



AGM 2016

Minutes of the 2016 AGM

WESTIN WHISTLER RESORT & SPA, WHISTLER, BC

SESSION I: Monday, May 16, 2016

SESSION II: Tuesday, May 17, 2016

SESSION III: Wednesday, May 18, 2016

SESSION IV: Thursday, May 19, 2016

2016 ANNUAL GENERAL MEETING

Emerald Ballroom
Westin Whistler Resort & Spa
Whistler, BC

Session I: Monday, May 16, 2016
14:00 - 17:00 hours

DELEGATES AND GUESTS IN ATTENDANCE

Provincial Officers:

President George Davison
First Vice-President Frank Cosco
Second Vice-President Leslie Molnar
Secretary-Treasurer Terri Van Steinburg

Delegates:

Local 1: Capilano University Faculty Association	Brent Calvert Gordon Rudolph Anthea Mallinson Colin Gilker	Joanne Quirk Pat Hodgson Michael Begg Susan Summers
Local 2: Thompson Rivers University Faculty Association	Tom Friedman Cindy Ross Friedman Star Mahara John Turner Mohd Abdullah	Chris Montoya Mike Looney Jack Massalski Lloyd Bennett
Local 3: Faculty Association of the College of New Caledonia	Deborah Colette Carole Whitmer	Jan Mastromatteo
Local 4: Douglas College Faculty Association Len Millis	Erin Rozman Wendy Parry Kathie Leroux Chris Maguire Charles Odoom Peggy Wyatt Debbie McCloy	Jacque Arndt Jennifer Kane Lynette Sigola Sarah Stephens Jennifer Kirkey

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Local 5: Kwantlen Faculty Association

Bob Davis
Roger Cannon
Gillian Dearle
Panteli Tritchew
Jeffrey Shantz
Diane Walsh
Helen Vallee
Mike Ma

Raphael Lagoutin
Mike Rumpeltes
Seema Ahluwalia
Susana Phillips
Wendy Smith
David Wright
Balbir Gurm

Local 6: College of the Rockies Faculty Association

Leslie Molnar
Sandi Lavery

Joan Kaun
Allison Platt

Local 7: University of the Fraser Valley Faculty & Staff Association

Sean Parkinson
Connie Cyrull
Colleen Bell
Christina Neigel
Mike Solyom

Laura Chomiak
Clare Dale
Lisa Morry
Kim Nickel
Kulwant Gill

Local 8: Vancouver Island University Faculty Association

Chris Jaeger
Kathleen Reed
Laura Suski
Johnny Blakeborough
Colleen Price
Denise Hook

Chris Alemany
Marni Stanley
Paul Webb
Curtis Morgan
Sabin Ignat
Robert Pepper-Smith

Local 9: Okanagan College Faculty Association

Tim Walters
Robert Groves
Norah Bowman

Rod Watkins
Amy Cohen
Doug Birtwistle

Local 10: Selkirk College Faculty Association

Duff Sutherland
Leann Reitan

Shannon Shah
Sally Glock

Local 11: Academic Workers' Union	Sheree Ronaasen	Chris Gee
Local 12: Camosun College Faculty Association	Bronwen Welch Tanya Kirkland Tim Elkin Micé Albano Candace Fertile	Kristine Kerins Susan Johnston Tara Tudor Randall Tonks Jacquie Conway
Local 14: Langara Faculty Association	Lynn Carter Jessie Smith Stephen Phillips Niall Christie Mark Smith	Darrell Kean Paul Prosperi Alison Curtis Brian Koehler Deborah Blacklock
Local 15: Vancouver Community College Faculty Association	Frank Cosco Karen Shortt David Branter Taryn Thomson Matt Wheatley Wayne Avery	Karen Brooke John Demeulemeester Helga Mankhof Andrew Candela Mike Tunnah
Local 16: North Island College Faculty Association	Shirley Ackland Alex Bowie	Anne Cumming Tony Trudel
Local 17: Thompson Rivers University Open Learning Faculty Association	Mark Salopek	
Local 19: Nicola Valley Institute of Technology Employees' Association	Sharon Mclvor	
Local 21: Private Sector Faculty and Staff Association	Kevin Drager Graeme Cheadle	Margot Harrison Charles Boylon
Local 22: Emily Carr University of Art + Design Faculty Association	Rita Wong Madeleine Sauvé	Alex Haas

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Standing Committee Chairs:

Gillian Dearle (Local 5)..... Chair, Bargaining Coordination Committee
Lui Marinelli (Local 10) Chair, Contract Administration Review Committee
Ann Marie Davison (Local 5)..... Chair, Disability Management & Rehabilitation Committee
Blair Fisher (Local 11) Chair, Education Policy Committee
Eliza Gardiner (Local 8) Chair, Human Rights & International Solidarity Committee
Teresa Fedorak (Local 2) Chair, Non-Regular Faculty Committee
Scott McLean (Local 14) Chair, Pension Advisory Committee
Marcel Dirk (Local 6)..... Chair, Professional & Scholarly Development Committee
Elena Kuzmina (Local 8)..... Chair, Status of Women Committee
Reto Riesen (Local 11) Chair, Workplace Health, Safety & Environment Committee

