



PRESIDENT'S REPORT

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Cindy Oliver

Renewing Post-Secondary Education in British Columbia

OVERVIEW

FPSE is the largest association in BC's post-secondary education sector and represents the majority of faculty and staff employed in BC's public institutions. From our inception over forty years ago, FPSE has maintained an active voice on post-secondary education policy issues. Our goal has always been to support and advance policies that protect our members and ensure the greatest possible access to high quality post-secondary learning opportunities for every citizen in BC. We recognize that to achieve those goals FPSE needs to provide not only strong and effective labour relations support service, it must also press governments—mostly the provincial government, but also the federal government—to implement policy and funding choices that strengthen both the opportunities for access as well as the quality and diversity of program offerings at our public institutions.

At this year's Annual General Meeting, delegates have an opportunity to debate and discuss the important resolutions brought forward by our locals and various FPSE Standing Committees. We also have an opportunity to discuss how our ideas for public policy reform and change within our sector can be effectively implemented. We

know from prior work that we have done on public policy issues that achieving that kind of change will take a commitment of resources, staff and membership mobilization, but those are commitments our Federation is always prepared to make.

Post-secondary education plays a key role in the social and economic life of our province. At its most fundamental level, post-secondary education provides an opportunity for students to learn, create, research, innovate, but most of all, gain the confidence needed to sustain a commitment to life-long learning. At an institutional level, post-secondary education is a hub for both students and the community to gain access to new skills, greater collaboration and a more engaged citizenry. For many BC communities, these institutions are also major employers, providing good jobs and contributing to stable and sustainable economic growth.

Post-secondary education is also about learning, and as educators our members know first-hand that learning is a very personal experience. It involves a complex relationship between student and teacher, citizens and their government, institutions and the communities in which they operate. Learning includes the acquisition of

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skills. However, at a more fundamental level, it is an iterative process of inquiry that builds confidence in the pursuit of knowledge, insight, and skills.

The challenge that we will address at our 2013 convention is how we advance the case for renewal within our institutions. For more than a decade we have seen radical and regressive changes in our institutions, changes that have adversely affected students and undermined the working conditions of our members. This convention needs to mark a turning point where we resolve to work collectively to make renewal a reality across our institutions.

IT STARTS WITH BETTER FUNDING

While the benefits of post-secondary education are often well recognized, the interplay of effective public policy and funding to support and grow our post-secondary education system is not. Since 2001, real per-student operating



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grants—the provincial government’s most direct form of support for public post-secondary institutions—has dropped by close to 13%. The decline in funding has had a cascading effect on everything from affordability and access to program offerings and student debt.

Since the last AGM, the funding situation that our institutions face has been squeezed even more. In February, BC’s Finance Minister, Mike de Jong, tabled a budget that only added to the problems that our sector faces. For our institutions the budget forecasts a decline in capital spending over the next twelve months. Operating grants from the Ministry of Advanced Education are also trending down, a move that

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will put even greater pressure on colleges, universities and institutes to make further cuts in programs, course offerings and student support services.

For post-secondary students, the budget includes more increases in tuition fees. The budget documents forecast tuition fee revenues to climb by close to \$100 million over the next three years. A proposed new measure to address post-secondary affordability, BC Training and Education Savings Program, is a lopsided attempt to help pay for post-secondary education, but it will only be accessible for families who already have the economic means to save for their children's education.

The budget also showed no significant improvements in the support for trades training and apprenticeship, an area that educators and the province's business community recognize as critical to BC's future economic success. The funding for the Industry Training Authority (ITA) is flat-lined in this budget, an outcome that puts pressure on institutions to further reduce access to both entry level and apprenticeship training programs.

And finally, the Ministry's funding for Student Support Services and Multicultural Services also came under pressure in the 2013 budget. The funding for Student Support Services continues to decline in 2013. Multicultural Services, including many English Language support programs, face a funding freeze over the next twelve months.

OVERCOMING ZERO MANDATES

At our May 2012 AGM we adopted the bargaining strategy for the 2012 round of

common table and local bargaining. The emphasis of that strategy was on maintaining flexibility. We wanted to ensure that we maintained coordination of any common bargaining while working to increase pressure at local bargaining tables. We recognized that this approach provided the maximum options for finding a settlement that met our collective needs.

We knew going into this round of bargaining that the most effective pressure we could mobilize against the prospect of more "zero mandates" was going to be realized by supporting a broadly based public sector campaign. That campaign began over a year ago. It was supported by the BC Federation of Labour (BCFED) and it helped position member affiliates to push-back against the stated aim of then Finance Minister, Kevin Falcon, who wanted to impose another round of zero mandates on provincial public sector negotiations.

The major breakthrough in that push-back effort was secured by the BCGEU in the fall of 2012. The union managed to win a 4% wage increase over two years, as well as successfully defeating a major privatization scheme that had been announced in the February 2012 budget.

The BCGEU deal effectively signaled the end of zero mandate bargaining in 2012. In the ensuing months, other provincial public sector bargaining tables began to reach similar pattern settlements.

For our sector, the major shift happened in January when it became clear that the potential to establish what our bargainers have referred to as a "template" agreement on compensation at the common table was beginning to emerge.



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A number of preliminary discussions with Post-Secondary Employers' Association (PSEA) identified the scope of that potential. Those discussions were followed up with several sessions with our Bargaining Coordination Committee (BCC).

With a clear understanding as to what the template bargaining round could accomplish, FPSE appointed Brother Frank Cosco as the Executive Liaison to template bargaining negotiations. With labour relations support provided by Staff Representative Jeff McKeil, those negotiations moved into high gear during the latter part of January. By the first week of February, the template bargaining group had secured a tentative settlement on the compensation issues. The details of that settlement have been extensively reviewed by local bargainers, members of Presidents' Council and FPSE's Labour Relations Staff Representatives. The settlement provided for a 4% lift in salaries within our system, the first salary increase since April 1st of 2009. The

settlement also reflects a very important priority for our locals: no concessions. Employers had begun this round of bargaining with a long list of concessions, all of which were neutralized over the course of template negotiations. The fact that the agreement has a two year term that expires in March 2014 means that bargainers will be back at the bargaining table within the next twelve months.

Since the February template settlement, FPSE Labour Relations Staff Representatives have been working to conclude local bargaining. That process is complex and often involves the resolution of a number of outstanding local issues along with the finalization of a new contract for 2012-2014. The commitment of FPSE labour relations staff to the important priority of local bargaining remains high and will ensure every local has the appropriate level of support to successfully conclude this round of negotiations with their employer.

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PENSION SURVEY: YOU SPOKE, WE LISTENED

The College Pension Plan is a vital and important benefit for our members. With close to \$3 billion in assets, the plan is one of BC's largest public sector pension plans. In 2012 the plan had close to 13,000 contributing members and approximately 4,800 retirees. The benefit level provided under the plan ensures that retiring members enjoy a reliable and sustainable source of income during their years of retirement. The average pension paid to retirees under the college plan in 2012 was just under \$21,000 per year.

In the late 1990s, after much lobbying by our federation, the provincial government agreed to make the College Plan jointly trustee. The change meant that half of the plan's Board of Trustees would be appointed by union pension plan partners. With joint trusteeship came the opportunity to more closely monitor and advance changes in the plan that made sound financial sense and protected the interests of our members.

