



Federation of
Post-Secondary Educators
of BC

2008 ANNUAL GENERAL MEETING

**TELUS WHISTLER CONFERENCE CENTRE
WHISTLER, BC**

SESSION I:

Tuesday, May 13, 2008

SESSION II:

Wednesday, May 14, 2008

SESSION III:

Thursday, May 15, 2008

SESSION IV:

Friday, May 16, 2008

2008 ANNUAL GENERAL MEETING MINUTES

Sea to Sky Ballroom C
Telus Whistler Conference Centre
Whistler, BC

Session I: Tuesday, May 13, 2008

2:00-2:45 pm/3:30-5:30 pm

DELEGATES AND GUESTS IN ATTENDANCE

Provincial Officers:

President:	Cindy Oliver
First Vice-President:	George Davison
Second Vice-President:	Dominique Roelants
Secretary-Treasurer:	Dileep Athaide

Delegates:

Local 1: Capilano College Faculty Association	Pat Hodgson Richard Brand Frank Harris Joanne Quirk Debby Vollbrecht	Mark Battersby Melanie Fahlman-Reid Yvonne McColl Betsy Smith John Wilson
Local 2: Thompson Rivers University Faculty Association	Donna Petri Jane Birkbeck Lee Emery Tom Friedman Wendy Hulko Brenda Smith	Mohd Abdullah Derek Cook Cindy Friedman Carole Hebden Andrew Idzikowski Eric Villeneuve
Local 3: Faculty Association of the College of New Caledonia	Jan Mastromatteo Graham Pearce Marta Tejero	Sheldon Clare David Rourke Carole Whitmer
Local 4: Douglas College Faculty Association	Susan Briggs Jennifer Kirkey Chris Maguire Robin Wylie	Sandra Hochstein Kathie Leroux Jasmine Nicholsfigueriedo
Local 5: Kwantlen Faculty Association	Terri Van Steinburg Bob Davis Gillian Gausboel Barry Johnson Cherry Nettleton Bob Perkins Robyn Rushford Ronnie Skolnick	Wendy Belter Bob Fuhr Balbir Gurm Joel Murray Suzanne Pearce Ihor Pona Maureen Shaw Panteli Tritchew

Local 6: College of the Rockies Faculty Association	Kathy Bonell Velma McKay	Imelda Engels Carol Pakkala
Local 7: University College of the Fraser Valley Faculty & Staff Association	Scott Fast David Harper Richard Heyman Mandy Klepic Rhonda Snow	Wendy Burton Isabel Hay Doug Hudson Curtis Magnuson Lori Wirth
Local 8: Malaspina Faculty Association	Dan McDonald Mike Armstrong Cindy Fehr Brent Lee Gara Pruesse Lynn Wytenbroek	John Anderson Jean Blackburn Gordon Holyer Alex Pevec Carolyn Swanson
Local 10: Selkirk College Faculty Association	Doug Henderson Lui Marinelli	Sally Glock Leanne Reitan
Local 11: Academic Workers' Union:	Ted Altar Michael Brandt	
Local 12: Camosun College Faculty Association	Susan Johnston Paul Brady Amanda Frayling Phyllis Manchester-Duval Edgar Nelson Paula Young	Darryl Ainsley Tim Elkin Debbie Hlady Kelly Pitman Richard Zajchowski
Local 14: Langara Faculty Association	Lynn Carter Stan Copp Julia Denholm Robin Macqueen Ian McBain Susan Weber	Fraser Archibald Laura Cullen Lesley Finlayson Maureen Maloney Cheryl McKeeman
Local 15: Vancouver Community College Faculty Association	Frank Cosco Wayne Avery Brock Elliott Wayne McNiven George Rudolph Maggi Trebble	Brenda Appleton Linda Duarte Ingrid Kolsteren Dianna Morgan Settimio Sicoli Alison Woods
Local 16: North Island College Faculty Association	Bill McConnell Diane Jacquest Naomi Wolfe	Christine Hodgson Paul Whyte
Local 17: BC Open University Faculty Association	June Williams	

Local 19: Nicola Valley Institute of Technology Employees' Association	Sharon McIvor Brent Langlois
Local 21: Private Sector Faculty and Staff Association	Bari Blackhart Jean Ardilla Charles Boylan
Local 22: Emily Carr Institute of Art & Design Faculty Association	Tom Becher Heather Mitchell

Standing Committee Chairs:

Sheldon Clare (Local 3).....Chair, Bargaining Coordination & Review Committee
 Lil McPhail (Local 6)Chair, Disability Management & Rehabilitation Committee
 Jan Harkess (Local 6)Chair, Education Policy Committee
 Rick Gordon (Local 14)Chair, Human Rights & International Solidarity Committee
 Debbie Hlady (Local 12).....Chair, Non-Regular Faculty Committee
 Candace Fertile (Local 12)...Chair, Status of Women Committee
 Carolynne Fardy (Local 2) ...Chair, Workplace Health, Safety & Environment Committee

Guests:

Dennis Anderson.....President, Post-Secondary Educators Branch,
BC Retired Teachers' Association
 Dan Bradford.....Education Component Chair, BC Govt & Service Employees' Union
 Rob Fleming.....MLA & Opposition Advanced Education Critic (BC NDP)
 Summer McFadyen.....Political Action Coordinator, BC Federation of Labour
 Fred Muzin.....President, Hospital Employees' Union (CUPE)
 Barry O'Neill.....President, Canadian Union of Public Employees - BC
 Chris Petter.....President, Confederation of University Faculty Assns of BC
 David Purkis.....President, Alberta Colleges & Institutes Faculties Association
 Shamus Reid.....National Representative, Canadian Federation of Students - BC
 David RiceRegional Director, Canadian Labour Congress Pacific Region
 Angela SchiraSecretary-Treasurer, BC Federation of Labour
 Janet Seccia.....Staff Representative, BC Govt & Service Employees' Union
 Maureen Shaw.....President, National Union of CAUT
 Jim SinclairPresident, BC Federation of Labour

