



2003 AGM & CONVENTION

EXECUTIVE REPORTS

- ◆ **PRESIDENT'S REPORT**
ON BEHALF OF PRESIDENTS' COUNCIL
CINDY OLIVER

- ◆ **SECRETARY-TREASURER**
DILEEP ATHAIDE

- ◆ **VICE-PRESIDENT**
FRANK COSCO

- ◆ **PAST PRESIDENT**
MAUREEN SHAW

- ◆ **MEMBERS-AT-LARGE**
NANCY CLEGG
GEORGE DAVISON

PRESIDENT'S REPORT

ON BEHALF OF PRESIDENTS' COUNCIL: CINDY OLIVER

THE THEME OF THIS YEAR'S AGM, *FACING Challenges Together*, speaks directly to what CIEA members have experienced this past year. The challenges of protecting public education, educators and staff, resisting the reduction of public services, and persevering in the face of global instability all create a context where it is more important than ever to remain united and focused.

CIEA is gearing up to defend its members like never before, in court challenges as well as in preparing for what most would agree will be a difficult round of bargaining. Preparation continues with research, canvassing of members, polling, lobbying, expert legal advice, and the support of the BC Federation of Labour, the Canadian Association of University Teachers, and the Canadian Labour Congress. CIEA members are encouraged to build unity within their respective locals and to work with community coalitions, local Labour Councils and others in establishing the importance of post-secondary education throughout the province. We have the strength of over 7000 members, and we need to draw on every one of them to advance our just causes.

In this report, I will review this past year's work and highlight areas of continued focus.

Provincial government initiatives

I have included a review of the BC Liberal record on post-secondary education since our last AGM at the end of this report. A complete record, beginning in June 2001, is available on the CIEA website. As you can see, there have been many important announcements made that affect the work of CIEA members.

The initial three-year funding projections from government in the 2002 budget predicted a decline in government grants for the current year. This decline did not happen and that was welcome news. Our institutions also received additional one-time funding in the 2002-03 year, which was also welcome. However, funding for colleges, university-

colleges and institutes is still running well behind what is needed to deliver the programs and services our students and communities require. At the provincial level, CIEA continues to communicate funding concerns to government and many locals are developing relationships with their MLAs to forward issues and concerns as well.

In the past year, government spent a great deal of effort in developing a new apprenticeship and trades training model that has not seen consensus from stakeholders. When the Industry Training and Apprenticeship Commission was stood down in January 2002, CIEA and others were concerned about what would replace it. Our concerns were well-founded, as a government-appointed Transition Advisory Committee, comprising mostly BC Business Council members, one institutional president and two labour representatives, failed to reach agreement about a new model for trades training. In the end, government developed a set of proposals that emphasize "skills sets" instead of complete training, multiple exit points instead of a Red Seal (inter-provincial) certification, and a new employer-controlled "authority" to replace the previous board.

For the several months that the Transition Advisory Committee conducted its work, I had direct contact with the labour representatives on a weekly basis. Ultimately, the Minister of Advanced Education was convinced to hold meetings around the province that were initially closed but, with pressure from the trades training community, became "public". The meetings demonstrated that no one, not even employers, was in favour of this new, watered-down version of apprenticeship and trades training. I am proud to say that CIEA members came out in large numbers to voice their opinions at the consultations and to support the continuation of the current Red Seal program. We are currently awaiting a government announcement about their new model.

We are also awaiting an announcement regarding the *Degree Authorization Act* which, besides enabling all of our institutions to grant degrees, also opens the door for BC-sanctioned private degrees and private universities. The Minister has promised the

appointment of a board that would provide advice on new degrees, most likely for both public and private institutions.

As well, we are awaiting news about the replacement authority for the Private Post-Secondary Education Commission. This new authority will have jurisdiction over the regulation of BC's private training institutions.

This year has seen the dismantling of a number of important system agencies and committees. The closure of the Open Learning Agency and the accompanying announcement of the government's BCcampus initiative have added much uncertainty to the future of many CIEA members engaged in distance and on-line learning. CIEA has expressed concern about the increasingly limited role for faculty and staff in educational planning of such initiatives.

Government's announcement that it will not continue support for the Centre for Curriculum, Transfer and Technology (C2T2) or the Centre for Education Information Standards and Services is very disappointing. Both organizations have played a critical and important role in bringing the college, university-college and institute partners together, and the quality of educational programs and services that are offered have been better for these partnerships. C2T2 also played an important role in the area of educational technology—an area that needs a cooperative approach in order to be successful. Finally, the loss of a long-standing committee, the Standing Committee on Evaluation and Accountability, speaks volumes about this government's view of accountability. The current Minister has significantly narrowed both the range of advice she receives and the diversity of views she considers. There is little sense among educators and staff that the Liberal government's promise of openness and transparency has any meaning when it comes to including us in its deliberations.

Forwarding CIEA's agenda

This past year, CIEA has submitted numerous briefs on members' behalf to elected government representatives. CIEA participated in several government reviews, consultations and lobbies and, at each, put

forward a positive public post-secondary education agenda. Below is an overview of these submissions which are available in full on our website:

- CIEA's response to the Ministry of Advanced Education discussion paper: A New Model for Industry Training in BC; January 24, 2003
- CIEA's response to the Ministry of Advanced Education's Proposed Accountability Framework; January 29, 2003
- CIEA's submission to the 2003 BC Budget Consultation; September 24, 2002
- CIEA's response the Ministry of Advanced Education's Proposed Policy Framework for Private Training Institutions; September 2002

CIEA has also published a number of *Contacts* on a variety of issues, and we have regularly communicated with provincial government representatives in both verbal and written form.

Over the past year, I have met with the Minister of Advanced Education about several system issues. As well, I joined BCFL President Jim Sinclair in a meeting with the Minister regarding the new apprenticeship and trades training model. In addition to meetings with the Minister, I have met with Deputy Minister Gerry Armstrong and Assistant Deputy Minister Jim Soles on several occasions, and with Debbie Hull, Director of Private Institutions.

On the federal lobbying front, Staff Representative Roseanne Moran accompanied me to the CAUT-sponsored Federal Day of Lobbying in Ottawa, where we met with several BC Members of Parliament. We spoke to issues in the BC post-secondary education system and noted the need for a national post-secondary education act.