More recently, plan partners have been looking at options for change within the plan. Before advancing on any of those options, however, FPSE wanted to undertake a survey of its members to ensure that, whatever changes were ultimately made to the plan, those changes reflected the priorities of our members.

The survey was undertaken over the last twelve months. It aligned the work that plan partners had done in developing options for change with the demand from our AGM to include a survey of members as part of any proposal to implement new priorities in the

plan. The survey work was carried out by Ipsos Reid. In addition to surveying active members at FPSE local bargaining units, the survey was expanded to include faculty at BCIT and Royal Roads University. As well, the survey also included administrators who are part of the College Pension Plan and retirees. In the case of administrators, BCIT and Royal Roads, those organizations contributed to the costs of the survey. The results have been summarized and a briefing was provided to Presidents' Council in early February. Our Pension Advisory Committee has also been briefed on the results of the survey. At this year's AGM we will be carving out some time for a presentation so that all delegates can review the survey. Those results will inform the work of pension partners as we work to identify new options for change in the College Pension Plan.

A COMMITMENT TO ORGANIZING

While provincial public sector bargaining continues to be a major priority for labour relations staff, the federation is also working hard to support bargaining efforts at the various private colleges and institutes that have recently been organized. At one of the most recently organized private colleges, inLingua, FPSE labour relations staff helped the Local 21 bargaining team secure a first contract for close to 30 faculty members. The new contract was a significant win on two fronts: the organizing drive and first contract were all accomplished in less than six months, and the new agreement includes wage increases of approximately 10% for faculty.

FPSE's funding of Local 21 organizing efforts continue to yield positive results. In the months leading up to this year's convention, two more

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new certifications have been organized: Pan Pacific College and Western Town College. Both institutions operate in the Lower Mainland. Those new certifications give Local 21 close to 300 full- and part-time members, a major accomplishment for a local that struggles to win organizing drives under a Labour Code designed to meet the priorities of employers, not workers.

The organizing experience that FPSE has developed not only builds on the impressive track record that Local 21 and FPSE have garnered over the last several years, it also positions FPSE to make a strong case for labour law reform. We know from direct experience just how distorted the law has become and where change is needed to restore balance and fairness for workers. Our perspective and insight on these points will form part of our lobby efforts as we move towards the provincial election in May 2013.

CAMPAIGNING FOR REAL CHANGE

At the May 2012 AGM delegates approved the continued support for FPSE's efforts to make post-secondary education a priority issue as BC headed to the polls in the 2013 provincial election. That campaign effort took many forms over the last twelve months. A portion of the Defense Fund resources assigned to the

campaign were used to support the work of the BC Federation of Labour and its member-to-member mobilization effort. That campaign worked with all affiliates to provide basic research on the key issues for union households as well as workshops, conferences and campaign support that would allow member affiliates to better coordinate their outreach efforts with individual union members.

In addition to the work with the BC Fed, a consortium of public and private sector unions collaborated on a public campaign designed to support greater voter turnout in the 2013 provincial election. In the 2009 provincial election, one of the major setbacks for our province was the historically low voter turnout on Election Day. Only 51% of eligible BC voters cast a ballot in 2009, a participation rate that raised serious questions about the level of civic engagement and voter apathy. Moreover, when you consider the margin of victory in many ridings during the 2009 election, less than 3,000 votes across the province determined that BC was to have a BC Liberal majority government.

The campaign designed by the union consortium group was called *Our BC Moving Forward*. The campaign was built around a series of video ads crafted for both a mainstream media and social media audience. The ads called viewers'

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attention to the 12 years that the BC Liberals had been in power and the need for change. The creative approach was purposely light-hearted, an approach aimed at encouraging voter turnout, not discouraging it.

FPSE was asked to play a lead role in this consortium as the spokesperson for the ads. Our message to the provincial media was that over the last twelve years that the BC Liberals have been in power, they have made policy and funding choices that, for many sectors, had serious, adverse impacts. In post-secondary education, for example, the chronic under-funding of our institutions left them \$200 million below the per-student funding levels that they enjoyed prior to 2001. Similar patterns can be seen in other areas; 197 schools closed, sky rocketing log exports, a 90-plus percent increase in MSP premiums, sky rocketing tuition fees, growing child poverty and inequality.

While the outcome of the election won't be

known until the first day of our 2013 AGM, it is clear that the BC Liberals, under Premier Christy Clark, have seen voter support fall dramatically over the last two years. There are many factors contributing to that decline, however, Premier Clark's inability to convince voters that she represented real change within her party was certainly a major problem for her government and her approval ratings.

Regardless of which party emerges as government after the May 14 vote, the challenge that we face as a federation and as post-secondary educators is to make the case for reform and renewal within our sector. Some of those reforms could be easily accomplished, however, issues related to funding will take the better part of the next government's mandate to put on a sound and sustainable footing. During this year's convention delegates will have an opportunity to shape the priorities we present to government as FPSE works to advance those

reforms and kick start the process of renewal.

FEDERAL TORIES TAKE AIM AT UNIONS

The Harper government has made it clear that it intends to aggressively attack union rights in Canada, an attack that has serious implications for our movement and for the values we work to advance in our workplaces and our communities. The most significant first offensive in that attack was the passage of Bill C-377, legislation that will put an enormous administrative burden on unions and severely limit their capacity to advocate for members or advance progressive campaigns. The legislation passed the House of Commons and is now moving through the Senate. Once the legislation is proclaimed, it is likely that a court challenge will be launched by the Canadian Labour Congress (CLC).

The passage of C-377 has galvanized the view of many national affiliates on the need to “re-frame” the public’s perception of the labour movement. The comment is often made that the labour movement in Canada has a long and proud history of fighting for social and economic justice, but it is a history that not enough people know or celebrate. Moreover, while union members enjoy the benefit of collective bargaining, union density is being squeezed, and with it, union capacity to reach out is being undermined, a reality that frustrates the aspirations of thousands of young workers who want the benefits of collective bargaining in their workplaces.

The CLC has been working with affiliates to re-structure in ways that make better use of existing resources. More importantly, the CLC is reviewing plans that will help re-energize the

way in which the public views unions. Those efforts are critical to the long term future of our movement and its capacity to fight for progressive change in our country.

The need for progressive alternatives to what the Harper government is doing to Canada has never been greater. The steady, deliberate and punitive ways in which the federal Conservatives have attacked public services is having a profound effect on our society. Whether it is the unilateral attack on income security for seniors or the wholesale gutting of environmental oversight, the Harper government is out to reverse the course of social and economic successes that have taken decades to secure in this country. The CLC convened a major conference of union and progressive community allies to map out how our collective concerns can be addressed both within the House of Commons and within every community across the country.

CAUT, CAF AND NATIONAL ISSUES

Like every national labour organization, the Canadian Association of University Teachers (CAUT) has found that the Harper government’s approach to public policy, fiscal priorities and legislative reform has been characterized by a constant assault on labour rights. Like the CLC, CAUT saw the passage of C-377 as part of a larger narrative in which the federal government confronts labour rights and actively works to undermine them. From legislatively imposed collective agreements to massive cuts in federal programs, all done in the name of austerity, CAUT has been working with others to help mobilize the opposition to these changes.

CAUT has also raised alarms about the federal government’s approach to research funding.

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Under those changes, enormous weight is put on linking funded research to commercial application, an approach that threatens not only the quality and depth of Canada's research community, but attacks the fundamental academic freedom that needs to be a cornerstone of post-secondary research efforts in Canada.

