

non-monetary RESOLUTIONS

PRESIDENTS' COUNCIL
STANDING COMMITTEES
MEMBER LOCALS



PRESIDENTS' COUNCIL

[12] That FPSE seeks the approval of an existing local before organizing a second local at a member institution. 6/16/2017

[51] That FPSE approves the priorities action plan. 12/1/2017

[63] That FPSE adopts the International Solidarity Fund language for inclusion in FPSE's Policy and Procedures Manual. [See Appendix page 136] 1/18/2018

[75] That FPSE endorses the proposed legislative changes to the *University Act*, *College and Institute Act*, and *Thompson Rivers University Act*. 2/22/2018

[113] That FPSE moves to an individual membership system in which members are appointed by the locals using a proportional formula like the one currently in use. 3/15/2018

[114] That FPSE joins a pro-proportional representation campaign with other labour organizations and unions. 3/15/2018

CONTRACT ADMINISTRATION REVIEW COMMITTEE

[80] That FPSE recommend locals develop bargaining language for faculty research workload. 3/15/2018

DECOLONIZATION, RECONCILIATION & INDIGENIZATION COMMITTEE

[81] That Idle No More's open letter from Indigenous faculty members, including the list of public signatories, be presented to Presidents' Council; that FPSE sign the letter. That FPSE encourages all presidents to endorse, and to bring the letter to the attention of their faculty associations and to their local institution's administrations. 3/15/2018

[83] That FPSE encourages locals to invite/add DRISC members to their working conditions committees or bargaining committees (similar to NRFC local reps). 3/15/2018

HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE

[35] That FPSE contacts the federal and provincial governments to ask them to expunge criminal records for simple possession and all other offences that would be no longer illegal under the new regulations related to decriminalization of cannabis. 11/16/2017

[95] That FPSE encourages locals to introduce motions creating or modifying policies on naming institution properties and assets to reflect community support. 3/15/2018

[96] That FPSE writes a letter to the provincial government incorporating points from the letter from NDP members and supporters that appeared on the Tyee on February 2, 2018. [See Appendix page 139] 3/15/2018

NON-REGULAR FACULTY COMMITTEE

- [100] That FPSE requests the signatories of LOU 5 of the 2014-19 Common Agreement add a Non-Regular Faculty Committee member to the LOU 5 working caucus. 3/15/2018

PRIVATE SECTOR POLICY COMMITTEE

- [125] That FPSE undertakes research to identify the scope and risk of pathways programs and streamlining students into public post-secondary institutions to potentially be included in future lobbying asks; and this research be shared with PSPC as it is developed. 3/15/2018

PROFESSIONAL & SCHOLARLY DEVELOPMENT COMMITTEE

- [48] That FPSE recommends that bargainers for each local review both Refresh: Educational Technology and Professional Development and collective agreement language, and strengthen the language on professional development and technology articles so that faculty are provided resources, including but not limited to, time to learn technology tools and the pedagogical appropriateness of their use. [See Appendix page 143] 11/16/2017
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- [49] That FPSE recommends to bargainers at each local to bargain release time for members who are engaging in scholarly activity. 11/16/2017
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- [129] Given that many locals have voiced workload and working conditions concerns when there are a large number of international students in classes without adequate supports, and that this is resulting in faculty distress, that FPSE recommends to locals that this be an issue for bargaining. 3/15/2018

STATUS OF WOMEN COMMITTEE

- [69] That FPSE encourages locals to: (1) remind committee reps about annual funds available to them; (2) allocate annual funds to their Status of Women Committees if none are currently available. 1/18/2018
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- [70] That FPSE asks CLC to include training around responding to sexual harassment and sexism in the workplace at the Pacific Region Winter School. 1/18/2018
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- [71] That FPSE encourages locals to provide release time for SWC work and workshops. 1/18/2018
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- [132] That FPSE continues to lobby the provincial government to implement the \$10 a day Childcare Plan as outlined by the Coalition of Child Care Advocates of BC. 3/15/2018

[133] That FPSE encourages locals to implement the following FPSE policies, and that they be in place at locals by AGM 2019:

