



Federation of
Post-Secondary Educators
of BC

Spring Conference 2009

Building Capacity in Union Leadership



Coast Plaza Hotel & Suites
1763 Comox Street
Vancouver, BC

February 14, 2009



Federation of
Post-Secondary Educators
of BC

Message from the President



Cindy Oliver

Post-secondary education plays a critical role in the lives of our members, our students and their communities. All three benefit when we provide learning opportunities that expand the knowledge, skills and confidence of our students. This is the essential role that post-secondary education can play in our province.

Learning opportunities also need to be a vital part of our work as advocates and activists within our locals and within the broader labour movement. We need to take the time to ensure that within the activist ranks of our membership people have the skills, confidence and knowledge they need to speak out on behalf of their members and their students. This year's Spring Conference will focus on building capacity in union leadership through a series of diverse workshops designed to build skills, stimulate discussion and encourage activists to take on new challenges within their locals and their communities. The workshops will cover topics such as basic and advanced bargaining, member-to-member conflict, occupational health and safety, and justice for migrant workers. In all, there will be fourteen workshops, with lots of opportunity in each for delegates to engage in discussion and discover ways to strengthen their capacity as activists and advocates in their locals.

With a provincial election less than four months away, the Conference will feature a panel discussion with some of BC's leading political pundits. Canvassing the issues from right to left, the panellists will assess some of the critical issues and the role that activists can play in advancing those issues.

Each delegate will be able to register in four different workshops, and we are encouraging delegates to consider topic areas that move them beyond their current areas of interest or expertise. Our objective is to introduce delegates to new topics, new information, new ways of engaging in their local and their community and new ways of working within the broader labour movement at a local, provincial or even national level. It's all about building new capacities within our ranks and continued strength within our Federation.

In solidarity,

A handwritten signature in black ink that reads 'Cindy Oliver'.

Cindy Oliver

AGENDA

Saturday, February 14, 2009

8:00 – 8:45 am **Buffet Breakfast**
Nelson/Denman Rooms

Welcome / Opening Remarks
Cindy Oliver, President, FPSE

9:00 – 10:30 am **Political Panel**

CBC's Erica Johnson will moderate a panel comprising Erin Airton, Will McMartin and Bill Tieleman.

The panel will address political issues of the last several years and look ahead to the upcoming provincial election. There will be an opportunity for questions from the floor.

Panel Members

▶ **Erin Airton**

Erin is a communications consultant, columnist with *24 Hours* newspaper and can be heard regularly on the CBC radio program, *The Early Edition*, as part of their Political Panel.

▶ **Bill Tieleman**

Bill writes a politics column Tuesdays in *24 Hours* newspaper. You can hear Bill on CKNW AM 980's The Bill Good Show. Bill has been Communications Director in the B.C. Premier's Office and at the BC Federation of Labour. Bill owns West Star Communications, a consulting firm providing strategy and communication services for labour, business, non-profits and government.

▶ **Will McMartin**

Will McMartin is a political historian and columnist for *The Tyee* (www.thetyee.ca). He has been affiliated with the Conservative, Social Credit and BC Reform parties.

▶ **Erica Johnson**

Erica Johnson is the co-host of *Marketplace*, CBC television's award-winning prime-time investigative consumer show.

AGENDA

10:30 – 10:45 am Coffee Break

10:45 – 12:15 pm Workshops: Series One

- 1.01 Introduction to Labour Law**** **Nelson Room**
Weldon Cowan, FPSE Staff Representative
- 1.02 Addictions 101** **Denman Room**
Dr. Paul Farnan, Medical Director, Health Quest
- 1.03 Member-to-Member Conflict**** **Comox Room**
(continues in 2:03)
Debbie Cameron, Mediator, BC Labour Relations Board
David Piasta, FPSE Staff Representative
- 1.04 Effective Meetings**** **Gilford Room**
Jeff McKeil, FPSE Staff Representative
- 1.05 Migrant Workers: Capital on Two Legs** **Barclay Room**
Adriana Paz, UBC Continuing Studies

12:15 – 1:15 pm Buffet Lunch (served outside Nelson/Denman Rooms)