CAUT has also been active in supporting the efforts of faculty associations across Canada that are involved in serious disputes with their administration. The support ranges from providing staff and expertise to local bargaining tables to mobilizing strike support and financial assistance to those associations that have decided to take job action in defense of their contract demands.

The Canadian Apprenticeship Forum's (CAF) efforts to elevate the discussion of trades training in Canada and ensure stronger commitments are made by governments and employers have continued to move ahead despite the aggressive withdrawal of funding by the federal government. CAF was originally created to ensure that there were strong national standards for trades training in Canada. Those strong national standards are embodied in things like the Red Seal program that ensures greater labour mobility while also ensuring that standards reflect the changing nature of technology and skills in various trades. However, those strong national standards are also something that many employers would rather avoid. By undermining CAF's funding, the federal Conservatives are simply complying with the lowest common demands of employers, a strategy that's bad for workers and bad for Canada in the long run. The good news is that both unions and industry have come forward

and pledged support to continue the work of CAF through financial commitments over the next three years. FPSE was one of the first to contribute and set the stage for others to do so.

A CAF-led event is planned for Vancouver in June 2013. It will provide an important forum for our members to not just hear about what is happening in other provinces, but also consider how reforms in this province can reflect a best practices approach to what exists in other regions of Canada.

THANKS

The success of our federation reflects the commitment and input of our members in a democratic decision-making process. I am honored to represent this organization and to be a part of that process. As part of my report to this year's convention, I want to acknowledge and thank those who contribute to the success of our organization.

FPSE benefits enormously from the talent and skill of our staff, who work to ensure that the priorities we identify at AGMs, at our Presidents' Council and in our Standing Committees are translated into action. The Staff Representatives who work on the labour relations front, Lesley Burke-O'Flynn, Weldon Cowan, Jeff McKeil, Sean Hillman and Zoe Towle, and our Communications & Policy Staff Representative Phillip Legg are all dedicated to meeting the needs of our members.

Administrative Coordinators Mary Bruegeman, Gisele da Silva, Angela Kenyon, Sara Rozell, Nancy Yip and Jenny Arsenaault, provide effective support to staff, committees and Presidents' Council, and they manage these responsibilities under demanding timelines as well. Our



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Financial Coordinator, Matt Toma, keeps our financial affairs in top shape.

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

Our Executive Committee has played a critical role in the ongoing work of FPSE. Their advice, input, and participation in the work of Standing Committees and the issues before Presidents' Council, as well as a wide range of external commitments, ensure that our federation is an effective voice for our members. My thanks go out to Vice-Presidents Dominique Roelants and

Frank Cosco and to Members-at-Large Leslie Molnar and Jason Brown. They have all made enormous contributions to our federation. Secretary-Treasurer George Davison has played a critical role in ensuring that our federation has the capacity to provide thoughtful and balanced leadership, advice and counsel to our member locals over the last twelve months.

And finally, I want to thank the members whose support and activism is our core strength. Your commitment makes our federation work and makes it possible for FPSE to be an effective advocate for post-secondary education.

Cindy Oliver, President,
on behalf of Presidents' Council

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PRESIDENTS' COUNCIL 2012-2013

1. Capilano University Faculty Association MARK BATTERSBY
2. Thompson Rivers University Faculty Association JASON BROWN
3. Faculty Association of the College of New Caledonia DAVID ROURKE
4. Douglas College Faculty Association LEN MILLIS
5. Kwantlen Faculty Association TERRI VAN STEINBURG
6. College of the Rockies Faculty Association LESLIE MOLNAR
7. University of the Fraser Valley Faculty & Staff Association VIRGINA COOKE
8. Vancouver Island University Faculty Association MARNI STANLEY
9. Okanagan College Faculty Association SHARON JOSEPHSON
10. Selkirk College Faculty Association DAVID FELDMAN
11. Academic Workers' Union ROCQUE BERTHIAUME
12. Camosun College Faculty Association KELLY PITMAN
14. Langara Faculty Association LYNN CARTER
15. Vancouver Community College Faculty Association KAREN SHORTT
16. North Island College Faculty Association SHIRLEY ACKLAND
17. Thompson Rivers University Open Learning Faculty Association JOHN O'BRIEN
19. Nicola Valley Inst. of Technology Employees' Association SHARON McIVOR
21. Private Sector Faculty & Staff Association (ETEA) MICHAEL WICKS
22. Emily Carr University of Art + Design Faculty Association TOM BECHER



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George Davison



GEORGE DAVISON

Renewing Budgets 2.0

The Secretary-Treasurer position at FPSE encompasses financial, office and political responsibilities, providing service to member locals and locals' members, and representing them at the provincial and national levels. This part of my fourth report to the AGM focuses on my other activities carried out for the Federation. Because the auditor's report will not be available until after the deadline for the AGM handbook, the 2012-13 year-end audited financial statements will be circulated separately. I'd also like to acknowledge at the beginning the tremendous achievement of Financial Coordinator Matt Toma, who successfully completed his CGA after many years of study. Congratulations, Matt, well done!

FPSE EVENTS, COMMITTEES AND MEMBER SERVICES

Our contract with the Hyatt Regency Hotel has been renewed for September 2013 through March 2014 meeting season, and our costs for committee meetings were considerably lower with just one meeting per weekend. The exception is the Joint Committees meetings

("Spring Conference"), which was reduced in scope this year due to bargaining: six committees attended along with several members of ETEA. Guest speaker Michael Gardiner from the BC Federation of Labour (BCFED) talked about the importance of getting out the vote.

The AGM and Convention in Nanaimo was complicated by the paucity of unionized hotels and a non-union convention centre, but the Coast Bastion allowed us to take a larger block of rooms. Thanks to Marni Stanley and Dominique Roelants for their hospitality when Gisele da Silva and I were scouting venues last August, and thanks for the work done in the office and by our hosts, Local 8, the Vancouver Island University Faculty Association. Presidents' Retreat will be at the Hilton Whistler in June, and we have booked the Westin Whistler for the AGM in May 2014.

Other duties of the Secretary-Treasurer include note taking at Executive Committee and Presidents' Council meetings in September, October (in Victoria, combined with our lobbying activities), January and March, as well as teleconferences. These notes are ably turned into recognizable minutes by Administrative Coordinator Gisele da Silva. I serve as Executive Liaison to the Contract Administration Review Committee (CARC), which is chaired by Selkirk's Lui Marinelli, and which meets twice a year in October and January, where we spent an interesting Saturday with Leo McGrady Q.C., looking at his updated manual for civil disobedience. Lui Marinelli has been re-elected CARC Chair, and thus GARC rep, and though he missed the CARC meeting in January because of health concerns, he has continued to participate in GARC meetings. Thank-you, Lui.

I also subbed for Dominique Roelants and

Zoe Towle at the Disability Management and Rehabilitation Committee at the February meeting. Thanks to Ann-Marie Davison (05) for her continued leadership of the committee.

The Secretary-Treasurer chairs the Grievance Arbitration Review Committee (GARC), made up of the CARC Chair and FPSE's five Labour Relations Staff Representatives. We meet on a semi-regular basis to discuss cases that locals bring for consideration of support to arbitration. The committee met 14 times in the past year. Though the Staff Reps handle many of these arbitrations or board hearings, we often engage outside legal counsel to assist us. The grievance arbitration database is still a work in progress, but we are now tracking cases much better than before, and Admin Coordinator Mary Bruegeman ably keeps us on course.