Guests:

Elaine Bernard Keynote Speaker, Harvard Trade Union
Grand Chief Stewart Phillip Union of BC Indian Chiefs
Al Valleau Association of BC College Pension Plan Retirees
Irene Lanzinger President, BC Federation of Labour
Aaron Ekman Secretary-Treasurer, BC Federation of Labour
Cam McRobb Chair, Provincial Instructors Bargaining Council, BCGEU
Paul Reniers Executive Director, BCIT Faculty & Staff Association
Kenzie Woodbridge Incoming Vice-President, BCIT Faculty & Staff Association
David Robinson..... Executive Director, Canadian Assn of University Teachers
Simka Marshall Chair, Canadian Federation of Students-BC
Orion Irvine Director, Canadian Labour Congress Pacific Region
Michael Conlon Vice-President, Confederation of University Faculty Assns of BC
Dileep Athaide Past Secretary-Treasurer, FPSE
Kathy Conroy Past President, FPSE
Deborah Jeffrey Executive Director, First Nations Education Steering Committee
Kathy Corrigan MLA and Advanced Education Opposition Spokesperson
Mervyn Van Steinburg Director, CLC Labour Participation Department, United Way of the Lower Mainland

FPSE Staff:

Jenny ArsenaultAdministrative Coordinator
Angela Kenyon.....Administrative Coordinator
Harpreet Parmar.....Administrative Coordinator

Lucia SalazarAdministrative Coordinator
 Matt TomaFinancial Coordinator
 Lesley Burke-O’FlynnStaff Representative
 Weldon CowanStaff Representative
 Norman GludovatzStaff Representative
 Sean Hillman.....Staff Representative
 Rene-John NicolasStaff Representative
 Leah SquanceStaff Representative
 Zoe TowleStaff Representative

1. Call to Order

The meeting was called to order at 14:00 hours by FPSE President George Davison.

George introduced Squamish Nation (Skwxwú7mesh Úxwumixw) and Lil’wat (Lil’wat7) Cultural Centre ambassadors Josh Anderson and Bill Ritchie, who greeted our delegation to their traditional territory with a drum ceremony.

President Davison welcomed the delegates to the 36th FPSE AGM and Convention, and thanked host Local 4, Douglas College Faculty Association and FPSE staff. He introduced and thanked Executive Committee members, Presidents’ Council, and Standing Committee chairs and members.

2. AGM Proceedings

Rules of Order

Secretary-Treasurer Terri Van Steinburg read the AGM Rules of Order.

Harassment Policy and Introduction of Ombudspersons

The Secretary-Treasurer read the harassment policy and introduced the two ombudspersons appointed by Presidents’ Council for the Convention: Leslie Molnar (Local 06), and Tom Friedman (Local 02).

Introduction of Nominations and Resolutions Committee Members

The Secretary-Treasurer announced that the Nominations Committee members, wearing red ribbons, were Lynn Carter, Chair (Local 14) and Bronwen Welch (Local 12).

Lynn Carter, Chair of the Nominations Committee, reviewed the nominations received to date:

- George Davison (Local 3) nominated for the position of President by Karen Shortt (Local 10);
- Frank Cosco (Local 15), nominated for the position of First Vice-President by Kevin Drager (Local 16);
- Leslie Molnar (Local 6), nominated for the position of Second Vice-President by Tim Walters (Local 21);
- Terri Van Steinburg (Local 5), nominated for the position of Secretary-Treasurer by Shirley Ackland (Local 16).

She then made a call for nominations from the floor; none were received.

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Members of the Resolutions Committee, wearing blue ribbons, were Shirley Ackland, Chair (Local 16) and Tim Walters (Local 9), and FPSE Staff Representative Leah Squance.

3. Verification of Proxies

Secretary-Treasurer George Davison verified proxy forms received from member locals, and voting cards were distributed with the following delegate entitlements for the 2016 AGM:

Local 1	Capilano University Faculty Association	8
Local 2	Thompson Rivers University Faculty Association	12
Local 3	Faculty Association of the College of New Caledonia	6
Local 4	Douglas College Faculty Association	13
Local 5	Kwantlen Faculty Association	16
Local 6	College of the Rockies Faculty Association.....	3
Local 7	University of the Fraser Valley Faculty & Staff Association	11
Local 8	Vancouver Island University Faculty Association.....	11
Local 9	Okanagan College Faculty Association	5
Local 10	Selkirk College Faculty Association.....	4
Local 11	Academic Workers' Union.....	2
Local 12	Camosun College Faculty Association	10
Local 14	Langara Faculty Association	11
Local 15	Vancouver Community College Faculty Association.....	10
Local 16	North Island College Faculty Association	4
Local 17	Thompson Rivers University Open Learning Faculty Association	2
Local 19	Nicola Valley Institute of Technology Employees' Association	2
Local 21	Private Sector Faculty & Staff Association of BC.....	4
Local 22	Emily Carr University of Art & Design Faculty Association	3
TOTAL.....		137

MS (Secretary-Treasurer, Local 5)

[1] **To adopt the voting entitlement.**

CARRIED

4. Approval of the Agenda

MS (Local 16, Local 2)

[2] **To approve the agenda as adopted.**

CARRIED

5. Approval of the Minutes of the 2015 Annual General Meeting

MS (Local 14, Local 10)

[3] To approve the minutes of the 2015 AGM as presented.

