

Standing Committee Reports

BARGAINING COORDINATION COMMITTEE

CONTRACT ADMINISTRATION REVIEW COMMITTEE

DISABILITY MANAGEMENT & REHABILITATION COMMITTEE

EDUCATION POLICY COMMITTEE

HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE

NON-REGULAR FACULTY COMMITTEE

PENSION ADVISORY COMMITTEE

PRIVATE SECTOR LOCALS AND ORGANIZING COMMITTEE

PROFESSIONAL & SCHOLARLY DEVELOPMENT COMMITTEE

STATUS OF WOMEN COMMITTEE

WORKPLACE HEALTH, SAFETY & ENVIRONMENT COMMITTEE

Connect the dots!

Bargaining Coordination Committee

Your Committee:

Chair: Sheldon Clare, Local 3

Joanne Quirk, Local 1
Jason Brown, Local 2
Robin Wylie, Local 4
Bob Davis, Local 5
Kathy Bonell, Local 6
Hilary Turner, Local 7
Gara Pruesse, Local 8
Bev Onischak, Local 10
Sheree Ronaasen, Local 11

Darryl Ainsley, Local 12
Maureen Maloney, Local 14
Maggi Trebble, Local 15
Paul Whyte, Local 16
Don Stanley, Local 17
Matthew Pasco, Local 19
Jean-Bernard Ardila, Local 21
Tom Becher, Local 22
Richard Aisaican, NRFC Liaison
Cindy Oliver, Executive Liaison

As I write this report, the tempo of bargaining is increasing. Successful strike votes have come in from faculty at Langara, VIU, and VCC. VIU faculty members are walking a picket line and others are also poised to take a stand to challenge the mandate in this significant fashion. The Common Table is effectively at impasse and many locals are also heading to impasse with their local employers – there aren't many signs of agreements on the horizon. It is shaking up to be an interesting spring term. Unfortunately, some locals are not yet positioned to be taking strike votes and so this round of labour instability may well continue for a protracted period of time.

The new premier is faced with a daunting task, given that our unions have clearly demonstrated that we do not accept a zero-zero mandate and that we want solutions to our long standing problems. Unfortunately, demands for concessions and management rights are the order of the day at many tables, along with the tired suggestion that unions mine their collective agreements. Hopefully, the needs of the post-secondary system will have some cachet with this government as it limps renewed, but still damaged, towards a provincial election.

The problems in this round of bargaining are related to a government hard-bargaining tactic that is commonly called "the mandate." In addition we are faced with a continued lack of respect from the government and our employers for post-secondary educators and the work that we do, as well as a

serious lack of provincial funding for education, coupled with poor decisions as to funding allocation at local colleges and universities. Functioning important programs continue to be reduced to protect failed initiatives. Courses that encourage critical thinking are cut to favour training designed to train people for jobs. Analytical abilities appear to threaten the agenda and are thus at risk.



BCC Chair Sheldon Clare (Local 3)

We have said all along that we were challenging the mandate – what part of that clear statement has remained a mystery to the government, PSEA and the local employers? It is really quite simple - why would we sign a deal that brings us nothing? The answer is that we won't. We will get a deal at some point; however, we should be aware of the context of our environment. The BCTF is making clear noises about money as a priority in this round, and our support staff unions are also in negotiations. Our solutions have costs associated with them and if the government wants a deal they need to understand that situation.

Communicating and co-ordinating any needed job action with our support unions and local labour are going to be important aspects of success. As well, it will be critically important to maintain close ties with student unions so as to ensure that they understand our issues so that students will support us in any needed job action. After all, the improvements that we seek in our system will benefit students as well as our own members.

On other matters, I was elected for my sixth term as chair of BCC at our January meeting. I was pleased to present at the FPSE Spring Conference on Making Meetings Move. I wish to thank President Cindy Oliver for her enthusiastic support of this committee, even though suffering the loss of her mother this year, for which I express my condolences as well as those of the committee. Vice-President Nanci Lucas also deserves our gratitude for her dauntless efforts towards achieving a good contract, and I would also thank staff representative Jeff McKeil for his excellent work for me and the members of BCC. In addition I would also like to acknowledge the efforts of all of our local and provincial bargainers who face a difficult task in challenging times. I look forward to seeing you at Prince Rupert for our Annual General Meeting in May.

Respectfully submitted,

Sheldon Clare (Local 3)
Chair, BCC

Contract Administration Review Committee

Your Committee:

Chair: Lui Marinelli, Local 10

Nanci Lucas, Local 1

Bernard Igwe, Local 2

Steve Campbell, Local 3

Sandra Hochstein and

Erin Rozman, Local 4

Maureen Shaw, Local 5

Debbie Hope, Local 6

Madeleine Hardin (faculty), Local 7

Jill Harrison (staff), Local 7

Dominique Roelants, Local 8

Sharon Josephson, Local 9

Sheree Ronaasen and

Gordon Weary, Local 11

Kelly Pitman, Local 12

Cheryl McKeeman, Local 14

Ingrid Kolsteren and

Karen Shortt, Local 15

Shirley Ackland, Local 16

Mary Kruger, Local 17

Nedra McKay and

Teressa Nahanee, Local 19

Tom Becher, Local 22

Lorraine Rehnby, NRFC Liaison

George Davison, Executive Liaison

The Contract Administration Review Committee, composed of the Chief Stewards of FPSE locals, meets twice a year to discuss issues, and grievances, and to identify common threads at our locals. The local rep submits a short written report and speaks

to the main concerns. As well, our meetings include an educational component to increase our skills and knowledge in dealing with the many issues at our locals. The sessions are lively, interesting, and help to inform our work as Chief Stewards.

The October 2010 meeting was chaired by Ingrid Kolsteren (Local 15). At this meeting, Ingrid announced that, after many years of service to the union movement, she would be stepping away from her duties. As such Lui Marinelli (Local 10) was elected Chair for upcoming meetings.

We welcomed back Okanagan College Faculty Association (Local 9) following a several year hiatus.

The general themes and issues that were the focus of our discussions this year included:

- regularization
- disability
- jurisdictional issues
- increased use of discipline by the employer

At the October meetings, we participated in a workshop on succession planning and recruitment of new stewards. Small groups discussed their experiences, successes, and challenges in dealing with succession. We ended by reporting out from the small groups and discussed the outcomes.

No future education or training was identified at this time as time was running short.

GARC

As CARC Chair, I participate with FPSE Staff Representatives and the Secretary-Treasurer in the monthly Grievance and Arbitration Review Committee meetings, where we consider grievances referred by the locals for arbitration.