I also chair the International Solidarity Fund Committee, which met on February 23 to allocate the \$38,212 budget. 19 proposals were received, and 10 were funded. Thanks to committee members HRISC Chair Eliza Gardiner, Executive Liaison Dominique Roelants, Susan Weber (14), and Tom Becher (22), for their work in assessing these proposals. Apologies to Terri Van Steinberg (05), who was accidentally struck from the contact list.

I attended several College Pension Plan Partner meetings with Cindy Oliver and Frank Cosco, as we explore ways to maximize our pension benefit with modifications to inflation protection and the accrual rate. The member and retiree surveys were very helpful in guiding our way forward.

Thanks to locals who invited me to various events: TRUFA's fall barbeque, VCCFA's Christmas

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dinner and February appreciation dinner, and SCFA's AGM. I'm always happy to visit locals.

ACIFA, OPSEU, BCFL, CAUT, NUCAUT and CUFA-BC

I was invited to speak last June at OPSEU's one-day bargaining conference that focused on Academic Freedom; Margaret Visser, one of Peter Gzowski's Morningside regulars, introduced my session. ACIFA's AGM and conference were held at the Jasper Park Lodge last year, from June 4-6. I gave a short lunch address about the state of post-secondary education on our side of the mountains and attended two workshops on engaging online students and dealing with the elephant in the room – how to deal with a problem no one wants to deal with. I also had the pleasure of meeting NAIT's Anna Beukes, who was elected VP External Relations, and who attended part of our September Presidents' Council meeting. Doug Short from NAIT was elected President.

I chair the BCFED's Education Committee which has been working on compiling a Labour Education database, a list of union courses and

contacts housed on the website so that affiliates do not have to reinvent the wheel in developing workshops or training sessions for members.

We also spent considerable time preparing the convention report and recommendations, and putting forward education policies that were forwarded to the NDP's platform committee.

The BCFED's Public Sector Bargaining Committee met regularly through last summer, fall and winter. Jeff McKeil and I sat on the committee. These meetings were extremely useful in coordinating public sector bargaining and sharing information among unions at the table.

I attended two face-to-face meetings of the Canadian Association of University Teachers' (CAUT) Contract Academic Staff Committee. We convinced CAUT to let the committee have its regular meeting in Vancouver, and timed it so they could meet with our NRFC and others. Lesley Jermyn (CUPE 3902) and I went to TRUFA on September 27; the CAS committee met in our Boardroom on September 28; and then the joint meeting took place at SFU's Wosk Centre the next day, with Joe Berry and Jack Longmate



JIM SINCLAIR, PRESIDENT OF THE BC FEDERATION OF LABOUR, TALKING TO FPSE DELEGATES PRIOR TO CONVENTION 2012 ELECTIONS.

coming up from the US, as well as reps from the TSSU, BCITFSA, UNBCFA, and CUPE 4163 from UVic. We asked participants what one goal they would like to see accomplished (ending the two-tier status completely), had Joe Berry from the Chicago Labour Education Program, talk about the history of the contingent academic labour movement, reviewed CAUT's pro rata model and BC successes, and ended with a session about where we should go next. It was a great success, earning high praise from Joe Berry.

The second CAS meeting took place in Ottawa in early March. We dealt with the usual array of model clauses and policy statements on pregnancy & parental leave, long term disability, and tenure, and met with the Librarians' Committee, who share not-so-surprising treatment from regular faculty. The CAS book project is now being vetted by Lorimer Press, and we should hear soon whether it will be approved.

CAUT's annual Western Regional Faculty Associations' Conference was held last October in Winnipeg, hosted by the University of Manitoba Faculty Association. They entertained us with an opening night that featured selections from Danny Schur's *Strike! The Musical*. Conference sessions focused on contract academic staff issues, with Cindy Oliver as one of the presenters; admin download—amalgamations of departments and increased administrivia (travel, photocopying, etc.); academic freedom in the corporate age; an update on copyright; and coming challenges, both external (government attacks on organized labour and the continuing commodification of post-secondary education) and internal (the marginalization of collegiality, the corporatization of the academy, the concern

with pumping out numbers, not quality education, the increased burden placed on faculty associations and faculty representatives). Suggestions for combatting these issues included putting more effort into building engagement and activism among members, connecting with members on issues that resonate with them, and building coalitions with students, other unions, provincial unions and the labour movement. It was another valuable exchange of ideas, and later this year, UBCFA will be hosting this conference in Vancouver.

CAUT's annual Parliament Hill Day and Fall Council took place from November 22-25. This year, Jason Brown and I met with MP Jinny Sims. At Council, there was a panel on the attack on labour rights with Maureen Prebinski from the CLC, David Hecker of the American Federation of Teachers, and Nse Ufot, now with CAUT but formerly with the American Association of University Professors. Dalhousie Law Professor Robert Currie spoke on the "ins and outs" of extradition.

The Spring Council meeting was April 25, starting with NUCAUT, and followed by the provincial associations' meetings. CAUT provides space for FPSE, OPSEU, and ACIFA to meet during Council—it is one of the few times we're able to meet and talk about issues we have in common.

The National Union of the Canadian Association of University Teachers (NUCAUT) has 24 locals and over 20,000 members from Newfoundland to BC. Unfortunately, it just lost two small locals – the Northern Ontario School of Medicine Faculty Association, which is an OPSEU local, and Athabasca University Faculty Association. However, there are several potential new member associations CAUT is talking to.

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As NUCAUT President, I sit on the Canadian Labour Congress' Canadian Council. The third Canadian Council meeting took place last November, where the focus remained on Bill C-377, enhancing labour's public image, the Canada Pension Plan campaign, political campaigns including a Local Community Action Network to work on electing progressive MPs in targeted ridings, and working with coalitions. Adrian Dix was an excellent lunchtime keynote speaker in both French and English. Monday afternoon's panel saw three speakers on various aspects of pushing back against US-style right-to-work legislation. Jan Schaffer from the AFL-CIO talked about the battle for New Hampshire, where Tea Partiers and Free Staters took control of the state legislature in 2008, but were beaten in the November 2012 election after a campaign to show how right-to-work destroys the middle class and attacks all workers, not just unions. Trish Hennessy of the CCPA focused on how to beat the narrative of scarcity and "union boss" domination by telling stories that humanize unions and their gains, using members rather than leaders as spokespeople. Paul Degenstein of NOW Communications provided several suggestions about using positive messaging and successful campaigns. He has a 10-step program to revitalize unions: make friends, build relationships with the public and your neighbours, know your audience (your members), talk about them not you, speak to youth, modernize language and tone (use jargon-free websites and gentle negative humour/satire rather than attack ads), inform with social media and mass media, work with people who believe in you (non-union sympathetic people), speak to the future, and pool resources.

On Tuesday morning, there was a session on

FEDERATION OF POST-SECONDARY EDUCATORS OF BC

temporary foreign workers, Hassan Yussuf's Secretary-Treasurer report, a report from the NDP's Labour critic Alexandre Boudarice that mostly focused on Bill C-377, Mary-Lou Donnelly and changes to Employment Insurance appeals such as a new tribunal system launched April 1 which has replaced a system that by all accounts functioned well for 72 years, and a fascinating report on the recent CLC delegation that visited China's trade union federation. Bill C-377 passed the Commons before Christmas, and now sits in the Senate, where it has been getting a rough ride, even from Conservative Senators.