CARRIED

6. Business Arising from the Previous Minutes

MS (Local 2, Local 6)

[4] To receive the President's Report on Action Resolutions of the 2015 Annual General Meeting.

CARRIED

7. President's Report and Presentation on Behalf of Presidents' Council

President George Davison welcomed delegates by highlighting the theme of this year's convention, *Educators Organizing for Change*, and by thanking Local Presidents, Executives, activists, and staff for their dedicated work on behalf of our Federation.

President Davison reflected on the 2015 federal election, the results of which demonstrated that Canadians, like FPSE members, were ready for change. He noted that FPSE registered as a third-party advertiser in a federal election for the first time, remaining non-partisan but asserting our inherently political nature as a labour organization. The campaign succeeded in its goals: on October 19, the Harper government was defeated, but a decade of abuse and neglect can't be reversed in a single budget, so FPSE will remain active at the federal level.

In addition, the Truth and Reconciliation Commission released its report and Calls to Action in December. After decades of injustice, steps are finally being taken to provide redress to the tens of thousands of residential school survivors and the lasting legacy of the harm done to them. He encouraged delegates to read through the Calls to Action, and incorporate them into their teaching.

Provincially, the 2016 budget reminded us of how much more work is necessary to make post-secondary education a priority in BC. Pushing back against the government's move toward a market model, President Davison emphasized that educators do not teach revenue-generating units, but rather they teach students. He thanked members for their work standing up, speaking out, and fighting for their students.

He acknowledged the gains, albeit modest, in bargaining. Since this time last year, all but one public sector local has settled and five private sector locals are still in negotiation. In 2015, Capilano University Faculty Association and the ETEA Local at Pacific Gateway International College engaged in job action. Supported by FPSE and our labour allies, both locals walked picket lines until their employers finally showed a willingness to move. He had a pointed message for every member still at the bargaining table: we are behind you, you have our unconditional support.

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Although change can come through bargaining, some change is only possible at the ballot box. To this end, FPSE's Open the Doors campaign is ongoing, with the goal of raising awareness of the funding crisis in post-secondary education so that it becomes a key issue in the 2017 provincial election. Over the next year, the campaign will get bigger, louder, and bolder.

In closing, President Davison showcased an animated video produced for FPSE that will be released via social media.

President Davison introduced Orion Irvine, Pacific Director, Canadian Labour Congress; and Aaron Ekman, Secretary-Treasurer, BC Federation of Labour.

8. Ratification of Policy Resolutions from Presidents' Council, 2015/2016

MS (PC, Local 16)

- [5] **That FPSE fund and send two participants on the Co-Development Canada 2016 tour to Nicaragua and Honduras.**

CARRIED

MS (PC, Local 4)

- [6] **That FPSE continue its participation in the 'Don't be a Bystander' campaign for two years.**

CARRIED

MS (PC, Local 14)

- [7] **That FPSE join the BC Federation of Labour provincial election campaign.**

CARRIED

MS (PC, Local 5)

- [8] **That PC receive the PAC Socially Responsible Investing Report on the College Pension Plan.**

CARRIED

MS (PC, Local 8)

- [9] **That FPSE spend up to 1.6 million dollars to continue the Open the Doors campaign until the election of 2017.**

Amendment

MS (Local 5, Local 6)

[9.1] That FPSE spend up to 2 million dollars to continue the Open the Doors campaign until the election of 2017.

Motion to Table

MS (Local 12, Local 2)

[9.2] To table the motion until financial documents are made available on Tuesday morning.

CARRIED

MOTION TABLED

President Davison then introduced Kathy Corrigan, MLA Burnaby-Deer Lake and Advanced Education Opposition Spokesperson, who spoke about the importance of accessible post-secondary education.

Kathy introduced John Horgan, leader of the BC NDP, who addressed delegates via pre-recorded video. John sent regrets for not being able to attend in person and spoke against government cuts to post-secondary funding.

The meeting recessed for the day.

2016 ANNUAL GENERAL MEETING

Emerald Ballroom
Westin Whistler Resort Hotel
Whistler, BC

Session II: Tuesday, May 17, 2016
09:00 – 12:00 hours

President George Davison called the meeting to order at 09:00 hours.

He introduced keynote speaker Elaine Bernard, Executive Director of the Labour and Worklife Program at Harvard University Law School. Elaine spoke about the importance of unions in the 21st century and building personal, emotional campaigns that connect with members and the public.

At the conclusion of Elaine's presentation and a standing ovation from the delegates, President Davison thanked her with a gift.

9. Call for Nominations

Lynn Carter, Chair of the Nominations Committee reviewed the nominations received to date:

- George Davison (Local 3) nominated for the position of President by Karen Shortt (Local 15);

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- Frank Cosco (Local 15), nominated for the position of First Vice-President by Kevin Drager (Local 21);
- Leslie Molnar (Local 6), nominated for the position of Second Vice-President by Tim Walters (Local 9);
- Terri Van Steinburg (Local 5), nominated for the position of Secretary-Treasurer by Shirley Ackland (Local 16).

