



## PRESIDENT'S REPORT

# PRESIDENT'S REPORT

*George Davison*

## Open the Doors: Educators Organizing for Change

### OVERVIEW

“Post-secondary education is where we come together to imagine, draft, test, and build for the future. Every day, education transforms lives in BC. As educators, we’re working together to inspire our students to learn, to grow, and to dream. We’re working together to make sure that our students have opportunities and choices, that they have the knowledge, tools, and training to be the best.”

Last November, FPSE participated in a Pecha Kucha presentation at the BC Federation of Labour conference. This was a small part of the story we told about the work we do as educators and why it matters. Post-secondary education does matter. Not only does it shape the lives of students, but it transforms our communities, our society, and our economy. Post-secondary education is the foundation of a progressive and prosperous society.

However, public funding and education policy in British Columbia doesn’t reflect these truths. Issues of access and affordability have become recurring themes in all our discussions. Increasingly, educators must also act as advocates not only for our students but for system-wide reforms. As British Columbia’s largest organization representing post-secondary faculty and staff, FPSE has a significant role to play in advocating and organizing for progressive education policy in BC.

The theme of this year’s AGM is focused on that advocacy, on educators organizing for change: change to what’s been an ideological agenda for post-secondary education, change to an inadequate funding formula, change to free collective bargaining from restrictive mandates. Through debate of the resolutions brought forward by our Locals and FPSE Standing Committees, through discussion of our Strategic Priorities and participation in workshops, delegates will have the opportunity to engage meaningfully in organizing for the positive change we want to see in our sector. Together we’ll set the priorities for our Federation going forward, as well as review the work we’ve done over the past year.

As educators and activists in our organizations, we know that institutions and programs can’t remain static. Education and learning must be dynamic. But when government funding does remain static, or, as we’ve seen, actually decline in real dollars, and really decline in after-inflation dollars, our ability to continue offering dynamic opportunities for our students is stifled. When government investment falls short, it hurts students and their communities.

Change is an inherent part of the work we do, to keep learning opportunities dynamic for our students and to keep moving toward improvements for our members’ working conditions. “Educators organizing for change”

is an expression of our collective desire for making post-secondary education in BC better. It's an expression of our need to work together as activists and educators, to build solidarity with each other, and to increase the pressure on governments and administrators to do their part in building a better system. With just one year to go before a provincial election, we can't afford to sit quietly and wait for change to happen. We need to get organized and make change happen.

### FEDERAL ELECTION 2015: OUT WITH THE OLD, IN WITH THE NEW

On the theme of change, there was a big one in the fall of 2015. A decade of Stephen Harper and his Tories came to an end when a majority of Canadians cast resounding "NO" votes and elected a new government. Acting on a resolution from last year's AGM, FPSE undertook a voter engagement campaign, registering as a third party advertiser for the first time. We sent regular emails to our news list, laying out the parties' platforms on post-secondary education, sending reminders about advance polls and other relevant information, and soliciting "vote pledges." We also sent a direct mail piece to target ridings around the province. FPSE was particularly pleased to support one of our members who ran as a candidate, by purchasing radio ads on her behalf in the last week of the campaign.

We received favourable feedback on our campaign efforts from FPSE members and even from members of the public. People appreciated our work toward raising awareness of how the Harper government failed post-secondary education, and our messages about what all the parties were saying on the issues that matter to us as educators and academic staff. We recognize



**GEORGE DAVISON**

that there is a fine balance to be struck between being 'partisan' and being 'political.' Historically, FPSE has not taken partisan positions, but we have taken political ones, and this campaign was no exception. It was clear from last year's AGM discussions that our members recognized the damage the Harper Conservatives were causing. We strove for messages that communicated our collective concern without recommending any of the alternatives.

While the Trudeau government is still relatively new, and it remains to be seen how well it will live up to its various promises, there have already been a few actions taken that are worthy of note. Mere days after the election, the Prime Minister-elect attended a meeting of the Canadian Labour Congress, the first time since John Diefenbaker addressed a CLC convention

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in 1958. The Prime Minister committed again at that meeting to repeal the draconian Bill C-377, and has since done so. One significant step the new government has taken is initiating a full inquiry into the missing and murdered Aboriginal women and girls, an inquiry that is long overdue.

Despite these positive first steps, FPSE will not relax its expectations of the federal government. Following last year's AGM resolution, FPSE sent letters to party leaders, calling for the repeal of Bill C-51. As of yet, no action has been taken with respect to repealing or even amending this bill. Nor has any action been taken to restore the \$22 million in federal funding for English language training that Harper's government cut in 2014. Some LINC (Language Instruction for New Canadians) funding has been rolled over, but indications are that BC will see cuts in the next fiscal year. At a time when our governments are bringing in thousands of refugees, the majority of whom will require English language

classes, the need for this funding is greater than ever, yet neither the federal nor provincial government has made any move to meet this need. The federal budget in March made some positive steps forward in the post-secondary sector, particularly with respect to financial support for students and improvements to research funding. The funding commitments were welcome after a long drought during the Harper years, but there are still a number of gaps to be filled.