CAUT's Jim Turk and Linda Rumleski, and I attended an extraordinary Canadian Council meeting in Ottawa on March 1, called because of the imminent threat of another private member's bill crafted in the PMO, this one going after the Rand formula (automatic dues check-off) in the federal public sector. The deadline passed without such a bill being put on the order paper, but the CLC is gearing up for the fight by developing a campaign to be launched at the next Canadian Council meeting on March 22, to which non-affiliates were invited. Information on the campaign is included in your convention kit. Linda Rumleski and I attended this National Leaders' Summit, where nearly 400 national and provincial labour leaders heard from several speakers. Tim Maguire, President of CUPE Local 79 (Toronto city workers) talked about "Taking Care of Toronto", their campaign in the face of Mayor Rob Ford's attacks. Tim Lyons from the Australia Council of Trade Unions spoke about their fight against the Howard government, and their "Working Life" campaign to raise awareness about what union members do. We were presented with the results of more polling and focus groups on the level of awareness and commitment of rank-and-file union members,



THE CLC'S FIGHTING FOR FAIRNESS POLITICAL ACTION CONFERENCE IN TORONTO, MARCH 23-4 BROUGHT TOGETHER MORE THAN 1,500 ACTIVISTS FROM ACROSS THE COUNTRY.

and some preliminary work by Christian Quenneville of TAXI on a campaign to improve labour's image. Finally, a parallel member-to-member campaign will be developed to help make three million conversations happen. The resolution passed unanimously and is in your convention kit.

The CLC's weekend Fighting for Fairness Political Action Conference that followed the summit was the largest non-convention event ever held. It brought over 1500 activists from across the country to hear what right-to-work has meant in the US and Australia. One senior Steelworker rep from Alabama who has lived with right-to-work for his entire career talked about union members and collective bargaining members: half of his members do not pay dues, but he still has to represent and bargain for them! His advice was, "If you think you're doing a lot of work now, you'll be doing a lot more after right-to-work comes in, with a fraction of the resources." The general sessions were supplemented by three break-out periods where facilitated

presentations and discussions covered a myriad of topics: how to plan campaigns, work with media, and put the right face on a campaign; how to engage members and communities, with specific focuses on aboriginal, migrant workers, new Canadians, women and young workers; how to develop strategies for social change, including green jobs and well-paying jobs, child care, the value of public services and the truth about P3s; how to lobby; how to win a campaign on labour law reform; and how to talk politics with members. These sessions helped raise awareness about the seriousness of the threat posed by Harper, Hudak and other forces of the right not just for organized labour but also for all workers, and began the process of providing the necessary tools to make our work more effective.

Last summer, I was appointed by CLC President Ken Georgetti to a Task Force on Labour Councils. Kelly Harrington from Saskatoon & District LC, Paul Moist, CUPE National President, John Cartwright from Toronto-York Region LC,

SECRETARY-TREASURER'S REPORT

and Anouk Collett from UFCW in Quebec in Edmonton, along with the CLC's Cliff Andstein and CUPE's Pam Beatty and I, have travelled across the country over the last several months listening to affiliates, non-affiliates and Labour Council activists talk about what works, what doesn't, how things could be better, successful campaigns, use of social media, issues they deal with, etc. Sessions in every city, which last up to two hours, are followed by a social event where members can further explore issues that were raised and get to know each other in an informal setting.

We visited Kingston (October 17), Winnipeg (November 1), Niagara (January 18 - the only one I could not attend), extremely cold Halifax (January 22) and Fredericton (January 24), then a West Coast swing to rainy Harrison (January 28 morning) with the BC Fed Ranking Officers, spring-like Nanaimo (January 28 evening), rainy Burnaby (January 29), snowy Edmonton (January 31) and Regina (February 12), pleasantly sunny and zero Thunder Bay (February 26), and showery Cambridge (April 17). One more session may be held in St. John's, a venue that we have not been able to access because of a long, bitter PSAC strike with the airport authority. Labour Councils are now being surveyed and the committee will gather in early June to begin distilling the information we've received in order to strengthen these very important local faces of the labour movement. We hope to produce a final draft for the November Council. I've been pleased to see several NUCAUT members attend sessions in Halifax, Nanaimo and Thunder Bay, and have had good conversations with potential affiliates in Fredericton and Cambridge.

OTHER EXTERNAL EVENTS AND REPRESENTATIONS

FEDERATION OF POST-SECONDARY EDUCATORS OF BC

As my role in the United Way increases, so do the number of functions: members of the Campaign Labour Committee, which Irene Lanzinger and I co-chair, joined union counselors for an Agency Tour on June 15. We visited the Burnaby Association for Community Inclusion (BACI), the New View Society Port Coquitlam, and Place Maillardville in Coquitlam. The labour committee meets monthly to ensure that workplace campaigns run smoothly. This year, we focused on improving campaigns in education, health and BC Hydro, and I work with Dileep Athaide, Mervyn Van Steinburg and Kate Dimond, one of the Resource Development Coordinators. The co-chairs automatically sit on the Campaign Cabinet, which also meets monthly to oversee the annual campaign. The labour presentation to the Cabinet was on September 6, the same day as the campaign kick-off event at Jack Poole Plaza. Finally, I was welcomed onto the UWLM Board on June 24 as one of five labour reps alongside Steve Hunt, Amber Hockin, Gwenne Farrell, and Joey Hartman. This new role has required a few meetings to get up to speed, and one of the issues we're dealing with is the effect of the Liberals \$20 million donation to the United Way for seniors' care in their homes, work that used to be done by the BCGEU. The annual Labour Breakfast at the Shadbolt Centre was held on October 3, the annual Labour Appreciation Dinner was at the Metrotown Hilton on December 6, and the annual Spirit Awards at the Westin Bayshore was on March 14. On March 8, several representatives of the Board and Campaign Cabinet had a meeting with an outside consultant that will lead into an internal strategic planning review led by Steve Hunt of the USW. Steve will also be taking over as chair of the Board. While the shift from fundraising to community impact has been successful over the

last few years, campaign revenues are declining, along with the number of donors, and a new emphasis on major gifts has not achieved the expected results. Work needs to be done on refocusing the United Way and connecting better with donors.

The Public Education Network Society board is coping without a President, though Dileep Athaide is Vice-President, Weldon Cowan is the Treasurer, and I am Secretary. We met on June 24, August 28, September 18, October 23, and December 12. The work we started with progressive trustees did not go very far, and our Cowichan members were fired on July 2 for presenting a deficit budget that restored vital programs in the face of Liberal intransigence. We called for a by-election to restore the democratic rights of the district, but the government has placed Surrey superintendent Mike McKay in charge and said there would be no by-election until this November.

The dwindling number of PENS members have focused on two other projects: disseminating information about the Charter in UBC education classes and to teacher/PAC committees, and pre-election preparation by looking at governance and funding issues. The latter group, Mike and Janet Zlotnik and I, started up a “think tank” on January 18-19 with Bill and Sandra Bruneau, the CCPA’s Iglia Ivanova, the BCTF’s Larry Kuehn and retired staff rep Mavis Lowry, CUPE’s John Malcolmson, UBC Education Professor Wendy Poole, and a few others. We continued meeting on March 8-9 and April 16, and have produced op-eds on Family Day and K-12 funding, the latter published in several newspapers. We hope these and other articles might lead to a higher profile for education matters in the coming election.

