



Federation of
Post-Secondary Educators
of BC

2005 ANNUAL GENERAL MEETING

**FORSTER'S CONVENTION CENTRE
KAMLOOPS, BC**

SESSION I:

Tuesday, May 24, 2005

SESSION II:

Wednesday, May 25, 2005

SESSION III:

Thursday, May 26, 2005

SESSION IV:

Friday, May 27, 2005

2005 ANNUAL GENERAL MEETING MINUTES

Theatre
Forster's Convention Centre
Kamloops, BC

Session I: Tuesday, May 24, 2005
15:45 - 17:30 hours

Delegates and Guests in Attendance

Provincial Officers:

President:	Cindy Oliver
First Vice-President:	George Davison
Second Vice-President:	Nancy Clegg
Secretary-Treasurer:	Dileep Athaide

Delegates:

Local 1: Capilano College Faculty Association	Melanie Fahlman Reid Leslie Baker Bawn Campbell Daniel Frankel Frank Harris Pat Hodgson Reg Johanson John Wilson
Local 2: Thompson Rivers University Faculty Association	Tom Friedman Wayne Babinchuk Nancy Beppe Derek Cook Joe Dobson Lee Emery Gary Hunt Ehsan Latif Marten Lettinga Peggy McKimmon Jeanette Murray Brigitta O'Regan Donna Petri Maureen Smith Eric Villeneuve
Local 3: Faculty Association of the College of New Caledonia	Jan Mastromatteo Sheldon Clare Joan Connors George Davison Marie Sinnott Bonnie Williams

Local 4: Douglas College Faculty Association	Robin Wylie Lawrence Becker Susan Briggs Pam Burry Joyce Cameron Linda Forsythe Vicki Hammond Anna Jajic Jennifer Kirkey Len Millis Darin Nesbitt Yvonne Savard
Local 5: Kwantlen Faculty Association	Terri van Steinburg Juergen Dankwort Bob Fuhr Gillian Gausboel Mary Griffin Balbir Gurm Bob Hiltz Helen Mendes Terry Nanubhai Russel Ogden Diane Ridout Dave Saunders Maureen Shaw Dave Williams
Local 6: College of the Rockies Faculty Association	Velma McKay Lil McPhail Sharon Richardson
Local 7: University College of the Fraser Valley Faculty & Staff Association	Scott Fast Tim Cooper Connie Cyrull Marna LeVae Ian McAskill Laura Naydiuk Norm Taylor
Local 8: Malaspina Faculty Association	Jamie Brennan John Anderson Anna Atkinson Eiko Eby Gordon Holyer Brent Lee Dan McDonald Judy Palm Dominique Roelants Neil Stubbs

Local 10: Selkirk College Faculty Association	Tracy Punchard Sally Glock Bev Onischak John Stegman
Local 11: Academic Workers' Union	Rocque Berthiaume Sheree Ronaasen
Local 12: Camosun College Faculty Association	Dianne Belliveau Darryl Ainsley Josje Andmore Nancy Bourey Paula Leweke
Local 14: Langara Faculty Association	Alan Cooper Salvatore Albanese Fraser Archibald Julia Denholm Rick Gordon Judith Neamtan Lawrence Warren
Local 15: Vancouver Community College Faculty Association	Lizz Lindsay Brenda Appleton Wayne Avery Frank Cosco Vinit Khosla Ingrid Kolsteren Virginia Monk George Rudolph Orest Semeniuk Settimio Sicoli Perry Taylor Maggi Trebble Rose Marie Watson
Local 16: North Island College Faculty Association	Dennis Broad Jim Anderson Christine Hodgson Bill McConnell Paul Whyte
Local 17: BC Open University Faculty Association	Peter Fuhrman Ron Lakes
Local 19: Nicola Valley Institute of Technology Employees' Association	Sharon McIvor Anna Brown
Local 21: Private Sector Faculty & Staff Association of BC	Peter Clayton Lori Dunn Krista Patterson

Local 22: Emily Carr Institute of Art and Design
Faculty Association Rory Wallace

Standing Committee Chairs:

Terri Van Steinburg (Local 5) ... Chair, Bargaining Co-ordination & Review Committee
Joan Connors (Local 3) Chair, Contract Administration Review Committee
Anna Jajic (Local 4)..... Chair, Disability Management & Rehabilitation Committee
Jan Harkess (Local 6) Chair, Education Policy Committee
Liz Ball (Local 10) Chair, Human Rights & International Solidarity
Committee
Sheree Ronaasen (Local 11) Chair, Non-Regular Faculty Committee
Carolynne Fardy (Local 2) Chair, Occupational Health & Safety Committee
Al Valleau (Local 5) Chair, Pension Advisory Committee
Peter Clayton (Local 21)..... Chair, Professional Development Committee
Serena Patterson (Local 16)..... Chair, Status of Women Committee

Guests:

Dennis Anderson..... Retired Pension Trustee, Past President of Local 20
Rob Clift..... Exec Director, Confederation of University Faculty Assns of BC
Ken Georgetti..... President, Canadian Labour Congress
Ian MacLean BC Government & Service Employees' Union
Ian McAlpine BC Government & Service Employees' Union
Chief Nathan Matthew Chair, Shuswap Nation Tribal Council
Fred Muzin..... President, Hospital Employees' Union
Len Rose BC Nurses' Union
Dr. Jacqueline Sfeir Director, Education Development Center, Bethlehem University
Jim Sinclair..... President, BC Federation of Labour
Linda Sperling Retired FPSE Staff Representative
David Streb Regional Coordinator, BC Govt & Service Employees' Union
Bill Tieleman West Star Communications
John Turner BC Government & Service Employees' Union
Norma Wieland..... President, Confederation of University Faculty Assns of BC

FPSE Staff:

Margaret Sutherland..... Administrative Assistant
Nancy Yip Administrative Assistant
Mark Gloumeau Financial Assistant
Barb Brown..... Staff Representative
Weldon Cowan Staff Representative
Jeff McKeil..... Staff Representative
Roseanne Moran Staff Representative

1. Call to Order

The meeting was called to order at 14:55 hours by FPSE President Cindy Oliver.

Rules of Order

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

Harassment Policy and Introduction of Ombudspersons

The Secretary-Treasurer read the FPSE Harassment Policy to delegates. Melanie Fahlman Reid (Local 1) and Rocque Berthiaume (Local 11) were appointed as Ombudspersons for the Convention.

Introduction of Nominations and Resolutions Committee Members

The President announced that the Nominations Committee members, wearing green ribbons, were Velma McKay (Chair, Local 6), Scott Fast (Local 7), and Jamie Brennan (Local 8). The Resolutions Committee members, wearing red ribbons, were Nancy Clegg (Chair, Second Vice-President), Dennis Broad (Local 16), and Roseanne Moran (FPSE Staff Representative).

2. Verification of Proxies

Dileep Athaide, Secretary-Treasurer, verified proxy forms received from member locals. Delegate entitlements for the 2005 Annual General Meeting were:

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	16
Local 6	College of the Rockies Faculty Association.....	4
Local 7	University College of the Fraser Valley Faculty & Staff Association	12
Local 8	Malaspina Faculty Association	12
Local 10	Selkirk College Faculty Association	4
Local 11	Academic Workers’ Union.....	2
Local 12	Camosun College Faculty Association	11
Local 14	Langara Faculty Association.....	11
Local 15	Vancouver Community College Faculty Association	13
Local 16	North Island College Faculty Association	5
Local 17	BC Open University Faculty Association	3
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.....	3
<hr/>		
	TOTAL	146

3. Approval of the Agenda

MS (Local 8, Local 5)

[1] To approve the agenda.

CARRIED

4. Approval of the Minutes of the 2004 Annual General Meeting

Sonja Winks should replace Laura White as delegate for Local 21.

MS (Local 15, Local 10)

[2] That the minutes of the 2004 AGM be approved as amended.

CARRIED

5. Business Arising from the Previous Minutes

President's Report on Action Resolutions of the 2004 AGM

President Cindy Oliver reported on actions taken on the resolutions of the previous Annual General Meeting. She announced that the Canadian Federation of Students registered 10,000 youths in the "Rock the Vote" campaign.

MS (Local 2, Local 6)

[3] That the President's Report on Action Resolutions of the 2004 AGM be received.

CARRIED

6. Reports from Presidents' Council and the Executive Committee

President's Report, on behalf of Presidents' Council

President Cindy Oliver presented her report and then went on to give a presentation of CIEA and FPSE's past 25 years. The President thanked Liz Ball (Local 10) and Janet Wurzbach (Local 15) for supplying the archival photographs, and Staff Representative Roseanne Moran for spearheading the presentation.