CAUT

As CARC Chair, I was fortunate to be able to attend the CAUT Senior Grievance Workshop on behalf of FPSE. The theme this year was Selected Issues in Grievance Handling. We participated in a number of workshops on such topics as: member vs. member issues; peer review and the grievance process, and investigating grievances: witnesses.

Thank you to George Davison, the Executive Liaison for CARC, David Piasta, Staff Representative for CARC, and to Sara Rozell, Administrative Assistant, for their support. I look forward to working with CARC in the coming year. This was David's final CARC meeting as he will be retiring to much greener pastures in the summer. His expertise, support, and discussions have been very much appreciated.

Respectfully submitted,

Lui Marinelli (Local 10)
Chair, CARC



CARC Member Maureen Shaw (Local 5/KFA)

Disability Management & Rehabilitation Committee

Your Committee:

Chair: Ann Marie Davison, Local 5

Pat Hodgson and
Keith Lam, Local 1
Karen Ross and
Len Hutt, Local 2
Carole Whitmer and
George Dunne, Local 3
Sandra Hochstein, Local 4
Kim Buchan and
Jan White, Local 6
Kathy Gowdridge, Local 7
Donna Kurulak, Local 8

Sally Glock and
Mark Spielman, Local 10
Karen Chryslar, Local 11
Fulton Tom, Local 14
Ingrid Kolsteren and
Frank Cosco, Local 15
Joseph Dunn, Local 16
Richard Duguay, Local 17
Mandy Jimmie, Local 19
Heather Mitchell, Local 22
Peter Pike, NRFC Liaison
Mia Reimers, Executive Liaison

The FPSE Disability Management & Rehabilitation Committee is primarily made up of members who serve as representatives on their institutions' local Rehab Committee. The mandate of these local committees is to support faculty members during medical leaves and to assist in their return to work. Committee members carry out a variety of tasks, including helping colleagues with the paperwork required by the insurer, staying in contact with faculty members on medical leave, participating in return to work planning, and providing information to all members about our disability plans.

This year the committee met twice, once in November and again as part of the FPSE Spring Conference in February. At both meetings, reports from locals were discussed and committee members shared problem-solving strategies. During the local reports, we often discover common problems that Staff Representative David Piasta can work on with us to find solutions.

Some locals do not have formal Rehab committees, but their representatives still come to learn how they can assist sick or injured members. Some good news is that University of the Fraser Valley is making

inquiries into the Rehab Committee process, and may soon be establishing a Rehab committee at Local 7.

A major part of the committee's work plan was to design a survey of members who have been on short- or long-term disability. Thanks to Pat Hodgson (Local 1) in particular for her work on the survey questions. The DMRC finalized the survey questions at our February meeting, and we will be doing a beta test with a few members before we send it out widely. The survey will produce data regarding the satisfaction/dissatisfaction of members with respect to their interactions with Manulife, and the entire Rehab process, and hopefully will inform future improvements.

The committee worked with David on a letter that members can bring to the physician who is completing their sick leave application forms. The intent is that the letter will result in more thorough applications and therefore fewer initial rejections of claims.

There is still more work to be done on improving the "Physician's Assessment of Work Abilities" form and updating the "Best Practices Manual."



Mia Reimers (Local 11/AWU), Executive Liaison to DMRC.

The DMRC Manual, which explains the Rehab process, is in need of revision. As Chair, I have suggested some changes and have requested that other committee members also review the binder. David will be bringing these revisions and other Rehab issues to a Joint Committee on Benefits Administration meeting in the near future.

On behalf of the committee, I wish to thank our Executive Liaison Mia Reimers. Our beloved FPSE Staff Representative David Piasta will be retiring this summer. David has been an invaluable resource to this committee. He was on the team that initially developed our Rehab process and has worked with the DMRC from its infancy to where we are now. We are sad to see him go, but wish him all the best in this new phase of his life. We are looking forward to building on the foundation that David has laid by working with our new Staff Rep, Zoe Towle.

I have enjoyed my term as Chair and thank the other committee members for their commitment to meeting the needs of their sick/injured colleagues. I am pleased to be turning the reins over to the capable hands of the newly elected Chair, Sandra Hochstein (Local 4).

Respectfully submitted,

Ann Marie Davison (Local 5)
Chair, DMRC

Education Policy Committee

Your Committee:

Chair: Balbir Gurm, Local 5

Rejean Marios, Local 1
Sean Finucane, Local 2
Shannon Bezo, Local 3
Chris Maguire, Local 4
Leslie Molnar, Local 6
Darryl Plecas, Local 7
Alex Pevec, Local 8
Mike Minions, Local 9
Don Parks, Local 10
Elise Kruithof, Local 11

Bronwen Welch and
Paul Brady, Local 12
Julia Denholm, Local 14
Brenda Appleton, Local 15
Lesley Watts, Local 16
Veda Abu-Bakare, Local 17
Nedra Mckay, Local 19
Al Morrison, NRFC Liaison
Terri Van Steinburg,
Executive Liaison

Over the last twelve months the Education Policy Committee has devoted much of its time and resources to supporting the priorities that have been identified by Presidents' Council and providing more in-depth analysis of the issues and developments that are affecting conditions within the post-secondary education sector. To better focus our work, EPC has used a workshop approach to develop draft policy documents as well as submissions and briefing papers to government.

A number of themes have emerged throughout the year as those documents and submissions have been prepared. Funding continues to be a critical problem. Real per-student operating grants to post-secondary institutions have fallen by over 8% since 2001. The direct impact of that funding shortfall has been for post-secondary institutions to cut back on a broad range of student support services as well as limit program and course options available to students.

The funding crunch has also had serious implications for faculty and staff throughout the post-secondary education system. Administrators are constantly pressing to have faculty "do more with less," an approach that has forced a serious deterioration in post-secondary learning environments and in the modes of teaching and learning available at our public institutions.

The funding problems have also affected the labour relations environment at our institutions. Senior administrators are more aggressive in their challenge of existing contract provisions, a move that creates distrust and unease at our campuses and forces a more litigious approach to labour management relations.

One of the major frustrations that our Committee has uncovered in this analysis of the funding issue is the extent to which administration budgets have increased as funding dollars become scarcer. Local EPC members have reported a steady rise in the number of senior administration within their institutions, a rise that is hard to justify when support services are cut and program options diminished to make up for funding shortfalls.