1:15 – 2:45 pm Workshops: Series Two

- 2.01 Basic Shop Steward Training**** **Nelson Room**
Zoe Towle, FPSE Staff Representative
- 2.02 Ergonomics for Educators** **Denman Room**
Anne-Kristina Arnold, School of Kinesiology, SFU
- 2.03 Member-to-Member Conflict**** **Comox Room**
(continuation of 1.03)
David Piasta, FPSE Staff Representative
- 2.04 Scholarly Activity** **Gilford Room**
Alice MacPherson, Local 5, Kwantlen Faculty Association
Steve Earle, Local 8, Van. Island University Faculty Assn.
Rita Williams, Local 10, Selkirk College Faculty Association
Rosalie Hilde, Local 17, BC Open University Faculty Assn.
Jeff McKeil, FPSE Staff Representative
- 2.05 Christian Labour Association of Canada:** **Barclay Room**
A Union of Convenience
David De Sousa, Internatl. Union of Operating Engineers

** These workshops are part of the FPSE Labour Relations and Public Policy Advocacy Certificate program.

AGENDA

2:45 – 3:00 pm **Coffee Break**

3:00 – 4:30 pm **Workshops: Series Three**

3.01 **Personal Information Protection Act (PIPA)** **Nelson Room**
Zoe Towle, FPSE Staff Representative

3.02 **Women and University Equity Issues** **Denman Room**
*Penni Stewart, President, Canadian Association
of University Teachers*
*Maureen Shaw, Vice-President of Grievances,
Kwantlen Faculty Association*

3.03 **Retirement: There's More To It Than Money** **Comox Room**
Dennis Anderson, Retired FPSE member

3.04 **Effective Local Executives**** **Gilford Room**
Jeff McKeil, FPSE Staff Representative

4:30 – 5:30 pm **Wine & Cheese Reception** (Conference foyer)

** These workshops are part of the FPSE
Labour Relations and Public Policy
Advocacy Certificate program.

WORKSHOPS

SERIES ONE

10:45 am to 12:15 pm

1.01 Introduction to Labour Law

Nelson Room

This workshop will review key legal principles and cases that have shaped labour relations over the years. Participants will learn how to apply those key legal principles to grievance assessment and member advocacy. The workshop will also introduce participants to the most common and widely used sources of jurisprudence and labour law information.

Presenter: *Weldon Cowan*, FPSE Staff Representative

Weldon Cowan joined FPSE as a Staff Representative in 2005. Weldon has worked perviously for the BC Teachers' Federation, served as union president for the North Vancouver Teachers Association, and was otherwise involved in grievance handling, negotiations and advocacy. He started his career as a French immersion Science teacher for the North Vancouver School Board. Weldon works with the FPSE Non-Regular Faculty and the Pension Advisory Committees. When not at work, Weldon applies his work-related skills to the art of raising four children.

1.02 Addictions 101

Denman Room

When it comes to drugs and alcohol, we all have different personal lenses that we use to decide whether someone might have an 'addiction' or not. We hear terms such as 'chemical dependency', 'substance abuse', 'alcoholism' etc being used, yet these terms are rarely defined. Society has difficulty deciding whether these conditions are character flaws or a medical illness. This workshop will review where the medical evidence is at with regard to diagnosis, treatment and long-term care of these drug and alcohol related conditions. This is important information for union leadership to be aware of when representing members. In addition time, will be spent on the challenges facing the union leader when confronting a member with addiction.

Presenter: *Dr. Peter Farnan*, Medical Director, HealthQuest Occupational Health Corp.

Dr. Farnan has worked in the field of occupational medicine and addiction medicine for more than 20 years. He holds additional certification in Addiction Medicine. He is a member of the Occupational & Environmental Medical Association of Canada as well as being a Clinical Associate Professor, Department of Family Practice at UBC. As Executive Director of the Physician Health Program of BC, he was involved in assessment and treatment planning for physicians who had problems related to substance use disorders.

1.03 Member-to-Member Conflict** (continues in Workshop 2.03)

Comox Room

The purpose of the workshop is to assist participants in identifying the different types of conflict that may occur in their workplaces, the impact that such conflict has on individuals and on groups, and to identify the steps they need to take in developing best practices when dealing with conflict in their own work settings. Participants will also be provided with an overview of existing policy alternatives that other worker and employer organizations have developed.

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Presenter: *Debbie Cameron, Mediator, BC Labour Relations Board*
Since 1994, Debbie has been employed as a Mediator with the Labour Relations Board of BC where she continues to date. In 2007, she was also appointed the Director of Conflict Resolution Programs. Debbie has a Certificate in Conflict Resolution from the Justice Institute of BC, and a Certificate in Intercultural Studies from UBC. In 2003, she completed her Master of Arts in Conflict Analysis and Management at Royal Roads University in Victoria, and in 2007, completed requirements for the Provincial Instructor Diploma with a post-secondary endorsement.