Other events included the Lancaster Bargaining in the Broader Public Sector conference in December with Leo McGrady co-chairing. The first panel on economic context saw the CCPA’s



THE BOARD OF THE PUBLIC EDUCATION NETWORK SOCIETY. FROM LEFT TO RIGHT: JANET ZLOTNICK, ERIC DAMER, IGLIKA IVANOVA, JOHN MALCOLMSON, SANDRA BRUNEAU, MIKE ZLOTNIK, WENDY POOLE, BILL BRUNEAU AND LARRY KUEHN.

SECRETARY-TREASURER'S REPORT

Mark Lee and BC Business Council rep Kim Thorne agree that BC was in relatively good shape, but not doing as well as Alberta and Saskatchewan. Other factors that will affect us in 2013 are high household debt and China's slow-down, Europe's continued troubles, though there are signs of recovery in the US. They differed on the need to balance BC's budget, with Mark arguing that austerity programs are counter-productive. Inflation will remain around 1.3%, and wage growth is predicted to be under 2% in 2013 and 2014. The second panel featured Jim Sinclair, Adriana Wills from Harris & Co., and Debbie Cameron from the LRB. Their topic was the impact of cooperative gains, essential services and teacher bargaining. After lunch, David Vipond and Claude Marchessault led a session on pensions covering current demographics, sustainability, dismal savings rates, and the PRPPs not being a solution. Finally, veteran arbitrators Don Munroe and Jim Dorsey were paired with the BCTF's Carmela Allevato to talk about government intervention in bargaining. This is not new, but governments have been increasingly directive, whether setting tight bounds for arbitrators or legislating outright. The effect has been less incentive for employers in the public and private sector to bargain.

I attended the CCPA's Gala event at Fraserview Hall on March 13. Joel Bakan of *The Corporation* fame was the keynote speaker. I sit on the steering committee for the SFU Labour Studies Program, where I am working with Jim Sinclair on a course called "Labour & Politics in Canada", an article, and possibly a book. SFU is hiring its first tenure-track professor for the new degree program, thanks to the legacy left by Margaret Morgan.

Last, but not least, was my trip last summer

to COCAL X in Mexico City. The Coalition of Contingent Academic Labour brings together contract faculty from Mexico, the US and Canada every two years. Organizers have been trying to hold one in Mexico for a long time, and the faculty and student unions at the Autonomous University of Mexico, which has 325,000 students and 35,000 staff, pulled it off in style. In addition to the conference sessions on the effects of globalization on post-secondary education, whether in Mexico or Portland College or Athabasca U, we were treated to five banquets, side-trips to Teotihuacan, the National Museum of Anthropology, and a three-hour bus ride to travel the 10 km to the Zocolo for a 15 minute stop! I'll never complain about Vancouver traffic again. Teresa Fedorak's presentation went very well, and Lorraine Rehnby made a nice splash with info about FPSE's Local 21 organizing campaign.

Many thanks to President Cindy Oliver, who works so hard on so many fronts for FPSE members, and who is a constant source of support and advice. Thanks to the Executive – Dominique Roelants, Frank Cosco, Jason Brown and Leslie Molnar. Thanks to all the local Presidents, who put in so much time working for their members and the Federation. Thanks to our committee chairs and members who work so hard for all FPSE members. Special thanks to Financial Coordinator Matt Toma, and to Administrative Coordinators Gisele da Silva, Mary Bruegeman, Nancy Yip, Angela Kenyon, Sara Rozell and Jenny Arsenaault; and to our Staff Reps Lesley Burke-O'Flynn, Weldon Cowan, Sean Hillman, Phillip Legg, Jeff McKeil and Zoe Towle.

Respectfully submitted,
George Davison,
Secretary-Treasurer



EXECUTIVE REPORTS

1st VICE-PRESIDENT'S REPORT

Dominique Roelants



DOMINIQUE ROELANTS

INTRODUCTION

My first year as the First Vice-President of FPSE has been an interesting one. I did work on bargaining, pensions, disability management and human rights issues this year – and all of these are extremely important. While I am happy with the progress made on three of the four, I am somewhat disappointed with the lack of progress on bargaining issues other than salary – issues such as workload and non-regular rights and pay.

BARGAINING

I chaired the committee that worked on the development of the bargaining model that we ultimately used in this past round of bargaining. There was a lot of good work on that committee and ultimately, FPSE adopted a good model for bargaining. Unfortunately, because of the bizarre nature of bargaining in our sector, and because of the fact that we got to the table after most unions had settled – including the BCGEU in our sector – bargaining ended up being very focussed and issues important to all of us (such as local issues, workload issues and non-regular rights) fell by the wayside.

Part of the willingness to settle quickly was the desire to get a raise after having had no raise since April 2009. The other reason was the fact that the agreement was for two years and expires next March, so many of us were of the view that we would be back at bargaining soon enough, and we would take on the other issues then. That round could start as early as late fall of this year. We must be prepared and start quickly if we hope to make gains on non-salary issues.



AGM 2012, WHISTLER

I would specifically like to thank the members of my committee, Staff Representative Jeff McKeil, Bob Davis and Nolan Fretz from BCC, Shirley Ackland, Sharon Josephson, Terri Van Steinburg from Presidents' Council, and especially, my fellow executive member, Frank Cosco, for all their work on this committee.

PENSION BOARD

One other place where negotiations have been happening is in the area of pensions. Although I am not involved with the negotiations for potential changes to the College Pension Plan, I along with the other two FPSE Trustees (John Wilson and Weldon Cowan both of whom continue to do a great job for all of the College Pension Plan members) were involved with the creation of the survey and doing presentations

on the options for change at various locals throughout the province.

The partners received the survey results and made requests to the College Pension Board for various bits of information. As chair of the College Pension Board, those requests came to me, and I ensured that the partner questions were answered quickly and thoroughly.

AD HOC COMMITTEE ON THE EFFECTS OF THE REMOVAL OF MANDATORY RETIREMENT (POST-65)

Some of the issues facing the College Pension Plan are related to the now not so recent change to the *Human Rights Code*. Because of that change, a number of issues have started to

1st VICE-PRESIDENT'S REPORT

emerge that were not as significant in the past – issues such as phased or partial retirement, evaluation of faculty, early retirement incentives, retirement incentives, and post-65 access to benefits. As a result, FPSE struck an ad hoc committee to develop a paper about the various issues that have arisen as a result of the elimination of mandatory retirement.

There has been much work on that paper and, at the time of writing this report, the committee's draft report is almost finalized. As you will see in the report, there are many issues to be discussed and there is much work still to be done.

HUMAN RIGHTS AND INTERNATIONAL SOLIDARITY COMMITTEE

While the Human Rights and International Solidarity Committee (HRISC) did not participate in the post-65 ad hoc committee, it did a lot of work on other human rights issues. The committee helped with organizing a speaker's tour on the issue of the Quebec student protests and has been working on a speaker's tour for this fall on the topic of "Water and the Extractive Industries."

One of the issues raised at the committee was consideration of what criteria should be used in the allocation of the money given to the International Solidarity Fund (ISF) to distribute. The terms of reference for the ISF Committee permit the committee to allocate money to do education sessions on human rights issues that affect developing countries. Given the limited funding available to the ISF, there were concerns about whether all the money should be spent in developing countries.

