by Campus 2020. As well, we worked with our allies in the broader labour movement and the Canadian Federation of Students to ensure that our concerns about affordability and access were heard at every public session.

In addition to these public events, FPSE also submitted a detailed brief to Campus 2020 and the Executive met privately with Mr. Plant and Campus 2020 staff to review our concerns. Just how receptive he and his staff are to the concerns raised in our submission is hard to gauge, but it is clear that

the public's concern about post-secondary education policy changes under the BC Liberals more closely matches those of FPSE. If the provincial government hopes to regain public confidence in this area, it will need to use the Campus 2020 review as a step towards reversing those policies and substantially addressing the issues of affordability and access.

Making the case for better funding

Paralleling much of the public debate initiated by Campus 2020, the Legislature's Standing Committee on Finance and Government Services held their pre-budget consultations during the fall months of 2006. As we did with the Campus 2020 meetings, FPSE worked with locals to ensure a coordinated response by our organization throughout this process. That effort culminated on October 16th when the FPSE Presidents' Council appeared before the Standing Committee at its last public hearing in Victoria.

We used the event not only to highlight our concerns about better funding, but also to remind MLAs of the important contribution that our individual post-secondary institutions make to their communities. That second point is too often ignored by government, and our combined presence before the committee helped to reinforce that message.

We also used the period leading up to the February 2007 provincial budget to highlight a number of internal government reports that detailed some of the consequences of chronic under-funding by the BC Liberals. The first of these reports was released by the BC Auditor General's office and it provided a critical assessment of the government's plan to create 25,000 new post-secondary spaces by 2010. According to the Auditor General's report, the provincial government has made only minimal progress towards that goal and the report raises serious

doubts about whether the goal will be reached at all.

The Auditor General's report is consistent with the concern that FPSE has raised a number of times with the Minister of Advanced Education. Expanding access to and opportunities within the post-secondary education system requires more per-student funding within the system. If that funding is not provided, planned expansion will fall well short of the stated public goals.

The points raised by the Auditor General's report were echoed in another internal document drafted by Perrin Thoreau Consultants. This report showed how under-funding was affecting the ability of post-secondary institutions to cope with rising costs. The report recommended immediate increases in operating grants and a revision to the funding formula to better reflect rising costs for post-secondary education institutions.

Despite these internal reports and a growing public demand for better funding of our public post-secondary institutions, the February 2007 provincial budget provided little evidence that the Minister of Finance was prepared to make any significant new commitments in post-secondary funding. The budget allowed for a \$116 million increase in operating grants for post-secondary institutions in 2007/08, followed by the \$63 million per year increase in the next two years of the Ministry's three year service plan. However, on a per-student basis, these funding increases were inadequate. In 2007/08, for example, per student funding actually falls by about .03%. In the following two years, per-student funding increases by 1.3% per year, but inflation, which is estimated to run at 2.0% per year, effectively offsets the real value of these increases.

Another setback—this time for students directly— came in the decline in student financial assistance. In 2007/08 that assistance is slated to

drop by almost \$23 million. In fact, over the three-year service plan, student financial assistance is projected to be lower than it was in 2006/07.

On the capital side, post-secondary institutions will have to contend with fewer dollars in the last two years of the service plan. The budget documents show that post-secondary capital spending will peak in 2007/08 at over \$300 million before declining to \$200 million in each of the last two years of the service plan.

Making governments more accountable

The February provincial budget, the Campus 2020 review, ongoing legislative change, as well as shifting events on the federal stage, all underscore the importance of holding local, provincial and federal elected representatives more accountable for the decisions they make—and for the decisions they don't make! Here in BC we know from public opinion research that the average voter values investments in public services far more than tax cuts. However, both the BC Liberals and the federal Conservatives have championed tax cuts over improvements to public services.

Holding MLAs and MPs more accountable is something that the labour movement has been actively pursuing. Both at the provincial level through our affiliation to the BC Federation of Labour, and at the national level through the Canadian Labour Congress, unions have become a significant force for political action.

In March, the Presidents' Council approved a proposal to support FPSE locals that wanted to get more actively involved in a federal election that many believe will be called in the coming months. The proposal would allow locals to mobilize member contact and would access resources and information developed by both the BCFL and the CLC. The provincial

program of member contact is part of the BCFL's *Count Me In* campaign. The national program of issue identification is part of the CLC's *Better Choice* campaign.

With both campaigns, FPSE locals will be better able to not only engage and mobilize their members on important post-secondary issues in an upcoming federal election, but also lay the necessary groundwork for the next provincial election in May 2009. Certainly, the pending federal election will require a concerted effort by all our members to challenge prospective candidates in their communities on how their party's policy and priorities will address the urgent needs of post-secondary education. As well, the federal campaign will provide an opportunity to debate important community issues like health care, homelessness, Canada's role internationally, and the growing concern about climate change.

Working with national allies

Many of the issues that will arise during the next federal election are issues that FPSE has helped support through our affiliations with the Canadian Association of University Teachers (CAUT), the National Union of the Canadian Association of University Teachers (NUCAUT) and the Canadian Labour Congress. For example, in November FPSE participated in the lobby effort of the CLC to have federal anti-scab legislation win support in the minority Parliament. That effort succeeded in having the proposed legislation move to second reading in the House of Commons, a significant step forward in the fight for better federal labour legislation. FPSE also participated in CAUT's federal lobby of MPs for dedicated federal transfers for post-secondary education.

FPSE's commitment to CAUT extends beyond our support for their campaigns and lobby efforts. In the

last year, I was elected to CAUT's National Executive Council. This ensures greater voice for FPSE on national and international issues. It also reflects the broad base of support that our Federation enjoys within Canada's public post-secondary faculty associations. That national profile is also evidenced by my continuing to co-chair the Canadian Apprenticeship Forum (CAF), which brings together Directors of Apprenticeship from all provinces and territories.

FPSE has contributed to the ongoing work that CAUT has undertaken to support contingent academic labour and to close the gender wage gap in post-secondary education. At a number of CAUT-sponsored conferences we have described how our approach to collective bargaining has provided an important measure of employment security for non-regular faculty. As well, our provincial salary grid has helped ensure that discriminatory salary practices such as merit pay or arbitrary appointment procedures do not take hold in our institutions.

FPSE has also worked at the community, national and international level to advance another important goal—peace. In June 2006, we participated in the World Peace Forum which was held in Vancouver and sponsored three delegates, from Colombia, Nicaragua and Palestine. The event brought together peace activists from around the world to discuss how the peace movement can effect change in an increasingly militarized global environment. The Forum also focused on the important contributions that the labour movement can make to support peace locally and globally.

Defending our collective agreements

Although the renewal of collective agreements at both the provincial and local level was a major priority for

FPSE in 2007, our labour relations staff as well as our two standing committees that deal with contract issues — the Grievance and Arbitration Review Committee (GARC) and the Contract Administration Review Committee (CARC) — used the grievance and arbitration system to ensure that the rights and benefits detailed in our agreements were not eroded by employer action. Many of the grievances addressed important principles in our collective agreements and, with guidance and oversight from GARC and CARC, we were able to protect those principles from employer attack.