She then made a second call for nominations from the floor; none were received.

10. Other Reports from the Executive Committee

Secretary-Treasurer's Report

Secretary-Treasurer Terri Van Steinburg presented her report.

She focused on how FPSE organizes for change by building relationships among members: pooling financial resources, knowledge, and expertise allows us to find collective strength in unity. Van Steinburg thanked the President, Executive, Presidents' Council, and staff for their work.

Vice-Presidents' Reports

First Vice-President Frank Cosco referred to his report in the handbook, emphasizing the defensive victories by Local 1 (CFA) and Local 2 (TRUFA), and reminding delegates that FPSE is a leader on non-regular faculty issues in North America, although conditions still vary by local.

Second Vice-President Leslie Molnar thanked the delegates for allowing her to serve in her new role on the Executive Committee. She expanded on her written report, highlighting the importance of provincial and local Open the Doors campaigns engaging members in anticipation of the provincial election.

Members-at-Large Reports

Member-at-Large Lynn Carter (Local 14) expanded on her written report, highlighting her work at FPSE on SWC, WHSEC, and DMRC. She thanked Joy Gugeler (Local 8) for serving as Chair of SWC for several years, and noted the seamless transition to new Chair Elena Kuzmina (Local 15).

Member-at-Large Tim Walters (Local 9) highlighted his written report, thanking local Presidents and Executive Committee members. He also encouraged delegates to participate in the climate change survey.

MS (Local 8, Local 15)

[10] To receive the reports of the FPSE Executive Officers.

CARRIED

Auditors' Report

Secretary-Treasurer Terri Van Steinburg presented the auditors' report.

MS (Local 16, Local 5)

[11] To receive the auditors' report.

CARRIED

President Davison introduced Paul Reniers, BCITFSA Executive Director, who brought greetings of solidarity and noted that BCITFSA had recently voted to join the Canadian Association of University Teachers (CAUT).

President Davison then introduced BCFS Chairperson Simka Marshall, who spoke about the importance of making post-secondary education issues forefront in the provincial election.

President Davison and Secretary-Treasurer Van Steinburg presented an overview of the Open the Doors campaign, and encouraged locals to hold campaigns at their respective institutions.

Motion [9] and its amendment [9.1] were taken up from the table.

MS (PC, Local 8)

[9] That FPSE spend up to 1.6 million dollars to continue the Open the Doors campaign until the election of 2017.

Amendment

MS (Local 5, Local 6)

[9.1] That FPSE spend up to 2 million dollars to continue the Open the Doors campaign until the election of 2017.

CARRIED

MAIN MOTION CARRIED

The meeting recessed at 12:20 hours for lunch, followed by workshops in the afternoon.

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2016 ANNUAL GENERAL MEETING

Emerald Ballroom
Westin Whistler Resort Hotel
Whistler, BC

Session III: Wednesday, May 18, 2016
09:00 – 12:00 hours
01:30 – 16:00 hours

President George Davison called the session to order at 09:00 hours.

The meeting commenced with a welcome from Holly Joseph from Squamish Lil'Wat First Nation.

President Davison then introduced Avery Hulbert, Local 6, panel facilitator. Avery introduced the three members of the panel: Grand Chief Stewart Philip, Union of BC Indian Chiefs President; Sharon McIvor, Nicola Valley Institute of Technology Employees' Association (Local 19) President; and Deborah Jeffrey, First Nations Education Steering Committee (FNESC) Executive Director. Each panel member spoke on First Nations activism and advocacy, and the session ended with a Q&A.

At the conclusion of the panel, Secretary-Treasurer Terri Van Steinburg presented each member and the facilitator with a gift as a token of appreciation.

President Davison introduced Al Valleau, representative from the Association of BC College Pension Plan Retirees, who brought greetings on behalf of Mary Griffith, ABCCPPR President. He encouraged members who are retiring to join the ABCCPPR.

President Davison then introduced David Robinson, Executive Director of the Canadian Association of University Teachers, who spoke to delegates about the relationship between CAUT and the federal government.

8. **Resolutions from Presidents' Council** *(cont'd)*

MS (PC, Local 14)

[12] That the Open the Doors campaign leading up to the 2017 provincial election be aggressive, hard-hitting, and one that calls out the government for its harmful decisions that threaten our public post-secondary system.

Amendment

MS (Local 9, Local 16)

[12.1] That the Open the Doors campaign leading up to the 2017 provincial election be visionary, aggressive, hard-hitting, and one that calls out the government for its harmful decisions that threaten our public post-secondary system.

AMENDMENT CARRIED

MAIN MOTION CARRIED

MS (PC, Local 5)

- [13] **FPSE will endorse the Poverty Reduction Coalition's Call for a Poverty Reduction Plan in BC.**

CARRIED

MS (PC, Local 15)

- [14] **FPSE will date its origin to the formation of the CFF in 1970; and**

Reflect this origin date in our AGMs going forward, so that our 2017 AGM and Convention will be marked as the 47th, rather than the 37th; and

Allot an additional \$15,000 for the FPSE history project to be ready to celebrate our 50th anniversary in 2020.