Presenter: *David Piasta, FPSE Staff Representative*

David Piasta has been a Staff Representative with FPSE since 1996, and prior to that worked for the BC Nurses' Union as a Labour Relations Officer for 13 years. David is the Staff Representative responsible for the Disability Management and Rehabilitation Committee, and advisor on all things related to the Health and Welfare plans.

1.04 Effective Meetings**

Gilford Room

If you want a meeting to be successful, it is best not to "wing it." Regardless of the size of the meeting, the basic rules of preparation are the same. This workshop will review a series of simple preparation steps you can use for any meeting, as well as simplified rules of order and facilitation techniques to help you once you get there.

Presenter: *Jeff McKeil, FPSE Staff Representative*

Jeff McKeil has over 15 years experience in post-secondary labour relations and has been with FPSE as a Staff Representative since 2001. His responsibilities include providing labour relations support to assigned locals, as well as supporting the work of the FPSE Organizing Committee, the Bargaining Co-ordination Committee and the Professional & Scholarly Development Committee.

1.05 Migrant Workers: Capital on Two Legs

Barclay Room

This interactive workshop will provide a framework to discuss the topic and issues around Temporary Workers Programs in Canada from a human rights and international solidarity perspective. Looking at the root causes of forced migration and the processes that lead to the arrival of thousands of indentured workers from the global South into Canada, participants will deepen their understanding of the race and immigration status-based challenges that migrant workers face.

Presenter: *Adriana Paz, UBC Continuing Studies*

Adriana Paz is originally from Bolivia and immigrated to Canada in 2003. She has a degree in Social Communications and Journalism. Over the last ten years she has been involved in diverse social justice projects. Adriana has experience in popular education, group facilitation, community organizing and research in migration issues. She is a co-founder and organizer of Justicia/Justice for Migrant Workers-BC (J4MW), a volunteer collective based in Toronto and Vancouver that strives to promote the rights of Mexican, Caribbean, and Guatemalan workers who annually participate in the Seasonal Agricultural Workers Program (SAWP). Adriana currently works at UBC Continuing Studies, managing the Certificate in International Development.

WORKSHOPS

SERIES TWO

1:15 pm to 2:45 pm

2.01 Basic Steward Training**

Nelson Room

Thinking about becoming a steward? Have just become a new steward? This session will introduce you to the basics of the collective agreement, duties of the steward, grievance procedures, and union and management rights.

Presenter: *Zoe Towle*, FPSE Staff Representative

Zoe Towle is FPSE's newest Staff Representative having started with FPSE last year. Zoe's responsibilities include assisting assigned locals with advocacy, representation, research and training. She is also responsible for supporting the work of the Workplace Health, Safety and Environment, and Human Rights and International Solidarity Committees. She is the FPSE privacy officer. Zoe comes from the health sector, bringing with her 20 years experience as an advocate and negotiator. She has one child, a daughter, currently attending SFU.

2.02 Ergonomics for Educators

Denman Room

This workshop will introduce you to the ergonomic issues in the post-secondary environment. We will address the signs and symptoms of common disorders, review risk factors specific to post-secondary education environments, and outline solutions for addressing concerns. We will also cover the process for ensuring that ergonomic issues are recognized and addressed for the long-term health of BC educators.

Presenter: *Anne-Kristina Arnold*, Chair Ergonomics Stream, Kinesiology
Simon Fraser University

Anne-Kristina has worked extensively across Canada for over 18 years applying ergonomics principles to products, workplaces, systems and environments with the aim of enhancing health and safety, productivity and quality of life. She currently chairs the Ergonomics Stream in the School of Kinesiology at Simon Fraser University and is an adjunct instructor at Emily Carr University of Art and Design. She is one of Canada's accomplished practitioners of applied ergonomics. She has a Master's Degree in Ergonomics from Loughborough University of Technology (U.K.) and is certified by the Board of Certification for Professional Ergonomists. She is a Professional Member of the Ergonomics Society (U.K.) and is a full member of the Association of Canadian Ergonomists.

2.03 Member to Member Conflict — Discussion and Role Play** (continuation of Workshop 1.03)

Comox Room

Presenter: *David Piasta*, FPSE Staff Representative

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2.04 Scholarly Activity

Gilford Room

Faculty members strive to maintain currency in their field, engage in new branches of knowledge, and improve their teaching skills to provide the best educational experience for their students. However, without the ability to fully engage in scholarly activity, faculty are often blocked from fully achieving their duties and ambitions as academics and educators. Our panel will discuss and present a working draft of the FPSE White Paper on Scholarly Activity. Time for feedback and discussion will be included. Discussion will include defining scholarly activity, the value and purpose of the various forms of scholarly activity, and the current state of scholarly activity for FPSE faculty members.