## MEANWHILE IN BC: SAME GOVERNMENT, SAME PROBLEMS

While the benefits of post-secondary education are often well recognized, the interplay of effective public policy and funding to support and grow the post-secondary education system is not. Since 2001 real per-student operating grants—the provincial government's most direct form of support for public post-secondary institutions—have dropped by 27%, after adjusting for inflation. The decline in funding has had a cascading effect on everything from affordability to access to program offerings. Despite a 2%-per-year cap on tuition increases, costs for students continue to grow as institutions find ways to bypass the cap.

At the same time their costs are going up, choices for students are decreasing. Cash-strapped institutions, forced by legislation to balance their budgets, rationalize or eliminate programs to cut costs. The BC Labour Market Outlook predicts that nearly 80% of future job openings will require post-secondary education – yet the government isn't investing in a public system that will allow British Columbian students to access those positions. Instead, they are driving an ideological agenda that chooses



2015 Vote pledge campaign

career paths for students rather than allowing students to choose for themselves. The inaptly named “Skills for Jobs Blueprint” targets funding and full-time equivalent student spaces to projected “in-demand jobs.” These projections are based on assumptions about growth in construction and resource industries, funnelling government resources into trades training. While there’s no question that trades programs are important parts of our public education system, their growth must not come at the expense of university transfer and other programs. Students must be able to choose their own educational and career paths from diverse options, not have the government make the choice for them. More choices mean more opportunities and a more diverse and robust economy and society.

Yet there remains a disconnect between the provincial government’s stated priorities and its funding choices. While they like to talk about providing citizens with pathways to skills and opportunities, their actions tell a different story. Since 2014, this government has cut millions of dollars in funding for English language training, Adult Basic Education and Adult Special Education. With a few strokes of a pen, the tuition-free policy for developmental programs was eliminated, making post-secondary education further out of reach for many students. The Adult Upgrading Grant (AUG) – a voucher system in all but name - was put in place to assist students with the cost of these developmental programs, but it has so many barriers that many students are unable to access the funds. Reversing its 2007 decision to restore tuition-free Adult Basic Education, the current Minister of Advanced Education was quoted as saying that allowing institutions to charge tuition fees would help keep the programs “sustainable and equitable.” Apparently Minister Wilkinson



ABE Press Conference 2015, Vancouver

has failed to see the irony in commenting on the sustainability of these programs after fifteen years of chronic underfunding by his government. Worse, at tax time, students who had received the grant discovered it was considered taxable income, potentially disqualifying students from accessing the grant again next year. A student making below but close to the threshold will suddenly be pushed above it. A full-time ABE student might see as much as \$5,000 added to their annual income.

Despite the Minister’s lack of understanding, FPSE continues its advocacy for low-barrier developmental programs, which has included several meetings with senior officials within the Ministry of Advanced Education, lobbying for changes to the AUG.

## ADVOCACY IN ACTION

Post-secondary education is a priority for British Columbians, a priority that is consistently reaffirmed in the government’s pre-budget

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consultation process. Each year, FPSE works with our Locals to ensure our members have the opportunity to address the Legislature's Select Standing Committee on Finance and Government Services. When the committee's 2015 report was released in November, there were a number of important recommendations on issues that our Locals had raised. Going into those hearings, we focused our attention on some key priorities, including access to English language training, Adult Basic Education programs, and the need for increased operating grants. Our presentations did have an impact on committee members, an impact that was clearly evident in their report:

*Submissions on post-secondary education constituted a large portion of the public input on Budget 2016 ... With such a high and constant response rate over the entire consultation period, advanced education is clearly a priority that reaches across the entire province.*

Our key priorities of restoring full and sustained funding to ABE and EAL programs, undertaking

a comprehensive review of the funding formula, and increasing operating grants were among the specific recommendations the committee made. It was clear from reading the committee's report that advanced education is a priority not only for students and educators, but for all British Columbians – except our current government. Every year, FPSE and countless other stakeholder groups and individuals take the time to prepare presentations and written submissions to this committee. The MLAs, representing the governing and opposition parties, spend weeks away from home, traveling around the province, hearing these presentations and giving careful consideration to the recommendations they make. Yet every year, the Minister of Finance ignores those recommendations. The disdain this government has for democratic participation and an engaged citizenry is palpable.