The President also thanked Staff Representative Jeff McKeil for stepping in to provincial bargaining when Staff Representative David Piasta became ill. Thanks were also given to Staff Representatives Barb Brown, Lee Whyte, Weldon Cowan and Jo Dunaway, and to Administrative Assistants Mary Bruegeman, Carrie Smith, Angela Kenyon, Margaret Sutherland, Nancy Yip, and Financial Assistant Mark Gloumeau. The President went on to thank Secretary-Treasurer Dileep Athaide for his support, as well as the other members of the FPSE Executive: George Davison,

First Vice-President; Nancy Clegg, Second Vice-President; Melanie Fahlman Reid, Member-at-Large; Tom Friedman, Member-at-Large; and the FPSE local presidents.

MS (Local 8, Local 12)

[4] To receive the President's report.

CARRIED

President Cindy Oliver highlighted the Political Action Campaign report and thanked Staff Representatives Roseanne Moran and Jo Dunaway for their work on the campaign.

Terri Van Steinburg (Local 5 President) thanked President Cindy Oliver for her leadership and direction.

Secretary-Treasurer's and Auditors' Reports

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

MS (Local 8, Local 10)

[5] To receive the Secretary-Treasurer's and Auditors' reports.

CARRIED

7. Call for Nominations

Velma McKay, Chair of the Nominations Committee, announced the nominations received to date and made the first call for nominations; none were received.

The meeting recessed at 17:00 hours.

2005 ANNUAL GENERAL MEETING MINUTES

Theatre
Forster's Convention Centre
Kamloops, BC

Session II: Wednesday, May 25, 2005
10:00 - 12:00 hours

The meeting was reconvened at 10:00 hours by FPSE President Cindy Oliver.

6. Reports from Presidents' Council and Executive *(continued)*

First Vice-President's Report

First Vice-President George Davison presented his report.

Second Vice-President's Report

Second Vice-President Nancy Clegg highlighted her report.

Members-at-Large Reports

Members-at-Large Melanie Fahlman Reid and Tom Friedman presented their reports.

MS (Local 8, Local 6)

[6] To receive the Executive Officers' reports.

CARRIED

8. Ratification of Policy Resolutions from the Presidents' Council, 2004/2005

MS (Presidents' Council, Local 2)

[7] To revise Policy IV.1.1.1 to read:

The FPSE Annual General Meeting package, including all reports, resolutions and background materials, shall be circulated to all voting delegates at each local at least ten working days ahead of the AGM, through the local presidents.

CARRIED

MS (Presidents' Council, Local 9)

[8] That an ad hoc committee be struck to look at post-secondary system changes in areas such as degree granting and university status.

CARRIED

MS (Presidents' Council, Local 4)

[9] That the "Procedures for Accessing FPSE Strike/Lockout Defence Fund" (3.8) be amended by the addition of:

The first week (5 days) is defined to consist of any five days spent in recognized strike/lockout/picket line recognition activity. The accumulation of five days will begin from the first day of action and conclude at the end of a one year (365 day) period.

CARRIED

MS (Presidents' Council, Local 3)

[10] That the FPSE Clean Air Policy be amended as follows:

FPSE encourages members and visitors to avoid the use of highly scented perfumes, deodorants, or other products during FPSE gatherings and in all work areas, as many people may be challenged by a variety of environmental sensitivities.

Amendment

MS (Local 2, Local 3)

[10.1] To also add: *The use of toxic whiteboard markers and other products is similarly discouraged.*

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Presidents' Council, Local 3)

[11] That FPSE donate \$5,000 to the Charter for Public Education, with the suggestion that it be used for post-secondary accessibility issues, and further to recommend that Secretary-Treasurer Dileep Athaide be appointed to the Charter's board.

Amendment

MS (Local 2, Local 1)

[11.1] That the FPSE Secretary-Treasurer, whoever she or he may be, be appointed to the Charter's board.

CARRIED

Motion to Refer

MS (Local 1, Local 2)

[11.2] That the motion be referred back to Presidents' Council.

