



Federation of
Post-Secondary Educators
of BC

ARCHIVED

**POLICY &
PROCEDURES**

2009

PREFACE

This document contains outdated FPSE policy which has been archived after consideration by the Presidents' Council Sub-Committee on Archiving Policy Review, as mandated by the 2002 AGM and guided by the Criteria for Updating or Archiving Policy.

Current policy and procedures resolutions are available in the *FPSE Policy & Procedures Manual*, issued in September of each year and available on our website: www.fpse.ca.

FPSE was formed in 1980 as the successor organization to the College Faculties Federation. From 1980 to 2004, the organization was called the College Institute Educators' Association of BC. Our member locals represent over 10,000 faculty and staff at post-secondary institutions in British Columbia. FPSE provides them with a collective voice.

Date: September 2009

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ARCHIVED FPSE POLICY - 2009

1. INTERNAL

A1.1 Annual General Meetings

The Convention shall provide orientation and planning opportunities for Committee Chairpersons and facilitate their meeting as a group. *(1994 AGM)*

FPSE is committed in principle to holding its Annual Convention and General Meeting on a rotational basis as follows: North Central, Thompson-Okanagan, Kootenays, Lower Mainland, and Vancouver Island. *(1986 AGM)*

A1.2 Committees

For the purpose of promoting better and more consistent representation of the interests of those members of FPSE locals who are involuntarily deprived of job security, salary or benefits normally accorded faculty within their respective locals, FPSE shall establish a Standing Committee on the Status of Non-Regular Faculty. *(1990 AGM)*

A1.3 Financial

FPSE shall establish a policy of investing its assets in credit unions. *(1982 AGM)*

A1.3.1 BUDGETING

The Defence Fund shall continue to be invested in BC and Government of Canada bonds (staggered maturities, up to 8 years). If any transfers of the operating reserve are necessary, bonds from the Defence Fund shall be cashed first to avoid a direct transfer of bonds. *(1998 AGM)*

A1.4 Organizing

ORGANIZING PRINCIPLES: PRIVATE SECTOR

FPSE is in principle open to expanding membership for faculty organizations representing college and training institute faculty and staff in private post-secondary colleges and institutions.

A special local shall be established for faculty associations at private colleges and training institutes.

Exceptions to membership in the aggregate local shall be made on a case-by-case basis.

(1991 AGM)

2. EDUCATION, LABOUR AND COMMUNITY ORGANIZATIONS

A2.1 General

FPSE, through the Presidents' Council, shall develop a legal strategy and contract language, if necessary, to address issues arising from the evolution of the Charter of Rights; and the Presidents' Council shall pursue co-ordination of Charter issues on a wider basis with groups such as the CLC, CAUT, and other provincial college and institute faculty associations. (1986 AGM)

A2.2 BC Business Summit

FPSE shall encourage its members who belong to the BC Business Summit's endorsing organizations to question the BC Business Summit's covert political campaign. (1999 AGM)

A2.3 BC Federation of Labour

The Executive Committee report entitled "Review on Affiliation with the BC Federation of Labour" is received by the Annual General Meeting, and FPSE's affiliation with the BC Federation of Labour is reaffirmed. (1996 AGM)

FPSE shall affiliate with the BC Federation of Labour as soon as reasonably possible. The Executive Committee is directed to report to the next Annual General Meeting on the ways and means affiliation has contributed to assisting FPSE in its labour relations and lobbying activities; and the decision to affiliate with the BC Federation of Labour shall be submitted for review at the 1996 Annual General Meeting. (1995 AGM)

A2.4 Canadian Association of University Teachers – CAUT

FPSE shall apply for full membership in the Canadian Association of University Teachers as a federated association. (2000 AGM)

A2.5 Canadian Centre for Policy Alternatives – CCPA

FPSE shall join as an organizational member of the Canadian Centre for Policy Alternatives.

A2.6 Canadian Labour Congress – CLC

FPSE shall affiliate with the Canadian Labour Congress. (2000 AGM)

A2.7 Coalition for Post-Secondary Education – CPSE

The members of the coalition are committed to the following principles and goals:

- (a) High quality education at all levels and in all types of post-secondary education.
- (b) Removal of financial barriers for post-secondary students.
- (c) Academic freedom and pluralism in post-secondary education.
- (d) Fair and equitable working conditions for all persons employed in post-secondary education.
- (e) Education equity and employment equity at post-secondary institutions.
- (f) The delivery of public higher education primarily through public funding while recognizing that public institutions may collaborate with the private sector in such areas as research, co-op programs, and professional training.

- (g) Opposition to the commercialization and privatization of post-secondary education programs and services.
- (h) The shared financial responsibility of the federal government and the provinces for post-secondary education, training and student aid, while recognizing the need for different arrangements in Quebec when so desired by Quebec.
- (i) Increased funding for post-secondary education by both levels of government and reform of the mechanisms for the delivery of such funds.

(1992 AGM)

A2.8 Coalition for Public Education

FPSE shall participate as a core member in the Coalition for Public Education and pay \$1 per FTE member from the 1995/96 budget. *(1995 AGM)*

A2.9 Contract Training & Marketing Society – CTM

FPSE shall provide faculty representatives to the Contract Training & Marketing Society with an annual orientation to the roles and responsibilities of their position. *(2000 AGM)*

A2.10 Council of Unions in the Colleges and Institutes – CUCI

TERMS OF REFERENCE

Purpose and Objectives

- (a) To bring together the unions representing workers in the college and institute systems for periodic meetings and agreed upon joint activities.
- (b) To identify and discuss in order that from time to time the unions in the Council can speak with a common voice on issues arising in the education system in which we have common concern, either as workers in the education system or as that system affects the public.
- (c) To cooperate in advancing the labour relations and related interests of workers in the education system.

Representation

Each provincial union in the college and institute system is invited to represent its professional and clerical staff members. The unions represented on the Council shall act as a co-ordinating and consulting committee for activities pursued by the Council. Unions which represent both support staff and professional employees are encouraged to have one representative from each of these sectors.

Procedures

The Council shall determine its own procedures, establish its own meetings, establish its own Chair, and attempt to come to decisions on the basis of consensus on the questions of (a) agenda, (b) issues to be discussed, and (c) activities to be undertaken.