FPSE's labour relations staff worked on a number of critical issues both through the grievance and arbitration process and before the Labour Relations Board (LRB). In one of the more significant arbitration cases, we were successful in preventing an employer from end-running our collective agreement by creating new positions in the post-secondary institution. In another matter, we were successful in defending our members' right to grieve a particular provision of the collective agreement. At the LRB, we successfully defended the jurisdiction of one of our bargaining units. We have also had considerable success in settling grievances prior to arbitration, including cases involving parental level, discipline, and regularization.

Working with provincial allies

Making the case for funding and policy changes in BC's post-secondary education system means building new alliances with community partners, as well as strengthening our existing relationships with other unions and progressive community allies. Over the last twelve months, we have targeted both initiatives to ensure that our message is heard in the broader public debate on post-secondary education.

At this year's AGM, for example, we will hear from the BC Federation of Labour on its campaign to raise the provincial minimum wage to \$10 per hour. Because so many of our students feel the direct impact of BC's current sub-standard minimum wage, FPSE has lent its support to the BCFL campaign. Our website links to the BCFL online petition. We are distributing copies of the petition to all our locals and our activists are working with BCFL organizers to gain public support for this campaign.

FPSE continues to collaborate with the Canadian Federation of Students (CFS) on issues of common concern to both organizations. Both FPSE and CFS are pressuring the provincial government to make Adult Basic Education (ABE) programs tuition-free in every public post-secondary institution in the province. We have also collaborated with CFS on broader issues of affordability and access as well as specific presentations to Legislative committees and to the Campus 2020 review of post-secondary education.

Our work with these partners and allies is part of a larger effort by FPSE to ensure that the public debate over post-secondary education policy and funding is not dominated by the provincial government's defenders in the business community. As we have been able to show on numerous occasions, business lobby groups in BC have been major advocates of privatization and deregulation, two policy choices that have proved disastrous for students, and for the development of skills and the basic right to quality, public post-secondary education for every citizen in BC.

FPSE Standing Committees

Throughout the last twelve months, our work as a Federation has been greatly advanced by the ongoing commitment of local activists who participate in the various FPSE

Standing Committees. These committees not only address specific issues and provide advice and feedback to our organization, they also play an important role in mobilizing support within the broader membership on a wide range of critical post-secondary issues.

Our Education Policy Committee, for example, has taken on the important task of assessing how we can pressure governments (federal and provincial) to strengthen English-as-a-Second-Language (ESL) programs in our public institutions.

At an FPSE-sponsored conference in January 2007, ESL activists from every local helped to draft a briefing document that FPSE will use to advocate for changes in English Language Training (ELT) policies and funding. The briefing document, *Lost in Translation: Assessing Provincial and Federal Government Support for English Language Training in BC's Public Post-Secondary Education System*, details how the current ELT programs are failing to address the needs of students, immigrants and new Canadians. As well, the document recommends a range of policy and funding changes needed to address those needs.

Two other committees, the Status of Women Committee and the HRISC's Pride Caucus, have worked to ensure that every FPSE local has a resource manual that addresses important policy and program issues in these areas. The manuals combine the latest information from both within various faculty associations as well as across the broader labour movement.

The Non-Regular Faculty Committee played an active role in coordinating FPSE's sponsorship and participation in the Coalition of Contingent Academic Labour (CoCAL) conference held recently in Vancouver. CoCAL is an international organization and brings together post-secondary educators from across North America to develop strategies and share

information on the problems facing contingent academic labour. This year's event provided our Federation with the opportunity to talk about the important role that collective bargaining can play in addressing these problems. As well, FPSE was instrumental in drafting a resolution on rights for contract academic faculty which will be presented at the Education International World Congress in Berlin this summer.

Our Human Rights & International Solidarity Committee has devoted most of its efforts over the last twelve months to drafting a proposal to establish an international solidarity fund. The committee's work on this project represents the input from several workshops that have been convened by FPSE to discuss the issue. As well, the committee has assessed similar funds that have been established by other unions. The proposal will be circulated to the delegates at this AGM and will form the basis for an open debate among delegates on how the fund should be structured, what level of funding is required to sustain it, and what priorities should guide its ongoing work.

Two of our Standing Committees, Professional Development and Education Policy, have drafted some important policy guidelines to deal with the issue of scholarly activity. This issue is a growing concern for many of our locals, especially those where senior administrators are pushing to gain university status. The work of these committees will help ensure that our rights as post-secondary educators are not eclipsed by the efforts of senior administrators who want to embrace a more arbitrary and merit-based model for their post-secondary institutions.

Thanks

Our Federation works because we encourage and support the input of

members in a democratic decision-making process. It is an honour to represent this organization as its President. It's also important to acknowledge that in an organization like ours, the talent, support and commitment of so many activists and staff make an enormous contribution to our overall success. I want to conclude this report by recognizing these individuals and thanking them for their dedication and hard work.

FPSE is well-served by a staff of professionals who are well known and respected in the larger labour community and who so diligently look after our members' needs. I want to acknowledge the contributions that they have made in a variety of capacities. The Staff Representatives who work on the labour relations front—Barb Brown, Lesley Burke, Jeff McKeil, David Piasta and Lee Whyte—and policy and communications Staff Representative Phillip Legg, are unparalleled in their ability to serve the locals and are regarded by many in the labour movement as some of the most talented in their fields. FPSE would not be as effective without our staff, and we are all indebted to them for their talent, commitment and energy.

The Administrative Assistants—Mary Bruegeman, Angela Kenyon, Margaret Sutherland, Nancy Yip and newcomer Gisele da Silva—provide quality work and service to all, more often than not under tight timelines. Financial Assistant Matt Toma keeps our financial affairs in top shape. To all, I owe my gratitude. I consider myself extremely privileged to work with such talented, committed people.

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

This year's Executive Committee contributed in so many ways to ably represent FPSE at external meetings

and functions, and provided advice and help to me on many occasions. My thanks go out to Vice-Presidents George Davison and Dominique Roelants and to Members-at-Large Tom Friedman and Terri Van Steinburg, whose advice and counsel I have often sought and whose help has been invaluable to me. To our Secretary-Treasurer, Dileep Athaide, I owe my sincere gratitude. Dileep's insight, dedication, diligence and, I might add, his great sense of humour have been a cornerstone in the leadership of FPSE.

And finally, thank you to all who have worked on behalf of our organization. Your activism helps all of our members in so many ways, and your contribution to the larger labour movement gives FPSE a strong voice on so many fronts.