FPSE Staff:

Gisele da Silva.....Administrative Assistant
 Angela KenyonAdministrative Assistant
 Margaret Sutherland.....Administrative Assistant
 Matt TomaFinancial Assistant
 Lesley Burke-O'Flynn.....Staff Representative
 Weldon Cowan.....Staff Representative
 Phillip LeggStaff Representative
 Jeff McKeilStaff Representative
 David PiastaStaff Representative
 Zoe Towle.....Staff Representative

1. Call to Order

The meeting was called to order at 2:00 pm by FPSE President Cindy Oliver.

2. President's Report, on behalf of Presidents' Council

In her report President Oliver noted some of the many challenges facing BC's post-secondary education system. She pointed to the failure of the government's Industry Training Authority (ITA) to provide access and opportunities in the area of trades training, despite the fact that ITA's budget is now 30% more than its predecessor, the Industry Training and Apprenticeship Commission. She also identified university transfer programs as one of the many areas within the public post-secondary system that is struggling because of tuition fee de-regulation and chronic underfunding.

President Oliver also emphasized the important work that FPSE and member locals are doing to mobilize public opposition to the recent cut of 2.6% in provincial operating grants to public post-secondary institutions. That opposition is putting increased pressure on the Minister and government MLAs, all of whom face the prospect of a provincial election in less than twelve months.

The President's report stressed the important work that FPSE Standing and Sub-Committees are doing on a wide variety of issues including organizing new members, speaking out on post-secondary policy issues, and ensuring that FPSE continues to play a strong advocacy role in employment security and benefit issues.

President Oliver concluded by thanking the Presidents' Council members as well as FPSE staff for the work they have done over the last twelve months to advance the priorities of FPSE members.

The meeting then recessed for the presentation by the Convention keynote speaker, Dr. Andrew Weaver from the University of Victoria, on "Global warming: The scale of the problem and the path to the solution".

The meeting was re-convened at 3:00 pm by FPSE President and Chair Cindy Oliver, who presented regrets from CLC President Ken Georgetti. President Oliver then introduced Shamus Reid, BC National Executive Representative of the Canadian Federation of Students, who brought greetings from their membership and gave a brief report on their activities.

3. AGM Proceedings

Rules of Order

Secretary-Treasurer Dileep Athaide read the Convention Rules of Order.

Harassment Policy and Introduction of Ombudspersons

The Secretary-Treasurer introduced the two Ombudspersons: Terri Van Steinburg (Local 5), and Dan MacDonald (Local 8), who were appointed for the convention.

Introduction of Nominations and Resolutions Committee Members

The President announced that the Nominations Committee members, wearing green ribbons, were Susan Briggs, Chair (Local 4), Bill McConnell (Local 16), and Susan Johnston (Local 12).

Members of the Resolutions Committee, wearing red ribbons, were Dominique Roelants, Chair (Second Vice-President and Local 8), Lynn Carter (Local 14), and Staff Representative Phillip Legg.

4. Verification of Proxies

Secretary-Treasurer Dileep Athaide verified proxy forms received from member locals, with the following delegate entitlements for the 2008 AGM:

Local 1	Capilano College Faculty Association	11
Local 2	Thompson Rivers University Faculty Association	14
Local 3	Faculty Association of the College of New Caledonia	7
Local 4	Douglas College Faculty Association.....	13
Local 5	Kwantlen Faculty Association	17
Local 6	College of the Rockies Faculty Association	4
Local 7	University College of the Fraser Valley Faculty & Staff Association....	13
Local 8	Malaspina Faculty Association	12
Local 10	Selkirk College Faculty Association	4
Local 11	Academic Workers' Union	3
Local 12	Camosun College Faculty Association	11
Local 14	Langara Faculty Association.....	11
Local 15	Vancouver Community College Faculty Association	12
Local 16	North Island College Faculty Association.....	5
Local 17	BC Open University Faculty Association	2
Local 19	Nicola Valley Institute of Technology Employees' Association.....	2
Local 21	Private Sector Faculty & Staff Association of BC.....	3
Local 22	Emily Carr Institute of Art & Design Faculty Association	4
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	TOTAL.....	148

MS (Local 2, Local 3)

[1] That the voting entitlement be adopted as presented.

CARRIED

5. Approval of the Agenda

MS (Local 14, Local 4)

[2] To approve the agenda as presented.

CARRIED

6. Approval of the Minutes of the 2007 Annual General Meeting

MS (Local 6, Local 12)

[3] That the minutes of the 2007 Annual General Meeting be approved.

CARRIED

7. Business Arising From the Previous Minutes

President's Report on Action Resolutions of the 2007 AGM

President Cindy Oliver reported on actions taken on the resolutions of the previous Annual General Meeting.

MS (Presidents' Council, Local 7)

[4] That the President's Report on Action Resolutions of the 2007 Annual General Meeting be received.

CARRIED

8. Call for Nominations

Susan Briggs, Chair of the Nominations Committee, announced the nominations received to date: Cindy Oliver (Local 6) was nominated for the position of President by Donna Petri (Local 2); George Davison (Local 3) was nominated for the position of First Vice-President by Frank Cosco (Local 15); Dominique Roelants (Local 8) was nominated for the position of Second Vice-President by Pat Hodgson (Local 1); and Dileep Athaide (Local 1) was nominated for the position of Secretary-Treasurer by Tom Becher (Local 22).

Briggs made the first call for nominations from the floor; none were received.