MAIN MOTION REFERRED

MS (Presidents' Council, Local 12)

- [12] That the FPSE allowable hourly expense claim for childcare be the prevailing minimum wage or the actual cost of childcare, whichever is greater. Claims for childcare expenses in excess of \$100 per day must be pre-authorized by the Secretary-Treasurer.**

CARRIED

MS (Presidents' Council, Local 5)

- [13] That AGM delegate fees be paid by the locals at the time of registration.**

CARRIED

MS (Presidents' Council, Local 5)

- [14] That a Financial Sub-Committee be struck, comprising the Secretary-Treasurer, one Executive member and one Presidents' Council member, to review and to make recommendations on FPSE financial matters.**

CARRIED

MS (Presidents' Council, Local 1)

- [15] That, in those years when FPSE is actively involved in bargaining, the Spring Conference be cancelled but with the Standing Committees continuing to meet concurrently, which would facilitate joint activities of two or more committees if so desired.**

CARRIED

9. Call for Nominations and Presentations by Nominators and Nominees

Velma McKay, Chair of the Nominations Committee, reported on nominations received to date: Cindy Oliver (Local 6) for the position of President, nominated by Melanie Fahlman Reid (Local 1); Dileep Athaide (Local 1) for the position of Secretary-Treasurer, nominated by Tom Friedman (Local 2); John Wilson (Local 1) for the position of Secretary-Treasurer, nominated by Robin Wylie (Local 4); George Davison, (Local 3) for the position of First Vice-President, nominated by Rocque Berthiaume, (Local 11); Nancy Clegg (Local 5) for the position of Second Vice-President, nominated by Frank Cosco (Local 15); and Dominique Roelants (Local 8) nominated for the position of Second Vice-President by Jamie Brennan (Local 8).

Brief presentations were made by some of the nominators and nominees.

The meeting recessed at 11:45 hours.

2005 ANNUAL GENERAL MEETING MINUTES

Theatre
Forster's Convention Centre
Kamloops, BC

Session III: Thursday, May 26, 2005
10:00 - 15:00 hours

The meeting was reconvened at 10:00 hours by FPSE President Cindy Oliver.

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

MS (Presidents' Council, Local 1)

[16] To endorse the 2005/2006 Action Plan:

FPSE took a more active role prior to and during the 2005 provincial election than in the past. We participated in the BC Federation of Labour campaign, which provided ongoing public opinion research and membership organizing through the Count Me In campaign. We supported the Canadian Federation of Students Rock the Vote campaign designed to encourage young people to register, get informed and vote in the provincial election. We also mounted our own membership and publicity campaign that began in the Fall of 2004 and continued through to the election period in May 2005.

This past year, as in previous years, FPSE worked closely in coalition with our labour and education partners developing campaigns and strategies to support progressive political change and positive bargaining outcomes.

This action plan outlines FPSE's priorities for the coming year.

The action plan is based on our desire to do the following:

- To promote and defend members' and workers' rights to union representation and collective bargaining, fair employment standards, and proper health and safety provisions.*
- To improve quality, access and affordability in our public education system at all levels.*
- To participate in and influence the public debate and dialogue leading up to federal and provincial elections.*
- To actively support labour and education campaigns that raise the profile of public education issues.*
- To defend public services, Crown corporations, and our public health care system in recognition of the economic and social benefits of the services they provide.*
- To hold elected representatives at the municipal, provincial and federal government levels accountable.*

FPSE's action plan outlines priorities in the areas of bargaining, workplace rights and standards, community and political action. Many of the actions identified can occur at the federal, provincial and local levels. The action plan also contains a set of activities that are specific to locals.

Bargaining

- *To continue to work with members to support bargaining priorities and strategies.*
- *To continue to support bargaining by working with allies, community members, leaders and elected representatives to highlight the importance of stable jobs, fair pay and fair working conditions to the stability of our communities.*

Workplace rights and standards

- *To provide strategic financial and legal support where such support defends or enhances legislative and collective agreement rights.*
- *To continue to highlight Bill 28 (Public Education Flexibility and Choice Act) as an attack on the fundamental rights of workers in the colleges, university colleges, institutes and agencies.*
- *To continue to be active in the campaign to support a high quality trades training system and improved safety legislation and regulation in the province.*
- *To build solidarity and support campaigns with equity-seeking groups on campus and in the community.*

Community and political action

- *To lobby MLAs and MPs for adequate funding for the public post-secondary education system and for policies that protect the professional integrity and working conditions of post-secondary educators and the quality of public post-secondary education.*
- *To enhance the ability of FPSE to advocate on behalf of member locals by staying actively involved in political action and social justice campaigns sponsored by the BC Federation of Labour, the Canadian Labour Congress, CAUT and other allies.*
- *To engage in strategic public opinion polling, research projects and public awareness campaigns on post-secondary education.*
- *To actively support province-wide and local initiatives to be jointly co-ordinated with the BC Federation of Labour.*
- *To advocate for post-secondary education and training issues at the national level through CAUT, NUCAUT and the CLC.*
- *In concert with the BC Federation of Labour, to support other BC Unions requiring assistance including but not limited to loans or loan guarantees, staff, technical or legal support, up to and including job action.*