Preparing for bargaining

We are all aware that much preparation must be done for the next round of bargaining. We are seeing others in the public sector that have tried to bargain with this government and have been legislated back to work and had agreements imposed upon them. We are also being reminded that there is a 0-0-0

fiscal mandate for bargaining that must be adhered to, and a cry for concessions from this government. Our sisters and brothers in the K-12 system have seen increases in class size and reduction of support services in their imposed agreement, and there is nothing to indicate that the government will feel any more generous towards us when we sit down at the bargaining table next year.

To that end, we have before this AGM an Action Plan for 2003 and beyond. In our deliberations of this plan, we will be deciding how best to prepare our members for the difficult times that lie ahead.

We are committed to promoting and defending our members' rights, to improving quality, access and affordability in our system, to defending public services, and to holding elected representatives to account. We emphasize participating in our communities and with our allies in the House of Labour. We encourage our members to work with coalitions, organizations and other unions to promote and highlight our causes. Locals are encouraged to build unity and to support CIEA initiatives to help foster a sense of ownership of our agenda. Together we are stronger and more able to face all of our challenges effectively.

Public Education Flexibility and Choice Act and the International Labour Organization

This past year has seen a significant victory for those of us affected by PEFCA, the piece of legislation that went into educators' collective agreements and gutted parts of them that had been duly negotiated in previous years. The International Labour Organization, a body of the United Nations, comprising government, employer and union representatives, concluded after a lengthy investigation that the BC government violated international covenants to which Canada is a signatory.

The ILO ruling sent a clear message that the BC government must take a hard look at its approach to labour relations. The ILO ruled that the BC government repeatedly violated the rights of BC workers by refusing to negotiate contracts with their unions and by arbitrarily enforcing its will using legislation.

CIEA has written to every BC MLA urging them to support repeal of the legislation and many locals are following up with their own communication with MLAs. We are monitoring this situation very closely and will be participating in the BC Federation of Labour's lobby of federal ministers regarding the ILO decision.

Allies and affiliations

CIEA continues to work with and appreciate our allies in ever-growing ways. Our relationship with the Canadian Association of University Teachers continues to be invaluable in the fight to defend our members against offensive legislation and on many other fronts, and I acknowledge their support and work on our behalf. CIEA is an active member as well of the National Union of CAUT. CIEA hosted the first triennial NUCAUT AGM and, throughout this year, we have had active representation at various events and meetings sponsored by CAUT and NUCAUT.

As relatively new members of the Canadian Labour Congress, we participated in our first CLC convention and saw many of our issues in post-secondary education debated on the floor of the convention.

CIEA actively supports the BC Federation of Labour's CampaignBC, with CIEA members across the province participating in rallies, meetings and coalitions to protest cuts to public services, attacks on education and health care, the privatization of BC Hydro, the undermining of services for the poor and disabled, and the erosion of rights and safety standards for workers.

CIEA representatives actively participated, when requested, in the BC Teachers' Federation's successful campaign to join the BCFL. Several CIEA Executive and Presidents' Council members spoke at BCTF meetings around the province regarding the benefits of affiliation. The vote taken by the BCTF to join the BCFL was successful and we welcome them into the House of Labour. I want to thank all who worked on that campaign.

CIEA continues its coalition work through the Joint Council on Post-Secondary Education, with the BCGEU, and the Coalition for Public Education, which includes the BC Teachers'

Federation, the BCGEU, CUPE BC, the Canadian Federation of Students, and the Confederation of University Faculty Associations of BC.

Pensions

The College Pension Plan continues to provide the best pensions in the public sector for members and we can be very proud of that. Our plan, like all BC plans, is grappling with rising health benefit costs, increased retirement rates, and volatile market conditions. This year saw many difficult decisions being made by the College Pension Board of Trustees in order to manage health costs in the face of the delisting and downloading of services by the provincial government. CIEA's Pension Advisory Committee initiated a thorough discussion of funding options for health benefits and inflation protection in the Plan. Many CIEA members had the opportunity to learn more about how our pensions are funded and what our vulnerabilities and strengths are. CIEA was able to provide solid advice to the College Pension Board of Trustees as a result of our consultations.

I want to extend my deepest thanks to CIEA's Trustees on the College Pension Plan Board: John Wilson (Local 1), Dominique Roelants (Local 8) and Staff Representative Roseanne Moran who tirelessly worked to manage the College Pension Plan. It has been challenging, to say the least, and their best efforts have not gone unnoticed.

On a positive note as well, CIEA was successful in reaching an agreement with the BC Retired Teachers' Association to allow retired CIEA and BCGEU members to join this province-wide organization, which provides many benefits for our retirees. Past President Maureen Shaw and Staff Representative Barb Brown are to be thanked for their efforts in this area.

Organizing

CIEA's organizing efforts continue to bear fruit and we look forward to welcoming the Vancouver Film School Faculty Association as a new member of Local 21. The employer is appealing the VFSFA's certification, and a decision will be forthcoming over the next few months.

On the opposite end of organizing, and with much sadness, we have seen the decertification of CIEA Local 18, the Institute of Indigenous Government Staff and Faculty Association. As well, since our last AGM, an important and long-standing local, Okanagan University College Faculty Association, left CIEA. In turbulent times, membership issues often rear their heads, but it is with renewed strength and commitment that this year's AGM delegates come together to debate policy and to go forward to defend public education. Speaking with one voice, we reach the ears of those who most need to hear us.

Working for and with member locals

This past year has seen both CIEA officers as well as Staff Representatives travel to many locals. I was able to attend membership meetings throughout the province and my apologies go to those whose meetings I could not attend. When I became President, I made it a priority to expand our capacity to advance the interests of post-secondary educators and staff. To that end, CIEA Staff Representatives have had a very active year supporting local associations in their work. We continue to develop new educational tools to assist locals: media training, steward training, running effective meetings, governance, organizing the organized, and political action are some of the topics available to locals to enhance their ability to work for their members.

CIEA also provided much needed services to the many locals who experienced grievances and arbitrations. Several legal opinions were sought on a variety of issues, and labour relations Staff Representatives were called upon to share their expertise with local stewards. Arbitrations this year ranged from Section 12 complaints to severance pay issues, but it is worthy to note that most grievances were successfully resolved, eliminating the need to proceed to arbitration.

I want to state with some emphasis that I am very pleased and proud of the strong showing CIEA members have made at the numerous rallies, peace marches, social justice functions, and public consultations that have taken place in the past year around the province. The CIEA banner has been prominent at many events and I wish to

thank all members who showed their support for various causes. It is this enthusiasm and commitment that makes CIEA strong and focused.