This year was no different. February saw the tabling of yet another provincial budget shortchanging BC's public post-secondary system. The single largest investment that the provincial government makes every year in our institutions—the per-student operating grants — is remaining static for another three years, and is actually \$65 million lower now than it was 2 years ago – that's like taking a College of New Caledonia out of the post-secondary system every year! While it is a bleak comment on how much the provincial government is prepared to invest in the future, it also underscores the financial pressures that many of our institutions will face over the coming months.

Another disturbing trend is the steady decline in operating grants for institutions, which 25 years ago received 80% of their funding from government and now many are under 50%. Langara College will receive more in

MoveUp rally for locked out BCAA workers, 2015





international student tuition than from the government grant.

Equally concerning was the estimate for student enrolments included in the Three Year Service Plan for the Ministry of Advanced Education. Once again, the Ministry is forecasting a decline in overall enrollments from a total of 207,050 Full Time Equivalents (FTEs) in 2013-14 to 200,153 FTEs in 2016-17. At a time when the government stresses the importance of skills, training and advanced education in its Jobs Plan, it is forecasting a drop in post-secondary education enrolments as well as a decline in provincial funding.

The government does forecast an increase in the number of international students studying in British Columbia, from 114,600 in 2013-14 to a target of 141,000 in 2016-17, almost three-

quarters of the domestic student population – yet without an accompanying increase in funding for supporting services for the students or for the educators working with them.

The other number forecast to increase in the 2016 post-secondary education budget is tuition fee revenue. The budget documents estimate that tuition fee revenues will increase from \$1.667 billion in 2015-16 to \$1.92 billion by 2018, an increase of more than 15% – despite static or even declining enrollment numbers. That’s about the same amount that government spends on institutional operating grants (\$1.78 billion in 2015/16). It is worth noting as well that when the current government first took office in 2001, tuition fee revenues in BC were approximately \$450 million. The almost four-fold increase in tuition fee revenues have made affordable access to post-secondary education

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in BC harder and harder for today's students. Those kinds of financial barriers are working at odds with the government's stated priorities of improving skills and learning opportunities.

As educators, we know the impact that these decisions have had on our students, our institutions, and our communities. We see students struggling to attend school, taking on more paid work while attending school. Increasingly, we deal with a much different mix of students without adequate supports to do our jobs. At smaller institutions, students are leaving our communities because they can't access the programs anymore. We are doing more with less, and we haven't been able to bargain workload changes during the fifteen years of this Liberal government. Colleges with big advertising budgets are competing for a dwindling number of students. New Canadians are denied access to English classes, and an American-style voucher system was introduced for the most vulnerable students. The number of administrators at our institutions has increased by 50%, and their overall pay has almost doubled over the same period. Through all this, the government has failed to take notice of our needs, as institutions are run more like private corporations, and as work itself gets more precarious.

## OPEN THE DOORS: IT'S TIME TO INVEST IN POST-SECONDARY EDUCATION

As a federation of unions, FPSE members know that collective action is our greatest strength. We know that individually, we aren't going to change the face of public education in BC. It's going to require Locals, allies, students, parents, community partners, all working together toward a common good. That's what our ongoing Open the Doors campaign is about, and

FEDERATION OF POST-SECONDARY EDUCATORS OF BC

that's what this year's AGM is about: educators organizing for change.

There is one primary goal of the Open the Doors campaign: to make post-secondary education a defining issue in the 2017 provincial election. We know that sometimes, electoral victories are snapped from the jaws of defeat. We know too that whichever party forms government in 2017, there needs to be a commitment to invest in BC's post-secondary system.

When FPSE's campaign consultants first launched the web and social media platforms, the intent was to engage the public on the topics of ballooning student debt and the "myth of scarcity" for government funding. We had great success with building a following on social media, but we realized that we were missing some important voices in the campaign: our own members. After last year's AGM, Presidents' Council decided to expand the campaign. In addition to the social media component, we're mobilizing a hard-hitting campaign involving polling, targeted advertising, and engaging with people in a more personal way, through conversation and by sharing the stories of educators and students.

Our message is simple: it's time to invest in post-secondary education. When we talk about investment, we're talking about funding, but we're also talking about people. We're talking about access and affordability. We're talking about choices and opportunities. We're talking about education not only as a means to a job, but as a driver of our economy and our society, as a tool for personal and societal transformation. We're talking about the future of British Columbia.

## Education transforms lives

The BC government predicts 78% of jobs will need post-secondary education in BC. That's why it's important to invest in post-secondary education.

Every day, education transforms lives, opening the door to jobs, personal growth, and new discoveries. Educators across BC inspire students to learn, to grow, and to dream.

We're working together to make sure BC students have opportunities, the knowledge, tools, and training to be the best.

*It's time to invest in people.*

## Meet John

A bright young man, John had a promising future when tragedy struck.

