



2016-2017 STRATEGIC PRIORITIES

OPEN THE DOORS: EDUCATORS ORGANIZING FOR CHANGE

Access to post-secondary education is a critical issue in British Columbia. After fifteen years of chronic underfunding of our public post-secondary institutions, equal and progressive access to post-secondary education has been squeezed.

FPSE is committed to holding government accountable for the choices it makes and to mobilize and educate the broader public on the importance of investing in post-secondary education.

Engaging members in the work we do as Locals, as a Federation, and as part of provincial and national labour organizations is not only necessary, it is the difference between success and failure in the work we do. We also know that building activism within our ranks is a process that requires resources, support, and leadership for that activism to take hold.

For the next year, in addition to providing the core services that form the basis of FPSE's mandate, our priority will be:

**MAKING POST-SECONDARY EDUCATION A CRITICAL, VOTE-
DETERMINING ISSUE IN THE NEXT PROVINCIAL ELECTION.**

Using FPSE's *Open the Doors* campaign, we will continue to target policy makers, political parties, students, and families as part of a broader effort to increase the understanding of post-secondary education as a social and economic driver in our province and the need to increase public investment in the system.

To achieve this, FPSE will:

- Engage our members to become more active politically in their communities. A variety of tools and events will highlight the importance of post-secondary education and the need for better funding and policy choices by governments.
- Work with Locals, union allies and community partners to create and mobilize a hard-hitting public campaign that makes effective use of member engagement, polling, targeted advertising and social media, telling the stories of faculty and students.
- Ensure that our lobbying stresses that improved access creates the economic and social conditions that British Columbia needs to sustain growth and prosperity for every citizen.

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- Support the efforts of Locals that want to become more active in the 2017 provincial election through local member-to-member political action strategies.
- Advocate for a substantial revision to the funding formula for public post-secondary institutions that addresses disparities and closes the funding gap that exists between small rural institutions and those in larger urban centres.
- Create and coordinate a provincial political action strategy that raises awareness within our ranks and galvanizes public support for our issues.
- Support Local 21 in the campaign for better working conditions and better oversight of private institutions.
- Work with our allies in the student movement to improve affordability and access by pressing governments and our institutions to strengthen student grant programs, increase student financial aid and lower overall cost of tuition.
- Support the BC Federation of Labour's political action plan in the period leading up to and during the 2017 provincial election.

ONGOING ACTION COMMITMENTS

As part of our ongoing mandate to members, the Federation of Post-Secondary Educators provides member Locals with a broad range of services all designed to strengthen the capacity of both our member Locals and the provincial organization to press employers and government for positive and progressive solutions to the critical issues facing our members.

Those services include:

- advocacy on major and emerging public policy issues;
- research on bargaining, contract and labour issues;
- member development and outreach programs; and
- labour relations and legal support services.

**FPSE COMMITS TO BUILDING OUR CAPACITY TO PROTECT AND
STRENGTHEN THE RIGHTS AND BENEFITS OF ALL MEMBERS AND TO
BUILDING ACTIVISM WITHIN OUR RANKS.**

To achieve this, FPSE will:

- Mobilize against plans to cut programs and course offerings across the public post-secondary education system.
- Continue the work of developing stronger contract language and better provisions for non-regular faculty.
- Identify critical grievance issues that need to be advanced and fully supported through the arbitration system.
- Work with our national partners at the Canadian Association of University Teachers (CAUT), the National Union of the Canadian Association of University Teachers (NUCAUT) and the Canadian Labour Congress (CLC) to access the resources of these organizations and participate in the work and campaigns these organizations develop.
- Continue our efforts to democratize post-secondary governance structures, by increasing the capacity of activists within our ranks to participate and the awareness among faculty members of the importance of participation in governance.
- Strengthen and raise awareness of FPSE's Labour Relations and Public Policy Advocacy Certificate Program.
- Enhance the work of our Standing Committees by ensuring that they have clear work plans and the staff support necessary to fulfill their assignments and the resources necessary to convene workshops and targeted events.
- Expand our organizing efforts within the ranks of the unorganized and our outreach to allies in the post-secondary community.
- Work with the BC Federation of Labour and its affiliates to ensure that our organizing strategy supports the broader objectives of increasing union density and advancing worker rights.
- Join with the broader labour movement's campaign to overhaul BC's labour laws and employment standards, a campaign that will make it easier for workers to form or join a union.
- Support the efforts of private post-secondary faculty to unionize and fully access their right to bargain collectively.
- Include advocacy on public policy issues that affect private colleges and institutes as part of the support that FPSE will provide to existing and newly organized private college faculty members.