As well, many local presidents have lobbied their respective MLAs regarding system issues on different occasions. The CIEA office provided research and lobby materials, and presidents, often with the support of other faculty or staff, met with their elected representatives to discuss impending or legislated policy changes. This activism fosters solidarity within our organization and also holds our locally elected politicians to account.

Our spring conference, which featured David Noble as the keynote speaker, offered members much food for thought. Workshops on topics ranging from the FTAA and the New World Order, Student Poverty and Collegial Authority, to On-Line Learning and the Productivity Offensive, gave members the opportunity to discuss issues and develop new skills.

Thanks

CIEA is a federation that functions on democratic decision-making. It is with the greatest pride that I have had the honour of leading this organization. But, as in all democracies, the work is shared, and I have many to thank.

CIEA is well-served by a dedicated staff of professionals who always look to serve members' needs. I have truly enjoyed working with such a dedicated group and I wish to acknowledge the contributions they all have made in a variety of capacities. The Staff Representatives who work on the labour relations front, Barb Brown, Jeff McKeil, David Piasta, Linda Sperling and Lee Whyte, are unparalleled in their ability to serve the locals, and Staff Representative Roseanne Moran, who is responsible for communications, policy and pensions, is dedicated to keeping our members informed and current on all of our issues. CIEA would not be as effective without them.

The Administrative Assistants, Mary Bruegeman, Angela Kenyon, Pablo Mendez, Carrie Smith, Margaret Sutherland and Nancy Yip, provide quality work and service to all,

more often than not under tight timelines. Our Financial Assistant, Mark Gloumeau, keeps our financial affairs in top shape. To all, I owe my gratitude.

Presidents' Council works tirelessly to keep the organization current and effective between AGMs. I want to thank all members of the Council, listed below, for their dedication and support.

This year's Executive Committee contributed in so many ways by ably representing CIEA at external organizations and functions and by providing advice and help to me on many occasions. My thanks go out to Past President Maureen Shaw, whose expert advice I have found invaluable, and to Vice-President Frank Cosco and Members-at-Large George Davison and Nancy Clegg, who have worked alongside of me all year. To our Secretary-Treasurer Dileep Athaide I owe my sincere gratitude. Dileep's insight, dedication and diligence have been a cornerstone in our leadership of CIEA.

Thank you to all who have worked on behalf of our organization. It is by this hard work that we promote and move forward our agenda for post-secondary education in BC.

Respectfully submitted and in solidarity,

Cindy Oliver
President

CIEA's 2002-2003 Presidents' Council: LOCAL PRESIDENTS

- **Melanie Fahlman-Reid**
Local 1: Capilano College Faculty Association
- **Tom Friedman**
Local 2: University College of the Cariboo Faculty Association
- **George Davison**
Local 3: Faculty Association of the College of New Caledonia
- **Ron Brown**
Local 4: Douglas College Faculty Association

- **Nancy Clegg**
Local 5: Kwantlen Faculty Association
- **Velma McKay**
Local 6: College of the Rockies Faculty Association
- **Tim Cooper**
Local 7: University College of the Fraser Valley Faculty & Staff Association
- **Jamie Brennan**
Local 8: Malaspina Faculty Association
- **Jim Howard**
Local 10: Selkirk College Faculty Association
- **Sheree Ronaasen**
Local 11: Academic Workers' Union (NWCC)
- **Janet Beales**
Local 12: Camosun College Faculty Association
- **Lawrence Warren**
Local 14: Langara Faculty Association
- **Lizz Lindsay**
Local 15: Vancouver Community College Faculty Association
- **Dennis Broad**
Local 16: North Island College Faculty Association
- **Peter Fuhrman**
Local 17: Faculty Association of the Open Learning Agency
- **Jim Bruce**
Local 19: Nicola Valley Institute of Technology Employees' Association
- **Dennis Anderson**
Local 20: Association of BC Education Professionals (C2T2)
- **Peter Clayton**
Local 21: Private Colleges & Institutes
- **John Wertschek**
Local 22: Emily Carr Institute of Art & Design Faculty Association

Dismantling and deregulating: the BC Liberal record on post-secondary education

On May 16, 2001, British Columbians elected 77 Liberal MLAs to form an unprecedented majority government. The legislature has only two NDP opposition MLAs. The Liberal election platform, called the New Era, promised to protect and strengthen post-secondary education and training. Below, is a record of the major policy and budget decisions of the Liberal government in the area of post-secondary education in the past year. The full record is available on the CIEA website.

April 2002

Government passes the *Degree Authorization Act* that paves the way for private universities to grant BC degrees. The Act also expands degree-granting capacity for colleges (applied baccalaureates) and university-colleges and institutes (applied Masters).

Government appoints a Transition Advisory Committee to assist in developing the new industry training model. The Committee has only two labour representatives and one education representative—Tony Knowles, President of BCIT.

Government announces the Leading Edge Endowment Fund, accompanied by a Society to administer the fund. No college sector representatives are appointed as Society directors.

Government announces that it will fund 825 new student spaces as part of its commitment to double the number of graduates in computer science and electrical and computer engineering over five years.

Government passes amendments to the *College and Institute Act*, as part of a deregulation package that removes the legislated rights of faculty, staff and students to have input on by-laws related to a number of important areas, including the remuneration of the president and tuition and other fees for students.

May 2002

Government approves the *Sea to Sky University Act*, introduced as a Private Bill, but receiving full government support. The legislation, which paves the way for

establishment of BC's first privately funded and governed secular university, was spearheaded by ex-UBC President and current Chair of the Canadian Foundation for Innovation, David Strangway.

Government passes regressive changes to the BC Labour Code. Government tables but withdraws controversial changes to the *Workers' Compensation Act* and the BC Human Rights Code.

August 2002

A package of initiatives for aboriginal programs, valued at \$1.27 million, is announced.

At the end of August, government releases a proposed policy framework to overhaul the regulation of private training institutions. The framework would see substantial reduction in government regulation of the private training sector.

September 2002

The SFU "Surrey Campus", incorporating programs offered at the former TechBC, is formally opened.

Government announces that the twelve capital projects that were frozen the previous September would now go ahead.

October 2002

BC's four public universities receive a \$95 million capital expansion program, designed to support students in high tech programs. The first phase allocates \$46 million to three projects at UBC.