Although not directly related to chronic under-funding, the shift in governance at our local institutions has also affected labour relations. Many of the new special purpose teaching universities have seen the balance of faculty representation diminished as a result of amendments to the University Act. With faculty's voice reduced to a minority status on many Senates, the bias in academic governance is tilting towards the priorities advocated by senior administrators. The change in governance reinforces the view that our collective agreements are the most effective way to ensure our priorities and rights are advanced.

EPC has worked to highlight some of the critical themes in the submissions made by FPSE to the provincial government. For example, the Committee has worked with FPSE Staff to ensure that the presentations made by local faculty associations to the Legislature's Standing Committee on Finance and Government Services included specific examples of how funding shortfalls are affecting students and communities throughout the province. As well, the Committee stressed that there were alternatives to this short-sighted fiscal approach, alternatives that could improve access and the learning experience for all students.

In addition to working on various sectoral themes, EPC was asked to use its workshop approach to develop a draft policy paper on the changes in post-secondary learning environments. The draft document — *The Balancing Act: The Changing Dynamic of Post-Secondary Learning Environments in BC* — was the result of our November EPC meeting. At this year's Spring Conference, members of EPC led a workshop discussion on the topic to gather more input and feedback from other FPSE members. That input is being incorporated into a final document that will be circulated to Presidents' Council and this year's AGM in May.

The draft discussion paper also includes a number of key recommendations that call for FPSE to take further action to ensure that post-secondary learning environments are improved. Many of the recommendations will be actively debated at this year's AGM. We look forward to participating in that

debate and ensuring that the work of our committee continues to inform and advance the debate within our membership.

Over the next twelve months, EPC will continue to monitor emerging education policy issues. As well, the Committee will work to support the objectives identified by both Presidents' Council and the May

2011 AGM to ensure that our work as a Committee continues to advance the priorities of the Federation.

Respectfully submitted,

Balbir Gurm (Local 5)
Chair, EPC

Human Rights & International Solidarity Committee

Your Committee:

Chair: Naomi Wolfe, Local 16

Richard Brand, Local 1
Derek Cook, Local 2
Marta Tejero, Local 3
Bill Burgess, Local 5
Deni Marsh, Local 6
Martha Dow, Local 7
Eliza Gardiner, Local 8
Marlo Edwards, Local 9

Mary Ann Morris, Local 10
Rick Budhwa, Local 11
Karoline Guelke, Local 12
Susan Weber, Local 14
John Demeulemeester, Local 15
Nedra McKay, Local 19
Charles Boylan, Local 21
Teresa Fedorak, NRFC Liaison
Nanci Lucas, Executive Liaison

HRISC continues to be very active, both in supporting the work of local campus representatives and in advising our federation on pressing human rights and international solidarity issues. Please refer to the HRISC minutes for more details, if needed.

The committee owes much gratitude to our dedicated Executive Liaison Nanci Lucas, and FPSE staff Zoe Towle and Mary Bruegeman for their ongoing support, and to the FPSE Executive and Presidents' Council for their assistance.

HRISC is pleased that our 2010 AGM resolution that the ISF fund be increased from \$15,000. to (approx.) \$35,000. passed successfully.

Campus Activities & Issues

Local reports reflect a wide diversity of human rights and international solidarity activities. Our committee

members are actively involved in supporting activities/issues including:

- A variety of film screenings and film festivals with social and global justice themes
- Diversity and racism awareness and anti-discrimination training
- First Nations awareness-building
- Migrant worker awareness and solidarity
- Black History Month
- Local faculty/staff discussions on various HRIS topics

Other issues that have arisen at meetings include:

- SLAPP suits (Strategic Litigation Against Public Participation)
- Video cameras – surveillance or security?
- CPCCA (Canadian Parliamentary Coalition to Combat Anti-Semitism) and its apparent refusal to consider any positions

- critical of Israel, potentially impacting university and college instructors
- College Pension investments, in particular related to Goldcorp in Latin American countries
- Canadian troop withdrawal from Afghanistan
- Need for awareness around the Cuban Five case
- Need for awareness of water issues in First Nations communities, specifically in BC, and in particular in relation to the impact of mining and other activities on water in these communities

Guest Speakers

At the November meeting, Carol Wood, Program Director of CoDevelopment Canada, gave the committee an overview of CoDev's work and the work of FPSE's solidarity partners in Latin America. Program areas include education, human rights, and solidarity with Maquila workers in Central America.

Carol mentioned that CoDev is celebrating its 25th anniversary, and that they are organizing a Building Solidarity Conference for people doing social and global justice work.

Carol also commented that CIDA funding, which CoDev has historically received, is now assessed against how the proposal lines up with the federal government's priorities. This was expressed as a concern, in that it requires that organizations provide CIDA with extensive and frequent reports as well as copies of all receipts. Fortunately, CoDev has received its CIDA funding for this year.

Motions from our February meeting

- That Eliza Gardiner (Local 8) be reinstated as the HRISC rep. to the Equity Sub-Committee, along with the Chair of the HRISC. (Note: HRISC has been advised by PC that the the Equity Sub-Committee must remain as part of HRISC, though it has not met as yet.)

- That the Cuban 5 Speaker's Tour featuring Mr. Jorge Soberon be sanctioned as an official FPSE tour
- That the HRISC continue to support CoDevelopment Canada
- That HRISC endorse in principle ongoing support of solidarity with Haiti through the HUSF, SODEPEP and IJDH

Workshop Proposals for AGM

- That Ryan Sawatsky of the Sawatsky Family Foundation speak about the SOPUDEP school and solidarity by unions and educators with Haiti. (ISF Fund recipient)
- That KAIROS be invited to send a speaker to the FPSE AGM (Note: Its funding was recently cut, an example of funding cuts by the Harper Government to human rights and international solidarity organizations.)
- That Peter Julian be invited to speak about the implications of the proposed Canada – EU Comprehensive and Economic Trade Agreement (CETA)

Other

- Derek Cook (Local 2) attended the CLC Rise Up for Your Rights Conference in Ottawa on behalf of HRISC.
- On behalf of the HRISC, I attended the CoDev Building Solidarity conference on Nov. 27 2010, and the FPSE PAC (bcIMC report) on March 5, 2011.
- After some discussion, we are planning to invite a speaker to our fall meeting who can speak to us on the topic of water issues in First Nations communities.
- At HRISC's February 2010 meeting, Kulwant Gill (Local 7) stepped down as HRISC Chair. I, Naomi Wolfe (Local 16) had the honour (and surprise!) of being elected as the new Chair for 2010/2011, and was recently re-elected for a second term, 2011/2012. I look forward to another productive year with HRISC.