Because I was made the executive liaison to HRISC, I was asked to be a member of the ISF Committee. ISF allocated over \$38,000 but the applications for funding exceeded \$110,000. Some of the organizations we fund had also received funding from the Canadian Government in the past, but with the new Harper majority, those funding sources have dried up and as a result, the need of organizations such as CoDev Canada has increased.

Working on the Human Rights and International Solidarity Committee has been very interesting. Debates can be heated at times, but the chair of the committee, Eliza Gardiner, does an excellent job in ensuring the debates remain focussed and the committee does its work, and I thank her for that and all the other work she does for the committee. I would also like to thank FPSE Staff Representative Sean Hillman for his assistance with the committee.

DISABILITY MANAGEMENT & REHABILITATION COMMITTEE

I am also the Executive Liaison to the Disability Management & Rehabilitation Committee (DMRC). That committee does very important work that affects many of our members. The former chair, Sandra Hochstein, stepped down from the committee and Ann Marie Davison agreed to chair. I want to thank her for taking on the role. Given the work of the committee, it is important to have good leadership and she has provided that.

One of the focuses of DMRC has been work on a survey relating to people's experience with the disability carrier Manulife. Anecdotally, we know that Manulife has been problematic for many of our members. We expect that the survey will

show just how many problems our members have with things such as unjustified delays and denials.

JOINT COMMITTEE ON BENEFITS ADMINISTRATION

The issue of Manulife has also come up at the Joint Committee on Benefits Administration (JCBA) of which I am also a member. The JCBA, according to the Common Agreement (and a number of local agreements) is tasked with, amongst other things, the tendering of contracts. Under the Trade, Investment and Labour Mobility Agreement (TILMA) there is a requirement that certain contracts be put up for tender and the contract that our employers have with Manulife is affected by that requirement.

The survey being done by DMRC is going to provide very useful information for any such tendering process.

JCBA met several times over the past year and we were able to finalize some amendments to the Faculty Common Disability Plan that clarify and improve things for our members. Staff Representative Zoe Towle is the lead on that committee and I want to express my gratitude to her for the work she does.

SUMMARY

It has been a very busy year. I am glad to be back serving the broader FPSE membership. I look forward to working with everyone in the coming year.

Respectfully submitted,

Dominique Roelants
1st Vice-President

2nd VICE-PRESIDENT'S REPORT

Frank Cosco



FRANK COSCO

In this position, since our 2012 AGM hosted by Local 7 (UFVFSA) in Whistler, I have strived to support the work of FPSE through working on a variety of assignments and representative functions for the President, Presidents' Council and the Executive.

PENSION PARTNER MEETINGS

In support of the President and Secretary-Treasurer, I have attended Partner meetings primarily focused on the potential options for making changes within the structure of our Pension Plan that will allow us to improve its accrual rate and perhaps also allow for better inflation protection as well. The extensive survey of members and retired members led and conducted by FPSE has confirmed these directions.

PENSION ADVISORY COMMITTEE

FPSE members owe a debt of thanks to Tom Friedman (Local 2) for his effective service as Chair of PAC. He had to step away from that role in order to run in yesterday's election (go Tom), and Penny Heaslip (retired, Local 2) was elected as chair at their last meeting. The committee continues its tradition of mixing intense policy discussions with detailed analysis of the issues of the day and with opportunities for professional development. Examples of the committee's work this past year are its session on shareholder action conducted by the Executive Director of SHARE, its informed feedback on the partner discussions around the FPSE survey, its completion of this phase of policy review, and its discussion of the CLC campaign to improve pensions for all Canadians. PAC enjoys good attendance and participation from all FPSE local reps. Thanks to

Administrative Coordinator Nancy Yip and Staff Representative Jeff McKeil for their effective support of this group.

NON-REGULAR FACULTY COMMITTEE

Teresa Fedorak (Local 2) ably chairs our important Non-Regular Faculty Committee, and I extend my appreciation to our staff, Weldon Cowan and Nancy Yip. Committee members do double duty as reps to other Standing Committees as well. Each meeting provides a solidarity building opportunity for what often feels like a lonely individual task. This past year the committee was serendipitously able to devote one of its sessions to a joint meeting with CAUT's Contract Academic Staff Committee who were meeting in Vancouver along with those with common interests at UBC, SFU, and BCIT, as well as American brothers Jack Longmate and Joe Berry, well-known for their activism on contingent faculty issues. In the spring, the committee used one of its sessions to provide useful input into the work of the Ad Hoc Committee on the Effects of the Removal of Mandatory Retirement.

The five-goal plan, Equity on the Job: We All Deserve It, was not able to gain much traction in the difficult and sterile 2010/12 and 2012/14 bargaining rounds. Bargaining representative Lorraine Rehnby (15) attended all of the week-long template table talks at the end of January. FPSE locals held on to a non-regular item as long as they could all week and did obtain a commitment to information-sharing. As always with union work, there needs to be a re-commitment and re-focusing onto the next round. I've noticed a better attendance pattern from Lower Mainland locals but they still make up the

majority of those absent.

PRIVATE SECTOR LOCALS AND ORGANIZING COMMITTEE

Our newest Standing Committee, which is made up of reps from the sub-locals of Local 21, the Education and Training Employees Association (ETEA), provides a tremendous forum for discussion and union development. It is resourced by Administrative Coordinator Angela Kenyon and Staff Representative Philip Legg. While the committee is working on and discussing new organizing efforts, it will provide a forum to discuss issues not directly related to organizing and bargaining first agreements. This work provides added value to membership in FPSE. Phillip is doing a great job resourcing the group and has helped with many important discussions for the group.

Unfortunately, this past year scheduling and planning difficulties have made it difficult for the committee to meet. We can however, celebrate the continued success of the organizing group within ETEA.

BARGAINING

On the management side, Secretary-Treasurer George Davison and I bargained the renewal of the FPSE/CUPE 1004 collective agreement between FPSE and its staff. Bargaining was conducted in a friendly, respectful atmosphere that I wish we could all enjoy in our local and provincial bargaining.

On the union side, I appreciated the opportunity to chair the 14-strong caucus of locals that participated in the template table at the end

2nd VICE-PRESIDENT'S REPORT

of January. Although the 2012/14 bargaining cycle did not play out quite as we had planned, the solid commitment to our local-first, shared issues, and coordinating protocols in large part worked. Despite PSEA and PSEC's success in keeping bargaining as arid and as tight as possible, participating locals had a good solidarity-building experience. It was a good week for FPSE.

AD HOC COMMITTEE ON THE EFFECTS OF THE REMOVAL OF MANDATORY RETIREMENT

I worked with Staff Representative Weldon Cowan, fellow Presidents' Council members Mark Battersby (1) and Dominique Roelants (1st VP), and NRFC Chair Teresa Fedorak (2), to produce a report and recommendations for FPSE's guidance. It is important as we move into this new demographic shift that policies, goals, and practices respect both the needs of newer and more seasoned faculty.