BCcampus is unveiled with an implementation steering committee that includes no faculty and two students selected by the minister. No specific funding is attached to the BCcampus announcement.

Legislation is tabled to wind-up the Open Learning Agency. Government says that BCcampus will take over some OLA programs, while other Open College and Open University programs will be transferred to other public post-secondary institutions.

Government passes regressive amendments to the *Workers' Compensation Act* and the BC Human Rights Code.

November 2002

\$65 million is announced in new research projects at universities and colleges. The funding comes through the BC Knowledge Development Fund, which provides capital funding for research equipment and facilities. \$46 million goes to UBC projects. SFU gets \$23 million for capital expansion and \$7 million for research.

December 2002

UVIC receives \$22 million in capital expansion and \$9 million from the Knowledge Development Fund.

Government issues a discussion paper outlining a proposed new model for industry training in BC. The model proposes, among other things, a separate training authority comprising employer representatives with no labour representation.

Government announces ten pilot projects in the industry training area. In addition, consultation with the minister on the proposed new training model is announced for the new year, with representatives from education, business and learners in several regions across the province.

The Ministry of Advanced Education issues a discussion document proposing a new Accountability Framework for the Post-Secondary Education system. The document does not mention the Standing Committee on Evaluation and Accountability, a ministry-appointed committee which has been working in this area for a number of years.

The BC Progress Board Panel on Education issues its report *Learning to Win—Ready, Set, Go*. Recommendations of the Board include: extending an existing provincial university's mandate into Kelowna; reallocating BCIT capacity to Kelowna and Prince George; consideration of rationalizing college administration, beginning with the Greater Vancouver area; and increasing the number of international students in the post-secondary system by 50 per cent by 2010.

January 2003

Regional consultations on industry training begin. While consultations are initially by-invitation-only, government is forced to open meetings to broader representation. Every regional consultation is accompanied

by a protest by labour, educators and apprentices. Government gets a good deal of criticism, including a negative advertising campaign by construction industry employers.

The Minister of Advanced Education issues a public statement in response to criticism about the dilution of trades and concerns about public safety. The minister says "a lot of misinformation has been spread by some people who are not fully informed and by others who are opposed to any change in the system".

The Ministry of Advanced Education announces that it will no longer provide funding to the Centre for Education Information Standards and Services and the Centre for Curriculum, Transfer and Technology as of April 2004, dismantling two important system agencies.

February 2003

The provincial government's Speech from the Throne introduces the concept of the "BC Heartlands Economic Strategy". The speech identifies that government is excited by the contributions of BC's exceptional colleges and institutes throughout the province. The speech promises that the legislative committee on education will focus its attention on BC's institutes and colleges to determine what can be done to build on their accomplishments.

Also promised in the Throne Speech is that the BCcampus on-line learning model will be advanced to significantly increase access to post-secondary education and a new *Private Career Training Institutions Act* will be introduced to replace PPSEC.

A \$7.5-million BC Regional Innovation Chairs program is announced to create new social and economic development opportunities at BC's colleges, university-colleges and institutes, to be administered by the Leading Edge Endowment Fund.

The provincial budget is tabled on February 18 and includes a new three-year plan for Advanced Education. Over the three-year period from 2003-04 to 2005-06, funding is predicted to decline by two per cent, while enrolment increases by four per cent. Government grants to institutions do not decline in 2003-04, as predicted the

previous year, but student growth expectations outpace funding increases. Funding per student declines in the college, university-college and institute system in 2003-04 and 2004-05.

The Ministry's three-year plan includes a detailed set of performance measures and targets based on the December discussion document.

Post-secondary institutions begin setting tuition fee levels, with many increasing tuition fees by 30 to 40 per cent. A number of institutions also begin introducing tuition fees for Adult Basic Education students who have already received their Dogwood Credential.

UNBC receives \$10.7 million to increase research and technology space. The funding will also cover a project that includes a new building at the UNBC Research and Development Park with private sector partners, including the AXOR Group Inc. and DataBase Filetech.

March 2003

Colleges and institutes get a one-time only allocation from the 2002-03 budget of \$10 million: \$8 million is to increase access and upgrade infrastructure and \$2 million is to assist in realigning industry-training programs with the new industry-training model.

Selkirk College gets \$544,000 in research funding from the BC Knowledge Development Fund for a new Geo-Spatial Research Centre.

At the end of March, the International Labour Organization Freedom of Association Committee issues a report based on complaints from Canadian unions about legislation passed by the BC government, including the *Public Education Flexibility and Choice Act*.

Teaching Assistants at UBC take job action and government orders a 20-day cooling off period.

April 2003

The Minister of Advanced Education asks the Minister of Labour to become involved in job action by CUPE members at SFU.

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SECRETARY-TREASURER'S REPORT: DILEEP ATHAIDE

THIS PAST YEAR, PERHAPS AS ALWAYS, THE role of Secretary-Treasurer has entailed a wide variety of tasks. I report here as the chief financial officer of our federation, as an office manager and the recording secretary to the Executive Committee and Presidents' Council, and as "second-in-command" to the President on all political issues, policy implementation and representations both within and outside our organization.

CIEA's 2002-2003 fiscal year-end

The myriad of CIEA activities were undertaken with an operating budget of \$2,179,047 in the April 1, 2002 to March 31, 2003 fiscal year. I am happy to report that, although that budget projected a deficit of \$22,497, we ended the period with a surplus of \$186,891.

Our gross revenue, reflecting membership dues and operating investment income, exceeded our projection by \$160,039. While we had correctly estimated the higher contributions resulting from our members' salary increases, we had not anticipated a small rise in membership numbers. Our investment income also significantly exceeded our budget estimate. In turn, our 10% transfer to the Defence Fund was, at \$252,020, also higher than expected. The combination of our Defence Fund transfer, the yearend transfer from the Operating Reserve, and our return on investments resulted in a 12.9% increase in the Defence Fund. This fund now stands at a formidable \$5.4 million, which bodes well at a time when most of our locals enter the final year of their collective agreements. Over the same period, our Operating Reserve saw an increase of 9%.

CIEA's expenditures reflect a commitment to serve our members on many fronts. In addition to the regular servicing of our locals, we represent them on government agencies and committees, as well as provincial and national organizations and coalitions.

Following the direction received at our last AGM, and a subsequent corresponding motion on compensation passed by

Presidents' Council, our full-time officers' benefits increased this year. Staff overtime was also considerably higher than the amount budgeted, but justified by the frequent need to respond to externally-triggered unexpected situations in a timely manner.