Respectfully submitted,

Naomi Wolfe (Local 16)
Chair, HRISC

Non-Regular Faculty Committee

Your Committee:

Chair: **Teressa Fedorak, Local 2**

Stephen Culhane, Local 1

Gerard Sinnott, Local 3

Dave Harvey, Local 5

Brian Harvey, Local 6

Jeff Chizma, Local 7

Richard Aisaican, Local 8

Alan Rice, Local 9

Adrian Barnes, Local 10

Dina von Hahn, Local 11

Al Morrison, Local 12

Noel Currie, Local 14

Lorraine Rehnby, Local 15

Yiling Chow, Local 16

Peter Pike, Local 19

Jane Slemon, Local 22

Frank Cosco, Executive Liaison

The Non-Regular Faculty Committee (NRFC) met in September 2010 and March 2011. At both meetings the sharing of reports from each of the locals proved to be a beneficial exercise as members were able to keep current on the prominent issues that are affecting Non-Regular employees in each area of the province. The advice and support from other representatives on the committee is so valuable and encouraging that this portion of our meetings remains the most vital. There continues to be diversity in the treatment of Non-Regulars across the province both in collective agreement language and in the way they are supported, or fail to be supported, by their colleagues. Most locals continue to work towards strengthening their local collective agreement language in order to support a pro-rata model. They are working on gaining or increasing benefits, professional development funding, pay-grid discrepancies, job security and maternity leave. Most locals are engaged in the bargaining process at this time, and we are hopeful that gains are made in each local to strengthen the rights of Non-Regular employees.

Development of the NRFC campaign that was adopted at the 2010 AGM was a large project undertaken over the course of this year. This campaign was proposed due to a lack of improvement in working conditions and great unevenness in rights and entitlements for Non-Regulars in some FPSE locals. A sub-committee was formed to develop a strategic campaign to advance equity for Non-Regular faculty which would be directed towards institutions,

government, students and the public in an effort to build support for the long-term bargaining objectives of FPSE and member locals. Four central ideas were chosen: access to real pro-rata work; equitable scale placement and advancement; access to benefits; and better integration into the academic and educational community. Short-term, mid-term and long-term goals were created along with key strategic initiatives which included achieving gains during the current round of bargaining, building an information campaign around the key goals, building campaign goals into bargaining goals and objectives on an ongoing basis, training a contingent to carry the message to key audiences and, finally, developing goals which place the onus on employers to treat all faculty fairly. This campaign will be our focus for the upcoming year.

Most NRFC representatives assisted with Fair Employment Week events in their own locals. Posters, pamphlets and chocolates with a fair work message on them were distributed throughout FPSE locals this year. These events and communication methods provide a valuable opportunity to connect, share information and build solidarity for Non-Regular employees.

Two other items that were on the agenda for the Non-Regular Faculty Committee meetings were a review of the areas of the recently adopted University Bargaining Principles which positively impact Non-Regulars, and an information session about the New Faculty Majority: The National Coalition for Adjunct and Contingent Equity. This

group was created in the United States to advance contingent issues and the NRFC has decided to support their work as it mirrors our own work here in British Columbia.

The NRFC thanks Executive Liaison Frank Cosco for his consistent words of wisdom and knowledge regarding Non-Regular issues throughout our province and surrounding areas. At each meeting, Frank continues to inspire committee members to work for positive change for Non-Regular employees. As Chair of the Committee, I wish to thank Weldon Cowan for being so responsive to the committee members' ideas and for being such a wonderful and

accommodating person to work with. Thanks also go to Administrative Assistant Nancy Yip at the FPSE office who keeps us organized and updated. The Committee recognizes President Cindy Oliver once again for her ability to elevate Non-Regular issues and bring them the attention they deserve. Thank you to all members who continue to lend their support to the work of the Non-Regular Faculty Committee.

Respectfully submitted,

Teresa Fedorak (Local 2)
Chair, NRFC

Pension Advisory Committee

Your Committee:

Chair: Tom Friedman, Local 2

Debby Vollbrecht, Local 1
Marie Sinnott, Local 3
Jennifer Kirkey, Local 4
Suzanne Pearce, Local 5
Joan Kaun, Local 6
Norm Taylor, Local 7
Jean Blackburn, Local 8
Doug Birtwistle, Local 9
Duff Sutherland, Local 10
Ken Shaw, Local 11

Candace Fertile, Local 12
Fraser Archibald, Local 14
Brian Haugen, Local 15
Christine Hodgson, Local 16
Derek Knox, Local 17
Al Fukushima, Local 19
Christian Blyt, Local 22
Peter Pike, NRFC Liaison
Frank Cosco, Executive Liaison
Penny Heaslip, Retired Appointee
Paul Ramsey, Retired Appointee

Since the 2010 FPSE AGM, the Pension Advisory Committee (PAC) has been involved in the following activities:

September 27, 2010

A PAC teleconference was held to provide feedback to Presidents' Council on the question of moving to a Pension Trust Agreement. PAC members reviewed the document "Why a pension trust agreement makes sense for BC's College Pension Plan" as well as emails from Cindy Oliver, John Wilson and Dominique Roelants on this issue.

The following motion was passed: That PAC advises Presidents' Council that the Committee supports the

Pension Trust Agreement with the proviso that the terms of the agreement remain the same.

The Chair invited Frank Cosco, Executive Liaison to PAC, to provide a brief overview of the joint PC/PAC Working Group on Pension Administration's Pension Report to prepare PAC members for a full discussion at the committee's in-person November 2010 meeting.

November 5/6, 2010

In addition to hearing reports from the Executive Liaison and updates from the Trustees on CPP

investment and performance and CPBT decisions, the Committee undertook the following:

- Reviewed the committee's work plan assigned by Presidents' Council in June 2010 and FPSE's action resolutions from the 2010 AGM.
- Decided to have Paul Ramsey, retired PAC member, provide contact with BCRTA and provide PAC with regular reports, in the absence of an FPSE-appointed retiree trustee.
- Invited PAC reps to share local collective agreement provisions related to retiree rights to work over the listserv.
- Expressed concerns over pension ethical investing policies in regards to Canadian mining companies Goldcorp, Encana and Barrick.
- Instructed the Chair to invite Susan Enefer, Manager for Shareholder Engagement with bcIMC, to the March 2011 PAC meeting.
- Established two sub-committees to fulfill the committee's work plan: (1) Review inflation adjustment and review and (2) advise on strategies to provide better retiree health and welfare benefits.
- Reviewed part of the Joint PC/PAC Working Group on Pension Administration's Pension Report and made recommendations to PC.
- Set up a teleconference for December 2010 to complete the work on the Pension Report.