(1992 AGM)

A2.11 Recognition/Awards

The Presidents' Council shall establish an award, named the Arbutus Award, to be presented to an individual who has significantly advanced the goals or ideals of public post-secondary education in BC. *(1998 AGM)*

A2.12 Renate Shearer Human Rights Education Foundation Trust

FPSE shall become a trustee of the Renate Shearer Human Rights Education Foundation Trust and the President shall represent FPSE on the Board of the Trust Fund. *(1991 AGM)*

3. BARGAINING AND LABOUR RELATIONS

A3.1 Bargaining Co-ordination

FPSE shall create a provincial bargaining strategy with a two-tier structure. (1997 AGM)

FPSE shall assist all locals in bargaining to have employers pay the employers' share of the cost of purchase of past service and of the buy-back of pension services for non-regular FPSE members who, prior to 1989, were ineligible to join the College Pension Plan. (1997 AGM)

Locals are encouraged to bargain a reorganization of their contract sections in the order found in the proposed model collective agreement. (1994 AGM)

Each local is encouraged to make a clause finder for their collective agreement along the lines of the proposed model collective agreement. (1994 AGM)

FPSE shall enable the formation of a new co-ordinated bargaining council for 1994. (1993 AGM)

FPSE recommends that locals which include the FPSE bargaining objectives in their bargaining proposals use the following mechanisms for co-ordinating their bargaining in 1989:

- (a) Distribution of union and employer proposals and counter-proposals to all participating locals;
- (b) Exchange of information among all participating locals on the progress of negotiations using the ENVOY network;
- (c) Regular or occasional participation of a FPSE Staff Representative at the local bargaining table;
- (d) Participation in meetings of a bargaining co-ordinating committee consisting of one person, preferably the chief negotiator, from each participating local, the SWCC Chairperson, and the FPSE Staff Representatives.

(1989 AGM)

The Annual General Meeting endorses the recommendations at the conclusion of the revised "Discussion Paper on Co-ordinated Bargaining" in the following form:

- (a) FPSE shall immediately develop a standard agreement with regular review for alterations as the bargaining environment changes.
- (b) FPSE shall continue to set bargaining objectives and priorities and these shall be included in the standard agreement.
- (c) FPSE shall organize the commencement of pattern bargaining after a majority of the members of the organization ratify a pattern bargaining strategy and a sufficient number of locals agree to enter a pattern bargaining mechanism.
- (d) FPSE shall carry out an ongoing assessment of the desirability of co-ordinated coalition bargaining leading to the establishment of a provincial master collective agreement for the colleges and institutes.

(1989 AGM)

FPSE shall commence development of a standard model collective agreement. (1988 AGM)

Commitment to achieving target bargaining objectives and participation in structures and mechanisms for co-ordinated bargaining shall be decided voluntarily at the local level. (1988 AGM)

Locals which undertake to achieve target bargaining objectives shall be supported by firm advance commitments from other locals within a framework of provincial pattern bargaining. (1988 AGM)

Each member local of FPSE shall negotiate, where needed and as soon as is possible, contract term provisions in their collective agreement which cause the collective agreement to expire in 1990, and each member local of FPSE shall negotiate into their collective agreement, where needed and as soon as is possible, a contract expiry date of March 31. (1988 AGM)

In order to allow FPSE staff to facilitate the exchange of information and to establish provincial bargaining trends, each local shall forward to the FPSE office: (i) the local's opening bargaining proposal, (ii) the college's opening bargaining proposal, and (iii) all subsequent significant revisions or counter-proposals by either party (including the tentative agreement). (1987 AGM)

A3.2 Benefits

FPSE and its locals are encouraged to negotiate expanded access to a Compassionate Care Leave Benefit in the next round of bargaining. (2003 AGM)

Each FPSE local shall include faculty participation in the selection of carriers for health and welfare benefits as a bargaining goal. (1997 AGM)

FPSE shall continue to pursue the provision of equal benefits for the same-sex partners of employees who work within their locals and who belong to the College Pension Plan. (1997 AGM)

A3.3 Childcare and Family Leave

FPSE endorses the negotiation of provisions for paid top-up for maternity and parental leave. (1999 AGM)

FPSE shall make negotiating improved parental leave benefits a priority. (1997 AGM)

As a negotiating position, each local shall include a minimum of 35 hours per week childcare for every employee's child between 1 and 5 years as an employer-paid benefit. (1991 AGM)

FPSE recommends to the locals to adopt FPSE's policy on childcare/parental leave, as well as childcare/parental leave as a bargaining objective. (1990 AGM)

A3.4 Education Support Faculty

FPSE shall provide technical support during the next year and conduct a lobby campaign at the provincial level to:

- (a) improve the working conditions and recognition of the work done by education support faculty;
- (b) advance the acceptance of professional levels of service and secure the necessary funding to attain those levels of service; and

FPSE shall advise locals to undertake such a lobby within their own communities. (1993 AGM)

FPSE recommends that locals move toward uniformity in the salary and working conditions of specialty employees. (1991 AGM)

A3.5 Employment Equity

FPSE recommends to locals to adopt FPSE's policy on affirmative action, as well as affirmative action as a bargaining objective. (1990 AGM)

A3.6 Framework Agreement

FPSE recommends that, in order to facilitate the administration process pursuant to Articles 7.03 and 7.04 of the Framework Agreement, each FPSE local joint Labour Management Relations Committee include the local president, the chief steward and the chief bargainer. (1997 AGM)

A3.7 Government Legislation and Collective Agreements

The following recommendations/principles shall be adopted for inclusion in FPSE's report to the Korbin Commission:

Recommendation #1: That the Compensation Information Bureau, to centralize the collection and analysis of labour relations information as identified in the Korbin Commission Interim Report, be established and that it be independent of both government and the Industrial Relations Council, co-trusted between the employee and employer groups, and government-funded.

Recommendation #2: That FPSE support the move towards centralized, co-trusted, health and welfare benefit plans.

Recommendation #3: That FPSE shall retain the right to determine its own structures and methods of collective bargaining.

Recommendation #4: That the colleges and institutes shall remain under the *Labour Relations Act* and not be subject to any discrimination and, further, that discriminatory clauses on certification and bargaining shall be removed from the *College and Institute Act*.

Recommendation #5: That co-determination or co-management models acceptable to FPSE shall be established at all levels of management in the institutions and in the system.

Recommendation #6: That present bargaining unit jurisdictions, levels of rights, benefits, salaries and working conditions shall be improved as a result of any recommendations of the Korbin Commission.

Recommendation #7: That cooperation and co-ordination between different unions in the college and institute system shall be voluntary and totally within the jurisdiction of the participating unions.

Recommendation #8: That personnel policies and labour adjustment initiatives emanating from the Ministry shall be subject to consultation with both employer and employee groups prior to their formulation and in the process of implementation.

(1993 AGM)

FPSE endorses a Public Sector Planning Council which has equal institutionalized representation of unions on the same sector basis as employer groups and with at least equal representation to the employer representation. (1993 AGM)

FPSE calls upon the provincial government to repeal the *Compensation Fairness Act* (Bill 82) and to provide adequate funding to institutions to cover the cost of freely negotiated wage settlements and working conditions. (1991 AGM)

FPSE condemns the *Compensation Fairness Act* (Bill 82) as an unwarranted and unjustified interference in the right to free collective bargaining. (1991 AGM)

FPSE locals shall refuse to re-negotiate collective agreements if directed to do so under the *Compensation Fairness Act* (Bill 82); and FPSE will cooperate with other public sector unions in a program to defeat Bill 82, and endorses a policy of non-compliance which will include:

- (a) refusal by all locals to communicate directly with the Compensation Fairness Commissioner,
- (b) refusal by all locals to re-negotiate collective agreements if directed to do so under the *Compensation Fairness Act* (Bill 82).

(1991 AGM)

FPSE recommends that the *Public Sector Collective Bargaining Disclosure Act* be immediately repealed.