Active participation in our own sponsored events as well as those organized by our affiliates and partner organizations represents a significant cost to CIEA. While actual expenses for specific events did vary, the overall amount budgeted was appropriate. Likewise, our Standing Committee expenses were in line with what had been anticipated. Of course, we continue to respond to our federation's changing needs, as directed at our AGMs and by Presidents' Council in the intervening periods.

Estimating the cost of legal services is always difficult, and so we were fortunate to come in \$45,485 under budget in this area. Advocacy and public relations play a very important role in maintaining the visibility and vibrancy of our organization, and our overall budget fairly accurately predicted our actual costs for these activities. The same applies to expenses associated with our affiliation and strong participation within the BC Federation of Labour, CAUT, the newly-formed NUCAUT, and the Canadian Labour Congress.

Finally, no significant variances were experienced in our administrative costs.

In conclusion, increased revenue from membership dues and investment returns, combined with the absence of large unanticipated expenses, led us to a healthy fiscal year-end surplus.

CIEA's 2003-04 proposed budgets

Our proposed Operating and Capital Budgets were approved by Presidents' Council at its March 14 meeting.

We have assumed no change in membership numbers for 2003-04, but have computed increased revenue based on salary scale increases. We also anticipate greater interest income over the next fiscal period. Our budgeted total revenue, after our Defence Fund transfer, will be \$2,309,100.

Our expenditures include the normal projected increase in officers and staff salaries and benefits. We maintain funding for the unlikely exercising of release time for Officers' Transition. We also continue to budget for officers' relocation, covering the possibility of an Executive officer being elected from outside the Lower Mainland.

Our event expenses have been adjusted to better reflect projected participation and costs, and show a slight overall decline. Our committee expenses likewise reflect more accurately estimated costs. In this area, the Disability Management & Rehabilitation Committee has been funded for a second annual meeting, paralleling CIEA's other Standing Committees, with the exception of the Pension Advisory Committee which remains at three meetings per year.

We have added \$60,000 towards bargaining preparations, given the term end of our Common Agreement on March 31, 2004. Recognizing the need for an even greater level of advocacy and public relations, we have increased this budget line from last year's \$62,000 to \$69,000.

In the area of administration costs, three significant changes are recommended, all relating to the move of our office premises: amortization of capital items has been increased from \$28,950 to \$34,700; rent rises from \$111,000 to \$118,250 (note that this increase would have been significantly higher had we chosen to renew the lease at our current premises); and the addition of office moving costs, estimated at \$10,000.

As a result of these changes, we are presenting an operating budget that projects a deficit of \$28,677, compared with last year's projected deficit of \$22,497.

CIEA's capital budget shows a significant increase in all three categories, equipment furniture and fixtures, computer equipment, and leasehold improvements, reflecting costs associated with our June 1, 2003 office move.

Other activities

Despite the almost daily ritual of approving expenses and signing cheques, my work at CIEA involved far more than the fiduciary

responsibilities of a Treasurer. All through the year I worked very closely with the President, assisting her with virtually all aspects of our federation's activities. I have reported at regular intervals and on a more detailed basis to Presidents' Council, but will attempt to present a summary of the same here.

I helped organize and actively participated in the scheduled meetings of CIEA's Executive Committee and Presidents' Council, and served as recording secretary to both these bodies. I also helped to arrange the Joint (PC/BCRC/CARC) Bargaining Strategy meeting in January, the Joint Committees Spring Conference in Richmond, this AGM and Convention at Prince George, and the Presidents' Council Retreat in Whistler this coming June.

I served as the CIEA Executive Liaison to the Contract Administration Review Committee and the Human Rights & International Solidarity Committee. I was also a member of the Education Policy Committee, and I chaired the Grievance Arbitration Review Committee.

Within the CIEA office, I supervised the work of our financial assistant and six administrative assistants. A successful search process was conducted to temporarily replace a support staff member on extended sick leave. Whenever possible, I also joined our President at regular Staff Representative meetings throughout the year.

The shutting down of the Parkhill Hotel, on short notice in December 2002, forced me to evaluate other venues to accommodate our members attending CIEA meetings in Vancouver and for our Spring conference. The Plaza 500 was chosen to fulfill most of our needs, and will likely remain our hotel of choice in the coming year.

With the scheduled October 31, 2003 expiry of our office lease at the Echelon Centre, I examined alternative premises, both rental as well as purchase opportunities. Extensive exploration, consultation and negotiation resulted in the signing of a 10-year lease agreement that will see us move two blocks, to the west-side of the 4th floor of the BCTF building on June 1, 2003. There remains a notable amount of ongoing preparatory work

but when all is done, I am confident that our members will be much impressed and proud of our new premises in a building more conducive to the undertaking of our Union activities.

I have acted as a CIEA representative to Locals, in liaising with external organizations, serving on committees, lobbying, and presenting at conferences and workshops. These activities include, but were not limited to, the following:

- Attended and spoke at General (including Annual) Meetings at Locals 1 (Capilano), 2 (Cariboo), 4 (Douglas), 5 (Kwantlen), and 22 (Emily Carr).
- Represented CIEA at an Appreciation Dinner hosted by VCCFA (Local 15).
- With the CIEA President, met with the Executive of Local 12 (Camosun), to discuss their on-going special status as Associate Members, and other issues.
- As part of a CIEA Executive delegation, successfully presented the case for retaining membership in our provincial federation, at an Extraordinary General Meeting of the UCFVFS (Local 7) in Abbotsford.
- Visited Prince George with our President, to meet with members of FACNC (Local 3) Executive and the CIEA AGM/Convention local planning committee.
- Produced a bulletin that lists CIEA Individual Member Benefits; met with representatives of Johnson Inc. and Working Enterprises Ltd. to discuss possible expansion of CIEA member services in the areas of insurance and travel.
- Assisted in discussions with the BCRTA regarding the provision of membership to College Pension Plan (our CIEA) retirees.
- Along with other CIEA personnel, met on several occasions in Victoria with the Minister of Advanced Education and other ministry staff, to present CIEA's case on a multitude of issues.
- Assisted with CIEA's submission last September to the Provincial Government's Select Standing Committee on Finance and Government Services.
- Provided a CIEA response to the media regarding the Ministry's announcement on BCcampus and the planned expansion of on-line learning in our province, coupled with the decision to shut down the Open Learning Agency.
- Liaised with Program Director Carol Wood and other personnel at Co-Development Canada, in connection with the choice of projects that we sponsor as a Northern Partner; also attended their Annual Fundraising Dinner.
- Conducted a workshop with Summer McFadyen of the Canadian Federation of Students on "Student Poverty: Impact in the Classroom", at our own Joint Committees Spring Conference.
- At this AGM/Convention, will co-present a workshop with Staff Representative Linda Sperling on "Union Succession and Renewal".
- At the Canadian Federation of Students' BC Semi-Annual General Meeting last August, spoke on important issues currently facing both faculty and students in our post-secondary education sector in British Columbia.
- Presented at the Capilano Student Union's February 2003 Summit on access to education funding and related issues.
- Spoke as an "Issues and Allies" panelist at the Hospital Employee Union's Emergency Fightback Conference this Spring.
- Made a brief appearance at the BCTF AGM and Convention.
- Attended CUFA/BC's Council meeting last Fall, and their Distinguished Academics Awards Dinner this Spring.
- Jointly presented, with CUFA/BC President Rick Coe, a "Charter for Public Post-Secondary Education" to the panel for the Charter for Public Education; also attended the unveiling of the Charter for Public Education at the Vancouver Public Library on March 10, 2003.
- Attended and contributed as a panelist at CAUT's Western Regional University Faculty Associations Conference in Athabasca, Alberta, last October.