CARRIED

11. **2016-2017 Strategic Priorities Document**

President Davison informed delegates that this document had previously been called the annual Action Plan.

MS (PC, Local 6)

- [15] **To adopt the 2016-2017 Strategic Priorities document.**

CARRIED

12. **Special Resolution: Constitutional & By-Law Amendments**

President Davison noted that, as a Constitutional and By-Law change, the following resolution would require a 3/4 majority to pass.

MS (PC, Local 16)

- [16] **FPSE will amend By-Law 3.1 to read as follows:**

The Presidents' Council shall consist of the President, Vice-President, Secretary-Treasurer, immediate Past President, the Second Vice-President, a Non-Regular Faculty Representative, and the President or his/her delegate of each member association. The President of the Federation shall chair meetings of the Presidents' Council.

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FPSE will amend By-Law 3.9 to read as follows:

Notwithstanding By-Law #6.2, the President, Vice-President, Second Vice-President, and Secretary-Treasurer, and a Non-Regular Faculty Representative shall be elected at the Annual General Meeting or Special General Meeting by a simple majority of delegate votes cast in a secret ballot. In the event that no one candidate has such a majority, the candidate with the lowest number of delegate votes shall be dropped from the ballot and another vote taken. This process shall continue until a majority is obtained. In the event that only one candidate stands for election for an Executive Officer position, that candidate will be declared elected by acclamation and no vote will be taken.

FPSE will amend By-Law 4.1 to read as follows:

The Executive Committee shall consist of the table officers of the Presidents' Council; that is, President, Vice-Presidents, Secretary-Treasurer, immediate Past President, and two Members-at-Large, and a Non-Regular Faculty Representative.

Motion to Refer

MS (Local 14, Local 16)

[16.1] To refer By-law 3.1, 3.9, and 4.1 amendments to Presidents' Council.

CARRIED

MOTION REFERRED TO PRESIDENTS' COUNCIL

The session recessed at 12:10 hours for lunch.

President George Davison resumed the meeting at 13:30.

13. 2016/2017 Proposed Budget

Secretary-Treasurer Van Steinburg presented the proposed budgets.

MS (PC, Local 14)

[17] To adopt the 2016/2017 Operating Budget.

Amendment

MS (PC, Local 19)

- [17.1] To amend the proposed Operating Budget, item 4d 'Compensation - Members at Large,' to include release time for FPSE's representative on the Industry Training Authority Board of Directors, increasing from \$22,090 to \$32,090.**

AMENDMENT CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (PC, Local 7)

- [18] To adopt the 2016/2017 Capital Budget.**

Amendment

MS (PC, Local 9)

- [18.1] To amend the proposed Capital Budget, item 'Equipment, Furniture and Fixtures', to increase from \$2000 to \$8000.**

AMENDMENT CARRIED

MAIN MOTION CARRIED AS AMENDED

14. Call for Nominations and Presentations by Nominators and Nominees

Lynn Carter, Chair of the Nominations Committee, reviewed the nominations received to date:

- George Davison (Local 03) nominated for the position of President by Karen Shortt (Local 15);
- Frank Cosco (Local 15), nominated for the position of First-Vice President by Kevin Drager (Local 21);
- Leslie Molnar (Local 06), nominated for the position of Second-Vice President by Tim Walters (Local 09);
- Terri Van Steinburg (Local 05), nominated for the position of Secretary-Treasurer by Shirley Ackland (Local 16).

She then made a third call for nominations from the floor. Receiving none, she asked the nominators and candidates to address the delegates:

- Karen Short (Local 15) spoke to her nomination of George Davison (Local 03) for the position of President; Davison agreed to stand.
- Kevin Drager (Local 21) spoke to his nomination of Frank Cosco (Local 15) for the position of First Vice-President; Cosco agreed to stand.
- Tim Walters (Local 09) spoke to his nomination of Leslie Molnar (Local 6); Molnar agreed to stand.
- Shirley Ackland (Local 16) spoke to her nomination of Terri Van Steinburg (Local 05) for the position of Secretary-Treasurer; Van Steinburg agreed to stand.

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15. Final Call for Nominations

Lynn Carter then made a fourth and final call for nominations from the floor. Receiving none, she declared the nominations closed.

She then implemented By-Law 3.9 and announced that:

- George Davison (Local 3), was declared President by acclamation.
- Frank Cosco (Local 15), was declared First-Vice President by acclamation.
- Leslie Molnar (Local 6), was declared Second-Vice President by acclamation.
- Terri Van Steinburg (Local 5), was declared Secretary-Treasurer by acclamation.

President Davison thanked the Nominations Committee of Lynn Carter (Local 14) and Bronwen Welch (Local 12).

16. Reports and Resolutions from Standing Committees

(a) Bargaining Coordination Committee

Chair Gillian Dearle (Local 5) presented the committee's report.

MS (BCC, Local 9)

[19] That BCC recommends to Presidents' Council that FPSE constitute as representative and comprehensive a group as possible on the FPSE side of the working Committee on Secondary Scales and encourage locals to appoint non-regulars to the committee.