December 17, 2010

The Committee completed its review of the Joint PC/PAC Pension Report via teleconference and the Chair and Executive Liaison prepared PAC's recommendations for the January 2011 Presidents' Council meeting.

January 9, 2011

PAC Chair invited Susan Enefer, bcIMC's Manager of Shareholder Engagement, to the March PAC meeting.

January 14, 2011

The PAC Chair and Executive Liaison presented PAC recommendations on the Pension Report to FPSE Presidents' Council.

November 2010 to March 2011

Two PAC sub-committees—Retiree Benefits and Inflation Adjustment—met by teleconference in preparation for reports to the March 4/5 PAC meeting.

February 10, 2011

Bryan Thomson, bcIMC's Vice-President of Equities, and Lynn Hannah, bcIMC's Vice-President of Consulting and Client Services, accepted PAC's invitation to attend the March 4/5 meeting.

March 1, 2011

Eight PAC members attended the 2011 SHARE BC Pension Forum in Vancouver sponsored by SHARE. FPSE paid expenses for two out-of-town members to attend.

March 4/5, 2011

The committee's work at our regularly scheduled meeting included the following:

1. PAC Executive Liaison Frank Cosco reported on Presidents' Council decisions related to pensions and updated members on the Pension Partners meetings.
2. Our three FPSE-appointed Trustees—Weldon Cowan, John Wilson and Dominique Roelants—reported on the College Pension Board of Trustees decisions, including
 - a. The possibility of de-linking the Plan from references to the Yearly Maximum Pensionable Earnings (YMPE) and replacing them with references to the Average Industrial Wage. Trustee Roelants reported that the federal *Pension Act* requires a link to the YMPE.
 - b. The issue of calculating indexing when there is a period of deflation.
 - c. The Teachers' Pension Plan's ending of premium subsidies for post-retirement group benefits. Teachers' has negotiated a retiree-paid PRGB plan, which was less expensive and provides better coverage than the one negotiated for College

- Plan retirees. Trustees were asked to investigate and report back to PAC.
- d. The possibility of extending the temporary annuity option for retirees.
 - e. Investment performance of the plan—the plan is pretty much back to where it was before the downturn in 2008.
 - f. National transfer agreement. Since April 1, 2010 the CPP now belongs to a national transfer agreement, through which all public sector pension plans across the country allow members to transfer their service to our plan. PAC members were asked to make sure that new hires are told about this option.
 - g. The CPBT has amended its quorum, but is permitting proxy voting—if trustees cannot attend in person, they can issue a proxy to another trustee from the same appointing partner.
3. The chair reported on activities since the last meeting of PAC.
 4. Attendees at SHARE's Pension Forum reported. Some felt that organizers of the SHARE “boot camp” had aimed the material for a target audience not at all familiar with pensions and that it was not worthwhile for those who were on pension committees; however, attendees found the concluding plenary was worthwhile. PAC wants to ensure that the Forum be of value to members given the cost to FPSE.
 5. Update on PC /PAC Sub-Committee on Pension Administration and Governance —the chair updated the committee on the January 14 Presidents' Council decisions related to the sub-committee's report.
 6. Resolutions for FPSE 2011 AGM—the committee chose not to submit any resolutions for AGM, given that the Joint Committee Report on Pension Administration and Governance would elicit a lot of debate and would focus delegates' attention on pension issues.
 7. Workshop Recommendations for FPSE 2011 AGM—the committee recommends that the workshop devoted to pension issues focus on “the future of pensions,” a broad-based discussion of potential threats to defined

benefit pension plans.

8. Presentation and Discussion on bclMC's Responsible Investment Policies—the committee heard a comprehensive presentation from Bryan Thomson and Lynn Hannah. Questions and discussion related to bclMC's policies and Canadian mining companies' activities in Latin America ensued.
9. Reports of sub-committees on Retiree Benefits and Inflation Protection
 - a. Retiree Benefits—Penny Heaslip presented the report to the committee. Independent health benefits consultant David Porteous, from WE Insurance Services was asked to prepare a report, but failed to ask for sufficient information to assess our plan. He will be given more information so that he can compare the Teachers' PRGB plan and analyze why it is better and cheaper than the College Plan's PRGB plan.



PAC Chair Tom Friedman (Local 2/TRUFA)

Dominique will provide 'experience' data. The committee will continue its work.

- b. Inflation Protection—Paul Ramsey led the committee through the report. A lengthy discussion ensued on potential options for addressing inflation protection challenges. A motion was passed to endorse the report's three recommendations and to modify the report as suggested by the committee. The revised report is being prepared.

- 10. Motion was passed to request that Presidents' Council implement item #2 of Motion #40 from the 2009 AGM:

BIRT "the [FPSE] Executive will investigate the possibility for an independent, professionally developed survey of active and retired members on pension-related issues so that any "Partners' Table" will have the best possible reading of the opinions of our active members and retirees, and the proposal for such a survey will be made for Presidents' Council approval."

PAC recommends that Presidents' Council establish a line for the 2011-2012 FPSE budget that would 'operationalize' this motion.

- 11. Round table discussion on the "future of

pensions," with a focus on the threats facing defined benefit plans. The committee feels that a comprehensive educational campaign needs to be undertaken targeted both our membership and the general public highlighting the fact that employees are the ones who pay for our pensions through both our contributions and those of our employers who reduce our salary and other benefits to offset the cost of their contributions.

- 12. Recommendation on trustee appointment—given that the Joint PC/PAC report's proposed change to the trustee recommendation process through which PAC nominates candidates for trustee positions will not be approved until the May AGM, the committee operated under the timelines in the existing policy. As a result PAC voted to recommend that Dominique Roelants be appointed to a new term as CPP trustee, 2012-2015. However, PAC members felt that, should the provisions of the new policies be approved in May, the committee is prepared to begin work in the fall to fulfill its new obligations.

Submitted in solidarity,

Tom Friedman (Local 2)
Chair, PAC

Private Sector Locals & Organizing Committee

Your Committee:

Chair: Michael Wicks, ETEA 1

Jean Ardila, ETEA 1
Shannon Enns, ETEA 1
Linda Evans, ETEA 1
Linda Stephen, ETEA 1
David Brault, ETEA 2
Elizabeth Collins, ETEA 2

Edward Francis, ETEA 3
Ryan Steuer, ETEA 3
Frank Lorne, ETEA 5
Simon Parker, ETEA 5
Kevin Drager, ETEA 6
Brad Johnson, ETEA 6
Lili Meier, ETEA Treasurer
Frank Cosco, Executive Liaison

The commitment FPSE has made to organizing faculty and staff in BC's private post-secondary institutions is beginning to evolve into a more comprehensive approach to policy and strategy development for the members who work in those institutions. That evolution is evident in the work that PSLOC has undertaken in its first year as a Standing Committee to Presidents' Council.