Organizing

- *To work to ensure that at each local all employees delivering education services (for example, community education, extension services, contract training, etc.) are included in bargaining units.*
- *To strive to expand FPSE through organizing new employee groups.*

At the Locals

Locals are encouraged to:

- *work with Labour Councils and bring post-secondary education issues to those tables;*
- *meet with local officers of other unions and community groups who are affected by government initiatives and legislation to co-ordinate actions and responses;*
- *hold fast on Public Education Flexibility and Choice Act issues and monitor institutions' willingness to use the contract-busting legislation;*
- *grieve use of the Public Education Flexibility and Choice Act;*

- *protect the governance model (education councils, university councils, and representation on institutions' boards of governors);*
- *monitor enrolment and changes in the program and service mix at institutions;*
- *monitor the growing cost of institutional administration;*
- *monitor public/private partnerships;*
- *actively participate in local activities that are part of the BC Federation of Labour and Coalition for Public Education campaigns;*
- *continue to work with and support elected representatives at the municipal and school board levels;*
- *support unions engaged in job actions;*
- *build unity within FPSE.*

Amendment

MS (Local 5, Local 1)

[16.1] To add under *Community and political action*:

- *To lobby the provincial government to undertake a strategic planning process for the public post-secondary education system with the involvement of all partners.*

CARRIED

MAIN MOTION CARRIED AS AMENDED

9. Call for Nominations and Presentations *(continued)*

Velma McKay, Chair of the Nominations Committee, reported once more on nominations received to date. No additional nominations were received. Further presentations were made by nominators and nominees.

10. 2005/2006 Budget and Resolutions Arising

Changes were made to the budget which had been submitted to delegates:

- Line 10 (a) JADRC/JCBA was increased from \$0 to \$5,000.
- Line 10 (b) BARGAINING was decreased from \$50,000 to \$20,000.
- Line 11 (a) PUBLIC RELATIONS/COMMUNICATIONS/LOBBYING was increased from \$25,000 to \$35,000.
- Line 13 (k) PARKING was changed to PARKING/PUBLIC TRANSIT; the total remained the same at \$14,500.

MS (Secretary-Treasurer, Local 8)

[17] That the proposed budget be approved as amended.

CARRIED

11. Final Call for Nominations and Elections

Velma McKay called for final nominations from the floor. Receiving none, she declared the nominations closed and, implementing By-Law 3.9, she announced that:

- Cindy Oliver was declared President by acclamation.

As there were two nominees for the position of Secretary-Treasurer, ballots were distributed and voting took place.

- Dileep Athaide was declared elected to the position of Secretary-Treasurer.
- George Davison was declared First Vice-President by acclamation.

As there were two nominees for the position of Second Vice-President, ballots were distributed and voting took place.

- Dominique Roelants was declared elected to the position of Second Vice-President.

Upon completion of the elections, Nominations Committee Chair Velma McKay called for the ballots to be destroyed.

MS (Nominations Committee Chair, Local 2)

[18] To destroy the ballots.

CARRIED

12. Reports and Resolutions from Standing Committees

(a) Disability Management & Rehabilitation Committee

MS (Disability Management & Rehabilitation Committee, Local 1)

Whereas the workload of the local Union Disability Management Committee representatives is time consuming; and

Whereas the success of a disabled member's return to work often depends on the DMC representative's contact and work with the individual member; and

Whereas the effectiveness of the return to work program is a shared responsibility between the Union and the Employer;

[19] **THEREFORE BE IT RESOLVED that FPSE locals be encouraged to negotiate release time from the employer for local Disability Management Committee Union representatives.**

BE IT FURTHER RESOLVED that, where necessary, FPSE locals be encouraged to purchase release time under the Union Leave provisions of their Collective Agreements to support the Union representatives on their Disability Management Committees.