CARRIED

(b) Contract Administration Review Committee

Chair Lui Marinelli (Local 10) presented the committee's report.

(c) Disability Management & Rehabilitation Committee

Chair Ann Marie Davison (Local 5) presented the committee's report.

(d) Education Policy Committee

Chair Blair Fisher (Local 12) presented the committee's report.

MS (EPC, Local 2)

[20] Be it resolved that FPSE urge locals to create or strengthen education technology language in their collective agreements in further rounds of bargaining.

CARRIED

MS (EPC, Local 1)

- [21] That FPSE conduct a comprehensive study of the effect of scheduling software on employee wellness, pedagogical consideration, student success and the changes this has created in the working environments of our institutions.**

CARRIED

(e) Human Rights & International Solidarity Committee

Chair Eliza Gardiner (Local 8) presented the committee's report.

MS (HRISC, Local 9)

- [22] That the HRISC calls upon Presidents' Council to read, circulate and encourage FPSE locals to do the same with the unanimously approved statement of the BC Legislature introduced in the spirit of reconciliation of the state for wrongs committed against the T'silhqot'in Nation by Premier Christy Clark on Thursday, Oct. 23, 2014 acknowledging the injustice of the colonial occupation of T'silhqot'in territory, the deliberate spreading of small pox there, the just cause of the T'silhqot'in chiefs to defend their territory and people, and the unjust seizure and hanging of six T'silhqot'in chiefs in Quesnel, BC on Oct. 26, 1864.**

CARRIED

MS (HRISC, Local 15)

- [23] HRISC urges Presidents' Council and all FPSE locals to re-double their efforts to make non-regular faculty issues a high priority, going beyond Fair Employment Day activities to include an educational component to build awareness amongst all faculty of the challenges faced by non-regular faculty.**

CARRIED

MS (HRISC, Local 16)

- [24] That HRISC requests Presidents' Council support the call to initiate a federal public inquiry into the Gustafsen Lake events of 1995.**

CARRIED

MS (HRISC, Local 12)

- [25] That FPSE support the development and implementation of courses on Indigenous themes for students at their members' post-secondary educational institutions.**

Amendment

MS (Local 9, Local 16)

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[25.1] To add the word 'mandatory' so that the resolution reads as follows: That FPSE support the development and implementation of mandatory courses on Indigenous themes for students at their members' post-secondary educational institutions.

Motion to Refer

MS (Local 14, Local 15)

[25.2] To refer the amendment to Human Rights & International Solidarity Committee.

MOTION TO REFER DEFEATED

AMENDMENT DEFEATED

MAIN MOTION CARRIED AS PRESENTED

President George Davison recessed the meeting for the day at 16:05 hours.

2016 ANNUAL GENERAL MEETING

Emerald Ballroom
Westin Whistler Resort Hotel
Whistler, BC

Session IV: Thursday, May 19, 2016
09:00 – 12:00 hours

President Davison called the meeting to order at 09:05 hours and introduced Irene Lanzinger, President of the BC Federation of Labour, who addressed the delegates.

MS (Local 5, Local 4)

[26] To amend the agenda to prioritize those resolutions with financial implications over others.

CARRIED

16. Reports and Resolutions from Standing Committees *(cont'd)*

(e) Human Rights & International Solidarity Committee *(cont'd)*

MS (HRISC, Local 7)

[27] That HRISC requests to increase the speakers' tour budget to \$10,000 for 2016-17.

CARRIED

MS (HRISC, Local 8)

[28] That HRISC recommends that FPSE increase the International Solidarity Fund percentage of gross annual dues from 1.0% to 1.25%.

CARRIED

(f) Non-Regular Faculty Committee

Chair Teresa Fedorak (Local 02) presented her report.

(g) Pension Advisory Committee

Scott McLean (Local 14) presented and highlighted the committee's report

MS (PAC, Local 15)

[29] That trustees get a one quarter time release.

CARRIED

(h) Private Sector Policy Committee

Chair Kevin Drager (Local 21) presented his report.

(i) Professional & Scholarly Development Committee

As Chair Marcel Dirk (Local 06) was unable to attend, Executive Committee Liaison Leslie Molnar presented the report.

(j) Status of Women Committee

Incoming Chair Elena Kuzmina presented outgoing Chair Joy Gugeler's (Local 8) report.

MS (SWC, Local 9)

[30] That FPSE become a screening partner with DOXA rather than the Vancouver International Film Festival. Cost of partnering is \$2000.

CARRIED

(k) Workplace Health, Safety & Environment Committee

Chair Reto Riesen (Local 11) presented his report.

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17. Resolutions from Member Locals and Others

Assuming the Chair, Secretary-Treasurer Van Steinburg noted that, as per the motion carried earlier in the day, resolutions with monetary implications would be prioritized.