Respectfully submitted and
in solidarity,
Cindy Oliver
President

FPSE 2006-07 LOCAL PRESIDENTS

- ♦ **John Wilson**
Local 01: Capilano College Faculty Assn
- ♦ **Tom Friedman**
Local 02: Thompson Rivers University Faculty Association
- ♦ **Jan Mastromatteo**
Local 03: Faculty Association of the College of New Caledonia
- ♦ **Susan Briggs**
Local 04: Douglas College Faculty Assn
- ♦ **Terri Van Steinburg**
Local 05: Kwantlen Faculty Association
- ♦ **Kathy Bonell**
Local 06: College of the Rockies Faculty Association
- ♦ **Scott Fast**
Local 07: University College of the Fraser Valley Faculty & Staff Association
- ♦ **Dan McDonald**
Local 08: Malaspina Faculty Association
- ♦ **Tracy Punched**
Local 10: Selkirk College Faculty Association
- ♦ **Rocque Berthiaume**
Local 11: Academic Workers' Union (NWCC)
- ♦ **Susan Johnston**
Local 12: Camosun College Faculty Assn
- ♦ **Alan Cooper**
Local 14: Langara Faculty Association
- ♦ **Frank Cosco**
Local 15: Vancouver Community College Faculty Association
- ♦ **Bill McConnell**
Local 16: North Island College Faculty Association
- ♦ **Peter Fuhrman**
Local 17: BC Open University Faculty Association
- ♦ **Sharon McIvor**
Local 19: Nicola Valley Institute of Technology Employees' Association
- ♦ **Michael Wicks**
Local 21: Private Sector Faculty & Staff Association
- ♦ **Tom Becher**
Local 22: Emily Carr Institute of Art & Design Faculty Association

Reaching out, speaking up: mobilizing for change

SECRETARY-TREASURER'S REPORT

DILEEP ATHAIDE

I AM HAPPY TO PRESENT TO MEMBERS, AT THIS ANNUAL GENERAL Meeting, my fifth consecutive report as Secretary-Treasurer of our Federation. My position at FPSE involves a great variety of duties, as chief financial officer, as office and personnel manager, as member and recording secretary of the Executive Committee and Presidents' Council, and as assistant to and sharing with the President on all political issues, policy implementation, and representations made both within and external to our organization.

FPSE's 2006-07 fiscal year-end

At our last AGM we approved an operating budget for the April 1, 2006 to March 31, 2007 fiscal period with total revenues estimated at \$2,580,000 and expenditures of \$2,788,897, for a deficit of \$208,897. However, members also approved a transfer of up to \$240,000 from our Defence Fund to cover the equivalent

amount budgeted for Provincial Bargaining; in effect, this resulted in a projected surplus of \$31,103.

Our actual operating revenues were very slightly lower at \$2,571,134, while total expenditures, including the Defence Fund transfer of \$135,000 to offset our actual Provincial Bargaining expenses, came in at \$2,691,101, producing a net surplus of \$15,034.



Dileep Athaide

With regard to our revenues, membership dues were a touch higher than projected. However, investment income from our Operating (Reserve) Fund was very disappointing – an actual loss of \$1,731 – due to our large holdings in Income Trusts which drastically dropped in value as a result of an unpredicted Federal government decision to tax the same last Fall. Incidentally, our much larger Defence Fund on the other hand did very well because of the heavier weighting in equities for longer-term gain as opposed to the primary objective of ongoing revenue from our Operating Reserve.

Over the course of this past year, Presidents' Council approved expenditures from the Defence Fund of up to \$285,000 for FPSE's "Better Funding – Better Futures" public campaign. At fiscal year-end, \$231,538 had been spent. The combination of investment revenues and the annual 10% membership dues transfer, along with the Provincial Bargaining and Public Campaign expenditures, has resulted in our

Defence Fund reaching an all-time high value of \$6,746,439 at the fiscal year-end.

Our Operating Reserve Fund, which represents the cumulative result of operating surpluses and deficits over the years, stood at a healthy \$400,284 at fiscal year-end.

FPSE's operating expenses reflect a vast array of services that we provide our members through their Locals. These include direct services from our officers and staff, and the active participation on various external committees, coalitions, and provincial and national organizations. In general, there were no huge anomalies between budgeted and actual expenditures.

We annually budget a significant sum to ensure that our members actively participate in events that we ourselves sponsor, as well as those organized by our partners and affiliates. Our Annual General Meeting and Convention at Harrison Hot Springs did cost significantly more than anticipated, as did our participation at the BC Federation of Labour Convention, both due in part unprecedented large delegations. We likewise spent a lot on attendance at conferences, with many more of our members representing FPSE at provincial and national events. However, the added costs for our major events were offset by the slightly lower than anticipated cumulative expenses of our standing committees.

While high, the costs of our direct services to Locals and legal expenses for arbitrations, mediations and professional opinions were not far off the budgeted amounts. As mentioned earlier, we had budgeted \$240,000 for Provincial Bargaining but spent only \$135,000, and this was done via an equivalent transfer from our Defence Fund.

In the important areas of advocacy and public relations, our total costs were close to what we had expected.

Our "Better Funding – Better Futures" public campaign, for which Presidents' Council had budgeted up to \$285,000 had spent \$231,538 by fiscal year-end.; as directed by PC, these funds came out of our Defence Fund. In the area of affiliations and memberships, an unbudgeted expenditure of almost \$25,000 was incurred with our decision to pay in full (one-shot) our share of the levy for a new building at the Canadian Labour Congress headquarters in Ottawa.

Lastly, in the area of administrative costs, we experienced a huge increase in our computer and related systems support, much of it accompanying the purchase of new electronic (computer) equipment. Primarily due to the higher use of cell-phones, our telecommunications costs were also very high. On a positive note, we must recognize that FPSE manages to maintain an almost fail-proof record with regard to all electronic communications with our members and external organizations.

With regard to capital expenditures, the replacement of desktop computers with laptops, ancillary keyboards and docking-stations for all our Staff Representatives, as well as other required new hardware, resulted in capital expenditures that exceeded our budget for the past year. We had anticipated a total capital expenditures of \$30,000, but spent \$57,362.

As per the request from last year's AGM, we have also shown the year-end status of our Staff PD Fund and our Defence Fund, with the latter now sitting at a formidable \$6,746,439.

FPSE's 2007-08 proposed budgets

Our Operating Budget is prepared annually through careful examination and analysis of previous budgets and year-end financial reports, coupled with projected changes in our Federation's expected revenues and planned activities/expenditures for the

coming year. The budget presented here was modified and approved by the Executive Committee and Presidents' Council at their mid-March meetings.

We have projected a 3% increase in membership dues, primarily as a result of higher salaries. With an approximately 10% transfer to our Defence Fund, our net membership fees are estimated at \$2,622,173. With an anticipated investment income of \$28,000 from our Operating Reserve and current accounts, our net operating revenue is projected to be \$2,650,173.

With regard to expenditures, we have budgeted for slight increases in officers' and staff salaries and benefits, but have not altered staff overtime, the amounts allocated for the possible relocation of officers, and Executive and Presidents' Council expenses.