- 1.17.5 FPSE encourages locals to amend their constitutions to include the chairs of the local Human Rights and Status of Women Committees on their local executives. (1996 AGM)
 - 7.11.1 FPSE encourages locals to educate members on equity issues facing women, visible minorities, aboriginal people, people with disabilities, and gay, lesbian, bisexual and transgender persons, and to educate members that our interests are served in removing any and all barriers preventing full equity. (1999 AGM)
 - 7.11.2 FPSE strongly recommends that each faculty association ensures that each faculty association has in place a Status of Women Committee, funded and supported by the local association. (1988 AGM)
 - 7.11.3 Locals are encouraged to achieve gender parity in the makeup of their elected positions. (1988 AGM)
 - 7.11.4 All member organizations of FPSE shall:
 - (a) work to encourage full participation of women in their own unions and in FPSE;
 - (b) examine their own by-laws and constitutions to identify barriers to participation of women in the leadership and operation of their unions;
 - (c) initiate or cooperate in studies similar to Kwantlen's Achieving Gender Equality which could identify barriers to access for women at individual institutions. (1985 AGM) 3/15/2018
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[134] That FPSE recommends to Locals that they not adopt flat rate dues structure as they are unfair to those who make a low wage and instead use a dues percentage model. 3/15/2018

WORKPLACE HEALTH, SAFETY & ENVIRONMENT COMMITTEE

[138] That FPSE writes a letter to Labour Minister Harry Bains strongly encouraging that the WCB Board of Directors be restructured such as to ensure a worker majority, and that this action be undertaken within 60 days of the receipt of said letter. 3/15/2018

[139] That FPSE encourages representatives on locals' Joint Health & Safety Committees to work to either discontinue programs using animals for stress relief in favour of other stress relief measures, or to run these programs in locations other than inside college buildings to mitigate allergen exposure. 3/15/2018

LOCAL 14 LANGARA FACULTY ASSOCIATION

- [143]** 1. Because it is unjust that many workers in British Columbia do not make a living wage; and
2. Because all workers on our campuses deserve fair pay; and
3. Because there is an established Living Wage for Families Campaign in British Columbia with over 50 certified living wage employers who are addressing poverty (www.livingwageforfamilies.ca/employers); and
4. Because certified living wage employers include municipalities, unions,

businesses, and nonprofits, but do not include any post-secondary institutions; FPSE will (1) become a certified living wage employer; (2) ask each local to ask their membership for their union to become a certified living wage employer; and (3) work with each local to lobby each of our institutions to become certified living wage employers.

- [144] 1. Because telecommunications technologies have much improved in recent years and can be an effective member engagement tool for both FPSE and locals; and
2. Because FPSE locals and their members are geographically distributed across British Columbia; and
3. Because we want to support and enhance communication among FPSE members; and
4. Because many locals do not have sufficient resources or capacity to develop robust telecommunications tools;

FPSE will (1) develop capacity and invest in infrastructure in telecommunications technologies, including but not limited to social media tools such as NationBuilder, email and web services, and virtual meeting spaces such as Zoom; (2) expand and augment FPSE committees' and members' ability to communicate using these technologies; and (3) develop infrastructure that supports the effective use of telecommunications technologies at the local level.

- [145] 1. Because FPSE has a large budget with many moving parts; and
2. Because FPSE sometimes goes over budget on items; and
3. Because it is important that our members feel that FPSE makes the very best use of their dues;

FPSE strikes a committee that will develop regulations that will help FPSE, without changes to the current dues structure, to: (1) stay on budget throughout the year as well as at the AGM; (2) contribute at least 5% of monthly dues to the Defence Fund; and (3) pay for operational costs without the need to use the Defence Fund.

LOCAL 15 VANCOUVER COMMUNITY COLLEGE FACULTY ASSOCIATION

- [140] 1. Because FPSE is a growing organization with a substantial defence fund;
2. Because the rental rate for the office premises at 550 West 6th Avenue, Vancouver, will likely continue to increase;
3. And because purchasing office space would be a long-term investment with an opportunity for FPSE to build equity;

FPSE will convene a sub-committee of Presidents' Council to research and report on the feasibility of purchasing and financing suitable office space in the Lower Mainland.

- [141]** 1. Because the time commitment, life style change and dedication of those elected to the positions of president and secretary-treasurer are substantial; and
2. Because the member Locals of FPSE are appreciative of the above; and
3. Because the salaries paid to the president and secretary-treasurer are currently based on their step placement at their respective local;

FPSE will convene a subcommittee of Presidents' Council to research and report on the salaries, including all additional stipends paid to faculty, in all member locals across the province and make a recommendation to Presidents' Council on adjusting the salaries of the president and secretary-treasurer to equal that of the highest combined salary/stipend total in the province.