ESL CAUCUS

Many of our locals have members involved in providing ESL/EAL programming. The irony is that it is simultaneously a golden goose, because of international education, and a fiscal drag because governments walking away from their responsibilities to non-English speaking immigrants has resulted in perhaps one of the most anarchic situations in post-secondary education. It is also the predominant discipline for Local 21. Along with Co-Chair Jason Brown (2) and Presidents' Council members Karen Shortt (15) and Michael Wicks (21), I have worked on a report with recommendations to guide FPSE as it deals with the many threats to members. We were also able to gather opinions and input

from at least half a dozen other ESL/EAL faculty within FPSE.

APPRECIATION

Thanks to Cindy and George, all the staff, Presidents' Council and the Executive, and to committee members for their support and comradeship as we collectively continue to evolve and improve FPSE as the exemplary post-secondary union organization in North America.

In solidarity,

Frank Cosco,
Second Vice-President

MEMBER-AT-LARGE REPORTS

Leslie Molnar

I have enjoyed my year as Member-at-Large on the FPSE Executive. I have gained a lot, personally, from my years of involvement with FPSE, and I welcomed the chance to become more involved with and to give something back to the Federation. Residing in the far eastern part of the province (we like to say we are “beyond Hope”), it was not possible for me to attend many of the union-related activities which take place on the Lower Mainland. However, attending Executive meetings, Presidents’ Council meetings and acting in my liaison roles has enriched my year. I have tried my best to fulfill my assigned duties and to support the work of FPSE.

EDUCATION POLICY COMMITTEE

The Education Policy Committee, chaired by Chris Montoya (Local 2) and supported by Staff Representative Phillip Legg, had a very busy year, as it was tasked with job of writing the first draft of the new policy paper: Charting a New Course 2.0 - Renewing Post-Secondary Education in British Columbia. The committee identified issues, supplied examples of the good and innovative work faculty do at our institutions throughout the province, and made recommendations. Phillip did an admirable job putting it all together and drafting the report. The recommendations include improving funding, affordability and access; strengthening our province’s commitment to developmental education; reforming the ITA to change our province’s system of trades training and apprenticeships; effectively regulating the BC private training institutions; guaranteeing free collective bargaining within our system; supporting professional development and scholarly activity; and working to ensure proper representation on our governance structures.



LESLIE MOLNAR

Other themes discussed at EPC include administrative density, administrator turnover and “recycling”, EDCO and Senate issues, strategic plans and technology, and reviving support for the notion of the value of a liberal arts education in a funding system with a perceived focus towards science and technology.

STATUS OF WOMEN COMMITTEE

This committee was chaired by Candace Fertile (Local 12) and supported by Staff Representative Lesley Burke-O’Flynn. The committee is a wonderful group of caring, dedicated, supportive activists who give much of their own time and resources. In addition to the annual events facilitated by committee members (December 6, IWD, etc.), the committee did a survey this year to get baseline data on what (if any) resources were available for women at each of our institutions.

MEMBER-AT-LARGE REPORTS

Jason Brown

With the current government's plan to double the number of international students in BC, the committee expressed concern that some female students, new to Canadian culture, perhaps with weak English language skills and few or no community connections, might be more at risk. Our institutions should ensure that adequate supports for women, particularly in the area of how to deal with violence, are in place before they are lured by the potential revenue of international tuition fees. Other initiatives included sharing more information and resources on the FPSE website, using or creating media for the purpose of education on women's issues, and encouraging our local Executives to i) have a budget for SWC related activities; and ii) have a policy about paying for dependent care so members can fully participate in union activities.

I also am a member of the BC Fed Women's Rights Standing Committee, but scheduling conflicts thus far have prevented me from actually attending any meetings.

SUMMER INSTITUTE FOR UNION WOMEN

I had the opportunity to attend the SIUW last summer in Sonoma, CA, and it was a wonderful experience. The learned skills and abilities are extremely valuable but it is the networking experience of spending five days with so many other activists from all walks of life that is the truly amazing part. FPSE is sending seven women

to this year's event in Seattle, WA. I would encourage all locals to consider sponsoring other members who are interested in attending this event.

EQUITY SUB-COMMITTEE

At February's Joint Committee meetings, I was invited to sit in on a meeting of the Equity Sub-Committee. The sub-committee, chaired by HRISC Chair Eliza Gardiner (Local 8) and supported by Lesley Burke-O'Flynn, has a mandate to survey locals regarding various equity issues and to design a workshop with both educational and experiential components. The draft survey was circulated, as was a draft of a workshop outline. The group will try to meet again during the FPSE AGM.

I would like to express my sincere thanks to all the members of Presidents' Council. It is a privilege working with this diverse, talented and supportive group of people. A special thank you to Cindy, George, Dominique, Frank and Jason. This was my first year on the Executive and I learned so much from all of you. And last, but not least, a heartfelt thanks to all the FPSE staff - you people are amazing!

In solidarity,

Leslie Molnar
Member-at-Large



JASON BROWN

First of all, I would like to thank Presidents' Council for having elected me to the position of Member-at-Large. I owe a lot to the combined strength, wisdom and experience of Cindy Oliver, George Davison, Dominique Roelants, Frank Cosco, and Leslie Molnar who helped me transition into this role. I wish I could have contributed more from afar, but remain appreciative of the opportunity to contribute to efforts to make our federation stronger.

SUB-COMMITTEES

Much of my time this term was spent working on the FPSE ESL Caucus alongside Frank Cosco, and other committed members from each local. After

a series of teleconferences, committee members collected local data which was then used in drafting the FPSE ESL Caucus report *Making Sense: Reforms and renewal needed within BC's English Language Training Network*.

The report focuses on the ever-changing funding landscape for language training, which has seen institutions target international student recruitment for their differential tuition dollars at the expense of immigrant students, whose training has traditionally been supported through base funding. The report outlines concerns over the future of immigrant training in the province and documents the insidious attempts of some institutions to weaken public sector ESL programs through contracting-in, contracting-out and other forms of quasi-privatization.

I also volunteered to work along with George Davison, Sharon Josephson, David Feldman and Frank Cosco on the Sub-Committee on Senior Administrators and Excluded Staff, which tracks administrative density at our institutions across the province. Though our work is not complete, we were able to use a template designed by George to document the growth at several institutions. From the data collected so far, it is quite evident that both administrative salaries and positions continue to grow quickly while the same can't be said for faculty positions or wages. We will need to continue work in this area so that we can show how front-line services to students continue to be cut while managerial density continues to grow.

EXECUTIVE LIAISON

One of the roles I was assigned was as the Executive Liaison for the Workplace Health,

MEMBER-AT-LARGE REPORTS

Safety and Environment Committee and the Professional and Scholarly Development Committee. At the Spring Conference, I worked with the Health and Safety Committee, which was skillfully chaired by the very experienced Reto Riesen (11) and backed by Staff Representative Zoe Towle. Much of the discussion surrounded new legislation under the *Worker's Compensation Act* dealing with mental health/stress in the workplace (formerly Bill 14), the new Globally Harmonized System (GHS), which will soon replace the Workplace Hazardous Materials Information System (WHMIS), and institutional threat assessment and safety plans. Frank Cosco was able to sit in on the Professional and Scholarly Development Committee on my behalf due to a scheduling conflict

.

APPRECIATIONS

I would like to extend my gratitude not only to fellow Executive members Cindy, George, Dominique, Frank and Leslie, whose experience and support I relied on throughout the year, but also to Presidents' Council, fellow committee members and FPSE staff, who work tirelessly to support all of us in our struggles to create a better federation.

In solidarity,

Jason Brown,
Member-at-Large