We have significantly increased the budget for our FPSE AGM, the BC Federation of Labour Convention and attendance at Conferences. We will not require funds for any Bargaining Strategy Conferences this year, but we have budgeted for an FPSE Scholarly Activity Conference to be held in the Spring of 2008. The only significant change in our Standing Committees' expenditures involves the inclusion of DMRC with the other Joint Committees' Spring Conference. Our estimated costs for Support to Locals remain unchanged, and while budgeting nil for Provincial Bargaining, we have increased JADRC/JCBA expenses to an estimated \$5000.

In the area of Advocacy and Public Relations, we include a new International Solidarity line at \$15,000 with a related \$5000 decrease in our Donations/Recognition line. The slight increase in affiliation dues is to reflect a slight increase in membership numbers. And lastly, the only significant change in Administrative costs is an increase in Equipment Lease and Maintenance, to cover



Members of Presidents' Council lobby MLAs at the provincial legislature, October 2006.

anticipated higher fees for computer services.

Our budgeted expenditures thus total \$2,646,900, which together with net revenues of \$2,650,173, project a small surplus of \$3,273.

We propose a Capital Budget of \$24,000, with expenses notably lower than last year, because of a projection of fewer computer hardware purchases within the next fiscal.

Other activities

In addition to my fiduciary duties at FPSE, I assist the President with virtually every aspect of our organization's activities. Cindy has reported on our major efforts and success in coordinating Provincial Bargaining and supporting Local Negotiations over this past year. Her President's Report also provides details of our effective "Better Funding – Better Futures" public campaign. Of course, these major areas of work also required much logistical support, ably provided by FPSE staff under my direction.

Throughout the year I present detailed reports on my activities to our Executive Committee and Presidents' Council, and I provide the AGM here with a summary of these other involvements on behalf of our Federation.

FPSE events, committees and member services:

My position at FPSE requires me to oversee the logistical and many other details associated with our AGM-Convention, our Joint Committees Spring Conference, Presidents' Council Retreat, and the many Standing Committee meetings throughout the year. Preparations for our 2007 AGM in Cranbrook involved more details than usual and much coordination among staff and with Kathy Bonell and her team at CORFA (Local 6).

I helped coordinate the special FPSE ESL Conference this year, working with Staff Representative Phillip Legg and an energetic committee of Virginia Monk (Local 15), Leda Rheume (Local 4), Naomi Wolfe (Local 16) and Doug Johnstone (Local

1). I was happy to accept invitations to attend and speak at general meetings at various Locals, including TRUFA (local 2), KFA (Local 5), VCCFA (Local 15) and PSFSA (Local 21).

Office and personnel:

FPSE is fortunate to have a wonderful team of office workers who help keep our Federation operating smoothly throughout the year. We did experience some significant staff changes, including the resignation of long-time Administrative Assistant Carrie Smith and the hiring of Gisele da Silva in her place. The departure of Financial Assistant Mark Gloumeau, who had so ably assisted me all through my tenure as secretary-treasurer, created unanticipated additional work for me over the past year. We are fortunate to have found a good new financial assistant in Matt Toma. Additionally, for much of the past year, Administrative Assistant Nancy Yip trained to provide us with back-up financial assistance. As you can imagine, the processes of staff hiring and performance evaluations can in themselves be quite time-consuming.

Administrative Assistant Angela Kenyon helped arrange an informal but thorough audit of our computer systems and support services at FPSE. This exercise seemed prudent, given our very high computer-related costs this past year. While affirming that we do have a good system in place, the audit resulted in some important changes and a commitment to better and more comprehensive service from our on-going provider, Raj Taneja of SSID.

Other internal Federation work:

I continued to serve as Executive Liaison to the Contract Administration Review Committee (CARC), and to chair the Grievance and Arbitration Review Committee (GARC). GARC

considered many requests from Locals for assistance, and I regularly provide both PC and CARC with a summary of GARC's recommendations on these cases. I wish to acknowledge here the dedicated service of Linda Forsythe (Local 4), during her tenure as CARC chair and as an active GARC member.

Although no longer a direct participant with our Human Rights and International Solidarity Committee, I continue to liaise with external groups on related issues. This includes work with Co-Development Canada, through which we continue to sponsor projects in Central America as a "Northern Partner". Several of our members were able to attend Co-Dev's Annual Fundraising Dinner last June, and this April we were happy to meet with Santiago Diaz, the General Director of APSIES, one of Co-Dev's "Southern Partners" in El Salvador. I continue to monitor developments around the WTO/GATS, and more recently TILMA, in regard to trade and post-secondary education issues, as well as other international labour activities in general. FPSE is a member of the BC Human Rights Coalition, and I was able to attend their AGM last Fall. We continue to be very concerned over the effects of the elimination of the office of the Human Rights Commission in British Columbia. On December 6th, I attended a reception commemorating the 58th anniversary of the Universal Declaration on Human Rights, jointly sponsored by the BC Human Rights Coalition and the United Nations Association of BC.

BCFL, CAUT, NUCAUT and the CLC:

I would like to believe that all our members appreciate the value of our affiliation with the BC Federation of Labour (BCFL) and the Canadian Association of University Teachers (CAUT), as well as the Canadian Labour Congress (CLC) through the National Union of the Canadian Association of University Teachers

(NUCAUT). We make important contributions to these organizations, and I will refer to some of my own involvement here.

I chair the BCFL's Human Right Committee, and was privileged to present the committee's first-ever report to the BCFL Convention last November. The report included a Position Paper on Human Rights. As per the decision at the Convention, the Committee has recommended four of its members to fill the newly-established Diversity/Equity seats on the BCFL Executive Council. Along with our President, I too serve on the Executive Council, representing FPSE. In addition to regular Council meetings, the BCFL Ranking Officers met at Harrison this February, and last June we participated in a strategic planning session which dealt primarily with issues identified by the Political Action Committee.

I continue to be FPSE's representative on BCFL's Education Committee, and this past year also attended meetings of the Political Action Committee and the newly-created Working Committee on Climate Change and the Environment. I presided over the graduation ceremony of BCFL's "Solidarity Works! 2006" program. FPSE sponsored a young student/worker (Zach Harper) who interned with us for a two-week period last May-June. Last July, I joined President Jim Sinclair for a meeting with Finance Minister Carole Taylor, principally regarding BCFL's submission to government on a Tax Credit Program on Training.

This year I was able to participate at both the Fall and Spring meetings of the CAUT Council in Ottawa, including CAUT's annual Parliament Hill Lobby Day. I also presented at the Fall '06 Annual Senior Grievance Officers Workshop ("Renewal, Tenure and Promotions") as part of a panel on "Renewal – Building Grievance-Handling Capacity". I was an active participant at the Western Canada

Regional Faculty Associations' annual meeting/conference at Lethbridge last October.

I am in my second year as Member-at-Large on the National Executive Board of NUCAUT, and likewise serve as NUCAUT's representative to the CLC Standing Committee on Training and Technology. The priorities of the CLC T&T committee include workplace literacy issues, trade training and apprenticeships, and concerns around foreign migrant/guest workers in Canada. It was a privilege to be given the opportunity to co-teach a week-long course on Union Counselling at the CLC Winter Labour School at Harrison Hot Springs, and I incidentally mention that one of my students was Ronnie Skolnick of the KFA (Local 5).