Serious health problems meant that John couldn't finish high school. Instead of learning, John's life was filled with illness and chronic pain.

1.

That's when John met Taryn.

An adult basic education instructor at Vancouver Community College (VCC), John walked in off the street and Taryn instantly welcomed him back to school. Taryn offered a low-barrier program to help students like John succeed. Taryn and others gave constant, unwavering support.

3.

John's recovery was slow.

Years after his classmates had graduated, John had few prospects. But he is bright and resourceful, so he found work, though jobs that don't require education are hard on a body with disability. With no high school diploma, college or university were out of the question. John needed new options.

2.

John's promising future is back on the horizon.

His success reaffirms Taryn's belief that everyone can make their lives better through education. With the support of teachers like Taryn, he's become a life-long learner—taking his education further and working towards becoming a counsellor.

4.

## Don't shut the door

The BC Government is shutting the door on students—programs have been reduced or eliminated because of a 20% decrease in education funding. Cash-strapped institutions desperate for money have dramatically increased tuition fees with student debt increasing by 225%.

The government also imposed tuition fees on adult basic education which will make school even harder for some students. As well they cut funding for English language training in 2015.

It's time to invest in post-secondary education, not shut the door.

*Take the Education Pledge*



Open the Doors leaflet, 2015

The Open the Doors campaign is building on the narrative of education as an investment both at a provincial level through FPSE and at a local level. Last year, AGM delegates voted to provide each member Local with up to \$50,000 per year for two years to develop Open the Doors campaigns with a local focus. These local efforts are important parts of the overall effort: the more voices we have to repeat our message, the broader our reach will be, and the greater our likelihood of success. At the time of writing, local efforts have been undertaken by Emily Carr University of Art & Design Faculty Association (Local 22), VCC Faculty Association (Local 15), Academic Workers' Union (Local 11), Okanagan College Faculty Association (Local 9), Thompson Rivers University Faculty Association (Local 2), Capilano Faculty Association (Local 1), and College of the Rockies Faculty Association (Local 6). Getting the message out has taken a variety of forms in these local campaigns, including "creative action labs," guest speakers and panel

discussions, community and coalition building, video stories, and student contests.

## SUPPORTING OUR LOCALS

As educators, we must work together to change the post-secondary system into what we want it to be. After fifteen years of underfunding and mismanagement by the BC Liberals, it's clear that this government does not share FPSE's priorities for either an affordable, accessible public system, or for a well-regulated private system. The reality is that in the 2016 budget, the only funding commitment made to post-secondary education was for the negotiated wage increases for educators. While we can appreciate that this commitment will be honoured, the lack of any other meaningful investment to advanced education, combined with another round of "mandate bargaining," makes it hard to celebrate a promise to pay what they negotiated.

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It is not easy to reflect on this last round of bargaining and find cause to celebrate. No matter what the Liberals choose to name their mandate – net zero, cooperative gains, economic stability – it seems the outcomes are predetermined and not the result of free collective bargaining, leaving union members feeling justifiably frustrated. For fifteen years, we've been going to the bargaining table in good faith, attempting to negotiate collective agreements with a government that doesn't respect public services or the people who provide them.

Despite the government's lack of respect for us, for our work, and for free collective bargaining, we have still made gains. We have achieved modest wage increases. We have achieved improvements to our benefits. We have achieved regularization language and increases to pay in lieu of benefits for non-regular faculty. The gains have been modest, they have been incremental, but they are there – and they are the result of our continued determination to engage in collective bargaining. No group of workers has ever been granted good pay and benefits, a pension plan or job security out of a feeling of benevolence on the part of the employer. Every right, every benefit, every pay increase has come from the sweat and tears of union negotiators, acting on behalf of a group of members. Every collective agreement is a historical document. It is the legacy of the members in the past, being built for the members in the present and future. Going forward, each Local will build on what was achieved before. Local negotiators, with the help of FPSE staff, have put in tremendous effort in each round of bargaining. The gains we have made, as modest as they may be, were the direct result of their hard work and determination, in spite of the government's mandates. And over

the next year, we must organize for change so that in 2019, we can truly engage in free collective bargaining.

While contract negotiations in the public institutions have largely been concluded, FPSE's labour relations work continues as we defend member interests and rights. Through our Grievance and Arbitration Review Committee, Secretary-Treasurer Terri Van Steinburg, CARC Chair Lui Marinelli, and FPSE Labour Relations Staff Reps are able to coordinate our efforts to advance grievances to achieve favourable outcomes for individual members and for the sector as a whole. FPSE is committed to providing labour relations support to our member Locals in the private and public sectors, for while the funding sources may be different, workplace rights should apply to everyone.