- Represented CIEA at an exciting CAUT/ CEP-sponsored conference in Ottawa on "Disciplining Dissent: The Curbing of Free Expression in Academia and the Media".
- Participated in the 2-day CAUT/SFU Student Society sponsored "Academic Freedom and the Public Interest" conference in Vancouver this April.
- CIEA delegate at last June's inaugural two-day meeting in Vancouver of the National Union of CAUT (NUCAUT).
- Attended the June 2002 CLC Convention, which had the theme "Is Work Working for You", and had the privilege of speaking from the floor on the potential impact of international trade agreements on public education.
- Actively participated in the CLC's Aboriginal and Workers of Colour "Social and Economic Transformation" conference in Toronto, where a wide range of equity issues, including access to education and training and related system/structural barriers, were debated.
- Attended as well as organized our delegation's presence, and served as Floor Whip at the BC Federation of Labour's Convention in Vancouver last November.
- Served as a member of the BC Federation of Labour's Education Committee.
- Made a presentation at the BC Federation of Labour sponsored conference "New Solutions for the BC Economy" last October.
- For a fifth and last year, served as a member of the BC Council on Admissions and Transfer, an agency that provides invaluable service to our system.
- Represented CIEA on the Multicultural Education Consortium of BC (MECBC), and helped organize the "Celebrating Diversity—Igniting Potential" conference last October at Kwantlen University College.
- Served as a CIEA representative on the Joint (CIEA-BCGEU) Council for Post-Secondary Education.
- Served as a CIEA representative to the Coalition for Public Education (CIEA, BCGEU, CUFA/BC, BCTF, CUPE BC, and CFS).
- Participated in the BCCIE Fall Institute "Internationalization at a Crossroads: Changes, Challenges and Opportunities" in Richmond last October, which focused on possibly the largest area of growth at our post-secondary institutions.
- Attended several CHET (Centre for Policy Studies in Higher Education and Training) seminars at UBC, including the March 6 presentation by David Strangway on "Internationalization and Privatization of Higher Education—The Concept of the Sea-to-Sky University".
- This May, represented CIEA at the Tri-National Coalition for the Defence of Public Education conference in Toronto.
- Lastly, I participated in several marches in downtown Vancouver protesting against privatization of services in British Columbia, and against the war on Iraq.

In closing, may I say that while my workload in 2002-03 has been exceptionally heavy, I am very pleased to have been given the opportunity to serve CIEA in the capacity of Secretary-Treasurer. I thank Melanie Fahlman-Reid for nominating me for the position and I am grateful for the encouragement provided by my local (Capilano CFA).

Working with President Cindy Oliver has been a wonderful experience; she has been most supportive and helpful in every respect. It has also been a pleasure working with all members of the Executive and the Staff Representatives whose special talents I have truly come to appreciate. I wish to thank our Financial Assistant Mark Gloumeau, for the exceptional quality of his work and for his personal cooperation, advice and support. I also wish to recognize the help I received from every member of the support staff, especially thanking Administrative Assistant Pablo Mendez, who worked most closely with me. Finally, I extend my sincerest gratitude to the individual members of CIEA who offered me their personal support and appreciation throughout this past year.

Respectfully submitted,

Dileep Athaide,
Secretary-Treasurer

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VICE-PRESIDENT'S REPORT: FRANK COSCO

THE VICE-PRESIDENT ROLE CHANGES FROM year to year and from Executive team to Executive team. In this past year I worked on several assignments:

Executive Liaison to the Professional Development Committee

This is a knowledgeable group of most-often senior instructors who know their institutions extremely well. They often serve on local committees that vet PD and Education Leave proposals, which is why Staff Representative Jeff McKeil's workshop on collegial authority was a highlight of their two meetings. We have committed to a review of CIEA's PD policies and of the committee's Terms of Reference and I am working with members of the committee on those projects.

Executive Liaison to the Committee on the Status of Non-Regular Faculty

This is almost always a group of junior instructors going through the still too-often painful process of becoming regular. It's apparent after only two meetings (I mean it was apparent immediately) that, while CIEA locals should continue to be very proud of being probably the North American post-secondary union leader in achievements, both in policy and collective agreement rights for non-regular instructors, there are still improvements that can be made for every local—some in the collective bargaining realm, some in fostering more inclusivity.

Presidents' Council Sub-Committee on Executive Compensation

Melanie Fahlman-Reid (Local 1), Velma McKay (Local 6) and I prepared a report on Executive Compensation for Presidents' Council. As mandated by the 2002 AGM, we reviewed the history, current practice and some outside practice, in order to make recommendations on compensation for the President and Secretary-Treasurer.

Presidents' Council Sub-Committee on Institutional Governance

Tom Friedman (Local 2), Nancy Clegg (Local 5) and I sat on this sub-committee and

prepared a Report for Presidents' Council. Mandated by the 2002 AGM, it provided the background for a discussion paper that is before this AGM.

Presidents' Council Sub-Committee on Policy Review

Staff Representative Barb Brown, George Davison (Local 3), Past President Maureen Shaw and I met to discuss and plan the archiving of CIEA policy as mandated by the 2002 AGM. That task is now complete.