CARRIED

MS (Disability Management & Rehabilitation Committee, Local 2)

- [20] That local Disability Management Review Committee representatives be elected for a four year overlapping term.**

CARRIED

MS (Disability Management & Rehabilitation Committee, Local 8)

- [21] That FPSE establish a budget line to provide a membership education program including but not limited to workshops at each local, brochures, and a provincial co-ordination function from the FPSE office.**

Friendly Amendment

- [21.1] That FPSE provide funds to provide a membership education program including but not limited to workshops at each local, brochures, and a provincial coordination function from the FPSE office.**

CARRIED

MAIN MOTION CARRIED AS AMENDED

Anna Jajic, Chair of the Disability Management & Rehabilitation Committee, was thanked by President Cindy Oliver for her work on the committee.

- (b) Education Policy Committee

MS (Education Policy Committee, Local 12)

- [22] That Education Policy Committee representatives work with Developmental Education Conference participants and others from their locals to collect information on the state of developmental education in order to assist in public awareness and lobbying at the local and provincial levels.**

CARRIED

MS (Education Policy Committee, Local 1)

- [23] That FPSE advocate that the first year of education in a public post-secondary institution be free for Canadian citizens and permanent residents.**

CARRIED

President Oliver thanked Jan Harkess, Chair of the Education Policy Committee, for her work.

(c) Human Rights & International Solidarity Committee

MS (Human Rights & International Solidarity Committee, Local 19)

- [24] That FPSE take appropriate action calling on the Canadian government to demonstrate its commitment to international law and the treaties to which it is a signatory, by making provision for US war objectors to have sanctuary in this country where they may pursue their lives in peace, including their education, without persecution and punishment.**

CARRIED

MS (Human Rights & International Solidarity Committee, Local 10)

- [25] That FPSE work with HRISC reps to organize, in collaboration with CAUT and the CLC, a Canadian speaking tour by a Palestinian post-secondary educator.**

CARRIED

MS (Human Rights & International Solidarity Committee, Local 1)

- [26] That all coffee, tea and hot chocolate used or provided at the FPSE office and FPSE sponsored events be fairly traded; and
That FPSE actively encourage its member locals to implement such policies on their own campuses.**

Friendly Amendment

- [26.1] That all coffee, tea and hot chocolate used or provided at the FPSE office and FPSE sponsored events be fairly traded, where possible.**

CARRIED

MS (Human Rights & International Solidarity Committee, Local 8)

- [27] That FPSE actively encourage its member locals to implement [fair trade coffee, tea and hot chocolate] policies on their own campuses.**

CARRIED

MS (Human Rights & International Solidarity Committee, Local 6)

- [28] That a rainbow ribbon be included in the AGM package or otherwise made available to delegates.**

CARRIED

Liz Ball, Chair of the Human Rights & International Solidarity Committee, was thanked by President Cindy Oliver for her work.

(d) Non-Regular Faculty Committee

MS (Non-Regular Faculty Committee, Local 12)

- [29] That the name of the Committee on the Status of Non-Regular Faculty be changed to the “Non-Regular Faculty Committee”.**

CARRIED

MS (Non-Regular Faculty Committee, Local 21)

- [30] That the Terms of Reference for the Committee on the Status of Non-Regular Faculty be amended to be consistent with the Terms of Reference of the other Standing Committees as follows:**

The Committee on the Status of Non-Regular Faculty shall have the right to appoint a liaison person to each FPSE Standing Committee and to appoint a representative to the Provincial Bargaining Committee with voice but no vote.

As much as possible, Non-Regular Faculty Committee representatives and non-regular liaisons shall be non-regular faculty.

CARRIED

MS (Non-Regular Faculty Committee, Local 8)

- [31] That FPSE encourage locals to compensate non-regular faculty representatives at the local bargaining tables when release time is not feasible.**

CARRIED

MS (Non-Regular Faculty Committee, Local 5)

- [32] That FPSE encourage locals to ensure that all faculty members are afforded the same rights of academic freedom under their Collective Agreements.**

CARRIED

MS (Non-Regular Faculty Committee, Local 5)

- [33] That FPSE encourage all locals to make the right of first refusal and the right of accrual for non-regular faculty bargaining priorities.**

Amendment

MS (NRFC Chair, Local 11)

- [33.1] To amend the above motion with the following text to be added:**

And that locals make every effort to fill the workload of a non-regular before external posting.

CARRIED

MAIN MOTION CARRIED AS AMENDED

(e) Occupational Health & Safety Committee

MS (Occupational Health & Safety Committee, Local 2)

[34] That FPSE lobby the provincial government to mandate the use of safety-engineered needles and medical sharps in British Columbia.