(1990 AGM)

FPSE reaffirms its commitment to the program of opposition to Bill 19 and to the Industrial Relations Council.

(1988 AGM)

FPSE opposes Bill 19 as a threat to free collective bargaining in the province, and shall urge our membership to recognize that the amendments inhibit freedom of association and democracy in the workplace.

(1987 AGM)

While supporting legislation which gives BC Teachers' Federation full collective bargaining rights and certification under the *Labour Code* or successor legislation, FPSE endorses BCTF's position in opposing Bill 20.

(1987 AGM)

A3.8 Human Rights and Collective Agreements

FPSE shall develop contract language that will ensure that couples of the same sex have the same rights as couples of the opposite sex.

(1991 AGM)

A3.9 Labour Law and Employment Standards

A3.9.1 EMPLOYMENT STANDARDS ACT

FPSE recommends that Section Two of the *Employment Standards Act* be amended in order that the provisions of that *Act* apply to all employees in the province as a set of minimum standards.

(1990 AGM)

A3.9.2 INDUSTRIAL RELATIONS ACT

Certification

FPSE recommends that the requirement for a mandatory vote be abolished where a union demonstrates majority support through membership evidence.

Picketing

FPSE recommends that picketing be recognized as a mode of free expression and that restrictions on the right to picket be removed from the *Act*.

Last Offer Votes

FPSE recommends that duly constituted and certified unions be recognized as truly representative of their members, and that the elected leadership be given discretion over when votes should be held in bargaining, and how such votes are to be used.

Essential Services

FPSE recommends that the dispute resolution provisions of the *Industrial Relations Act* (Part 8.1) be discarded and replaced with non-interventionist mediation services provisions aimed at helping parties to resolve disputes where such assistance is desired.

Public Sector Wage Controls

FPSE recommends that "ability to pay" provisions be deleted in respect of public sector arbitrations.

(1990 AGM)

A3.10 Non-Regular Faculty

RIGHTS AND BENEFITS

FPSE shall explore the feasibility of implementing a system-wide benefit plan which would include all non-regular faculty. *(Revised: 1993 AGM)*
(1992 AGM)

FPSE supports improved job security for non-regular faculty. *(1991 AGM)*

A3.11 Occupational Health and Safety

FPSE shall consider as a bargaining priority occupational health and safety issues relating to potential actions, situations, and/or incidents considered to be unsafe for the instructor. *(1997 AGM)*

A3.12 Pensions

All locals shall bargain compulsory membership in the College Pension Plan. *(1998 AGM)*

FPSE shall lobby the provincial government to allow pension plan benefits to be negotiated as part of collective bargaining. *(1997 AGM)*

FPSE encourages all locals to bargain contract language that requires the employer to allow the buyback of non-contributory past service. *(1995 AGM)*

FPSE recommends that faculty and staff be given the option to have employee and employer contribution rates increased in order to purchase additional years of service. *(1991 AGM)*

A3.13 Sexual and Personal Harassment

Harassment procedures shall be centrally negotiated, including but not limited to language on time limits, confidentiality, use of outside investigators, access to information, and protection of the right to grieve and to pursue other legal avenues. *(1997 AGM)*

4. PENSIONS

A4.1.1 Pension Governance

FPSE shall educate members about the impact on post-retirement income of the proposed changes to Old Age Security and shall lobby the federal government against the proposed changes. (1997 AGM)

FPSE supports the proper funding of the Superannuation Commission to ensure that statutorily required and/or Pension Advisory Board approved service levels are met, and FPSE calls on the government to reconsider its refusal to allow the pension plans to allocate plan funds to meet necessary service requirements. (1997 AGM)

FPSE accepts in principle the proposal for a new management structure for the College Pension Plan and shall negotiate changes to the proposal including:

- (a) increase in membership to seven members, an additional employee and employer representative;
- (b) the Pension Board shall be given legislated authority to make any changes to the Pension Plan except in those cases which:
 - (i) require legislative amendments to the *College Pension Act*, or
 - (ii) require increased contribution to the College Pension Fund by government, or
 - (iii) cause an unfunded liability or an increase in an existing unfunded liability in the College Pension Fund.

(1993 AGM)

FPSE recommends that any changes to the *Pension Benefits Standards Act* which affect the College Pension Plan shall not include any changes to the vesting of the plan. (1993 AGM)

FPSE recommends that a change should be made to the *College Pension Act* whereby any refund of contributions before January 1994 be either (1) a withdrawal of the employee's contribution with interest or (2) a transfer of the commuted value of the future pension to a locked-in RRSP. (1992 AGM)

Amending Clause 43(A) Re: Bill 6

Pension plans are negotiated benefits and employer contributions to pension plans are compensation to employees for services rendered; pension funds, therefore, should be viewed as employee assets and not employer assets. Bill 6: *Pension Benefits Standards Act* should not allow employers to benefit from pension surpluses by either taking a contribution holiday or by transferring pension surpluses to the employer.

FPSE recommends that all clauses in Bill 6 which enable the employer to take a contribution holiday or transfer pension surpluses to the employer be deleted. FPSE also recommends that Bill 6 include a clause that recognizes the employee ownership of a pension fund and of any pension surpluses. (1991 AGM)

A4.1.2 Pension Plan Retiree Trustee

Where the Pension Advisory Committee (PAC) cannot meet or is unable to make a recommendation to Presidents' Council concerning the retiree appointee, then the FPSE appointed trustees shall be empowered to make a recommendation to Presidents' Council on behalf of PAC for the 2001 appointment. (2001 AGM)

A4.1.3 FPSE supports the move towards Joint Trusteeship in the manner described in the BC Joint Pension Board Governance Committee's recommendation approved by the College Pension Advisory Board. (1999 AGM)

A4.1.4 FPSE supports changes to the governance of the College Pension Plan that ensure at least fifty percent control of the pension plan promise by elected plan members, with the remaining percent controlled by government; and such promise to include entitlements, funding policy, management, investment policy, and overseeing and monitoring.

(1998 AGM)

A4.2 College Pension Plan Benefits

FPSE's Pension Advisory Committee and Pension Board Advisors shall advocate that BC College Pension Plan Health Benefits be extended to any qualified college retiree.

(1998 AGM)

FPSE shall assist all locals in bargaining to have employers pay the employers' share of the cost of purchase of past service, and of the buy-back of pension services for non-regular FPSE members who, prior to 1989, were ineligible to join the College Pension Plan.

(1997 AGM)

FPSE shall take a strong role in lobbying to have changes made to pension legislation to allow faculty who, because of non-regular status, are/were unable to access the College Pension Plan, the choice to buy back years of pension service wrongly withheld from them by colleges, and to require the government to assist this buyback by contributing an "employer" portion of any such buyback.

(1991 AGM)

RETROACTIVE ELIGIBILITY FOR PART-TIME FACULTY

FPSE recommends that part-time faculty have as a matter of right, the option to retroactively purchase pensionable time served prior to April 21, 1989, and that this be financed jointly with the employer.