Other Executive/Presidents' Council assignments:

- BC Federation of Labour Convention Delegate
 - BC Federation Political Action Committee
 - CIEA Executive Delegation to a Special General Meeting of Local 7
 - Complete Power and Control*
 - Executive Meetings
 - President Council Meetings/ Teleconferences
 - CIEA Special Bargaining Meeting and Spring Conference
 - Joint Administration and Dispute Resolution Committee
- * (3 half-days before Christmas while Cindy & Dileep were both out of the country.)

My thanks to all my union sisters and brothers in all the roles in which I have encountered them this past year, especially Cindy and Dileep, whose efforts include a level of personal sacrifice. As we support each other and are supported in turn, it creates a great group to be part of.

Respectfully submitted,

Frank Cosco,
Vice-President

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PAST PRESIDENT'S REPORT: MAUREEN SHAW

THE PAST YEAR THAT I SERVED AS PAST President of CIEA has been an enjoyable one, as I have been able to ease my way back into the classroom while still retaining my contact with CIEA and the labour movement. Below I have outlined some of my activities.

NATIONAL DUTIES

National Union of CAUT

In June of last year I was elected President of the National Union of the Canadian Association of University Teachers (NUCAUT) at its founding convention, which was held at the CIEA office. The NUCAUT delegates welcomed the opportunity to meet their colleagues from across Canada and to share concerns. During the year, NUCAUT representatives met informally before CAUT Council and also by teleconference to discuss various issues, including the campaign to defend Medicare and the CLC Disputes Protocol. NUCAUT locals are joining their provincial federations of labour and local labour councils. I hope to encourage more faculty associations to join NUCAUT.

Canadian Labour Congress

At the Canadian Labour Congress Convention, I was elected as a Vice President of the CLC, representing small unions. This position means that I attend CLC Executive Council meetings held in Ottawa three times a year and participate as much as possible in other CLC activities. The CLC conducted an intensive and somewhat successful campaign to save public Medicare and, although more federal money has been committed to health, the fight for accountable and public health care must continue. The CLC is active on many fronts nationally and internationally, lobbying and raising issues in relation to training, workers' rights, globalisation, citizenship, pensions, environment, peace, and a host of others.

National Summit on Innovation & Learning

As President of NUCAUT and through the CLC, I was invited to the National Summit on Innovation and Learning, co-hosted by Ministers Allan Rock and Jane Stewart. This

was the final event after a series of regional summits, intended to finalise the federal government's innovation and learning strategy. The proceedings are on the web at: www.innovationstrategy.gc.ca. One of the most surprising announcements was the commitment made by the Association of Universities and Colleges of Canada (AUCC) and the federal government to double the amount of research undertaken by universities and colleges in Canada and to triple the commercialisation of research by 2010. Neither NUCAUT nor CAUT was consulted nor was any single faculty association. The Canadian Learning Institute initiative was also announced, which seems to be a means to analyse trends and outcomes in education nationally, from pre-school to post-secondary. CAUT President Vic Catano and I proposed a recommendation for a national post-secondary education act, similar to the *Canada Health Act*, which became part of the final proceedings.

PROVINCIAL DUTIES

C2T2

I served my last year on the Board of the Centre for Curriculum, Transfer & Technology, and I was sorry to hear that this agency will be phased out by Spring 2004. C2T2 has done a great deal of excellent work over the years in professional and curriculum development, educational technology, prior learning assessment, and so on. It has been a valuable resource for the system. Its BCcampus initiative has been taken over by the government and the involvement of faculty in its development is now gone. Some parts of C2T2's work are to be taken up by another post-secondary institution.

Standing Committee on Evaluation and Accountability

SCOEA met twice last year and hosted a workshop on Program Evaluation in November 2002. The committee provided an extensive response to the government's proposed Accountability Framework. SCOEA has also received word that its funding will not continue and it will be disbanded. It too was a valuable resource for the system and provided a means for all partners to participate in the formation of workable and sensible system-wide accountability measures.

Graduation Program Requirements

Over the past year, I have monitored developments in relation to the government's proposed changes to the requirements for high school graduation. I assisted in drafting CIEA's response and attended two consultation sessions as a representative of CIEA and the BC Federation of Labour. At the last session, participants seemed less than supportive of many of the proposed changes, especially given the funding shortfalls in school districts that would make implementation of many of the proposals almost impossible. Participants also had many questions and concerns about the viability of many of the changes. At this session, there were more representatives from the post-secondary system. The final decision has been announced, with increased testing in Grades 10-12 being the major change.

BC Teachers' Federation (BCTF)/ BC Federation of Labour

I spoke on a number of occasions throughout the year to meetings of the BCTF, urging members to join the BC Federation of Labour. I was pleased to see that the membership of the BCTF recently voted in favour of joining.

CIEA DUTIES

Pension Advisory Committee

As Executive Liaison to the Pension Advisory Committee, I have worked with Committee Chair John Wilson (Local 1) and Staff Representative Roseanne Moran on the issues around our pension plan and how best to plan and communicate with our members. The PAC continues to be a valuable, well-attended committee of CIEA, and I am impressed by the respectful and effective way its members work through and achieve consensus on a range of complex matters affecting our pension plan.

BC Retired Teachers' Association

Over the past year, I have worked with Staff Rep Barb Brown to develop a means by which College Pension Plan recipients can join the BC Retired Teachers' Association, an organization with a long history of representing pensioners and providing a range of benefits, such as travel/medical insurance. A membership letter and brochure were sent out to all college retirees. Once a significant number join, the BCRTA will consider ways to ensure College Pension recipients have a meaningful say in the organization.

Education Policy Committee and Joint Committee Conference

I attended the Education Policy Committee meeting and reported on the Accountability Framework and Graduation Program Review. At the Joint Conference I facilitated the On Line Learning workshop about the BCcampus initiative. Following keynote speaker David Noble's inspirational talk, participants in this workshop raised a number of concerns about the new direction and control of BCcampus. Clearly, this initiative bears watching, given the developments at the Open Learning Agency and other institutions.

Revision of CIEA Policy Manual

The Executive Sub-Committee—George Davison (Local 3), Vice President Frank Cosco, Staff Representative Barb Brown and myself—charged with recommending revisions to the CIEA policy manual met on February 21, 2003, and agreed on recommended changes based on the criteria established by the 2002 AGM. The committee's report will be presented to the 2003 AGM. Many thanks are due to Barb Brown for her preparatory work.