Panel members:

Alice MacPherson, Local 5, Kwantlen Faculty Association

Steve Earle, Local 8, Vancouver Island University Faculty Association

Rita Williams, Local 10, Selkirk College Faculty Association

Rosalie Hilde, Local 17, BC Open University Faculty Association

Jeff McKeil, FPSE Staff Representative

2.05 The Christian Labour Association of Canada: A Union of Convenience

Barclay Room

The Christian Labour Association of Canada (CLAC) is quickly growing in size and influence in BC and across the country. CLAC now represents approximately 50% of all unionized construction workers. One reason for their growth is that many employers prefer CLAC over traditional unions and even invite them into their workplaces. Evidence suggests that employers often do this to remain "union free" when another union is attempting to organize their employees. This workshop will provide information on CLAC, why employers like them, how they represent their members, and why their growth should be a concern to all of us.

Presenter: *David De Sousa*, International Union of Operating Engineers

David De Sousa is a western Canadian representative of the International Union of Operating Engineers. His position with the IUOE is to assist the Local Unions in British Columbia and Alberta to organize new members and to coordinate an effective offensive against the Christian Labour Association of Canada (CLAC). Prior to his appointment as an International Representative in 2008, Mr. De Sousa had been working as a Union Organizer with the IUOE Local 115 throughout BC since 2001. He is proud to have played a role in the steady growth and increased diversity of his union by organizing new members, from airline pilots to sanitation workers to tradesmen, including the liberation of working people wishing to rid their workplace of CLAC.

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SERIES THREE

3:00 pm to 4:30 pm

3.01 Personal Information Protection Act (PIPA)

Nelson Room

This workshop will provide an overview of the purpose and scope of PIPA, and the ten steps to compliance. The workshop will also address a union's entitlement to information from a grievor, its obligation to disclose information to a grievor, and its entitlement to information about other employees. We will also look at a union's obligation to request information and safeguard information.

Presenter: *Zoe Towle*, FPSE Staff Representative

3.02 Women and University Equity Issues

Denman Room

This workshop is designed to facilitate discussion and information sharing about women in universities and the transition from college and university-college to university and its effect on women.

Presenter: *Penni Stewart*, President, Canadian Association of University Teachers

Penni Stewart is an Associate Professor in the Department of Sociology at York University. Since her appointment in 1990 she has been an active member of her academic staff association, serving in many different capacities including President. Penni has been an advocate for equity/inclusion issues at York for many years and conducts research in this area. In 2007 Penni became the Vice-President of the Canadian Association of University Teachers (CAUT) and Chair of their Equity Committee. In 2008, she became President of CAUT.

Presenter: *Maureen Shaw*, Vice-President of Grievances, Kwantlen Faculty Association

Maureen Shaw is currently Vice-President of Grievances for Kwantlen Faculty Association. She is Past President of the National Union of the Canadian Association of University Teachers (NUCAUT) and a member of the CAUT Collective Bargaining and Economic Benefits Committee. From 1996-2002, Maureen served as one of two full time table officers of FPSE, first as Secretary Treasurer and then as President. She has also sat as a member of the British Columbia Labour Relations Board (2000-2006) during which time she adjudicated appeals of arbitration awards.

3.03 Retirement: There's More to it than Money

Comox Room

There are two basic questions that must be answered when any individual is thinking about retirement: Can I afford to retire? Am I ready to retire? This workshop will provide essential financial information about the pension that plan members can expect to receive and the choices that are available. In addition, we will go beyond the financial implications of retirement to look at the many factors that go into fashioning a future that is truly rewarding.

Presenter: *Dennis Anderson*, Post-Secondary Branch, BC Retired Teachers' Association

Dennis Anderson is the retired appointee to the College Pension Plan Board of Trustees and also serves on the Executive Committee of the Post-Secondary Branch of the BC Retired Teachers' Association. He has been enjoying the 'post work' part of his career for

WORKSHOPS

the past five years. Prior to 2004, Dennis worked at the Centre for Curriculum, Transfer and Technology, and was the President of FPSE Local 20.

3.04 Effective Local Executives**

Gilford Room

While it is clear to many that the elected Union Executive is mandated to act and make decisions on behalf of the membership, it is less clear how the Executive is supposed to accomplish this. The focus of this workshop is to shed some light on the Executive's legal authority and obligations, roles and responsibilities, and the importance of team work. Tips and strategies to minimize workload and make decisions will be reviewed. Conflict of interest, how to run an effective meeting and the value of policies will be briefly discussed.

Presenter: *Jeff McKeil*, FPSE Staff Representative

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