Terri Van Steinburg, President of Local 5: Kwantlen Faculty Association, introduced the members of their convention organizing committee: Erica Todd, Balbir Gurm, Ihor Pona, and Terri Van Steinburg.

9. Reports from the Executive Committee

Vice-Presidents and Members-at-Large Reports

First Vice-President George Davison reported further on trades training, bargaining and cuts to programs.

Second Vice-President Dominique Roelants highlighted items in his report, including the "Condition Critical" paper, post-65 benefits, employee bargaining and phased retirement.

Bill McConnell, Member-at-Large, reported on his main duties as Executive Liaison to the FPSE Pension Advisory Committee and the Professional & Scholarly Development Committee.

Terri Van Steinburg, Member-at-Large, reported on liaising to CAUT and the Tri-National Conference on Public Education. She has been appointed to the CAUT Women's Committee and serves as Executive Liaison to the FPSE Status of Women Committee and the Human Rights & International Solidarity Committee. She has also been active on the BC Federation of Labour's Women's Committee and their organizing committee for the Summer Institute for Union Women.

MS (Local 1, Local 5)

[5] That the reports of the Vice-Presidents and the Members-at-Large be received.

CARRIED

The meeting recessed at 5:30 pm.

2008 ANNUAL GENERAL MEETING MINUTES

Sea to Sky Ballroom C
Telus Whistler Conference Centre
Whistler, BC

Session II: Wednesday, May 14, 2008
10:30 am – 12:00 pm

The meeting was reconvened at 10:30 am by FPSE President and Chair Cindy Oliver. The Chair then introduced Summer McFadyen, Political Action Coordinator for the BC Federation of Labour, to delegates.

9. Reports from the Executive Committee *(continued)*

Secretary-Treasurer and Auditors Reports

Secretary-Treasurer Dileep Athaide highlighted his report and also presented the report from the auditors.

MS (Local 19, Local 15)

[6] To receive the report of the Secretary-Treasurer.

CARRIED

10. Second Call for Nominations

Susan Briggs, Chair of the Nominations Committee, repeated the nominations received to date. Briggs then made the second call for nominations from the floor; none were received.

11. Ratification of Policy Resolutions from Presidents' Council, 2007/2008

MS (Presidents' Council, Local 1)

- [7] That, for the coming year through the 2007 Annual General Meeting, the monthly FTE count of FPSE locals be calculated by dividing dues remitted by \$41 for regular members and by \$28.16 for associate members.**

CARRIED

MS (Presidents' Council, Local 14)

- [8] That, in appointing representatives to external labour committees, first consideration be given to appropriate FPSE Executive Committee members, then to Presidents' Council, then to the appropriate Standing Committees and/or nominees from locals; on occasion, FPSE may need to appoint staff as part of their duties at FPSE.**

CARRIED

MS (Presidents' Council, Local 8)

- [9] That the FPSE College Pension Plan trustees be asked to look at other models of the Inflation Adjustment Account.**

Amendment

MS (Local 8, Local 1)

- [9.1] That the above motion be amended to read:**

That the FPSE College Pension Plan trustees be asked to look at other methods of dealing with the lack of sufficient funds in the Inflation Adjustment Account.

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Presidents' Council, Local 7)

- [10] To replace Internal Policies 1.2.1 and 1.2.2 with:**

Receipted child care expenses will be covered for members on all FPSE business.

CARRIED

MS (Presidents' Council, Local 19)

- [11] That the FPSE College Pension Plan Board of Trustees investigate and call for the Plan to divest itself of any holdings directly in Burma or of any companies doing business in Burma, including investments through joint ventures or similar arrangements by Canadian registered companies, in all Burma state-owned companies.**

CARRIED

MS (Presidents' Council, Local 4)

- [12] To appoint an FPSE representative to BC Labour Against War.**

CARRIED

The Chair announced that Juergen Dankwort (Local 5) had been appointed, with Charles Boylan (Local 21) as the alternate representative.

MS (Presidents' Council, Local 12)

- [13] That the FPSE AGM delegate fee be increased to \$175, commencing with the upcoming May 2008 AGM in Whistler.**

CARRIED

MS (Presidents' Council, Local 2)

- [14] To approve the FPSE Action Plan for 2008/2009.**

Amendment

MS (Local 14, Local 14)

- [14.1] To add the following:**

In preparation for the May 2009 provincial election, FPSE will work with its allies to advocate for a comprehensive set of legislative and policy changes designated to strengthen all sectors of the post-secondary system that FPSE locals represent.

CARRIED

Amendment

MS (Local 2, Local 3)

- [14.2] That the second bullet under the heading "To build capacity and skills within our activist ranks FPSE will" be amended to read:**

Provide locals with workshops for their activists on topics important to skills building within their activist ranks. Those workshops could include the following topics: Facing Management, Advanced Shop Steward Training, Running an Effective Meeting, Occupational Health and Safety Programs,

Negotiated Benefits, Equity Policies and Procedures, and Organizing.

CARRIED

The Chair accepted a request that further amendments be postponed and voted on in the next session, and that copies of the amendments be printed out for all delegates.

The meeting recessed at 12:00 pm.

2008 ANNUAL GENERAL MEETING MINUTES

Sea to Sky Ballroom C
Telus Whistler Conference Centre
Whistler, BC

Session III: Thursday, May 15, 2008

9:30 am - 3:00 pm

The meeting was reconvened at 9:35 am by FPSE President Cindy Oliver.