Advocating on behalf of non-regular faculty remains a priority for FPSE. Each year, FPSE and the Non-Regular Faculty Committee work with locals to raise awareness of the challenges faced by contract academic staff. While we will continue to reinforce our message of "Same work, same rights," we know that taking action for Fair Employment Week is not enough. The growth of precarious work is not limited to the post-secondary sector. It's a symptom of the rise of global neo-liberalism and governments implementing austerity measures, of unfair

**SAME WORK,  
SAME RIGHTS**

**IT'S NOT  
COMPLICATED**

**FAIR EMPLOYMENT DAY**

OCTOBER 7, 2015

Fair Employment Day web graphic, 2015

and regressive tax systems and an undervaluing of public services. Combatting this tendency requires all our collective strength and solidarity. Part of the template agreement was a joint commitment by PSEA and FPSE to undertake a comprehensive review of secondary scales, which are relics of the past that we have not been able to get rid of given the constraints of bargaining and the lack of money that employers or government allocate for us. We will be examining exactly who is affected and how much it will cost to fix – a number we know already will be in the tens of millions of dollars. One benefit of a five-year agreement is the time it affords us to look at new and better approaches to address these issues of precarious work, not just through this joint committee, but through ongoing dialogue amongst ourselves and with colleagues and allies across the country.

## ORGANIZING FOR ALL

FPSE has long had a commitment to organizing the unorganized. Our policies address organizing in the private sector, as well as creating opportunities to bring non-union continuing education faculty members, lab assistants, teaching assistants, and others into our Locals and our Federation.

The Federation continues to work hard to support organizing and bargaining efforts at various private colleges and institutes. Over the years, FPSE Labour Relations Staff have worked closely with Local 21 organizers to guide a number of successful certification applications through the Labour Relations Board. FPSE staff reps have also provided major assistance in negotiating first collective agreements at new certifications, as well as the renewal of existing contracts. Currently, six of Local 21's sub-locals are in bargaining, two of them first agreements.



PGIC picket line, 2015

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Local 21 and FPSE have developed an impressive track record in organizing successes over the last several years, and as a result, FPSE is well-positioned to support other Locals in building organizing capacity. We've been contacted by one likely prospect already, and the appropriate Local and FPSE Staff Representative are working toward bringing that group into the union. FPSE is committed to supporting organizing efforts across the province to build union density and extend the rights and benefits of collective agreements to all workers in our system.

Our commitment to organizing goes beyond post-secondary education as well. We are proud to work with the BC Federation of Labour and other affiliates toward extending the benefits of unionization to all workers. FPSE is also working closely with the broader labour movement toward achieving labour law reform, to restore balance and fairness for working people in British Columbia.

## CANADA-CARIBBEAN EMERGING LEADERS' DIALOGUE

As a labour leader, I was invited to participate in the Canada-Caribbean Emerging Leaders' Dialogue, and Presidents' Council supported my participation. Sixty representatives of labour, government, business and civil society met for two weeks in late September and early October in an updated version of the Duke of Edinburgh's Commonwealth Study Tour, which has been bringing together people from all walks of life for almost 60 years, and encouraging them to work together to make the world a better place. Aside from the opening and two-day orientation in Gatineau & the three-day closing in Jamaica, we had twenty-nine site visits in seven days in Ottawa & Barbados. The focus was leadership development, learning from failure, and talking across silos.

Overall, I found the experience very engaging and educational. We saw many styles of leadership, management structures, and working relationships. We engaged with people and

Spring Conference 2015, Vancouver



organizations we would never engage with in the normal course of our lives. There will be other conferences and study tours, and part of the idea is to build a group of alumni who can carry on the program, who believe in the value of building relationships, and of working together to achieve common goals.

## NATIONAL REPRESENTATIONS

On the national scene, I have continued to represent FPSE at the Canadian Association of University Teachers (CAUT) Councils, and on CAUT's Contract Academic Staff Committee meeting, though I am stepping down from the latter after 12 years. CAUT has championed unionization for contract staff and the pro-rata model, and while most CAS are unionized, the per-course stipend and growing precarity of work have been difficult to combat.

CAUT's fall council last November passed a bylaw amendment to change one of the membership requirements that says a Faculty Association must come from an institution where 50% of the students are in degree-granting programs, which means that the BCIT Faculty and Staff Association can apply for membership, and would not be limited because their institution is different from a traditional university. Other events included presentations on "Confronting Sexism and Sexual Violence on Campus", and "Adapting Campuses to Respond to Climate Change: The Role of Academic Staff Associations", debriefs on Get Science Right and the federal election. CAUT continues its ongoing efforts around issues such as academic freedom, intellectual property and copyright, adequate funding for post-secondary education in Canada, and, as mentioned above, fairness for contract academic staff.