MS (Local 2, Local 5)

[31] FPSE will:

1. **Work with Indigenous Peoples to ensure that Canada recognizes and implements Indigenous Peoples' inherent sovereign rights to self-determination;**
2. **Work with Indigenous Peoples to hold the Government of Canada to its legally binding obligations in regards to Indigenous People, including Article 1 of the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social, and Cultural Rights;**
3. **Fully support Indigenous Peoples in their efforts to have Canada implement the concluding observations of the United Nations Human Rights bodies, and generally to respect the human rights of Indigenous persons living in settler societies as set out in the UN Declaration on the Rights of Indigenous People; and**
4. **Commit \$50,000 to a campaign on Decolonization and Reconciliation, recognizing both indigenous rights and individual human rights, calling for Canada to be held accountable for its ongoing human rights violations against Indigenous Peoples and implementing its international obligations under international human rights instruments.**

CARRIED

MS (Local 5, Local 14)

- [32] **FPSE will hold a two-day conference on secondary scales with Presidents, chief negotiators, and non-regular representatives to inform FPSE's caucus for the Working Committee on Secondary Scales.**

CARRIED

MS (Local 5, Local 6)

- [33] **FPSE will sponsor a research project to gather province-wide data on ABE student outcomes, both qualitative and quantitative.**

CARRIED

MS (Local 15, Local 14)

[34] FPSE will:

1. **Convene a provincial governance conference in the fall of 2016;**
2. **Fund four faculty members from each FPSE Local (determined by the Local) to attend the Conference;**
3. **Prepare a discussion paper highlighting recommendations resulting from the Governance Conference and present the paper at the 2017 AGM.**

Amendment

MS (Local 15, Local 2)

[34.1] That the conference occur in the fall of 2017 and that the report be brought to 2018 AGM.

AMENDMENT CARRIED

MAIN MOTION CARRIED

MS (Local 15, Local 2)

[35] FPSE will increase the support payment to \$100 per FTE, and revise paragraph 3.12 of the FPSE Policy and Procedures Manual to read: "The Strike/Lockout Defence Fund support payment shall be \$100 per FTE per day, starting on the 4th full day of the strike/lockout."

Amendment

MS (Local 15, Local 2)

[35.1] To amend the resolution to read as follows: FPSE will increase the support payment to up to \$100 per FTE dependent on Local resources and revise paragraph 3.12 of the FPSE Policy and Procedures Manual to read: "The Strike/Lockout Defence Fund support payment shall be \$100 per FTE per day, starting on the 4th full day of the strike/ lockout."

AMENDMENT DEFEATED

Motion to Refer

MS (Local 5, Local 16)

[35.2] To refer the resolution to Presidents' Council.

MOTION TO REFER DEFEATED

MAIN MOTION CARRIED

MS (Local 21, Local 9)

[36] FPSE will increase the organizing committee's annual budget from \$40,000 to \$60,000 and continue to provide support for ETEA's organizing efforts.

Amendment

MS (Local 4, Local 9)

[36.1] To increase the organizing committee's annual budget from \$40,000 to \$80,000.

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AMENDMENT CARRIED

Motion to Refer

MS (Local 14, Local 1)

[36.2] To refer to Presidents' Council.

MOTION TO REFER CARRIED

MOTION REFERRED TO PRESIDENTS' COUNCIL

MS (Local 9, Local 5)

[37] FPSE will fund up to \$25,000 for a precarious academic workers conference, to be held in the summer of 2017.

DEFEATED

MS (Local 16, Local 11)

[38] FPSE will, as part of the *Open the Doors* campaign, strike a committee of progressive municipal leaders, along with FPSE members and CFS to create a targeted Day of Action at the UBCM that showcases underfunding in post-secondary education in BC and the impact of underfunding on our communities across the province, including the impact of eliminating tuition-free ABE and ESL.

CARRIED

MS (HRISC, Local 5)

[39] That HRISC calls on PC to encourage and support member locals to organize meetings, conferences, and classroom guest speakers to raise faculty and staff, student and public awareness of the dangers of Bill C-51 to human rights and the need to repeal it.

CARRIED

MS (NRFC, Local 7)

[40] The NRFC recommends that Presidents' Council add the following item to the NRFC work plan: "Develop a Brief that will support locals in enacting the spirit and intent of FPSE policies contained in 3.5.2 of the Policy Handbook; identify current best practices; and propose improvements to existing policy."

CARRIED

MS (NRFC, Local 16)

- [41] That the NRFC recommend that FPSE encourage locals to explore providing release time and/or remuneration to non-regular faculty members who act as representatives on FPSE Standing Committees.**

CARRIED

MS (NRFC, Local 14)

- [42] That FPSE develop print materials to educate newly hired members, including non-regulars about the FPSE, their local faculty association, pensions, workplace rights, and other relevant information.**

CARRIED

MS (PAC, Local 15)

- [43] That the Pension Advisory Committee incorporates 2015 Action Resolution #9 to its work plan: That FPSE as a partner have the appropriate person or authority investigate inconsistencies in calculating and reporting pensionable service for non-full time and non-regular faculty.**

CARRIED

MS (PAC, Local 2)

- [44] That the Pension Advisory Committee recommends that a review of the retired trustee selection process be conducted starting in the fall of 2016.**

CARRIED

MS (PAC, Local 6)

- [45] That Presidents' Council be asked to instruct the trustees to look into integrating the Pension plans Health & Welfare Benefits (HWB) with the Retired Teachers of Ontario HWB plan.**