11. Ratification of Policy Resolutions from Presidents' Council *(continued)*

MS (Presidents' Council, Local 5)

- [15] That FPSE give the Post-Secondary Branch of the BC Retired Teachers' Association an annual grant of \$2,000 for the next five years.**

CARRIED

MS (Presidents' Council, Local 4)

- [16] That FPSE support the BC Federation of Labour Political Action Campaign "Count Me In".**

CARRIED

MS (Presidents' Council, Local 10)

- [17] Resolution passed by Presidents' Council as part of the fight-back against the cuts campaign, for local presidents to take to their municipal councils:**

That [name of Municipality] Council write the Minister of Advanced Education and express its concern over the proposed cuts to operating

grants for post-secondary institutions and the impacts that those cuts will have on affordability and access for students from this community and on the ability of [name the public post-secondary institution] to continue serving our community.

CARRIED

The Chair then reopened discussion of proposed amendments to Resolution #14: FPSE Action Plan for 2008/2009, as previously agreed by the meeting:

Amendment

MS (Local 2, Local 3)

- [14.3] In Section 3 – Advocate for Benefits and Protection, to add the sentence: “An equity lens will be applied to this work” at the end of the paragraph. Also in the action section under “Advocate for Benefits and Protection” in bullet #4, to include the words: “and equity policies and procedures” after the words “work life balance”.**

CARRIED

Amendment

MS (Local 8, Local 12)

- [14.4] In the Advocate for Benefit and Protection action section, to add a new bullet: “FPSE will work with the other College Pension Plan Partners to address the lack of sufficient funding for inflation protection”.**

CARRIED

- [14] To approve the FPSE Action Plan for 2008/2009, as amended.**

MAIN MOTION CARRIED AS AMENDED

12. Constitutional and By-Law Amendments

MS (Local 1, Local 16)

- [18] That the Constitution and By-Laws be amended as follows to better describe the purpose of the Federation in its current context and that this amendment include any further consequential changes to other articles and By-Laws:**

Amend 2.1 by replacing “BC colleges and institutes” with “British Columbia”:

- 2.1. To foster and promote the objectives of post-secondary education in **British Columbia** ~~BC colleges and institutes~~.*

Amend 2.3 by replacing “colleges and institutes” with “BC’s post-secondary education system”:

- 2.3. *To foster effective communication and cooperation between members and with other constituencies within **BC's post-secondary education system.** ~~colleges and institutes.~~*

Amend 2.6 by replacing "colleges and institutes" with "BC's post-secondary education system":

- 2.6 *To seek effective representation on all relevant bodies dealing with policies affecting **BC's post-secondary education system** ~~colleges and institutes.~~*

CARRIED

MS (Local 1, Local 16)

[19] Amend 2.4 by adding "BC's":

- 2.4. *To work with other groups concerned with **BC's** post-secondary education to create an environment which will better serve provincial and community needs.*

DEFEATED

MS (Local 1, Local 5)

[20] Amend 2.5 by replacing "associations" with "organizations" and deleting "while recognizing the need to preserve the authority of members in matters of local concern":

- 2.5. *To act as the voice for member **organizations** ~~associations~~ on matters of provincial or national scope, ~~while recognizing the need to preserve the authority of members in matters of local concern.~~*

DEFEATED

MS (Local 1, Local 2)

[21] Amend 2.7 by adding "BC's" and "system":

- 2.7 *To encourage inter-institutional cooperation, rather than competition, among faculty and between faculty associations in **BC's** post-secondary education **system.***

And amend 2.10 by replacing "associations" with "organizations":

- 2.10 *To assist member **organizations** ~~associations~~ in their relations with employers.*

And add new 2.11, and renumber existing 2.11 to 2.12:

- 2.11 *To be a certified trade union under the Labour Code of BC for BC's post-secondary educators seeking such certification.*

And amend 3.2 by replacing "Maintenance of local autonomy" with "Continued support of member organizations" and add "or the member organization":

- 3.2 ***Continued support of member organizations*** ~~Maintenance of local autonomy~~ *on all issues not assigned by the Constitution **or the member organization** to the provincial body.*

And amend 3.3 by adding “and local”:

3.3 *Greater strength and credibility in making policy statements on a provincial **and local** level.*

And amend 3.4 by deleting “centralized” and adding “that supports provincial and local objectives”:

3.4 *Increased ability to provide management and information services on a ~~centralized~~ basis **that supports provincial and local objectives.***

And amend By-Law 7 with the following specific amendments:

Amend 7.1 by replacing “recognition” with “support,” deleting “the autonomy of,” replace “maintained” by “supported” and delete “as its first priority”:

7.1 *This Federation shall give full **support** ~~recognition to the autonomy~~ of its member **organizations** ~~associations~~. All powers other than those that may be delegated to the Federation by General Meetings or member **organizations** ~~associations~~ shall remain with its member **organizations** ~~associations~~ whose fundamental autonomy and freedom shall be supported by the Federation ~~as its first priority~~.*

Amend 7.2 by replacing “associations” with “organizations” and by adding “or local issues delegated to the Federation by a member organization”:

7.2 *Member **organizations** ~~associations~~ shall support any stance taken by the Federation on provincial issues **or local issues delegated to the Federation by a member organization.***

Amend 7.3 by replacing “provincial legislation” with “BC post-secondary education”:

7.3 *The Federation shall promote desirable legislation in the interests of its members and the **BC post-secondary education** ~~provincial legislation~~ system.*

Motion to Refer

MS (Local 6, Local 12)

[21.1] To refer these amendments to a sub-committee to be struck by Presidents’ Council to review the Constitution.

DEFEATED

MAIN MOTION DEFEATED

13. 2008/2009 Budget and Resolutions Arising

FPSE Secretary Treasurer Dileep Athaide took over as Chair and introduced the proposed 2008/2009 FPSE Budget to the delegates.

MS (Presidents’ Council, Local 19)

[22] To adopt the budget.