CARRIED

MS (Occupational Health & Safety Committee, Local 16)

[35] That FPSE call on the Canadian government, through the CLC and CAUT, to ban the export of asbestos, withdraw its financial and political support from the Asbestos Institute, and lobby for a worldwide ban on the use of asbestos.

CARRIED

MS (Occupational Health & Safety Committee. Local 4)

[36] That FPSE call on the BC government to rescind changes to the *Employment Standards Act*; to demand that government ensure the Employment Standards Branch is adequately staffed so that laws regarding working children aged 12 to 15 are enforced; and further to demand that government ensure that all BC families have a livable income so that children do not need to work to support their family.

Friendly Amendment

[36.1] To add “re: youth employment” after *Employment Standards Act*.

MAIN MOTION CARRIED AS AMENDED

President Cindy Oliver thanked the Chair of the Occupational Health & Safety Committee, Carolynne Fardy.

(f) Pension Advisory Committee

MS (Pension Advisory Committee, Local 17)

[37] That FPSE approach other College Pension Plan partners to seek support for the establishment of an investment pool with strong ethical and social screens.

CARRIED

MS (Pension Advisory Committee, Local 3)

- [38] That the trustees be asked to explore different models for providing College Pension Plan seminars to members.**

CARRIED

MS (Pension Advisory Committee, Local 12)

- [39] That FPSE representatives at a pension partners table pursue the goal of early and phased retirement paid for by the employers.**

CARRIED

MS (Pension Advisory Committee, Local 8)

- [40] That, in the event that members of the College Pension Plan at OUC leave the Plan as a result of the merger with UBC, FPSE communicate the following position to the College Pension Plan partners and the provincial government:**

That the BC government provide the College Pension Plan Inflation Adjustment Account with compensation in the form of lump sum equal to the present value of the expected future benefit payments for the proportion of OUC faculty leaving the College Pension Plan.

CARRIED

MS (Pension Advisory Committee, Local 1)

- [41] To substitute the following wording in amending the PAC terms of reference for composition:**

Local representatives to the Pension Advisory Committee must not be in receipt of College Pension Plan benefits and must maintain active employment at the institution while serving on the committee, effective September 2005.

CARRIED

President Oliver thanked Al Valleau, Chair of the Pension Advisory Committee, and all the committee members.

- (g) Professional Development Committee

MS (Professional Development Committee, Local 1)

- [42] That FPSE encourage locals to develop mentoring or peer coaching programs and to seek to secure institutional funding for such programs.**

CARRIED

Peter Clayton, Professional Development Committee Chair, was thanked for his work on the committee.

(h) Status of Women Committee

MS (Status of Women Committee, Local 5)

[43] That FPSE member locals urge the ir administrations to:

- **implement the Positive Space campaign on their campuses;**
- **make informed counselling available to GLBT faculty, staff, students and their families;**
- **actively support faculty and staff who are being subjected to discrimination on the basis of sexual orientation in the classroom and the workplace.**

Amendment

MS (Local 5, Local 1)

[43.1] To add the following to the motion:

Further that FPSE urge locals to explore and implement Positive Space type programs that are union administered.

CARRIED

MAIN MOTION CARRIED AS AMENDED

Serena Patterson, Status of Women Chair, was thanked by President Oliver for her work.

The meeting recessed at 14:45 hours.

2005 ANNUAL GENERAL MEETING MINUTES

Theatre
Forster's Convention Centre
Kamloops, BC

Session IV: Friday, May 27, 2005
09:00 - 10:00 hours

The meeting was called to order by FPSE President Cindy Oliver at 09:15 hours.

13. Resolutions

(a) Member Locals

(i) VANCOUVER COMMUNITY COLLEGE FACULTY ASSOCIATION – LOCAL 15

MS (Local 15, Local 12)

[44] In order to contribute to preparations for the 2007 round of bargaining:

- (1) that FPSE convene a special conference on bargaining early in the fall of 2006; and**
- (2) that FPSE fund three representatives from each local to take part in the conference.**

Amendment

MS (local 3, Local 19)

[44.1] To replace "fall of 2006" with "spring of 2006".