At the Committee's inaugural meeting in December 2010, we discussed the broader range of issues that affect private sector institutions as well as the ability of faculty at non-union institutions to engage in any meaningful organizing activity. Based on that discussion, the Committee concluded that as a first step we needed to have FPSE staff research the regulatory changes that have taken place within BC's



private post-secondary education sector. In addition, we stressed the importance of building alliances with students enrolled in private institutions.

The research done on the regulatory changes in our sector was presented and discussed at the two meetings of the Committee that were held in February 2011. The research provided a comprehensive overview of the legislative changes that were made in 2003-2004 by the BC Liberals. The new system of regulation was modeled on the “self-regulating” concept that private institutional owners find the most compatible with their business model. Unfortunately for students and educators, the self-regulation approach is ineffective and leaves many gaps that often expose students to considerable financial risks.

The research also provided some insights on how the previous form of regulation that was developed by BC in the 1990s has now been adopted in Australia. In that country, the role of private, for-profit post-secondary institutions has increased significantly and the Australian government has moved to ensure that the standards and regulations are in place to protect students. Many of the features of the current Australian system are modeled on the BC regulations of the 1990s, a reminder that effective regulation can be a part of a growing and successful private post-secondary education system.

The Committee has also turned its attention to building connections with international student

groups. As a first step in that initiative the Committee heard from the Vancouver Police Department (VPD) and its plans to develop a communications document designed to alert international students to safety concerns in the downtown core. The Committee has made a commitment to the VPD to not only provide comments on the design and messaging in the document, but also distribute it once it is finally produced in late April.

The Committee plans to meet with the Private Colleges and Training Institutes Agency (PCTIA) in the coming months to talk about our concerns with current regulations. As well, the Committee plans to meet with both government-side and Official Opposition MLAs to raise our concerns about BC’s regulatory approach in private post-secondary institutions.

The support of FPSE in launching the work of our Committee has been significant. We strongly believe that through the work of our Committee FPSE will not only help improve conditions within private sector institutions, it will also help create the critical mass of support needed to advance the organizing agenda that FPSE has for so long maintained a strong commitment.

Respectfully submitted,

Frank Cosco (Local 15)
Executive Liaison to PSLOC

Professional & Scholarly Development Committee

Your Committee:

Chair: Bob Fuhr, Local 5

Nancy Nowlan, Local 1
Elizabeth Templeman, Local 2
Dani Michael-Didier, Local 3
David Moulton, Local 4
Joan Kaun, Local 6
Darryl Plecas, Local 7
Doug Stetar, Local 8
Matt Kavanagh, Local 9
Rita Williams, Local 10
David Archer, Local 11

Elizabeth West, Local 12
Gail Bremer, Local 14
Ella-Fay Zalezsak, Local 15
Janice Nicklin, Local 16
Steven Earle, Local 17
Paul Willms, Local 19
Danuta Zwierciadlowski, Local 22
Alan Rice, NRFC Liaison
Mia Reimers, Executive Liaison

FPSE's Professional and Scholarly Activity Committee met on October 29/30, 2010 and February 25, 2011.

The Professional and Scholarly Development Committee meets regularly in the fall and spring of each academic year to review professional and scholarly development activities and funding levels at member institutions. For the past few years the committee has produced a Professional Development & Scholarly Activity Chart available at the FPSE website which provides an overview of this information from each local. The chart reveals great diversity across the province in the level of funding and methods of distributing support for professional and scholarly activities. Several committee members have expressed an interest in comparing utilization rates of funding at our respective institution in future reports.

It is safe to say that there has not been much change in the chart over the past year as we are all still working under the same collective agreement.

The committee is looking into adding links to the FPSE website that provide access to other sites related to scholarly and professional development for members.

Fall meeting

The Committee discussed two work plan items in October which resulted in workshops at the FPSE Spring Leadership Conference:

- Barb Lee (Local 03) conducted a workshop, Considerations for an Exchange Leave
- Brad Whittaker (Local 07) agreed to our committee's request to host a workshop Grant Success: Art, Science, or Pure Dumb Luck?

Judy Wilbee of the B.C. Retired Teachers' Association attended our October meeting and provided a condensed version of the BCRTA's three retirement workshops so committee members could report back to their locals on the benefits of these retirement seminars.

Spring meeting

The Non-Regular Faculty Committee representative requested that the committee raise the issue that some FPSE locals do not provide professional development funding for non-regulars. The committee drew up a resolution which will be presented at Presidents' Council:

"That non-regular faculty have access to professional development and scholarly funds on a pro-rated basis across all institutions and this should be a bargaining priority."

The committee thought that it would be useful to investigate what percentage of payroll is devoted to

ALL professional and scholarly development activities at each member institution.

Steven Earle (Local 17) is willing to present the findings of his research into professional and scholarly activities at member institutions at the next FPSE AGM.

I agreed to remain as chair of the committee and so was elected to another one year term.

Respectfully submitted,

Bob Fuhr (Local 05)
Chair, PSDC

Status of Women Committee

Your Committee:

Chair: Candace Fertile, Local 12

Joanne Quirk, Local 1
Gail Morong and Natalie Clark,
Local 2
Anna MacLauchlan, Local 3
Marni Westerman, Local 4
Kathi Leroux, Local 4
Shereen Hassan, Local 5
Linda Olm, Local 6
Mandy Klepic, Local 7
Allyson Anderson, Local 8

Norah Bowman-Broz, Local 9
Leanne Reitan, Local 10
Sheree Ronaasen, Local 11
Heather Chan, Local 15
Serena Patterson, Local 16
Laurain Mills, Local 17
Dina von Hahn, NRFC Liaison
Terri Van Steinburg, Executive Liaison

The Status of Women Committee met October 29/30, 2010 and February 25, 2010, with most locals in attendance. SWC provides an opportunity for representatives to share their experiences at the local level with colleagues from other locals, and to discuss important issues regarding women and FPSE. The purpose of the SWC, as noted in its mandate, is to support activities at the local level that help improve the situation of women.