External events and FPSE representations:

Last Summer I presented FPSE's submission to the BC Government Standing Committee on Education. Also last Summer in Victoria, Phillip Legg and I met with officials from the Ministries of Advanced Education and Employment and Income Assistance, which at least in part influenced the Government's decision to increase student aid support in Developmental Education Programs. I was able to meet, for general discussion on post-secondary issues, with MLA Rob Fleming immediately following his appointment as the NDP critic for Advanced Education last July. Earlier in the year, I was able to join Cindy and Phillip for our "annual" meeting with the Minister of Post-Secondary Education, Murray Coell. Once again this February, I participated in the 2007 BC Higher Learning Symposium at the Wosk Centre, sponsored by the Ministry and our institutional presidents.

Last year I served as a member of the United Way of the Lower

Mainland's 2006 Campaign Labour Committee. This year, I co-chair the Committee and serve on the UWLM's 2007 Campaign Cabinet, which hopes to raise and disburse in excess of \$33M. Eighty percent of United Way funds come from employees, and it is gratifying to see FPSE members active in United Way campaigns across the province. United Way-sponsored projects are being widely recognized as having a very positive impact on the lives of the less fortunate in many sectors of our communities.

Incidentally, it was a pleasure to join some of our FPSE Provincial Negotiators and a delegation from Local 5 at the annual Labour Appreciation Night last December.

I continue as a member of the Board of Directors of the Charter for Public Education Network Society. CPEN has decided to move from being a principally staff-run organization to a volunteer-based one. I represented FPSE at CUFA/BC's Fall '06 and Spring '07 Council meetings and at their Annual Distinguished Academic Awards Dinner. I attended the BCTF Summer (2006) Leadership Conference, as well as their annual Fall Public Education Conference, "What Really Counts! – Rethinking Accountability". I was also part of the Tri-National Coalition in Defence of Public Education strategy meetings in Vancouver that focused on the terribly unjust situation in Oaxaca, Mexico. I have been appointed to the Planning Committee for the next Tri-National Conference, scheduled to be held in Los Angeles, California, in June 2008.

I serve on the BC Securities Commission's Labour Advisory Board on investor education programs. My liaison role with the Executive of the new Post-Secondary Branch of the BC Retired Teachers Association (BCRTA) provides me with valuable insight as to the needs and priorities of our member-retirees.

Last August, along with other representatives from the BCFL, I met

with Paul Cappon, President of the Canadian Council on Learning, for a discussion that focused on "Research and Knowledge Mobilization", which represents the CCL's highest area of support funding. In October, I was invited to attend the Learning Partnership's Demographic Study Roundtable in Vancouver, and was able to provide post-secondary parallels to the results of the LP's pan-Canadian study on the K-12 system which showed that students from Aboriginal, Immigrant and Remote Area families are all significantly disadvantaged with regard to their levels of formal learning achievement.

The World Peace Forum, incorporating the Labour Peace Forum, was held in Vancouver June 23-28, 2006. I was an FPSE delegate to the Forum and I participated in the Vancouver Walk for Peace. At the Labour Peace Forum, I was privileged to moderate a session on "The Experience of US Labour Against the War (in Iraq)", and to work closely with the three inspirational American-educator panelists.

Last October, on behalf of FPSE, I addressed the delegates to the BC Post-Secondary Counsellors Association's Conference in Vancouver. Along with other FPSE members and staff, I was happy to receive the insightful presentation by Naomi Klein at the CCPA-BC's Annual Fundraising Dinner. And finally, it was indeed a pleasure to attend, as a relaxed solidarity guest, parts of the AGMs of the HEU, BCNU and CUPE-BC.

In closing:

As Secretary-Treasurer, I have the opportunity to work with some wonderful colleagues, both members and staff, for which I wish to express my gratitude. I start with our President Cindy Oliver, with whom I share a close friendship as a result of our mutually supportive close working relationship over the past five years. I

much admire and appreciate the skills and support of the rest of our Executive team – George and Dominique, Tom and Terri. I express special thanks to Tom Friedman who will be pulling back following a lengthy tenure as a leader in our Federation.

FPSE reaps the benefits of a diverse yet cooperative and very effective group of Local Presidents, as well as Standing Committee chairs and members who volunteer their precious time to improve the well-being of their co-workers, and for so many broader labour and social justice causes; I salute you all.

And finally, without mentioning every one of their names, I express my sincere gratitude to all our staff representatives and our financial and administrative assistants whose dedication ensures the on-going effectiveness of our organization. My thanks to all members for the opportunity to have served you for another year as secretary-treasurer of our great Federation!

Respectfully submitted,

Dileep Athaide,
Secretary-Treasurer

FIRST VICE-PRESIDENT'S REPORT:

GEORGE DAVISON



THANKFULLY MY LAYOFF WAS rescinded at the end of June last year, so I was able to fulfill the responsibilities I had been elected for at last year's AGM. Thus, this report marks the end of my tenth year on Presidents' Council, my fifth year on the Executive Committee, and my third as First Vice-President. It has been a year of bargaining and of travel, as I've taken 51 flights and three long car trips on behalf of FPSE.

It started in the last week of May, when I attended JADRC in Vancouver on Monday, ACIFA's AGM in Jasper on Tuesday and Wednesday, and the X Factor arbitration back in Vancouver with Judith Korbin on Thursday. Other

summer activities included the Presidents' Retreat in Nanaimo in June, a photo shoot in late July in the FPSE office for our "Better Funding, Better Futures" campaign, attending COCAL VII in Vancouver in August, and CAUT's Contract Academic Staff committee meeting in Ottawa on Aug. 29-30.

Bargaining preparation continued through the summer. Staff Representative Jeff McKeil and I were on all three sub-committees (2%, Articles of Association, and Contract Language). I spent a lot of time doing an internet cross-Canada comparison of salaries (if anyone finds out what they make in NS and Saskatchewan, please let me know, as I have had

difficulty obtaining that information). Dominique Roelants, Jeff and I met with BCGEU reps to discuss the Articles of Association on July 13, and the Contract Language Committee, chaired by Ed Lavalle (Local 1), met face-to-face on August 8, though most of our work was conducted by e-mail. BCRC's meeting on Sept. 22-23 worked on the bargaining package, which was further refined with BCGEU input at the first Joint Bargaining Conference on Oct. 20. Teleconferences in November finalized the package.

Other fall activities included attending the two Executive and Presidents' Council meetings in September and October (the latter in Victoria), as well as CARC at the end of September (I was also Local 3's Chief Steward), and, as Executive liaison, OHSC and DMRC on Nov. 17-18.

Provincial bargaining opened the week after the BC Fed's fiftieth anniversary convention. On Dec. 4, we began our meetings with PSEA's John Waters and the employers' committee of 11 institutions. For two weeks before Christmas, we quickly worked through much of our scaled-down package — compensation matters would wait until the new year. I attended most of Lancaster's Bargaining in the Broader Public Sector Conference in Vancouver on Dec. 12.