HIGH COST OF PURCHASING ADDITIONAL PENSIONABLE SERVICE

FPSE recommends that a more realistic interest rate assumption be used when calculating the cost of purchasing additional service in order to lower the cost for faculty.

ISSUES FOR FACULTY LEAVING THE FUND

- (a) Lack of Information: FPSE recommends that the Superannuation Branch should outline in a letter (among other things) the pension benefits to which the applicant is eligible. Provision of a refund should be contingent upon receipt by the Superannuation Branch of a copy of this letter signed by the applicant.
- (b) Allowance for Reinstatement of Plan Participants: FPSE recommends measures which would allow an employee who has received a refund to have their previous service considered pensionable. FPSE further recommends that such employees should not be expected to contribute more than their prior contribution plus interest.

QUALITY AND FAIRNESS IN PENSION PAYMENTS AND BENEFITS

- (a) Extending the Definition of a Beneficiary: FPSE recommends that pre-retirement/death benefits to the estate or designated beneficiary should be similar to that provided the spouse of a contributor.
- (b) Indexing the Canada Pension Plan Offset: FPSE recommends that the Canada Pension Plan offset, paid between ages 55 and 65, be indexed along with the income from the College Pension Plan.
- (c) Full Payment of Medical, Extended Health and Dental Care Premiums for Pensioners: FPSE recommends that the College Pension Plan extend its benefits to cover the full cost of medical, extended health and dental care plans for pensioners.

(1990 AGM)

- A4.2.1 FPSE shall investigate and pursue all avenues that would require employers to contribute to the purchase of past service in the College Pension Plan for all part time and non-regular faculty denied participation rights prior to 1989. (1998 AGM)
- A4.2.2 FPSE recommends that the Joint Life and Last Survivor option continue to allow a member to nominate anyone as their beneficiary. (1998 AGM)
- A4.2.3 FPSE recommends that the pre-retirement survivor benefit be amended to provide 100% commuted value to all plan members, and that the current spousal pre-retirement survivor benefit be maintained. (1998 AGM)
- A4.2.4 FPSE recommends that all locals bargain compulsory membership in the College Pension Plan. (1998 AGM)

A4.3 Pension Administration

FPSE recommends that faculty and staff be given the option to have employee and employer contribution rates increased in order to purchase additional years of service. (1991 AGM)

FPSE recommends that the annual contributor's report include, in addition to the current information provided:

- (a) the amount of basic pension entitlement, based on accumulated service;
- (b) the average rate of return earned by the Pension Plan during the past year;
- (c) the adjustments, if any, to previously reported pensionable service.

(1990 AGM)

The principle of diversification of College Pension Plan investments shall be approved under the following guidelines:

- (a) Initial parameters for diversification of College Pension Plan investments will be set by mutual agreement of the Ministry and FPSE. Those parameters include asset classes to be invested in and maximum limits for investment in each asset class.
- (b) Changes in those parameters will also be by mutual agreement of the Ministry and FPSE.
- (c) The Ministry will continue to manage the funds. If external managers are to be retained for some asset classes, they will be selected after consultation with FPSE.
- (d) At least quarterly the Ministry will report to FPSE on the performance of diversified investments and will consult fully on investment strategy, the performance of external managers (if any), and other relevant matters.
- (e) Any increased yield resulting from this diversification will be a return to the College Pension Fund and its use will be the subject of our regular discussions with the Superannuation Commissioner regarding benefit improvement, contribution rates, funding levels, etc.

Presidents' Council shall approve appropriate funding for professional advice as required to carry out FPSE's role under the guidelines.

(1989 AGM)

- A4.3.1 Where FPSE trustees agree, they shall exercise their judgement in investigating improvements to the College Pension Plan (2002 AGM)
- A4.3.2 FPSE supports the College Pension Plan becoming co-trusted and negotiable. (1993 AGM)

A4.4 Pension Investment Policy

This "Statement of Investment Policy" shall be adopted as FPSE's statement of initial parameters for diversification of College Pension Plan investments.

STATEMENT OF INVESTMENT POLICY

The Provincial Treasury uses a pooled portfolio system to invest the pension funds for all of the government controlled pension plans. Under this system, each pension plan purchases units in various pooled mutual funds managed by the Provincial Treasury. It would be appropriate, therefore, to attempt to establish a pension policy which was common to the six pension funds presently controlled by the government. The following statement of investment policies could provide a framework for attempting to establish a common pension policy. Failing an agreement between the six pension funds or a subset thereof, the following statement of investment policies could provide direction for the management of the College Pension Plan.

INVESTMENT OBJECTIVES

The primary objective is to maximize the long-term investment returns subject to an appropriate level of risk and volatility of return. The secondary objective is to earn a rate of return above the median pension fund return as measured by a comparative measurement service.

PORTFOLIO DIVERSIFICATION

The College Pension Fund is to be invested in the following investment assets:

- (a) Bonds;
- (b) High quality equities;
- (c) Cash and short-term investments.

Diversification into equities should occur through cash flow from pension contributions and investment income. The equity investment should mirror the T.S.E. 300 Index and the upper bound for equity investment should be 40% of the College Pension Fund.

FUND MANAGEMENT

The College Pension Plan should be managed internally within Provincial Treasury by staff with the appropriate expertise.

ASSET VALUATION AND PERFORMANCE MEASUREMENT

For the purposes of measuring performance, assets should be listed at market value and rates of return measured as moving averages over four year periods. The measurement of performance should include the weighted rate of return on the total fund and on the major asset classes within the fund.

The measurement of performance should include an analysis of proportion of the fund in each asset class and the changes in these proportions. The fund should be subject to external measurement of performance and comparison of results with a representative of other funds at least once a year.

CONTROL OF INVESTMENT POLICY

Control over investment policies of the College Pension Fund should be vested in an independent board of trustees with equal representation from appointees of government and college employers on one hand and appointees of employee groups on the other. (NOTE: If a common investment policy for all six government-managed pension plans can be agreed to, it would be possible to have one board of trustees representing all six pension plans with equal representation from employee and employer groups.)

(1989 AGM)

FPSE supports the principle of diversification of pension fund investments to enhance financial return providing that representatives of College Pension Plan contributors are involved in controlling investment policy. *(1988 AGM)*

FPSE recommends to the Superannuation Commissioner that participation in the College Pension Plan be made compulsory for all future eligible college faculty and administrators. *(1988 AGM)*

A4.5 FPSE Pension Advisory Committee

A standing Pension Advisory Committee shall be established and the draft terms of reference shall be adopted. *(1989 AGM)*

Initial appointments to this Committee shall be made after the 1989 Annual General Meeting: two Committee members to be appointed for a term of two years, and two Committee members to be appointed for a term of four years. *(1989 AGM)*

5. FACULTY DEVELOPMENT

The FPSE representative to the Ministry of Advanced Education's Joint Committee on the college and institute funding formula shall be directed to pursue the inclusion of a factor dedicated to professional development in the college and institute funding formula. *(1993 AGM)*

In order to co-ordinate bargaining on professional development provisions, FPSE shall undertake a study of the diverse definitions of professional development in the member colleges and provide examples on levels of funding and professional development activities undertaken at member colleges. This report shall include but not be limited to levels of funding, allocations of time, reporting systems and short-and long-term educational leave provisions. *(1989 AGM)*