CARRIED

MS (PSPC, Local 15)

- [46] That the Private Sector Policy Committee recommends to Presidents' Council that PSPC work with the BC Federation of Labour to develop ESL labour education and training.**

CARRIED

MS (WHSEC, Local 4)

- [47] That Presidents' Council authorize WHSEC to conduct a survey (reviewed and approved by PC) of faculty and staff on violence in the workplace and that PC encourage members to complete the survey.**

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CARRIED

MS (WHSEC, Local 1)

- [48] **That Presidents' Council authorize WHSEC to conduct a survey (approved by PC) of faculty and staff on the effects of email on workload, and that PC encourage members to complete the survey.**

CARRIED

MS (WHSEC, Local 8)

- [49] **That FPSE work with the BC Federation of Labour to lobby Worksafe BC to address third-hand smoke; specifically by entitling workers to refuse work as unsafe in workplaces where there is exposure to third-hand smoke; establishing methods to quantify exposure to third-hand smoke; determining suitable engineering control protocols for eliminating the risk of exposure to third-hand smoke in workplaces to the maximum extent possible; establishing protocols for personal protective equipment for workers exposed to third-hand smoke where exposure cannot be eliminated by engineering controls; and educating all BC workers on the risks of exposure to third-hand smoke.**

CARRIED

MS (Local 5, Local 9)

- [50] **FPSE will create a report reviewing all past rounds of bargaining at the provincial and local levels since the inception of the common table.**

CARRIED

MS (Local 11, Local 1)

- [51] **FPSE will adopt, endorse, and actively work to implement the Calls to Action of the Truth and Reconciliation Commission Report.**

CARRIED

MS (Local 15, Local 14)

- [52] **FPSE will:**
- 1. Write letters to both the federal and provincial governments requesting that funds received under AUG (Adult Upgrading Grant) not be considered taxable income;**
 - 2. Follow up with a direct lobby to the federal and provincial governments to effect this change.**

CARRIED

MS (Local 15, Local 6)

[53] FPSE will:

1. Write a letter to the federal government requesting that students taking Adult Basic Education, Adult Special Education, and English as an Additional language courses at post-secondary institutions be eligible to claim the monthly Education Amount deduction on their Income Tax return;
2. Follow up the letter with a direct lobby to the federal government to effect this change.

CARRIED

MS (Local 15, Local 2)

[54] To amend the approved 2016/2017 Operating Budget to include all of the financial resolutions approved thereafter.

CARRIED

MS (Local 2, Local 16)

[55] To refer all remaining motions to Presidents' Council.*

CARRIED

President George Davison then thanked local president Erin Rozman and the DCFA for hosting this year's Convention.

18. Host and Location of 2017 Convention

Assuming the Chair, the President announced the host local for the 2017 Convention will be North Island College Faculty Association (Local 16) and that it will be held in Victoria from Monday to Thursday, May 15-18, 2017.

MS (Local 4, Local 8)

[56] That the 2016 AGM and Convention be adjourned.

CARRIED

The meeting adjourned at 11:45 hours.

**Resolution [55] referred the following remaining motions from the AGM to Presidents' Council:*

[PC 1] FPSE will amend its constitution to include a non-regular faculty representative position on the FPSE Executive, which will be filled by election at the 2017 AGM.

[PC 2] FPSE will create a seat on Presidents' Council for a non-regular faculty representative with voice and vote, to be chosen by a means decided by Presidents' Council.

[PC 3] FPSE will create a committee whose business it is to develop frameworks and pathways for decolonizing and indigenizing the classroom and institutional practices.

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- [PC 4] *FPSE will advocate for free tuition in all areas of programming (for Canadian citizens, immigrants, and refugees) as part of the Open the Doors campaign.*
- [PC 5] *FPSE will call for the provincial government to refer the Site C project for review and recommendations under Section 5 of the BC Utilities Commission Act and for the provincial and federal governments to delay issuance of any further permits or authorizations until the courts decide on the First Nations' land issues at stake, and until the BC Utilities Commission has completed its review.*
- [PC 6] *FPSE will:*
- 1. Write to the President of the United States of America demanding the normalization of relations between Cuba and the United States of America, including an end of the US occupation of Guantanamo Bay and an end to the American interference in Cuban internal affairs to effect a regime change and overthrow the revolution;*
 - 2. Send copies of this letter to the Majority and Minority Leaders for both the Senate and House of Representatives;*
 - 3. Write to Prime Minister Trudeau and Minister of Foreign Affairs Stéphane Dion, urging them to use their influence to request the United States normalize relations with Cuba, end the blockade, return Guantanamo Bay to Cuban control, and end efforts to effect a regime change.*
- [PC 7] *FPSE will:*
- 1. As part of its Open the Doors campaign fund a bold media campaign to create awareness of the value of public post-secondary education;*
 - 2. Include as participants in the Open the Doors campaign other like-minded, public education bodies at all levels of education;*
 - 3. In the same media campaign emphasize the provincial government's continued underfunding of post-secondary education and the contradictions in the government's messaging.*
- [PC 8] *FPSE will include in its advocacy a return to fully-funded programming at levels commensurate with student demand and without reliance on student fees.*