Amendment

MS (Local 2, Local 1)

- [22.1]** That the legal support line of \$200,000 be removed from the Operating Budget and become the initial transfer to a newly-created Legal Defence Fund.

DEFEATED

Amendment

MS (Local 2, Local 1)

- [22.2]** That any legal expenses that exceed the budgeted \$200,000 in the Operating Budget be withdrawn from the Defence Fund.

Motion to Refer

MS (Local 5, Local 1)

- [22.3]** To refer the amendment to the Resolutions Committee.

CARRIED

AMENDMENT REFERRED

MAIN MOTION CARRIED

The meeting recessed at 12:10 pm for lunch and was reconvened at 1:25 pm by FPSE President and Chair Cindy Oliver.

President Oliver introduced MLA Rob Fleming, the Advanced Education Critic for the New Democratic Party to delegates.

MS (Local 2, Local 14)

- [23]** That pursuant to FPSE policy, Presidents' Council be authorized to pay from the Defence Fund the costs of providing arbitration and other related legal assistance in excess of the budgeted amount of \$200,000; and
That Presidents' Council be directed to examine and develop a strategy for dealing with legal expenses over the longer term.

CARRIED

14. Final Call for Nominations and Elections

Susan Briggs, Chair of the Nominations Committee, called for final nominations from the floor. Receiving none, she declared the nominations closed and asked the nominators of the candidates to speak about those they had nominated.

Donna Petri, Local 2, spoke to her nomination of Cindy Oliver for the position of President.

Frank Cosco, Local 15, spoke to his nomination of George Davison for the position of First Vice-President.

Nanci Lucas, Local 1, spoke to her nomination of Dominique Roelants for the position of Second Vice-President.

Tom Becher, Local 22, spoke to his nomination of Dileep Athaide for the position of Secretary-Treasurer.

The Chair of the Nominations committee then implemented By-Law 3.9 and announced that:

- Cindy Oliver was declared President by acclamation;
- George Davison was declared First Vice-President by acclamation;
- Dominique Roelants was declared Second Vice-President by acclamation;
- Dileep Athaide was declared Secretary-Treasurer by acclamation.

15. Resolutions from Standing Committees

(a) Bargaining Co-ordination & Review Committee

MS (BCRC, Local 15)

[24] That the Bargaining Co-ordination & Review Committee change its name to the Bargaining Co-ordination Committee.

CARRIED

(b) Contract Administration Review Committee

MS (CARC, Local 15)

[25] That a training module/program [on member to member conflict] be developed by FPSE to build conflict resolution skills among the FPSE locals' executives and stewards.

CARRIED

(c) Education Policy Committee

MS (EPC, Local 6)

[26] That FPSE conduct a study on the growth rate of post-secondary administration relative to the growth rate of faculty and students since 2000.

CARRIED

MS (EPC, Local 6)

- [27] That FPSE advise locals of the potential that their faculty, who may be doing voluntary academic work in other countries, may in fact be displacing local faculty from paid employment opportunities; and That a letter of solidarity and support on this issue be sent from FPSE to COCAL VIII.**

CARRIED

- (d) Human Rights & International Solidarity Committee

MS (HRISC, Local 5)

- [28] To encourage all FPSE members to ensure that their participation in international course instruction does not result in the loss of work for local professors.**

CARRIED

MS (HRISC, Local 8)

- [29] That FPSE urge the Government of Canada to show its commitment to international law/treaties to which it is a signatory by providing sanctuary to those American soldiers who have declared it unconscionable to take part in the Iraq and Afghanistan wars; and That FPSE send a letter to all Members of Parliament and the national press expressing the sentiment.**

CARRIED

MS (HRISC, Local 2)

- [30] That FPSE adopt the Policy Statement on Equity:**

FPSE Policy Statement on Equity

Commitment

The Federation of Post-Secondary Educators is committed to achieving equity for groups who experience barriers to full participation as educators or learners in the post-secondary community. Groups include but are not limited to Aboriginal peoples, women, visible/racialized minorities, persons with disabilities and lesbian, gay, bisexual, two-spirited and trans-gendered peoples, and people living in poverty.

The commitment to equity begins with the acknowledgement of inequity and requires a proactive approach to redress the effects of systemic discrimination. In the post-secondary environment, systemic discrimination manifests itself in barriers to access, employment, career progression, inclusion, respect and acceptance. Some forms of knowledge production, dissemination and pedagogy have been privileged over others, a practice that has limited opportunities and scope of activity for marginalized groups.

Goal

The goal of equity is to achieve inclusiveness and social and economic justice through recognition, respect, representation, accountability, and responsibility. It includes actively pursuing the development of balanced, healthy and harmonious working environments.

In the post-secondary sector, we strive to guarantee all people the freedom to realize and fulfill their potential free from restrictions. Such restrictions include unvoiced biases and assumptions, employment and education inequities, lack of accommodation in learning and employment and institution structures, policies and practices which perpetuate systemic discrimination. An inclusive post-secondary institution is one that is active in eliminating these restrictions and promotes the full democratic participation of all its members.

Accountability

Achieving equity is an ongoing process that requires both individual and collective responsibility. Unions must take a leadership role in realizing equity by negotiating equity provisions in agreements. They must respect terms and conditions of employment such as anti-discrimination, harassment, employment equity, accommodation, salary equity and work/life balance provisions. Unions must work to foster teaching and learning environments which value diverse contributions to the post-secondary community at all levels.