Instructional development should be delivered on an institutional, discipline/program and individual basis, and not through a central facility or in a centrally directed way. *(1988 AGM)*

6. EQUITY, HUMAN RIGHTS AND SOCIAL ISSUES

A6.1 Childcare and Parenting Leave

FPSE encourages locals to educate their members to utilize sick leave for childbirth, as is confirmed by the Supreme Court of Canada. *(2000 AGM)*

A6.2 Employment Equity

FPSE shall assist member unions to have affirmative action workshops to educate their members on this issue. *(1986 AGM)*

A6.3.1 FPSE shall work toward equity for all as a long-term goal. *(1999 AGM)*

A6.3.2 FPSE shall lobby for funding to enable all colleges and institutes to hire advisors to deal with equity and anti-discrimination issues. *(1993 AGM)*

- A6.3.3 FPSE locals are encouraged to join with community organizations representing equity or under-represented groups in order to develop rationales and proposals for funding to support local equity advisors. (1993 AGM)
- A6.3.4 FPSE member locals shall request that their employers include an employment equity statement in all job advertisements; and member locals shall request that their employers include a statement in program ads that all courses are open to both men and women, except where they are for designated groups. (1988 AGM)
- A6.3.5 FPSE shall work to ensure that all member institutions endeavour to expand the number of women, native people, visible minorities, and the physically disabled at all levels of their operations. (1986 AGM)
- A6.3.6 FPSE shall work to identify and remove discrimination in hiring, training, and promotion policies in its member institutions. (1986 AGM)

A6.3 Personal/Sexual Harassment

FPSE recommends that sexual harassment policies with infraction procedures must be developed and implemented at all post-secondary education institutions. FPSE further recommends that the provincial government provide funding and other resources to gather information regarding sexual harassment policies and infraction procedures and to co-ordinate the dissemination of such information. Government funding should also be allocated for an education campaign to facilitate the prevention of sexual harassment. (1990 AGM)

A6.4 Poverty

FPSE shall lobby the provincial government to reform the BC Benefits program in the following areas:

- (a) All welfare payments and other income subsidies which are now being used to finance the BC Benefits program should be returned to levels in effect prior to January 1996;
- (b) Funds required to support the BC Benefits program should be derived from sources other than the income of the people intended to be serviced by the program;
- (c) Income assistance amounts should be reviewed so that they are adequate to meet human needs, as determined by Statistics Canada.

(1997 AGM)

A6.5 Sexual Orientation

FPSE shall continue to pursue the provision of equal benefits for the same-sex partners of employees who work within their locals and who belong to the College Pension Plan. (1997 AGM)

- A6.5.1 FPSE continues to oppose discrimination against individuals on the basis of sexual orientation; and FPSE shall take all action necessary to persuade the provincial government to enact changes to the *Pension (College) Act* and the *Pension Benefits Standards Act* to change the definition of "spouse" to include same-sex partners. (1996 AGM)

7. EDUCATION POLICY

A7.1 Accessibility Research

FPSE recommends that the Ministry immediately act on the Access Committee's recommendation regarding the development of a common database to facilitate the identification and undertaking of research projects on issues relating to accessibility and which will allow access initiatives to be monitored. Further, FPSE recommends that the database be set up in consultation with representatives from the major post-secondary organizations and should be accessible to them. The database should include information in a wide variety of areas including: student, faculty and staff characteristics (e.g., gender, age, financial, program area), curriculum, funding and other financial information, pedagogical information, and bargaining information (salary and working conditions provisions at all institutions).

(1990 AGM)

A7.2 English as a Second Language

FPSE recommends that the provincial government lobby the federal government to reinstate the Citizenship, Instruction and Language Training (CILT) agreements; and FPSE further recommends that a provincial Adult English as a Second Language Advisory Committee be established.

(1990 AGM)

A7.3 Applied Academics

Where Applied Academics are extended into Adult Basic Education curriculum, FPSE recommends that adequate timelines be given for proper preparation and implementation, and be accompanied by dedicated resources for ABE faculty in the college and institute system to support the necessary curriculum and professional development.

(1995 AGM)

A7.4 Apprenticeship & Industry Training

FPSE shall continue to lobby the government to ensure that the Industry Training and Apprenticeship Commission is adequately funded to fulfil its mandate.

(1999 AGM)

FPSE shall request that the Industry Training and Apprenticeship Commission (ITAC) have an Apprenticeship Counsellor located in those colleges and institutes where entry level trades/ apprenticeship training takes place.

(Presidents' Council: 1998)

FPSE shall place a priority on working with the Provincial Apprenticeship Board and the Ministry of Skills, Training and Labour to ensure that changes to apprenticeship programs meet the learning needs of apprentices and result in a revitalization of college and institute apprenticeship programs.

(1995 AGM)

A7.5 Copyright

FPSE recommends that the provincial government convene a committee whose membership will include representatives of university, college and institute educators' and student organizations to begin a process of negotiating licence agreements with creators' collectives on behalf of the post-secondary sector in British Columbia.

FPSE further recommends that the provincial government strenuously lobby the federal government in order to obtain broader exemption for library and educational use under the *Copyright Act*.

(1990 AGM)

A7.6 Counselling

FPSE endorses the report *Professional Counselling in the BC College, University-College and Institute System*; and shall assist the BC Colleges and Institutes Counsellors' Association (CICA) in bringing about the recommendations of the report; and FPSE shall urge the provincial government to adopt the recommendations made in the report. (1998 AGM)

- (a) FPSE receives the "Standards of Practice" and "Code of Ethics" of the BC Colleges and Institutes Counsellors' Association (CICA);
- (b) FPSE recommends to locals that they develop language to ensure that CICA counsellor qualifications and practices are reflected in their collective agreements;
- (c) FPSE shall lobby BC post-secondary institutions to employ qualified counsellors to provide all counselling service to students and to respond competently to critical incident, student crisis and retention related issues.

(1996 AGM)

A7.7 Curriculum

FPSE continues to support and encourage the development of reading, writing, and thinking across the curriculum. (1988 AGM)

A7.8 Degree Completion

A7.8.1 UNIVERSITY OF NORTHERN BC

Courses offered by the UNBC should not duplicate the university-transfer courses at the College of New Caledonia (CNC), Northern Lights College, and Northwest Community College (NWCC) and, should such duplication occur, FPSE will strive to report publicly on the relative cost-effectiveness and relative educational quality of those courses. (1993 AGM)

A7.9 Distance Education and Open Learning

FPSE's Presidents' Council shall examine the issues of distance education, open learning, and educational technology and develop terms of reference for a committee to deal with them. (1992 AGM)

While recognizing the valuable role which open learning can play as part of the post-secondary educational system in BC, FPSE recommends that the Ministry of Advanced Education, Training and Technology undertake research which demonstrates the effectiveness of such education on student outcomes. In addition to this, FPSE recommends that where open learning delivery methods are or have been used to replace courses and programs which have been offered in traditional classroom/face-to-face settings, the Ministry demonstrate the merits of such policies through an evaluation of educational quality as outlined in FPSE policy on performance /quality indicators, as well as the cost-effectiveness of such programming. (1990 AGM)

A committee was established by the Ministry of Education to examine the impact of technological innovation on the job market and, consequently, on post-secondary educational institutions; and that committee has issued a Preliminary Report and received responses from various members of the college/institute system to that report; and the final report of the committee may have lasting influence on the program mix at our institutions.