This past year the main issues discussed include the following, and these are ongoing issues:

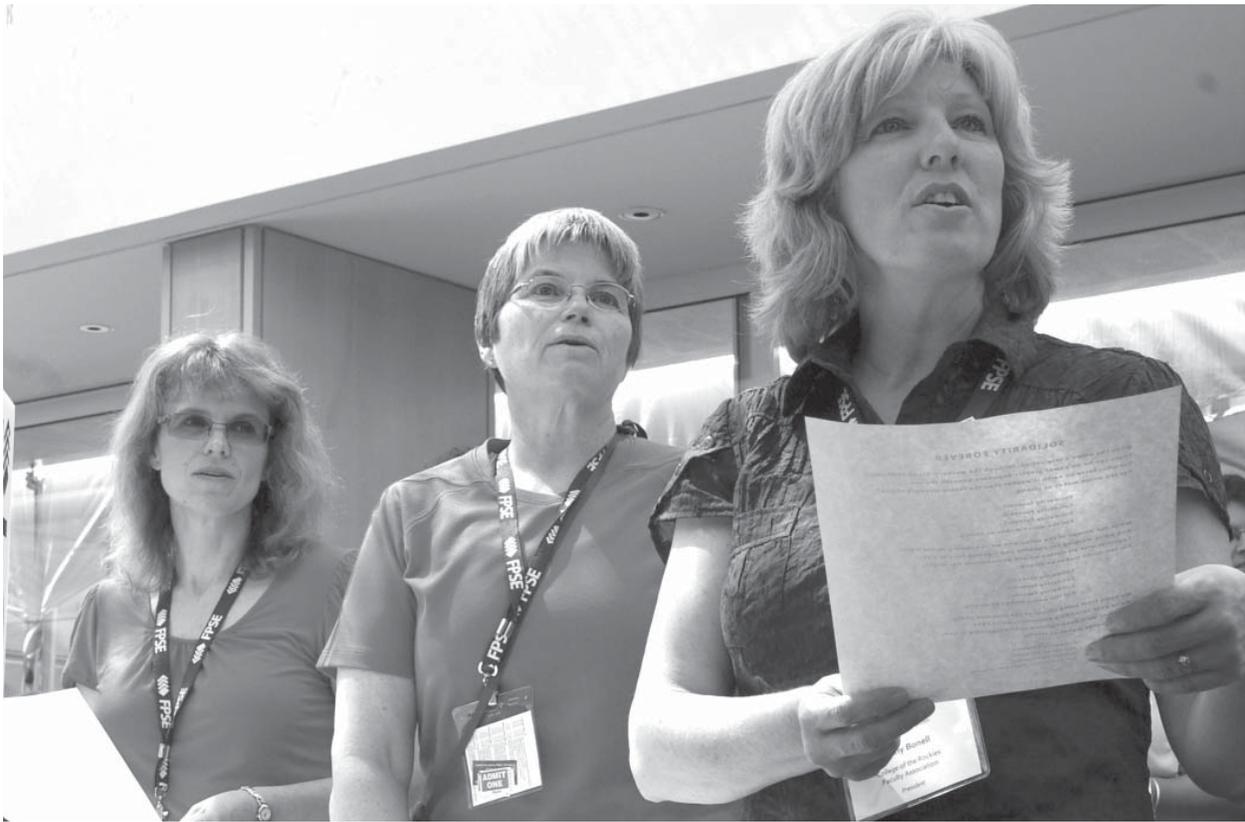
1. Challenges in observing December 6

Again several representatives noted that it is difficult to get participation and that students generally have little knowledge of what the day means, especially when classes end before December 6. However, locals will continue to observe December 6 in some capacity, and as we are a group of educators, we can use our skills to help students (and others) learn about the significance of the day. The small rose cards that FPSE produced in 2008 and distributed

then and in 2009 were received very well, and we distributed these again in 2010. They draw attention to what individuals can do in a positive way to acknowledge violence against women and to try to diminish it. Locals observed the day in a variety of ways, many with candlelight vigils and roses. As many of our students were not even born when the tragedy of December 6 occurred, it is important to explain (we are educators, after all) what the day means and why we should honour those women who died. The CLC and YWCA have rose buttons which locals can buy and distribute.

2. Ways to promote International Women's Day (March 8)

SWC asked for a new poster and bookmarks with a colourful design to celebrate the 100th anniversary of International Women's Day, and we were extremely happy with the new design, which is beautiful. Many thanks to Staff Representative Phillip Legg for arranging the new posters and bookmarks. These were distributed at the SWC meeting on February 25 and included in the Spring Conference



FPSE Local 6/CORFA members sing.

packages. They were also sent in bulk to locals. Some FPSE members, including the Chair of SWC, were invited to the BC Federation of Labour IWD breakfast held March 8. Although women still have a long way to go, this 100th anniversary year has a tone of celebration. SWC hopes that the design of the poster (or part of it) can be used for the AGM bags and I hope that, if so, any leftover bags can be given to members of SWC unable to attend the AGM. SWC also recommended that FPSE donate funds to the BC Federation of Labour's 100th IWD celebrations. Our Executive Liaison, Terri Van Steinburg, reported that this donation was made. We had also asked about making a short video for IWD but the cost was considered high.

3. **Child care**

Obviously this issue isn't going away, nor is the situation improving. SWC is dedicated to supporting the BC Federation of Labour's childcare campaign, along with the Code Blue Coalition.

4. SWC is also dedicated to the BC Federations of Labour's campaign to **raise BC's minimum wage** (the lowest in the country) to \$10 an hour.

5. **College Pension changes and women**

Again changes to our pension tend to affect women more adversely than men as they often have less pensionable time. Pension issues also are becoming more visible in the national consciousness as public sector pensions come under attack (unfairly, obviously).

6. We discussed the possibility of getting involved in a partnership with **Beads for Life** (or a similar group) which helps Ugandan women by selling their hand-made jewellery (all proceeds to go to the women). I investigated this possibility and while the project is a worthy one, the amount of material in the starter package (about 250 pieces, value \$2000-\$3500) seems beyond the scope of what is practical to sell at the FPSE AGM. I will investigate other possibilities.