CARRIED

MS (HRISC, Local 14)

- [31] That FPSE write an open letter to the Canadian government urging that, consistent with the positions of the NDP and Bloc Québécois parties, Canada withdraw all its armed forces from Afghanistan immediately.**

CARRIED

MS (HRISC, Local 11)

- [32] That a letter be written to all MPs to urge the federal government to demand that the US government give an immediate and fair trial to all prisoners being held at Guantanamo Bay, and that the facilities there be permanently closed as a military prison; and**
That a similar but separate letter be written to all MPs demanding that the federal government demand the immediate return of Canadian citizen and child soldier Omar Kadhur to Canada from Guantanamo prison and US custody.

CARRIED

- (e) Non-Regular Faculty Committee

MS (NRFC, Local 5)

- [33] That FPSE work towards organizing all non-unionized faculty at their institutions.**

CARRIED

MS (NRFC, Local 12)

- [34] That, as an aid to improving non-regular faculty working conditions in the next round of bargaining, FPSE develop a version of the CAUT Stress Survey tailored to non-regular faculty, including questions on workload and compensation.**

CARRIED

MS (NRFC, Local 17)

- [35] That the 2010 round of bargaining include the goal of addressing the historical inequities in wages and wage increases for faculty doing the same work.**

CARRIED

MS (NRFC, Local 15)

- [36] That FPSE encourage locals to adopt a policy encouraging faculty members to maintain the quality of instruction by refusing to accept students in excess of the class size maximum into their classes.**

CARRIED

MS (NRFC, Local 1)

- [37] That FPSE encourage locals to adopt membership provisions in their local union constitutions which would allow non-regular members to remain active members of the local for up to two years from the last date worked.**

CARRIED

MS (NRFC, Local 3)

- [38] That the FPSE Annual General Meeting adopt a motion supporting a campaign to eliminate secondary scales and provide benefits for all non-regular faculty; and**

That Presidents' Council provide \$10,000 in order to fund activities for such a campaign.

CARRIED

- (f) Professional & Scholarly Development Committee

MS (PSDC, Local 19)

- [39] That the Policy Statement found in the PSDC Terms of Reference be revised to include "and scholarly" in between the two words "professional" and "development" in the following two places:**

The Professional and Scholarly Development Committee shall assist FPSE locals to identify and assess the current and future professional and scholarly

development needs of their members, and shall promote means of enabling FPSE members individually and collectively to develop their own professional and scholarly development activities.

CARRIED

MS (PSDC, Local 12)

- [40] To remove “student” from #8 in “Responsibilities” in the PSDC Terms of Reference and include in brackets for reference the definition in FPSE Policy 7.22, Scholarly Activity.**

CARRIED

- (g) Status of Women Committee

MS (SWC, Local 1)

- [41] That FPSE locals consider including their Status of Women Committee representatives on local executives, with voice and vote.**

CARRIED

MS (SWC, Local 7)

- [42] That all locals be encouraged to allocate budget monies for local Status of Women Committees.**

CARRIED

MS (SWC, Local 14)

- [43] That all locals be encouraged to financially support Sharon McIvor’s Court of Appeal case, and that FPSE provide background information on the case and government’s appeal of her win in the BC Supreme Court.**

CARRIED

- (h) Workplace Health, Safety & Environment Committee

MS (WHSEC, Local 7)

- [44] That FPSE urge locals to advocate that their local institutions comply with new Regulations 3.22, 3.23, 3.24, and 3.25 of the *Occupational & Health Regulations* (duties of employers).**

CARRIED

MS (WHSEC, Local 16)

- [45] That FPSE endorse and actively support CAUT’s campaign against the use of asbestos and endorse the CAUT resolution:**

That CAUT call on the Canadian government to ban the export of asbestos, withdraw its financial support from the Asbestos Institute, and lobby for a world-wide ban on the use of asbestos.

CARRIED

MS (Local 6, Local 11)

[46] To accept all Standing Committee reports.

CARRIED

16. Resolutions from Member Locals

MS (Local 5, Local 8)

[47] BE IT RESOLVED THAT FPSE produce a white paper defining scholarly activity and the scholarship of teaching and learning within the context of the FPSE post-secondary institutions in British Columbia.

Amendment

MS (Local 2, Local 8)

[47.1] To reword the resolution as follows:

BE IT RESOLVED THAT FPSE produce a white paper on scholarly activity and the many forms of scholarship within the context of the FPSE post-secondary institutions in British Columbia.

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Local 5, Local 14)

[48] BE IT RESOLVED THAT FPSE increase the International Solidarity Fund amount by \$10,000 to a total fund of \$25,000.

DEFEATED

The meeting recessed at 3:05 pm.

2008 ANNUAL GENERAL MEETING MINUTES

Sea to Sky Ballroom C
Telus Whistler Conference Centre
Whistler, BC

Session IV: Friday, May 16, 2008
9:00 am – 10:30 am

The meeting was reconvened at 9:00 am by FPSE President Cindy Oliver.

16. Resolutions from Member Locals (*continued*)

MS (Local 15, Local 14)

BECAUSE there is a need for locals to discuss past and future rounds of bargaining and bargaining approaches during non-bargaining periods;

[49] BE IT RESOLVED THAT FPSE will fund a special all-locals meeting on a Friday evening and Saturday in October of 2008 for the purpose of a member-only discussion of bargaining approaches and models both past and potential:

- 1. Each local will be entitled to send up to three delegates of their choosing.**
- 2. The agenda and rules of order for the meeting will be set by a committee of three chosen by Presidents' Council.**
- 3. The committee will invite and encourage a wide range of presentations from only FPSE members on topics related to FPSE bargaining, past and future.**
- 4. The agenda must feature ample time for a closing discussion by FPSE members of recommendations which the meeting may choose to make to FPSE bodies.**
- 5. Such recommendations must carry a majority of voting locals, with each local having a single vote.**

Amendment

MS (Local 5, Local 16)

[49.1] That the above motion be amended to insert the following as item 2, and to adjust subsequent numbering:

FPSE Staff Representatives are invited to attend and to be resources to the meeting.