Those principles articulated by FPSE in its response to the Preliminary Report shall be accepted by this Annual General Meeting and, among those principles, the following shall be accepted as primary:

- (a) The primary responsibility of colleges and institutes remains service to their communities (it is understood that, for the Institutes, 'community' includes the whole province). The

importance of general education for a humane and democratic society cannot be overestimated.

- (b) Education cannot be defined almost exclusively as job preparation, as in the Preliminary Report. Educational institutions have the responsibility to offer opportunities for personal and social development, as well as economic improvement.
- (c) Any systematic attempt to assess the impact of technology must include a recognition of the need to educate the community on the effects of technological change, including the increased unemployment it causes and the necessity for means to combat such structural unemployment.
- (d) We endorse the recommendation that there is a continuing need for upgrading or expanding the skills of individuals already in the workforce through part-time vocational programming, post-diploma programming, and on-site industry programming.
- (e) Better integration of the training initiatives under the Ministry of Labour and those under the Ministry of Education needs to be created. Policy guidelines established by one Ministry should be applicable to the programs under the other.
- (f) Clear guidelines governing payment for specialized training should be established; the employer should bear the principal burden of these costs.
- (g) The introduction of technological content into programs must be justified on the basis of the intrinsic needs of the specific program.

(1985 AGM)

A7.10 Education Equity

A7.10.1 WOMEN

As women have been adversely and disproportionately affected by recent shifts in funding policies at C.E.I.C. from part-time to full-time programs, and most of the programs offered through colleges and institutes and sponsored by C.E.I.C. would be accessible to more women if they were available on a more flexible part-time basis, FPSE shall urge C.E.I.C. to investigate and encourage:

- (a) funding for part-time programs;
- (b) structural changes in programs to enable students to enrol on a part-time basis.

(1985 AGM)

A7.11 Educational Technology

FPSE recommends that the Ministry of Skills, Training and Labour, in consultation with all key constituencies in the college and institute sector and the Standing Committee on Educational Technology, commit to amending its 1995 policy statement on educational technology to address issues of the appropriate use of technology, good practice in adult education and a process for evaluating the use of educational and information technologies, and to address the issue of adequate resources for and equitable access to training, development and capital funding.

Following development of the amended policy statement, FPSE shall encourage the Ministry to work with organizations representing faculty, staff and students, as well as representatives from institutional administration and management and the Standing Committee on Educational Technology, to develop a system-wide plan for implementation of the policy.

(1995 AGM)

A7.12 First Nations Peoples

FPSE shall lobby the Ministry of Education to ensure that budgets for First Nations initiatives are accounted for. *(1997 AGM)*

FPSE shall explore the possibility of lobbying for a ministry/government funded and supported training team which would offer training in culturally-compatible instructional strategies for First Nations students to educators at institutions throughout BC. *(1991 AGM)*

FPSE strongly protests to the Minister of Indian Affairs and Northern Development the restriction he has placed on access by First Nations students to funding for post-secondary education. *(1989 AGM)*

A7.13 Funding of Post-Secondary Education and Training

A7.13.1 PROVINCIAL FUNDING

FPSE shall lobby the provincial government to provide public post-secondary institutions with a right of first refusal for all BC Benefits training initiatives, and further that all funds allocated to post-secondary institutions be administered by the Post-Secondary Division of the Ministry of Advanced Education, Training and Technology. *(1998 AGM)*

FPSE disapproves of and disagrees with the establishment of yet another free-standing post-secondary educational institution in the Fraser Valley – the Technical University – and FPSE recommends that the government use existing public post-secondary institutions to deliver the programs required by the local community. *(1997 AGM)*

A7.13.2 FEDERAL FUNDING

FPSE recommends that the British Columbia government representative on the Council of Ministers of Education call for an immediate conference of the First Ministers and the Council of Ministers of Education. The purpose of this conference would be to develop alternative arrangements for adequately and reliably financing the post-secondary system in Canada.

FPSE further recommends that the Premier request that the federal government agree to hold off implementation of any unilateral transfer reduction until such a conference is held. FPSE recommends that the federal government set up procedures requiring a strict and public accounting from provincial governments for federal funds received and instituting sanctions against those provinces who do not adequately account for monies received.

(1990 AGM)

The provincial government received a 7% increase in federal transfer monies under the Established Program Financing Mechanism (EPFM) for 1983/84 and reduced funding to colleges and institutes by 4.2%; and the provincial government received a 6% increase in federal transfer monies under EPFM for 1984/85 and reduced funding to colleges and institutes by 3.5%. The federal transfer monies granted BC under the EPFM are sufficient to fund approximately 75% of its post-secondary education services.

- (a) FPSE shall ask the Secretary of State to introduce measures to require a strict accounting from the provincial government for the funds they receive from EPFM.
- (b) FPSE shall demand that the BC Ministry of Education fulfill the intention of the EPFM by passing on increases received.
- (c) FPSE shall vigorously publicize the fact that the federal transfer monies for post-secondary education have increased at the same time that BC's funding of post-secondary services has declined.

(1984 AGM)

A7.13.3 LABOUR MARKET TRAINING PROGRAMS

FPSE shall lobby the federal and provincial governments to alter the proposed funding process for training, from a “voucher” system to a process similar to the present post-secondary funding structure; and FPSE shall lobby the federal and provincial governments to allocate all training funds being transferred from the federal government to the provincial government to the Post Secondary Division of the Ministry of Advanced Education, Training and Technology; and a specific interim measure shall be determined that provides for a “college envelope” of co-managed federal/provincial dollars for training initiatives. *(1998 AGM)*

FPSE recommends that, in order to ensure public accountability for training funds, a public, annual or bi-annual report be produced which:

- Describes training activities receiving public funds;
- Shows the distribution of public funds (including federal funds allocated in BC) among the providers of training, be they public, private or joint activities;
- Evaluates the effectiveness of such training, including an assessment of both quality and cost; and
- Identifies training needs which are not being met and which require greater investment.