7. SWC recommended a number of **workshops for the Spring Conference**, and Gail Morong, a SWC member, did a presentation twice on Anti-Discrimination Response Training (developed by Dr. Ishiyama). She has sent out this information to SWC, and we will put it on our FPSE website.
8. SWC was pleased with Presidents' Council's decision to **embed gender equity** in the appointment of **pension trustees** as of 2014.
9. FPSE sponsored the participation of five SWC members to attend the **Summer Institute for Union Women 2010** at Reed College in Portland, Oregon, July 6-10. We would like to thank FPSE for this opportunity and note that when more members than the number funded wish to go, we try to ensure that those who have not attended get the first chance after following FPSE's priority list for attendees. Many of the workshops were inspiring, especially the ones on international work conditions for women. The fleas at Reed College and the intense heat wave added some drama.
10. FPSE sponsored the participation of the Chair of SWC to attend the **Rise Up for Your Rights Conference** in Ottawa, Dec. 7-11, 2010. I attended the sessions on women's rights and aboriginal rights (or lack of them). Of particular interest is a campaign called Shannen's Dream, which is about having proper schools for First Nations children. (See the website: www.fncfcs.com/shannensdream.)
11. Because the SWC believed that an evening meeting of 2.5 hours on February 25 was insufficient to do our work (the Saturday time was taken up by the Spring Conference), we asked Presidents' Council for permission to hold our meeting from 1pm-7pm, Friday, February 25 instead of beginning at 7pm. This permission (and funding for some out of town members) was granted, and the format worked very well. We hope to continue this format in the future.
12. Now that the listserv is up and running again, we hope to continue to share information among the committee and put up material on the FPSE SWC website.
13. SWC has asked Presidents' Council for funding to send eight women to the **2011 Summer Institute for Union Women** which will be held at the University of Victoria.
14. Four women are approved to go to **Women's Worlds 2011**, an international conference to be held for the first time in Canada (Ottawa, July 3-7). Terri Van Steinburg, Rhonda Snow, Candace Fertile, and one member from SWC, to be selected by a vote if necessary, will attend.
15. **AGM & Convention** workshop & speaker suggestions:

Workshops:

 - Politics of green and effects on women (Nora Bowman-Broz)

Women Keynotes:

 - Speaker on 'Highway of Tears' (Gladys Radick or Christine Welsh, filmmaker: Finding Dawn; both are First Nations women)
 - Marilyn James, Aboriginal Advisor at Selkirk College
 - Women from Wisconsin, representing labour and/or AFL-CIO

Panel:

 - First Nations people in relation to the PSE system:

Aboriginal education speakers:

 - Sean Atleo, Katrina Harry, Irene Seguin, Marilyn James
16. SWC discussed the proliferation of closed circuit cameras at campuses. Several campuses have minimal or no security, and the closed circuit cameras are intended to provide security. Most members of SWC believe the security is designed for the protection of property, not people. (The cameras may get a good shot of someone's cold, dead body. Or they may capture an image of someone in disguise stealing a computer.) Also the cameras replace human beings and therefore take work away from people. Numerous issues of privacy and academic freedom and faculty evaluation are also raised by the installation or proposed installation of these cameras.

17. Election of Chair

Candace Fertile was acclaimed as Chair for 2011-2012.

SWC would like to thank Terri Van Steinburg (Executive Liaison) for her invaluable help on this committee. SWC would also like to thank Administrative Assistants Mary Bruegeman and Gisele da Silva, and Staff Representative Lesley Burke-O'Flynn. Of course, we also thank Cindy

Oliver and rest of the FPSE Executive and Presidents' Council for their support of this committee.

Respectfully submitted,

Candace Fertile (Local 12)
Chair, SWC

Workplace Health, Safety & Environment Committee

Your Committee:

Chair: Carolynne Fardy, Local 2

Carrie Jung, Local 1

Cameron Hopkins, Local 3

Sarah Stephens, Local 4

Wade Deisman, Local 5

Bev Evanchu, Local 6

Kathy Gowdridge, Local 7

Brent Lee, Local 8

Youry Khmelevsky, Local 9

Rob Macrae, Local 10

Reto Riesen, Local 11

Heather Biasio, Local 12

Mark Smith, Local 14

Leona Friesen and

Wayne Avery, Local 15

Alix Carrel, Local 16

Bernadette Harris and

Marnie Wright, Local 17

Molly Toodlican and

Sandra Tiessen, Local 19

Brian Harvey, NRFC Liaison

Nanci Lucas, Executive Liaison

The Workplace Health, Safety, and Environment committee met in November 2010 and February 2011. Both meetings had good representation from the various locals. The committee feels the meetings are an excellent vehicle for disseminating safety information and encourage all members to send an alternate to the meetings if they are unable to attend.

We are fortunate to have FPSE Staff Representative Phillip Legg, who is the only worker representative on the WCB Board, brief the committee at every meeting. We have used this valuable information to form a focus for action for the committee. He encouraged us to make our members aware of the research opportunities available through the WCB to gather data from the worker perspective.

The BC Federation of Labour's Health and Safety Centre's Linda Cuddy, who presented a workshop on stress in the workplace, provided our professional development session in November. She emphasized warning signs of stress and burnout and advised us to use OH&S legislation to address poison work environments in our locals. This was a very interactive workshop and provided a lot of practical information. This workshop was suggested partially in response to the FPSE worker stress survey results that upheld the prior data gathered by CAUT that there is a high level of stress among post-secondary educators. Committee members were advised to communicate the results of this survey widely. Committee members were advised to ensure they receive their eight hours of professional development as mandated by legislation, ensuring it is given

from a focus on worker's rights. The committee is suggesting FPSE develop two workshops: the first would be to advise members of rights and responsibilities regarding students who have mental health issues and present potential violent situations in the classroom. The second would assist members in reducing workplace stress.

A WHSEC member attended the Occupational Health and Safety portion of the CLC Winter School held at Harrison Hot Springs in February and found it very informative.

There was discussion and concern expressed at the February meeting re: the impact of the elimination of incandescent bulbs in favour of compact fluorescent light bulbs from a safety point of view given they contain mercury and that few recycling opportunities exist. The committee is continuing to monitor the research re: the health dangers of electromagnetic fields. We hope to be able to arrange for Dr. Tim Takaro from the Vancouver General Hospital Occupational Health Clinic to brief the committee in the fall re occupational disease and accessing the clinic.

The WCB has been exempting certain hazardous chemicals from new lower exposure limits. Such practices have led the committee to ask the BC Federation of Labour to generate a campaign highlighting workplace health and safety in the next election. The committee recommended that FPSE follow other unions in referring to Worksafe BC as the Workers Compensation of BC. This better reflects the purpose of the establishment of the board.

Reto Riesen (Local 11) was acclaimed as chair of WHSEC for 2011/2012.

I would like to thank Executive Liaison Nanci Lucas and Staff Representative Zoe Towle for all their support during the past year. They have been there to answer questions on process or supply background information whenever needed.

Respectfully submitted,

Carolynne Fardy (Local 2)
Chair, WHSEC