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Local 15, Local 12)

Given FPSE's policy 7.13.1.6 through 7.13.1.9 on Training and Communications for faculty governance and the continuing need to support and strengthen the role of faculty elected to institutional governance,

- [50] BE IT RESOLVED THAT FPSE convene a conference on institutional governance: how it can be strengthened and become more effective, and how FPSE and local executives can assist institutional governance faculty; and**

That FPSE support the attendance of up to three members of each local: two involved in governance, preferably the faculty Board representatives and the chair of the Education Council or its equivalent, and one selected by the local executive, preferably the president.

Motion to Substitute

MS (Local 8, Local 15)

- [50.1] That FPSE convene, as part of the Spring Conference, a discussion on institutional governance: how it can be strengthened and become more effective, and how FPSE and local executives can assist institutional governance faculty; and**

That FPSE support the attendance of up to three members of each local: two involved in governance, preferably the faculty Board representatives and the chair of the Education Council or its equivalent, and one selected by the local executive, preferably the president.

Motion to Refer

MS (Local 1, Local 2)

- [50.2] That the above motion be referred.

DEFEATED

SUBSTITUTED MOTION CARRIED

MS (Local 15, Local 16)

Given FPSE policy 7.13.1.2 on the Composition of Boards, and that all non-constituency board members of public post-secondary institutions are appointed by the government, and that these appointees constitute the majority on institution boards and are not accountable to the public or their local communities,

- [51] BE IT RESOLVED THAT FPSE examine options for democratizing institution boards by including the possibility of electing board members, and that FPSE establish a position on the matter that will be requested for inclusion in the 2009 election platforms of relevant BC political parties.**

CARRIED

MS (Local 15, Local 16)

Given the fact that highly paid, senior college administrations have grown significantly in recent years, and those salaries have increased dramatically during a period when programming and the number of faculty and students have declined in many institutions,

- [52] BE IT RESOLVED THAT FPSE undertake a study documenting the extent of the unconscionable increase in the number of administrators and their respective salaries and publicize it as widely as possible.**

CARRIED UNANIMOUSLY

MS (Local 15, Local 5)

- [53] *Policy Statement on Trades and Apprenticeship Training:***

FPSE shall advocate for and shall encourage locals to advocate for:

- 1. The continued establishment of Trades and Apprenticeship Training in the public post-secondary institutions of BC, which shall continue to be the trainer of choice for these programs.**
- 2. The inclusion of post-secondary faculty union representatives in the governance structures of any agency set up to administer Trades and Apprenticeship Training and for the inclusion of the representatives of the broader labour movement.**
- 3. A greater role for the Ministry of Advanced Education and public post-secondary institutions in governance of Trades and Apprenticeship Training.**
- 4. Respect for the shared governance of curriculum by government, institutions and faculty.**
- 5. Adequate funding of curriculum development, capital costs, counseling services, and registration support.**
- 6. Funding of training that supports classes of students and that allows institutions and faculty to appropriately manage and deliver training.**
- 7. New investments for improved access for all and especially for access support for under-represented groups of trainees, including women, First Nations peoples, visible minorities, and those with disabilities.**
- 8. As with all faculty, the concept of academic freedom be deemed to include the right of trades instructors to have choice and freedom of expression on pedagogical issues.**
- 9. The maintenance and support of the inter-provincial Red Seal trades designation as the Canadian standard and recognition of the Red Seal by provincial institutions for the purpose of bridging to further studies.**
- 10. The continuation of foundation level trades training within the public post-secondary institutions.**

Amendment

MS (Local 5, Local 15)

[53.1] That the above motion be amended by adding as item 10: “The Red Seal designation be deemed the equivalent of at least a Bachelor’s degree for the purposes of placement and step advancement”; and that subsequent items be renumbered.

CARRIED

MAIN MOTION CARRIED AS AMENDED

17. Convention and Workshop Resolutions

MS (Local 3, Local 21)

WHEREAS:

Communities, both Native and non-Native in the Northern Interior, Southern Interior, Coast and Vancouver Island have been hit hard by many mill closures and layoffs in the forest industry; and

This crisis in the forest industry, which is looking like the worst in its history, is causing serious problems for many small and larger communities throughout the province to the point that the very survival of some communities is in question; and

Forestry-based communities like Mackenzie, Fort St. James, Prince George, Burns Lake, Houston, Fraser Lake, Fort Fraser, Vanderhoof, Quesnel, Williams Lake, 100 Mile House, Chetwynd, Dawson Creek, Fort St. John, Fort Nelson, Hazelton, Smithers, Terrace, and many others. Native and non-Native communities throughout the province have contributed huge amounts of revenue over the last one hundred years to government and corporate profits; Indeed, without this revenue, the province of British Columbia and its infrastructure, as we know it today, would not exist; and

There are serious problems with government forest policy, timber licensing and forest tenure in this province, including the removal several years ago of the provincial appurtenance provision which required companies to process logs in or near the communities where they were harvested; the ongoing export of raw logs out of regions and out of the province; and lack of access to timber for small and medium forest companies and value-added companies, as well as other issues related to forest tenure; and

There are serious problems with the Softwood Lumber Agreement that was negotiated by the federal government and which unfairly penalizes Canadian exports and hurts forestry-based communities; and

Rather than establishing operations in other countries and other continents (using revenue generated in British Columbia), the big companies need to reinvest substantially more in their mills and other facilities in this province to ensure their continued operation in the communities where these mills and facilities are based; and