FPSE further recommends that a provincial advisory body with representatives designated by labour, employer, educator and student organizations, and relevant community groups be struck whose mandate is to commission research into training needs, delivery methods and funding, and to make recommendations to the provincial government. This body should also be responsible for the production of the report on training activities. *(1990 AGM)*

A7.14 Governance

A7.14.1 EDUCATIONAL GOVERNANCE

FPSE shall promote changes in legislation and government policy to achieve the following:

- (a) 50% plus one of a college/institute board’s voting members shall be elected by the municipal voters in the school districts within a college’s region at the same time as the election of school boards and/or municipal councils.
- (b) Students, staff and faculty shall each have the right to elect voting members to the agency/college/institute/university-college board, subject to normal conflict-of-interest guidelines applicable to all board members.
- (c) Using a clear and public process, the remainder of the board’s voting members shall be selected from names forwarded from representative groups within the institution’s catchment area, and appointed by the Lieutenant Governor in Council.
- (d) Provision shall be made for an education council for each agency, college, institute and university-college. The powers of the boards regarding education governance must be subject to the authority of the education council. Except as indicated by this limitation, the board has the management and control of the agency, college, institute and university-college and of its property, revenue, business and affairs.
- (e) Any proposed policy on internal governance shall ensure the continued independence and institutional unity of colleges offering third- and fourth-year university courses.

(Revised: 1993 AGM)

(Revised: 1992 AGM)

(1989 AGM)

A7.14.2 GOVERNANCE AND BILL 22: SUMMARY OF FPSE INITIATIVES

- (a) FPSE shall express its belief in the sincerity of “consultation” as established in the Act, and discourage informal pre-consultation discussions among registrars that produce an entrenched position and deny the meaningfulness of a consultative process.
- (b) The amended Act has no legal weight until it comes into force by regulation of the Lieutenant Governor in Council. FPSE shall lobby the government and Ministry to bring about an early Order In Council. In the interim period, FPSE shall seek a confirmation from the Ministry regarding the status of existing councils, and seek clarification about the status of the amended governance powers and the expected date for the Act gaining the status of legal statute. FPSE shall circulate such clarification among FPSE locals.
- (c) FPSE shall contact the Registrars’ Association of BC to encourage delay in developing entrenched ideas about the election processes.
- (d) FPSE shall develop appropriate conflict of interest guidelines as a model for consideration by locals, institutional boards, the Advanced Education Council and the Ministry.
- (e) FPSE shall seek clarification from the Ministry regarding ministerial policy and directives as referred to in the amended Act.
- (f) FPSE shall seek clarification on the expectations of the Minister and Ministry on a process for Ministerial approval of education council by-laws, and on expectations on the extent of Ministerial involvement in the education council by-laws themselves.
- (g) FPSE shall highlight the issue of education council authority over curriculum evaluation (Joint Approval Powers) in the Fall 1995 orientation conference.

(1995 AGM)

A7.14.3 RECOGNITION OF STUDENT REPRESENTATION AND ADVOCACY

FPSE shall encourage all locals to explore the viability of setting up a means for offering credit for active student involvement in student associations/unions, education councils, or college boards.

(1996 AGM)

A7.14.4 STUDENT FINANCIAL ASSISTANCE

FPSE recommends that the equalization portion of student assistance should be made available to students in all years of study and should comprise a significant portion of the allocation per student.

(1990 AGM)

FPSE recommends that funding for student financial assistance should be returned to the 1982-83 level of \$33 million, taking into account both enrolment growth and cost of living increases.

(1990 AGM)

A7.15 Labour Force Development

FPSE shall attempt to ensure that the public post-secondary education sector be adequately represented on the provincial Labour Force Development Board.

(1993 AGM)

A7.15.1 LABOUR FORCE DEVELOPMENT BOARDS

Composition of Provincial and Local Boards

Given the fact that the public sector is a significant employer in British Columbia, there should be public sector representation among the management and labour representatives on all boards.

Private, “for profit” education and training institutions and deliverers should gain representation on the provincial and local boards as representatives of the business community, rather than the education and training community.

The provincial and all local boards should have a minimum of three representatives from the education and training community, two of which should be representatives from public educational institutions [colleges, institutes, school districts] and one representative from the community-based education and training sector.

At least one of the public educational institution representatives must be a faculty member, involved in the delivery of education and training programs.

The community-based training sector is defined as those societies or organizations operating on a non-profit basis, which fulfill an advocacy function for a specific group of constituents and which provide their constituents with education and training opportunities (e.g., women’s and multicultural organizations, literacy organizations).

Appointments

Each constituency should choose its own representative(s) to all boards. Education and training representatives should be chosen by representatives of organizations from public sector educational institutions.

In order to ensure a fair and representative appointment process, provincial funding should be supplied to the community-based education and training sector and to equity groups in order to facilitate communication and meetings.

Accountability

Education and training representatives on all boards should be accountable to their constituencies. Those appointed to the provincial board as representatives from public sector educational institutions will regularly report to provincial organizations representing the public education and training community. Those appointed to local boards will

regularly report to all organizations representing the public education and training community in the local board’s boundaries.

Ongoing financial support should be provided by the provincial government to the community-based education and training sector and to equity groups in order to facilitate necessary meetings and other communication within those constituencies.

Goals of Provincial and Local Boards

To provide education and training opportunities that are equitable and accessible; of high quality (using as an initial basis for measurement the quality indicators identified in *Profile for the Nineties*); relevant to the economic and social needs of the community and the learner; and in which employers assume a significant role in funding.

To foster and support constructive partnerships between the public education and training sector and the community.

To forge links and mutual systems between the public education and training sector and the community-based education and training sector.

Guidelines for the Delivery of Training

That public institutions be used as the main vehicles for the delivery of education and training programs, while allowing for the continuation of existing initiatives such as apprenticeship programs run by unions, community-based literacy and second-language programs, and other established union and community-based education and training programs.

That a fair wage and working conditions policy be developed which guides the awarding of public funds for education and training purchases.

That, in the spirit of fostering partnerships between the public education system and the community-based education and training sector, all boards be encouraged to use colleges and institutes as catalysts and co-ordinators of community-based education and training programs and initiatives.

(1992 AGM)

A7.16 Physical Security

FPSE recommends that the Ministry of Advanced Education encourage and enable (through adequate funding levels) post-secondary institutions to establish safety committees which would identify and correct environments dangerous to the female members of post-secondary institutions.

(1990 AGM)

A7.17 Program Transfer

FPSE shall charge the Ministry of Education with creating a policy on program transfers. The Minister's Advisory Committee shall be involved in the creation of that policy and an essential part of that policy shall be prior consultation.

(1984 AGM)

A7.18 Reviews of the Post-Secondary Education System

Within the context of education as it relates to economic development, FPSE supports in principle the BC Human Resource Development Project Report subject to a monitoring group established by the Ministry of Advanced Education.

(1993 AGM)

FPSE recommends that a comprehensive review of the post-secondary system in BC be undertaken. This review should take the form of a standing conference on post-secondary education and should monitor, assess, provide discussion and commentary and make recommendations on evolving post-secondary education policy in British Columbia.

The conference would meet annually or bi-annually, bringing together all the major "stakeholders" and interest groups involved in the evolution of post-secondary policy in BC. The conference should be given adequate financial and other support in order that necessary background research is undertaken and broad public access is ensured.

(1990 AGM)

PROVINCIAL TRAINING POLICY DEVELOPMENT

FPSE recommends that a provincial committee be struck to assess career and trades training demand and supply in British Columbia and to make recommendations that will form the basis of a coherent provincial training policy. We further recommend that the necessary background research and financial support be made available from the Ministry of Advanced Education, Training and Technology. This committee should have representation from government, labour, employers, educators and representatives of groups targeted under federal and provincial training and job creation programs.