At our national union, NUCAUT, we are pleased to have welcomed new members to our ranks, including the faculty associations of Wilfrid Laurier University and St. Thomas More College. As a national labour organization, NUCAUT is affiliated to the Canadian Labour Congress (CLC), allowing us to participate in Canada's broader labour movement.

The CLC advocates on behalf of Canadian workers on a variety of issues. One of their most prominent campaigns recently concerns raising awareness of domestic violence and its impact in the workplace. Many of our members participated in the survey they conducted last year, and our Status of Women Committee, like those of many unions across the country, is actively engaged on this important issue. The CLC works with affiliates to support the sponsorship and settlement of Syrian refugees, educating union members and the Canadian public about the dangers of the Trans-Pacific Partnership, banning asbestos in Canada as a leading cause of occupational disease and death, and addressing the significant problems with the Temporary Foreign Worker problem. I also represent NUCAUT on the CLC Education Advisory Committee, a group that seeks to improve labour education and make it more accessible for members.

Through NUCAUT we are also affiliated to the Canadian Apprenticeship Forum (CAF), which connects employers, unions, education institutions and other stakeholders on apprenticeship issues. Their conference is in Vancouver in June, and FPSE and NUCAUT will be represented there.

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AGM 2015, Kelowna

## PROVINCIAL REPRESENTATIONS

Like NUCAUT's affiliation to the CLC, FPSE's affiliation to the BC Federation of Labour gives us access to participation in the provincial labour movement and its solidarity initiatives around BC. In the past year, FPSE has supported affiliates on strike, most notably the BCTF and COPE 378 (now MoveUp) members at BCAA. We are supporting the BC Federation of Labour's Fight for \$15, to raise the minimum wage so that the 500,000 who receive it can exist above the poverty line, not well-below it. And we support the partnership between the BC Lions and the BC Fed in the "Be More Than a Bystander Campaign." We are participating in the development of a bold plan to fight the next election, and to make the Labour Relations Board and WCB work better for workers. I continue to chair the Fed's Education Committee, and have been meeting with Presidents of other affiliates with members working in the post-secondary sector.

I have been pleased to continue FPSE's participation with the Public Education Network Society (PENS), which meets regularly to discuss public education in BC and ways to protect it. FPSE also maintains its connections with our colleagues in the research university sector through the Confederation of University Faculty Associations (CUFA-BC) and with student activists at the BC Federation of Students.

We actively support the good work of the United Way of the Lower Mainland, where I chair the Campaign Cabinet Labour Committee and the Labour Committee of the Board of Governors (which also puts me on both the cabinet and the executive of the Board). Many thanks to Mervyn Van Steinburg, who, with Dileep Athaide, recruited me to volunteer for the United Way, and who has been such an important link between labour and the United Way for 30 years. Good luck in a well-deserved retirement!

## THANK YOU

The success of our Federation reflects the commitment and input of our members in a democratic decision-making process. I am honored to have been chosen to represent this organization and to be a part of that process. I want to acknowledge and thank those who contribute to the success of our organization.

FPSE benefits enormously from the talent and skill of our staff, who work to ensure that the priorities we identify at AGMs, at our Presidents' Council and in our Standing Committees are translated into action. The Labour Relations Staff Representatives, Lesley Burke-O'Flynn, Weldon Cowan, Sean Hillman, Zoe Towle, and Rene-John Nicolas, and our Communications & Policy Staff Representatives Leah Squance and Norman Gludovatz are all dedicated to meeting the needs of our members.



Back row, L to R: Norman Gludovatz, Leah Squance, Lucia Salazar. Front row, L to R: Sara Rozell, Lesley Burke-O'Flynn, Matt Toma, Angela Kenyon, Zoe Towle, Sean Hillman, Jenny Arsenault, Weldon Cowan

Administrative Coordinators Jenny Arsenault, Mary Bruegeman, Angela Kenyon, Sara Rozell (now on leave), Nancy Yip, Lucia Salazar, and Harpreet Parmar provide effective support to staff, committees and Presidents' Council, and they manage these responsibilities under demanding timelines as well. Our Financial Coordinator, Matt Toma, keeps our financial affairs in top shape.

Presidents' Council works tirelessly to keep the organization current and effective between AGMs. I want to thank members of the Council (their names are listed at the end of this report) for their dedication and support.

Our Executive Committee has played a critical role in the ongoing work of FPSE. Their advice, input, and participation in the work of Standing Committees and the issues before Presidents' Council, as well as a wide range of external commitments, ensure that our Federation is an effective voice for our members. My thanks go out to Vice-Presidents Frank Cosco and Leslie Molnar and to Members-at-Large Lynn Carter and Tim Walters. They have all made enormous contributions to our Federation. My gratitude also goes out to our Secretary-Treasurer, Terri Van Steinburg, who has played a critical role in ensuring that our Federation has the capacity to provide thoughtful and balanced leadership, advice and counsel to our member Locals over the last twelve months, and whose opinion I value greatly.