- [142]** 1. Because FPSE member institutions foster hope, and opportunities for students and employees to change their lives for the better;
2. Because FPSE member institutions believe in economic justice and the dignity of work and recognize that economic inequality is a growing problem in British Columbia;

FPSE will encourage all of its member institutions to institute and enforce living wage policies so that, for each institution, all of its employees, and all of its contractors, are paid at least a living wage.

monetary **RESOLUTIONS**



[116] That FPSE approves the 2018/19 operating budget. 3/15/2018

[117] That FPSE funds bargaining 2018/19 from the defence fund. 3/15/2018

[119] That FPSE approves the 2018/19 capital budget. 3/15/2018

[120] That FPSE accepts the recommendations of the International Solidarity Fund Committee to approve and disburse the funds as noted. 3/15/2018



monetary **RESOLUTIONS**

SUBJECT TO PRIORITIZATION

**PRESIDENTS' COUNCIL
STANDING COMMITTEES
MEMBER LOCALS**

SUBJECT TO PRIORITIZATION AS PER POLICY 1.4.6

"The Resolutions Committee, in consultation with the Executive, will prioritize AGM motions that have a financial impact on the operating budget prior to being debated by AGM delegates."

PRESIDENTS' COUNCIL

- [56] That NVITEA have a non-voting delegate/alternate on the Decolonization, Reconciliation, and Indigenization Committee with FPSE covering the cost. 12/1/2017
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- [64] That FPSE covers the cost for the staff pension representative from each of Locals 07 and 19 to attend up to two Municipal Pension Plan meetings annually. 1/18/2018
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- [78] That two additional meetings (October/February) of the Presidents' Council be scheduled for the 2018/19 year, and that the Friday meetings be extended to 3:00 PM as needed. 2/22/2018
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- [79] That the \$100,000 student debt contest budget carry over from 2017 to 2018. 2/22/2018
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- [118] That FPSE continues to fund the Be More Than a Bystander campaign. 3/15/2018
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- [121] That FPSE approves \$100,000 to be available from the defence fund to fund the post-secondary funding review project as outlined in the scope document. 3/15/2018
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- [122] That FPSE provides an additional annual section of release time for each of the pension board trustees, effective 2018-2019, and that the budget be amended accordingly. 3/15/2018
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- [123] That FPSE supports advocacy for tuition-free adult education in the amount of \$5,000. 3/15/2018

DECOLONIZATION, RECONCILIATION & INDIGENIZATION COMMITTEE

- [85] That DRISC meets five times in 2018/19 (including a workshop and a visioning session). A facilitator for the workshop and visioning session will also be included in the budget allocation. 3/15/2018

DISABILITY MANAGEMENT & REHABILITATION COMMITTEE

- [89] That FPSE budgets, during those years the Faculty Common Disability Plan training is offered, for up to two members from each local to attend. 3/15/2018

STATUS OF WOMEN COMMITTEE

[135] That FPSE funds up to three SWC members to attend intimate partner violence training by EVA BC at its annual training forum. 3/15/2018

[136] That FPSE donates \$1,000 to the DTES Women's Memorial March fund in 2019. 3/15/2018

LOCAL 2 THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

[146] 1. Because FPSE commissioned and officially launched *Whose Land is it Anyway? A Manual for Decolonization* in March 2018, a volume which has been well received, resulting in increasing interest for its broader distribution; and

2. Because the FPSE Human Rights and International Solidarity Committee passed recommendations that FPSE promote the volume, including by producing sufficient copies for distribution to FPSE locals;

FPSE will (1) investigate and report back to Presidents' Council and the HRISC about various avenues for distribution of the Decolonization Manual, including into post-secondary institutions, and through other unions; (2) follow-up with the BC Federation of Labour (BCFED) and the Canadian Labour Congress (CLC), both of whom have passed parallel resolutions on decolonization and reconciliation, to have those organizations contribute to the promotion and printing of the decolonization manual, including the production of a French translation of the Manual; and (3) budget \$25,000 for an ongoing campaign to promote *Whose Land Is It Anyway? A Manual for Decolonization* by producing additional paper copies and an audio book, as part of the federation's commitment to decolonization and reconciliation.

[147] 1. Because FPSE and HRISC completed a speaking tour in 2016 with the theme of Decolonization, Reconciliation and New Directions, which inspired the development of the decolonization manual, and is planning for its 2018-19 speaking tour; and

2. Because HRISC has recommended that FPSE take on organizing the HRISC Speakers' Tour in-house, including developing itinerary, securing speakers, and logistics (travel and hotel bookings); and

3. Because HRISC passed resolutions that recommended that the 2018-19 Speakers' Tour focus on *Whose Land is It Anyway? A Manual for Decolonization* and will include contributors to the decolonization manual and other speakers who will be asked to address the subject of decolonization;

FPSE will (1) provide a standing budget of \$12,000 for the annual HRISC speaking tour; and (2) ensure that in-house federation staffing levels are increased to facilitate the logistical support needed for the annual HRISC speaking tour.