Governments at the provincial and federal levels need to reinvest substantially more in the infrastructure of communities (health, education, social services, transportation, communications, etc.) that are being hurt by mill closures and

layoffs, as well as substantially increase reinvestment in reforestation, silviculture, alleviation of environmental degradation because of the pine beetle, establishment of adequate forest fire buffers around communities, and other factors affecting the health of the forest and the future of communities; and

The Native peoples of our region have a long history of being denied their aboriginal titles and rights, as well as revenue sharing agreements with the provincial and federal governments regarding the forest and other resources, all of which has caused undue hardship, deprivation and loss of opportunity for them. These aboriginal titles and rights need to be restored and revenue sharing agreements acceptable to Native peoples need to be put in place; and

The provincial government must develop a plan that will ensure the survival and flourishing of the forests, forest industry and forestry-based communities, that will foster a more diversified forest industry, that will get more value and more value-added out of the forest resource, and that is based on the principle of managing and developing the forests to ensure the sustainability of the forests, communities and the environment; and

The Native and non-Native communities of the Northern Interior and other regions have every reason to support each other in this crisis under the slogans of "All for one, and one for all" and "An injury to one community is an injury to all communities":

[54] BE IT RESOLVED THAT:

- **FPSE support the "Save Our Community Rally" in Mackenzie at 9 am on Friday, May 23, 2008, and call upon its members and member organizations in other communities in the Northern Interior and elsewhere to attend this rally; and**
- **FPSE donate \$1000 to assist people from other communities in the province to attend the Mackenzie rally; and**
- **FPSE endorse the "Save Our Community" rallies being held in other communities throughout the province under the slogans of "All for one, and one for all" and "An injury to one community is an injury to all communities".**

CARRIED

MS (Local 15, Local 8)

WHEREAS chronic underfunding has undermined the ability and willingness of public post-secondary institutions to maintain successful programming, and has resulted in faculty job losses throughout the province;

[55] BE IT RESOLVED THAT FPSE call upon the government to:

- **immediately reverse its across-the-board 2.63% cut to post-secondary institutional budgets;**
- **restore the real 8% per FTE loss in funding over the last seven years;**
- **institute a freeze on layoffs and the cancellation of courses and programs;**
- **address the problems students have with the high cost of tuition.**

CARRIED UNANIMOUSLY

MS (Local 14, Local 4)

WHEREAS in June 2007 retired DCFA member Mordecai Briemberg went to a public political meeting and, while there, he picked up some humorous parodies of the Vancouver Sun which he handed out to some people at a bus stop; and

WHEREAS six months later he was served with a Writ of Summons alleging he produced the parody and alleging a violation of trademark by CanWest, this is a SLAPP suit (Strategic Lawsuit Against Public Participation) and it is clearly intended to chill the expression of public dissent;

- [56] BE IT RESOLVED THAT FPSE write a letter to CanWest demanding that they drop their lawsuit against Mordecai Briemberg and stop harassing him; and**

BE IT FURTHER RESOLVED THAT FPSE contribute \$500 to the Seriously Free Speech Committee to assist with the legal costs to fight this lawsuit.

CARRIED

MS (Local 21, Local 3)

WHEREAS the Cuban Five are prisoners falsely accused of committing criminal espionage against the United States, and the real "crime" was to infiltrate Miami-based terrorist groups in order to stop terrorist attacks on Cuba which have killed 3,000 Cubans since the 1960s; and

WHEREAS the US has supported these terrorist attacks and recently freed the terrorist Luis Possada Carilles, wanted for blowing up a Cuban plane in 1976 which killed 73 people;

- [57] BE IT RESOLVED THAT FPSE locals be encouraged to assist student, faculty and community activists working to free the Cuban Five, and that they publicize this issue with the aim of strengthening the international campaign to compel the US government to free the Five.**

CARRIED

MS (Local 1, Local 22)

- [58] That FPSE explore the development of a cost-neutral phased retirement plan for members.**

CARRIED

MS (Local 2, Local 21)

- [59] BE IT RESOLVED THAT FPSE commit resources to educate its members about the referendum on the BC electoral system, which will be held at the same time as the provincial election in May 2009.**

CARRIED

MS (Local 2, Local 15)

[60] BE IT RESOLVED THAT FPSE endorse the Canadian Labour Congress “Equality Once and For All” Campaign.

CARRIED

MS (Local 2, Local 6)

WHEREAS faculty from equity seeking groups are vulnerable in the workplace;

[61] BE IT RESOLVED THAT Presidents’ Council collect data from each local regarding the percentage of personal harassment complaints filed against faculty who are members of equity seeking groups, and report to the 2009 FPSE AGM.

Motion to Table

MS (Local 2, Local 5)

[61.1] That the motion be tabled.

CARRIED

MAIN MOTION TABLED

MS (Local 15, Local 14)

[62] BE IT RESOLVED THAT:

- 1. FPSE actively support locals in their efforts to access their employers’ Asbestos Management Plans; and**
- 2. FPSE actively support locals’ efforts to be made aware of the asbestos locations within all their work sites; and**
- 3. FPSE support faculty rights to refuse unsafe work if it is discovered that their work site potentially or actually exposes them to asbestos in the workplace.**

CARRIED

MS (Local 15, Local 14)

[63] BE IT RESOLVED THAT all the amendments to the budget be passed as resolved upon in Session III.

CARRIED

It was noted that the projected deficit has risen from \$59,900 to \$99,000 to include cost items resolved upon since the budget discussion yesterday.

18. Date and Location of 2009 AGM & Convention

Next year's AGM & Convention will be held in Victoria, BC from May 19-22, 2009, and will be hosted by the Camosun College Faculty Association, Local 12.

19. Adjournment

The Chair thanked the host local, Kwantlen Faculty Association, as well as guests, delegates and FPSE staff members.

The meeting was adjourned at 10:30 am.