And finally, I want to thank the members whose support and activism is our core strength. Your commitment makes our Federation work and makes it possible for FPSE to be an effective advocate for post-secondary education.

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## PRESIDENTS' COUNCIL 2015-2016

1. Capilano University Faculty Association ..... BRENT CALVERT
2. Thompson Rivers University Faculty Association ..... TOM FRIEDMAN
3. Faculty Association of the College of New Caledonia ..... DEBORAH COLLETTE
4. Douglas College Faculty Association ..... ERIN ROZMAN
5. Kwantlen Faculty Association ..... BOB DAVIS
6. College of the Rockies Faculty Association.....LESLIE MOLNAR
7. University of the Fraser Valley Faculty & Staff Association .....SEAN PARKINSON
8. Vancouver Island University Faculty Association ..... MARNI STANLEY
9. Okanagan College Faculty Association ..... TIM WALTERS
10. Selkirk College Faculty Association..... DUFF SUTHERLAND
11. Academic Workers' Union ..... MARJA BURROWS
12. Camosun College Faculty Association ..... BRONWEN WELCH
14. Langara Faculty Association ..... LYNN CARTER
15. Vancouver Community College Faculty Association..... KAREN SHORTT
16. North Island College Faculty Association .....SHIRLEY ACKLAND
17. Thompson Rivers University Open Learning Faculty Association..... MARY KRUGER
19. Nicola Valley Inst. of Technology Employees' Association ..... SHARON McIVOR
21. Private Sector Faculty & Staff Association (ESEA) ..... KEVIN DRAGER
22. Emily Carr University of Art + Design Faculty Association.....PEG CAMPBELL



## SECRETARY-TREASURER'S REPORT

# SECRETARY-TREASURER'S REPORT

*Terri Van Steinburg*



**TERRI VAN STEINBURG**

## Activities Report 2015-2016

The position of Secretary-Treasurer is responsible for overseeing the Federation's finances, supervising administrative and financial coordinators in the office, as well as representing and supporting member Locals at the provincial and national levels. Since our last AGM, FPSE has been active on a number of fronts. We have continued to focus on and build our Open the Doors campaign, support member Local initiatives and develop relations within the broader labour movement and community organizations.

### FPSE COMMITTEES AND ACTIVITIES

It's been a busy year with a great deal of change in the FPSE office. Not only were the two full-time officers new to our roles, but we said goodbye to three long-serving staff and welcomed four new ones. We are pleased to have added Staff Representatives Rene-John Nicolas and Norman Gludovatz, and Administrative Coordinators Lucia Salazar and Harpreet Parmar, to our staff complement. FPSE staff members provide outstanding support to George, me, and to all FPSE members.

Since beginning my role as Secretary-Treasurer, I have worked with our Financial Coordinator, Matt Toma, to review all our financial and operational processes and reporting requirements, including the approval of expenditures and monitoring the budget. The financial report will be delivered separately. We are also undertaking a review of financial protocols to develop policies and procedures with respect to requests for donations and financial support to ensure the most effective use of our resources.

We have been working on developing a more comprehensive communications strategy to share information and resources with members as well as with external organizations. Part of this strategy includes enhancing FPSE's online presence. Over the past year, we created shareable graphics and commentary to commemorate several important days of action and remembrance, including the Transgender Day of Remembrance on November 20, National Day of Remembrance and Action

on Violence against Women on December 6, International Human Rights Day on December 10, International Women's Day on March 8, International Day for the Elimination of Racism on March 21. Watch for more of these, including the upcoming National Aboriginal Day on June 21, on our Facebook page.

## PRESIDENTS' COUNCIL

Presidents' Council governs FPSE between Annual General Meetings. Executive and Presidents' Council meet six times per year, to share information and resources, to hear from guest speakers, to lobby for action within the post-secondary sector, and to make the decisions that move our Federation forward. This year, we were pleased to have visits from Kathy Corrigan, NDP Critic for Advanced Education; Claire Avison, Assistant Deputy Minister for Advanced Education; Charley Beresford from the Columbia Institute; and solidarity guests Kirsten Daub from CoDevelopment Canada and María Luisa Regalado Morán from the Honduran Women's Collective (CODEMUH). One of CoDev's partner organizations, CODEMUH is a feminist organization that promotes women's and workers' rights, with an emphasis on labour rights and occupational health and safety in the maquila (sweatshop) sector.