In early January, I joined the Executive as we met Geoff Plant on Campus 2020 matters, and we opened the local table at CNC, canvassing all of the college's 42 proposals, most of them concessionary. The sectoral table resumed on January 22 and got off to a slow start as the employers did not want to deal with compensation, even benefits, until Jan. 29 (apparently to accommodate the outliers). After their pathetic initial monetary offer, Negotiating Committee members returned home to hold information meetings and start the process of getting strike votes.

Healthy strike votes began rolling in as we returned to the table on Feb.

12 for the last week of bargaining before our previously agreed-on Feb. 15 deadline. The employers' controversial second package increased and mostly unfettered the labour market adjustment (0.5% went to the top of scale), and, though rejected by the Negotiating Committee, it was accepted on the Feb. 17 by FPSE's Bargaining Council. Because of the timing, I missed my two committees' meetings and the Spring Conference.

Local negotiations then picked up pace, with settlements coming in quickly (in the case of CORFA, Local 6) or after several weeks (for ECIADFA (Local 22), AWU (Local 11), NICFA (Local 16), and NVITEA (Local 19)). Local 1 used the time well by securing two tentative agreements! Sadly, many local negotiations were more painful than they should have been. Where were our employers when the government's no concessions mandate was read, and how can we bargain with institutions that have no ability to reach a final agreement? We'll have lots of time to ask questions and try to come up with answers before we bargain again in 2010.

I was involved in the meeting with the BCGEU in mid-March that preceded the Pension Partners' meeting, and Jeff and I just returned from CAUT's Chief Negotiators' Forum in Ottawa. Forty negotiators, ranging from 1½ month's experience to 31 years, met over three days with CAUT staff to discuss how bargaining strengthens our associations, how to bargain for equity (led by our own Donna Petri from TRUFA), how to bargain workload and flexible retirement, how to overcome employer obstinacy, and finally, and how to close the deal. Though these sessions were rooted in the experiences of the individual union or association, the question and answer portions, as well as the breakout groups, were quite valuable venues to exchange information and practice.

Last but not least, I'll be attending, along with President Cindy Oliver and

Member-at-Large Tom Friedman, CAUT's Contract Academic Staff Conference in Edmonton at the end of May, speaking about my experience as a roving sessional instructor in the 1980s and my role in bargaining better rights for non-regular faculty in BC.

In closing, I'd especially like to thank Staff Rep Jeff McKeil for all his hard work in bargaining and indeed, in everything he does. I'd also like to thank the other reps, David Piasta, Barb Brown, Weldon Cowan, Lesley Burke, Lee Whyte and Phil Legg for helping me whenever asked, and the office staff who are so efficient whenever I call.

Special thanks to Cindy Oliver for her leadership of our organization, and her tireless efforts on our behalf both in BC and Ottawa. Thanks also to my other colleagues on the Executive, Dileep Athaide, Dominique Roelants, Tom Friedman and Terri Van

Steinburg, and to Presidents' Council — a great group of people to work with!

Almost last, thanks to BCRC Chair and Local 3 rep Sheldon Clare, along with the rest of the FPSE Negotiating Committee. I am never surprised by the dedication of bargainers who strive to represent both their own locals and the collective. They would not be bargainers if they were satisfied by the outcome of any set of negotiations, for there is always the possibility that the deal could have been better.

Finally, thanks to my family — Dawn, Brock and Mackenzie — they are so used to me being away that being home now is a welcome respite from a hectic year's activities.

Respectfully submitted,

George Davison,
First Vice-President

SECOND VICE-PRESIDENT'S REPORT:

DOMINIQUE ROELANTS

THIS HAS BEEN A VERY HECTIC year. Bargaining, pensions issues, and my participation in a number of different government road-shows kept me very busy. As well, I continued working with the various FPSE Standing Committees to which I was assigned during my first year as Second Vice-President.



Education Policy Committee

The first of those committees is the Education Policy Committee (EPC). Some of the activity of that committee was in response to one of the BC government's latest initiatives, Campus 2020. I was able to present at one of the earliest of the open forums and, as a result of Geoff Plant's comments about my presentation, it

became clear that the provincial government was interested in seeing a lot more internet course delivery—likely at the expense of offering face-to-face instruction. As a result, in addition to the other work being done by the EPC, some time was spent working on the issue of internet delivery courses. There is still a lot of work that needs to be done in this area.

Pension Advisory Committee

Although I am not a member of the Pension Advisory Committee (PAC), I am expected to attend in my role as a Trustee of the College Pension Board. At last year's Annual General Meeting, FPSE overwhelmingly supported a motion calling for a guarantee of inflation protection. As a result of that motion, I have been very active in moving this issue forward both at the provincial level as well as making presentations at locals that request them. Recently I participated in Pension Partners meetings that have discussed the issue and, at the time of writing, I believe that we still have some chance of getting some form of inflation protection guarantee.

Because of the latest federal government budget, another pension issue is becoming more important. The federal government announced that it would change Income Tax Regulations to permit a true form of phased retirement. PAC will need to look at the implications of that change and I have already provided them with a draft paper relating to one of the major obstacles to phased retirement—the concept of an age neutral benefit formula.

Non-Regular Faculty Committee

The third committee in which I am an active participant is the Non-Regular Faculty Committee (NRFC) where I serve as the Executive Liaison. The first major event of the 2006/07

year was COCAL VII which was held last August in Vancouver. The conference was well-attended and there were speakers from Canada, the United States and Mexico. It was clear from that conference that non-regulars in our system do a lot better than non-regulars outside of BC.

Having said that, we can still do better. Amongst our locals there is a wide disparity in the salary and working conditions of non-regulars. During this past year the NRFC did a review of collective agreements and identified a number of areas where leveling up is needed. Based on that information, the NRFC provided significant input into provincial bargaining.

Unfortunately, like in all other rounds of bargaining, tough decisions had to be made regarding many issues important to all faculty including the non-regular issues. Not only did we have members' expectations that we would meet the signing bonus deadline to keep in mind, but we were bargaining in a climate where strict government mandate guidelines were imposed which prevented most of the public sector from realizing any significant gains. However, our non-regular faculty did get a salary increase and some locals were able to secure more rights for them at their local tables. We must keep trying to increase the small gains we make since so many of our members start their career in our system as non-regular faculty. As well, the substandard treatment of non-regular faculty encourages management to increase the percentage of faculty that is non-regular.

Bargaining Coordination & Review Committee

One of the first committees created in preparation for this round of bargaining was the sub-committee that created the Agreement of Association for the provincial

bargaining committee. I was active in that committee and did much of the drafting of those terms. While the terms that were drafted did work during this round, they did not adequately deal with the growing problem of the interface between local and provincial bargaining and the problem of issues that are very important but at only a few locals.