Ave atque vale (hail and farewell)

My time as an Executive Officer of CIEA has now come to an end, and I wish to thank you all for the opportunities and memories that this organisation has given me. CIEA's success depends on the hard work and dedication of so many—activists in the locals, representatives on committees, leaders at the local and provincial level, and staff in the CIEA office—and I have been privileged to meet so many of you. I have made numerous good friends and learned much. I know CIEA is in excellent hands with its current President, Cindy Oliver, and Secretary-Treasurer, Dileep Athaide, and I wish them all the best as they take us forward. I also want to thank the other members of the CIEA Executive for their work over the past year—Frank Cosco, George Davison and Nancy Clegg. Finally, my appreciation goes to the CIEA staff for assisting me in so many ways over the past seven years.

Respectfully submitted and in solidarity,

Maureen Shaw,
Past President

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MEMBER-AT-LARGE REPORT: NANCY CLEGG

I AM PLEASED TO REPORT TO THE ANNUAL General Meeting on my activities as Member-at-Large on the CIEA Executive Committee. This past year was my first as President of the Kwantlen Faculty Association (Local 5) and as a member of Presidents' Council, so it has been a year of learning.

Status of Women Committee

I attended the Fall and Spring meetings of the Status of Women Committee as the Executive Committee liaison. I wish to thank Marni Stanley, the outgoing Chair of the SWC, the members of the SWC, and Staff Representative Linda Sperling for extending such a warm welcome to me.

As Executive Committee liaison to the SWC, I attended the CAUT Status of Women Conference in Montreal from October 24 – 26, 2002. Discussions at the conference convinced me that we are fortunate to work in the university-college, college and institute system in British Columbia, where we enjoy equitable working conditions and salaries achieved through effective provincial and local collective bargaining.

Governance study

Through the Fall and early Spring, I worked with Vice-President Frank Cosco and Local 2 President Tom Friedman on a study of co-governance in the college and institute system. I developed a survey for current and former elected faculty Board and Education Council members, and tabulated the results. I also worked with Frank and Tom on preparation of the draft report that we are presenting to this AGM, and thank them for their assistance in this regard.

Joint Conference Workshop

I was a presenter in a workshop at the Spring Joint Conference, with Local 21 President Peter Clayton and Staff Representative Roseanne Moran, on private post-secondary education in British Columbia. The workshop examined the provincial government's initiatives to "level the playing field" for private trainers. Thank you to Peter and Roseanne for their help with my presentation.

BC Council on Admissions and Transfer

This past year was my second as a member of the BC Council on Admissions and Transfer. The provincial government's proposed changes to degree authorization, trades training and regulation of private trainers were all topics of intense interest.

Meeting fever

One of the requirements of a Member-at-Large is to contract meeting fever. I attended the Presidents' Retreat in June, and Executive Committee and Presidents' Council meetings in September, November, January and March. As noted earlier, I attended Status of Women Committee meetings in November and February, as well as the February Joint Conference. By way of conventions and conferences, I attended the NUCAUT AGM at the CIEA office in June, followed immediately by the CLC Convention in downtown Vancouver and, also noted earlier, the CAUT Status of Women Conference in Montreal in October. I wound up the major meeting year by attending the BC Federation of Labour Convention in November.

I have enjoyed having meeting fever, and have benefited greatly from the people I have worked with and the knowledge I have acquired in the process. I thank the other members of the Executive Committee—President Cindy Oliver, Secretary-Treasurer Dileep Athaide, Vice-President Frank Cosco, Past President Maureen Shaw and Member-at-Large George Davison—for mentoring me in my duties over the past year. It has been a privilege to work with you all.

Respectfully submitted,

Nancy Clegg,
Member-at-Large

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MEMBER-AT-LARGE REPORT: GEORGE DAVISON

MY FIRST YEAR ON THE CIEA EXECUTIVE Committee has passed very quickly. I was assigned liaison responsibilities for the Occupational Health & Safety Committee (OHSC) and Disability Management & Rehabilitation Committee (DMRC), and was added as an alternate to the Joint Committee on Benefits Administration (JCBA). I continued to act as a CIEA representative on the Joint Administration Dispute Resolution Committee (JADRC).

JADRC met on May 29, September 19 and March 20. The committee dealt with ongoing interpretive differences, many of which related to the implementation of the new disability plan on April 1, 2001. The last meeting ratified two interpretation bulletins (#8 is on the supplemental employment benefit for maternity and parental leave; #9 is about non-regular eligibility for disability benefits coverage), and discussed partial sick leave and STD, as well as ongoing concerns about the process involving investigators and Article 2 – Harassment.

My alternate status on the JCBA quickly changed to active status, as I attended my first meeting on June 20. The discussion focused on local rehab committees, disability documentation, JCBA funding, non-regular faculty eligibility, coverage during partial leaves, and usage of sick banks. A follow-up meeting has been put off several times, and is now planned for May 2. Thanks to Staff Representative David Piasta for his hard work dealing with issues between meetings. The success of these two committees is a testament to his commitment to work out and clarify problems with the employers to benefit our members.

In my capacity as liaison to the two Standing Committees, I attended a joint training session on disability management on October 4th and chaired the first meeting of the new CIEA committee the next day. A Chair was elected, Anna Jajic (Local 4), and members worked through the development of a committee structure, as well as discussing how local committees should be run. A listserve was established, and the terms of

reference are in draft form. The committee's second meeting was on March 28, but I was unable to attend because of a prior commitment with the Northern Women's Forum in Prince George. Members continued work on the terms of reference and discussed future needs; and on Saturday, there was a workshop on union counselling.

The OHSC met on October 25-26, and included an interesting presentation from Gordon Harkness of the WCB on Musculoskeletal Injuries (MSIs) and ergonomics. Their second meeting occurred on the evening of February 21, which I chaired in the absence of outgoing Chair Rob Macrae (Local 10). The committee elected Carolyn Fardy (Local 2) as Chair. At the Spring Conference, I chaired two sessions (on Duty to Accommodate and Violence in the Workplace) and presented in the third (with Staff Representative Linda Sperling, on governance issues in the New Era).

I enjoyed my participation on the Executive Committee, and commend Cindy, Dileep, Maureen, Frank, and Nancy, for their hard work on behalf of all our members.

Respectfully submitted,

George Davison,
Member-at-Large

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