CARRIED

MAIN MOTION CARRIED AS AMENDED

(ii) NVIT EMPLOYEES' ASSOCIATION – LOCAL 19

MS (Local 19, Local 1)

[45] That President's Council report to the 2006 AGM with a list of recommendations for changes to the process of common table bargaining, that will consider these and other factors which would enhance common table bargaining:

- Consideration of methods to maximize the participation of locals in our bargaining council and efficient utilization of council time.**

- **Consideration of the wisdom of gathering a smaller group of key bargainers to meet with the smaller employers' group.**
- **Sufficient assistance given to key bargainers in research, language crafting, and clarification on legal issues.**
- **Rules of order considered to govern the consensus building and decision ratification at the common table.**
- **Our bargaining relationship with our BCGEU brothers to be better understood (should that common table relationship continue).**
- **Issues related to "locals not represented" in the employee and employer bargaining groups to be considered.**
- **Technological issues (use and availability of laptops, internet access, printer access, power outlets, etc.) to be addressed.**

Friendly Amendment

[45.1] To add "after the Spring Bargaining Conference" after "enhance common table bargaining", and to insert "and sisters" after brothers in the fifth bulleted item.

MAIN MOTION CARRIED AS AMENDED

(b) Resolutions from the Floor

MS (Local 1, Local 15)

WHEREAS on June 23-28, 2006, the World Peace Forum 2006 will be convened; the forum being a major international gathering on the linked issues of peace and sustainability, giving voice to the right of all people to live and work in peace;

[46] THEREFORE BE IT RESOLVED that FPSE endorse and support the World Peace Forum, June 23-28, 2006, and encourage member locals to embrace active participation in preparing for and attending the forum.

Friendly Amendment

[46.1] To add: "And that FPSE make a donation of \$5,000 to support this event".

MAIN MOTION CARRIED AS AMENDED

MS (Local 8, Local 1)

[47] That securing guaranteed inflation protected pension benefits be a priority in the next round of bargaining.

CARRIED

14. Resolutions from Convention Workshops(1) Workshop Series #1 – Defending Developmental Education

MS (Local 6, Local 4)

[48] That FPSE continue to lobby for the revitalization of Developmental Education programs.

CARRIED

MS (Local 6, Local 4)

[49] That FPSE fund a meeting of an ad hoc committee composed of one delegate from each local to work with an appropriate Staff Representative to form a Developmental Education Action and Communications Plan to revitalize developmental programming.Friendly Amendment**[49.1] To insert “and defend” after “revitalize”.**

MAIN MOTION CARRIED AS AMENDED

MS (Local 6, Local 4)

[50] That FPSE offer a Developmental Education workshop at the 2006 Annual General Meeting.

CARRIED

(2) Workshop Series #1 – Taking the Long View: Issues for the College Pension Plan

MS (Local 10, Local 14)

[51] That FPSE develop material to support a discussion of options for addressing limited inflation protection funding in the College Pension Plan. This discussion should occur at the FPSE Pension Advisory Committee, at the locals, and at Presidents’ Council, with the goal of making recommendations to the College Pension Board of Trustees and the other partners in the College Pension Plan.

CARRIED

MS (Local 10, Local 14)

[52] That FPSE initiate an internal discussion about options for changing the pension benefit formula to improve the annual pension payable for those using less of the bridge benefit (i.e., those retiring later in the years between 60 and 65).

CARRIED

(3) Workshop Series #2 – Mental Illness First Aid

MS (Local 4, Local 3)

[53] That FPSE review members' needs in the area of mental health education, identify gaps in programming and services, and assist locals to lobby for adequate resources.

CARRIED

(4) Workshop Series #2 – Welcoming the Invisible Minority:
Sexual and Gender Diversity on Campus

MS (Local 1, Local 16)

[54] That FPSE conduct a survey of member locals on the state of our workplaces with respect to sexual and gender diversity, and that the finished report be forwarded to appropriate committees and locals by January 2006; and

That FPSE sponsor a workshop at the 2006 Spring Conference designed to develop strategies and an implementation plan to address the findings of the survey.

CARRIED

Serena Patterson (Local 16), Liz Ball (Local 10) and Staff Representative Lee Whyte will work on the survey and report.

15. Date and Location of the 2006 Convention (Lower Mainland)

The President announced that Local 14, Langara Faculty Association, will host the 2006 AGM and Convention, with the location to be decided.

16. Other Business

President Cindy Oliver announced that two FPSE local presidents will be retiring: Peter Fuhrman (Local 17) and Dennis Broad (Local 16). Thanks were conveyed to TRUFA (Local 2) and NVITEA (Local 19) for hosting the 2005 AGM & Convention, and also to the FPSE officers, executive and staff.

17. Adjournment

MS (Local 8, Local 1)

[55] To adjourn the 2005 Annual General Meeting.

CARRIED

The meeting adjourned at 10.05 hours.