The usual suggestion of dealing with these local issues is to provide a local pot of money (which we did in 2001). Unfortunately, even if that provincial mandate provided for a local pot of money, it is likely that the resources provided for local issues would not be sufficient to deal with them. While not wanting to diminish the importance of the issues of each local, an example of a local issue that would be very difficult to deal with is the 10-section workload faced by faculty at several of our locals. We must develop a bargaining structure that has the chance of solving these important local issues.

What I would propose is that provincial bargaining must have two goals: the obvious one of ensuring that everyone in the collective is better off, and another one that makes us true trade unionists—the goal of leveling up those in the system who are the worst off. We must examine our bargaining structure and determine a way that allows us to achieve both of those goals. We have time before the next round of negotiations start. We must use that time wisely, and I believe BCRC will take on that challenge.

Other work

There are several other tasks that I did during this past year. Shortly after

the AGM last year I worked extensively with Staff Representative Jeff McKeil and First Vice-President George Davison on the salary yoking arbitration. While the results of the arbitration did not provide a substantive improvement from the perspective of the top-of-scale, we were able to secure a significant improvement for those of our members on secondary scales. As well, in response to a request from President Cindy Oliver, I wrote a chapter on collective agreement costing for inclusion in a new FPSE Bargaining Manual.

Last fall, as a member of the MFA, I presented a brief to the BC government's Standing Committee on Finance suggesting what the priorities should be for the 2007/08 provincial budget. I also attended the fall meeting of the CAUT Council and the week long BC Federation of Labour Convention.

As a result of attending the BC Fed Convention, I put my name in to participate in the BC government's Conversation on Health Care. I was "randomly selected" and provided feedback to the government that universal and equal access to a public system had to be the priority for the health care system.

Summary

It has been a very busy year. I have enjoyed the work, although it has its frustrations. There were many bumps along the way from which I hope we all will learn.

Respectfully submitted,

Dominique Roelants, (Local 8)
Second Vice-President

MEMBER- AT-LARGE REPORT:

TOM FRIEDMAN



THE FPSE PRESIDENTS' COUNCIL elected me to a fourth term as a Member-at-Large of the FPSE Executive at the 2006 AGM in Harrison Hot Springs. I was assigned to fulfill the role of Executive liaison to two FPSE Standing Committees: Professional Development and Pension Advisory, and I continued in my role as FPSE representative on the BC Federation of Labour's Political Action Committee. In addition to these Executive responsibilities, I continued to serve on Presidents' Council Ad Hoc Committee on System Changes.

The role of Executive Liaison to FPSE Standing Committees is to educate committee members in FPSE policies and procedures, and assist them in developing initiatives of value to Federation members and to the public post-secondary education system as a whole. In that role, I attended two meetings of the **Professional Development Committee (PDC)** this past year: October 27/28, 2006 and February 16/17, 2007. Details of the discussions and resolutions of the PDC can be found in the Committee Chair's report to the AGM.

From a Federation perspective, I note the important expansion of the PDC's terms of reference to include a recognition of scholarly teaching and other forms of scholarly activity. Given

the extension of degree-granting rights to BC colleges and the addition of Master's level degrees to the mandate of Thompson Rivers University, the PDC has concluded that student learning—particularly on the post-secondary level—is enhanced when faculty practice self-reflective pedagogy and engage in scholarly activities related to their disciplines. The proposed new name of the PDC—the Professional and Scholarly Development Committee—appropriately reflects this expanded mandate.

I want to highlight as well the development of Centres for Teaching and Learning at a number of FPSE locals and the important role they are playing in helping faculty hone their pedagogical skills through a peer mentoring process. The PDC has recommended that all FPSE locals are given the opportunity to learn the value of such Centres through conference workshops.

I want to thank outgoing Chair Cynthia Lane (Local 12) and incoming Chair Lesley Watt (Local 16) for their dedication to the professional development of faculty, and to thank Staff Representative Barb Brown and Administrative Assistant Nancy Yip for their assistance.

The FPSE **Pension Advisory Committee (PAC)** also met twice

during the past year: October 20/21, 2006 and February 9/10, 2007. You can read the full details of PAC's activities in the report of the Committee Chair. Given the joint trusteeship of the College Pension Plan, the role of PAC is particularly important since, as a Plan partner, FPSE must act as an advocate on behalf of all of its member locals and its retirees. PAC, which comprises not only representatives from all FPSE locals, but also representatives of retired FPSE members and the three FPSE-appointed trustees, provides advice and recommendations to Presidents' Council on pension issues.

Perhaps the most important issue facing PAC this past year has been the need to address the inflation protection of pension benefits. Recognizing that the current Inflation Adjustment Account will not be able to provide inflation protection indefinitely, PAC members spent much of the past couple of years investigating the options available to address this looming problem. PAC provided invaluable advice to Presidents' Council, which authorized FPSE President Cindy Oliver to participate in a Pension Plan partners' meeting in March to begin discussions with the other Plan partners—BCGEU, the Post-Secondary Employers' Association, and the provincial government—to seek solutions.

Another important initiative of PAC this past year was its endorsement of an "age neutral" pension plan. The committee asked Plan trustee Dominique Roelants to develop a discussion paper on the development of an age neutral pension benefit formula and has committed itself to begin the process of consulting with FPSE members through their local unions on this possible change to the Plan. Any change to the pension benefit formula, of course, will require approval by the Plan trustees. PAC members continue to receive first-rate education about the Plan both from

trustees and Pension Corporation personnel.

I am especially pleased to note that PAC membership now reflects a broader spectrum of age and gender—far more reflective of the FPSE membership as a whole—than when I first joined the Committee four years ago. Thank you to Al Valleau for his steady chairmanship to Weldon Cowan, FPSE Staff Representative, and Administrative Assistant Margaret Sutherland for providing much needed support to the committee.

I attended my first **Canadian Association of University Teachers (CAUT) Western Regional Conference** in Lethbridge in October. Every fall the faculty associations belonging to CAUT in the four western provinces meet to discuss common issues. Last year's meeting focused on a number of topics of relevance to all FPSE locals: mandatory retirement, institutional funding, copyright/intellectual property, academic freedom, health and safety, funding for research, and protecting the integrity of academic work. I'll highlight a couple of these topics.

During the past year, mandatory retirement at age 65 has been systematically eliminated by provincial legislation. As of the writing of this report, British Columbia is now the sole jurisdiction in Canada that permits mandatory retirement. By the time you read this report, the BC government may have already introduced the promised legislation to amend the BC Human Rights Code to eliminate discrimination for those aged 65 or greater. At the CAUT Western Regional, many faculty association representatives spoke about the potential impact of this change and what provisions should be in place to accommodate faculty working past age 65.

On the second day of the conference, Paul Jones of CAUT spoke on the topic "Intellectual Property and Academic Work". He analyzed the

changes to the *Canadian Copyright Act* and their impact on academics, the increasing trend toward commercialization of research, and the need for faculty associations to bargain faculty intellectual property rights as part of collective agreements. Academics, he noted, are both owners and users of copyright material and thus have to support a unique balance in legislation covering intellectual property. This conference confirmed for me the community of interest FPSE members share with our colleagues in the broader university sector and the need for us to retain close ties.