(1990 AGM)

FPSE shall promote the creation of a Royal Commission with a mandate to explore all aspects of education in BC, including the public school system, private schools, commercial schools, universities, colleges, and institutes.

(1986 AGM)

A7.18.1 STRATEGIC PLAN – CHARTING A NEW COURSE

FPSE approves ratification in principle of the Strategic Plan documents.

(1997 AGM)

FPSE shall maintain representation in the "Strategic Plan for the Future of BC's College, Institute and Agency System" negotiations and related processes.

(1996 AGM)

A7.19 Student Financial Assistance

FPSE recommends that a specified extension to the interest-free period for the repayment of student loans be instituted. *(1990 AGM)*

FPSE recommends that the Ministry of Advanced Education, Training and Technology clearly inform students as to the direct and indirect (real) costs of remaining in post-secondary education for the duration of a program. *(1990 AGM)*

FPSE recommends that regional and local variations in the availability and amount of financial assistance to students be determined and that steps to ensure equitable and realistic student aid funding throughout the province be taken by the Ministry. *(1990 AGM)*

FPSE recommends that part-time students be given access to the same levels and type of student assistance funding and the same repayment arrangements as those given to full-time students. *(1990 AGM)*

A7.20 Training Initiatives

A7.20.1 SKILLS NOW

Community Skills Centres

FPSE opposes the use of public funds to support the development of privately operated and managed Community Skills Centres; and FPSE shall lobby at the provincial and local level to encourage government to integrate Community Skills Centres into the continuing and community education divisions of community colleges. *(1995 AGM)*

A7.20.2 LABOUR MARKET/CAREER INFORMATION

FPSE endorses the recommendations contained in the draft document "Review of the Report: Needs assessment for a community-based labour market/career information service".

Summary of Recommendations:

- (a) The Ministry of Skills, Training and Labour should, as a matter of policy and procedure, ensure that training consultants closely co-ordinate their work with counsellors in existing public education institutions.
- (b) The funding mechanism for colleges and institutes should be restructured to ensure adequate support for counselling services.
- (c) FPSE specifically recommends the Ministry consider adopting a funding model based on that in place in the State of Washington, which designates a minimum level of student services personnel, including counsellors, as part of program funding.
- (d) The position of a Manager or Co-ordinator position to deal specifically with counselling services should be established within the Ministry of Skills, Training and Labour Post-Secondary Division.
- (e) Training consultants must be carefully selected to ensure appropriate qualifications and experience, as well as an ability to work with a wide range of individuals. The work of training consultants should not be treated as a substitute for those services that have historically been provided by college and institute and secondary school counsellors.
- (f) Within the Post-Secondary Division of the Ministry of Skills, Training and Labour, we recommend the creation of a unit dedicated to institutional counselling, career and labour market information services. We further recommend a structure to facilitate co-ordination between the Post-Secondary Division unit and other management and administration structures within the Skills Development Division of the Ministry.

(1995 AGM)

A7.20.3 BC BENEFITS

FPSE shall lobby the provincial government to provide public post-secondary institutions with a right of first refusal for all BC Benefits training initiatives; and further to lobby that all funds allocated to post-secondary institutions be administered by the Post-Secondary Division of the Ministry of Advanced Education, Training and Technology. (1998 AGM)

FPSE shall lobby the provincial government and the Ministry of Advanced Education, Training and Technology, and Human Resources Development Canada to increase funding for Institutional Based Training, capacity expansion, and Phase 1, 2, & 3 BC Benefits training initiatives. (1998 AGM)

FPSE shall lobby the provincial government to move the administration of all BC Benefits training funds from the Skills Development Division to the Post-Secondary Division of the Ministry of Education, Skills and Training. (1997 AGM)

A7.20.4 MULTI-LATERAL TASK FORCE ON TRAINING, CAREER PATHING, AND LABOUR MOBILITY IN THE COMMUNITY SOCIAL SERVICES SECTOR

FPSE shall continue to support the work and process of the Multi-Lateral Task Force on Training, Career Pathing, and Labour Mobility in the Community Social Services Sector and other such models of co-operation across sectors, shall encourage the continued involvement of public system educators in such models, and shall advocate for recognition of the educators' distinctive professional roles and responsibilities for curriculum design and delivery. (1998 AGM)

A7.21 Tuition Fees and Ancillary Fees

FPSE condemns the implementation of market-based fee structures on post-secondary programs by the Government of Ontario. (1998 AGM)

FPSE recommends that the province move toward tuition-free post-secondary education and that funds be provided through increases in the operating budgets to colleges and institutes so that incidental administrative and cost-recovery fees can be frozen for a period of three years with no new fees to be added during that time. (1990 AGM)

FPSE shall promote the following policies for BC colleges, institutes, and universities:

- (a) Tuition fees for post-secondary institutions should be substantially reduced.
- (b) Incidental administrative and cost-recovery fees should similarly be frozen for a period of three years and no new fees should be added during that time.
- (c) Provincial government funding of student financial aid should be returned to the 1982-83 level of \$33 million for 1986-87.
- (d) The provincial government should reinstate the grant program as a significant part of its financial aid program.

(1986 AGM)

A7.22 Women's Studies Programs

FPSE shall lobby the Ministry of Skills, Training and Labour and the Ministry of Women's Equality to encourage all colleges and institutes to introduce and continue a women's studies program in their respective institutions. (1995 AGM)

FPSE recommends that the Ministry of Advanced Education, Training and Technology allocate funding for the implementation and support of academic women's studies programs. (1990 AGM)

FPSE shall lobby the Minister to fund a curriculum guide focusing on women's studies across the curriculum. (1988 AGM)

8. ECONOMIC POLICY

A8.1 Taxation

FPSE opposes the proposed Goods and Services Tax (GST) and supports the nation-wide campaign for a fair tax system. *(1990 AGM)*

9. INTERNATIONAL AFFAIRS

FPSE urges the government of Canada to object in the strongest possible terms to the Taliban regime's most recent decree that the Hindu minority in Afghanistan must now identify themselves by wearing yellow pieces of cloth; and FPSE further urges the Government of Canada to object in the strongest possible terms to the Taliban regime's ongoing mistreatment of and discrimination against women. *(2001 AGM)*

FPSE shall lobby the federal government, expressing concern about human rights abuses in Burma and urging Canada to raise the issue at the UN Security Council.
FPSE shall lobby federal, provincial and municipal governments and college administrations to adopt selective purchasing practices to avoid purchasing goods and services from companies working in complicity with the military regime in Burma.

FPSE shall lobby the federal and provincial governments to refrain from providing subsidies or other assistance to Canadian companies which act in complicity with the military regime in Burma. *(1999 AGM)*

Given the disastrous impact of the Gulf War on all people, in particular the peoples of the Middle East, FPSE deplors Canada's participation in this offensive military action; and FPSE urges the federal government to withdraw its proposed legislation to expand arms sales, to cease all sales of arms and weapons of destruction, and to assume a leadership role as peace keeper. *(1991 AGM)*