During the past year I also attended two meetings of the **CAUT Council** in Ottawa as an alternate FPSE delegate. The CAUT Council brings together all university faculty associations across Canada plus provincial federations representing both university and college faculty. CAUT Council meets twice a year—April and November—and provides an opportunity for those associations and federations that belong to the National Union of CAUT (NUCAUT) to meet. NUCAUT was established as a way for unionized faculty associations to affiliate directly with the Canadian Labour Congress (CLC). NUCAUT now boasts nineteen member associations and is an active force on the national labour scene and has contributed valuable input into the development of CLC policies on post-secondary education. NUCAUT President Maureen Shaw (a past president of CIEA/FPSE) sits on the CLC Board.

The November CAUT Council meeting also includes a day set aside for lobbying Members of Parliament on post-secondary education issues. In November I was involved in meetings with seven MPs during which I spoke about the CAUT-sponsored *Canada*

Post-Secondary Education Act. This Act, which was subsequently introduced as a private member's bill by Denise Savoie (NDP-Victoria), would guarantee that the provinces would be held fully accountable for spending federal transfer payments on post-secondary education.

Finally, I attended one of two meetings of the **BC Federation of Labour's Political Action Committee**. Like the BC Teachers' Federation and other unions, FPSE is non-partisan. As a result, our Federation supports the BC Fed of Labour's issues-based approach to political action through which voters are polled and educated on issues of importance to working British Columbians and union households. The Fed has been involved with issues-based campaigns related to federal, provincial and municipal elections.

Much of the activity of the committee this past year lay in analyzing the effectiveness of the Fed's "Count Me In" campaign that accompanied the January 2006 federal election. Political Action Committee members, representing all BC Fed affiliated unions, re-confirmed their commitment to continuing the "Count Me In" campaign.

I'd like to thank my fellow FPSE Executive members—Terri Van Steinburg, Dominique Roelants, George Davison, Dileep Athaide, and Cindy Oliver—for their support to me, their inspired commitment to the public post-secondary education system, and the leadership they've demonstrated on behalf of all Federation members.

Submitted in solidarity,

Tom Friedman (Local 2),
Member-at-Large

MEMBER- AT-LARGE REPORT

TERRI VAN STEINBURG



I THINK WE CAN ALL AGREE THIS HAS been a very busy year for our Federation. Through no small feat we managed to conclude bargaining before the government's imposed deadline of March 31, 2007. While this was a challenging round, I would like to take the opportunity to express my appreciation for the work done at the provincial and local levels to achieve a deal. While it isn't the best deal, I believe we did achieve the best deal possible under the circumstances.

It has been an exciting first term for me as an Executive Committee member of FPSE. At times the learning curve has been steep but throughout I have enjoyed working with so many dedicated people.

This past year I served as Executive Liaison to the following two FPSE Standing Committees.

Status of Women Committee

This past year has been a busy one for members of the SWC. The federal government cut funding to Status of Women Canada including the closure of regional offices. Status of Women Canada will no longer fund organizations that research, lobby, or advocate for women's equality and the goal of equality has been eliminated from their mandate. Committee members undertook to organize a

letter writing campaign to MPs. FPSE also wrote letters about the cuts to the Charter Challenge Program.

The committee has been actively involved in promoting and lobbying for childcare issues and participating in childcare campaigns.

SWC members were also involved in planning local December 6th Memorial events. To assist in communicating the significance of December 6th, the SWC asked FPSE to produce "Remembrance and Resolution" cards. The cards were very effective.

Human Rights & International Solidarity Committee

Following out of last year's action plan passed at AGM, the HRISC drafted a proposal for the FPSE International Solidarity Fund. The proposal has been reviewed by Presidents' Council and will be presented to delegates to vote on during this AGM.

In addition, HRISC members have raised a number of issues including academic freedom, HIV/AIDS and access to inexpensive anti-retroviral drugs, militarization, and peace.

FPSE continues to be a member of Co-Development Canada and a supporter of their very important work.

BC Federation of Labour

The Federation appointed me to two BC Federation of Labour Committees: Community Social Action Committee and the Women's Rights Committee. I also attended the 50th BC Federation of Labour Convention as an FPSE delegate and served as our caucus whip.

Community Social Action Committee

The CSAC is focusing its attention on issues related to poverty and dealing with action resolutions from the BC Federation of Labour Convention. One of these resolutions has directed the Federation to gather information from its affiliates about their social justice initiatives. The CSAC has been asked to undertake this task and our first step is to design a survey that will be sent to all affiliates requesting this information.

Women's Rights Committee

The BC Fed and its Women's Rights Committee have joined with childcare advocates and the Code Blue Coalition to ensure publicly funded, quality childcare is on both the national and provincial agendas.

The WRC hosted the International Women's Day breakfast held at the Hyatt Regency on March 8; Claire Trevena, NDP Women's Critic and North Island MLA, was the guest speaker.

I am a member of the WRC sub-committee planning the July 4-7, 2007, Summer Institute for Union Women — *Strong Women Taking Action* — which will be held in at the University of Victoria. I encourage FPSE women to attend.

Other Activities

In June 2006 I attended the Canadian Labour Congress 13th National Women's Conference in Ottawa. The conference focused on developing grassroots strategies to combat the federal Conservative agenda.

I also had the opportunity to attend the BC Federation of Labour Women's Conference in Victoria and to facilitate a workshop on lobbying. The most exciting part of the conference was joining with other union women for a lobby of MLAs at the provincial legislature.

I attended, along with FPSE President Cindy Oliver, the *Campus 2020* symposium at the Wosk Centre in Vancouver, October 31 and November 1. I was pleasantly surprised to discover how many attendees held similar views to those being advanced by FPSE. Those with the most divergent views from our own, not surprisingly, came from the private for-profit sector.

The most impressive session I attended was the students' roundtable. The students made intelligent, passionate and articulate arguments in support of their notions around post-secondary education.

In early January, the FPSE Executive met with Geoff Plant to advocate for the post-secondary issues we wanted addressed in his *Campus 2020* report.

In October, I along with Cindy Oliver and other FPSE presidents made a presentation to the Select Standing Committee on Government Services and Finance in Victoria.

I have also served on several committees of FPSE including the *Campus 2020* sub-committee, the International Solidarity Fund sub-committee, and the Organizing sub-committee.

In closing, I would like to express my heartfelt thanks to the other Executive members — Cindy Oliver, Dileep Athaide, George Davison, Tom Friedman and Dominique Roelants — for their support and encouragement during my first year on the Executive.

I also want to thank members of Presidents' Council who, even during the most difficult of discussions, are respectful and manage to keep a sense of humour.

Finally, a sincere thank you to the members of the Human Rights & International Solidarity and Status of Women Committees and to Staff Representative Barb Brown for their dedication and hard work. I have enjoyed working with all of you this past year.

In solidarity,
Terri Van Steinburg (Local 5),
Member-at-Large