## GRIEVANCE AND ARBITRATION REVIEW COMMITTEE (GARC)

Supporting Local grievances and arbitrations is one of the most critical services FPSE provides. FPSE's Grievance and Arbitration Review Committee, comprising Labour Relations Staff Representatives, the Contract Administration Review Committee (CARC) chair, and FPSE's Secretary-Treasurer as Executive Liaison and



Various web graphics, 2015 & 2016

# SECRETARY-TREASURER'S REPORT

committee chairperson, meets regularly to review cases submitted by Locals to determine viability for arbitration. GARC uses several criteria to determine whether a grievance should be advanced to arbitration:

1. Likelihood of success at arbitration;
2. Expense, especially if likelihood of success seems low;
3. Significance of the issue to the post-secondary system; and
4. Political significance to the Local and to FPSE.

As of March 31st this year, GARC reviewed 13 grievances and advanced 12 to arbitration.

## CONTRACT ADMINISTRATION REVIEW COMMITTEE (CARC)

Another of my roles is acting as the Executive Liaison to CARC. Like FPSE's other Standing Committees, CARC meets twice per year, sharing information on issues that have arisen at Locals, participating in training opportunities to develop advanced shop steward skills, reviewing current case law, and providing support to one another on difficult Local grievances or other concerns. This past year, in addition to Local reports and information exchange, CARC received some advanced training assessing grievances and held thorough discussions on two topics: faculty to faculty conflict resolution through mediation, and member engagement.

## INTERNATIONAL SOLIDARITY FUND (ISF)

International solidarity work is a critical part of our collective effort in the Canadian labour movement. While we may disagree with the policies and decisions of our governments, we are fortunate to be free to express that

disagreement without fear for our lives.

Although our provincial labour laws and employment standards clearly need reforms, Canadian trade unions and union members have significantly more rights than our sisters and brothers in many other parts of the world. FPSE's Secretary-Treasurer also acts as Chair of the ISF committee, which meets annually to review nominations and disburse one per cent of our annual budget to international solidarity projects.

This year, twelve applications were received and we allocated \$45,850 in funds to 10 projects. This year, FPSE is pleased to support the following projects and important work they do:

1. Alianza Prenatal Program (Guatemala)
2. Seeds of Peace (Bosnia and Herzegovina)
3. Leaving Footprints (Petén, Guatemala)
4. Co-Development Canada
5. Diyar Academy for Children and Youth Book Writing Workshop (Bethlehem)
6. Rights Action: Community Development and Environmental Justice in Mining Affected Communities of Guatemala
7. Enhancing Employability of Youth and Women in Lamwo District (Uganda)
8. Community-Based Primary Health Care in Nicaragua
9. Red de Apoyo para Migrantes Agrícolas (RAMA): Migrant Farmworkers Support Network (Okanagan)
10. Equality for Growth (Tanzania)

I would like to thank the ISFC, Eliza Gardner (HRISC), Tim Walters (PC), Brent Calvert (PC) and Charles Boylan (HRISC) for their work on this committee. I would also like to thank the Locals that submitted applications for the time and thought put into the proposals, and for their ongoing commitment to international solidarity.

## COLLEGE PENSION PLAN PARTNERS

The Joint PC/PAC Sub-committee on Pension Plan Consultation has begun work on a motion that was passed by PAC and PC to consult with retired College Pension Plan members on matters affecting their pension plan. The committee will begin by surveying how other unions consult their retired members on changes to pension plan rules and benefits, investment policies and trustee appointments and assessments.

## SPRING CONFERENCE

Our annual Spring Leadership Conference took place on February 20, 2016 at the Hyatt Regency Hotel. This year we set a record, with approximately 125 people attending. Our theme was “Campaigns and Advocacy,” with the tone for the day being well set by our keynote speaker, Dr. Larry Savage of Brock University. Dr. Savage spoke about the rise of neoliberalism in our institutions and the need for strong faculty

associations, a topic relevant to all of us and consistent with our AGM theme as well. We held a number of workshops, some from the Labour Relations Public Policy and Advocacy Certificate program, and others to help encourage and develop activism in our Locals.

## FEDERAL ELECTION ACTIVITIES

In keeping with last year’s AGM resolution and at the direction of Presidents’ Council, FPSE ran a voter engagement campaign during the federal election. We registered as a third party advertiser. The Third Party Advertising rules of the *Elections Act* are much more stringent now than they have been in past elections. As a result and in an abundance of caution, FPSE decided to separate all federal election activities from Open the Doors, including the Local campaigns. This step ensured we did not overspend the limit or be in violation of any other terms of the *Act*.

The campaign had several components: a vote pledge, to secure commitments from members



Vote pledge campaign, 2015

# SECRETARY-TREASURER'S REPORT

to vote for candidates that would support improving funding to post-secondary education and research; regular emails with updates about platform commitments, advance polling, and other relevant information; a direct mail leaflet to sixteen target ridings around the province; and a week of radio ads on behalf of our own FPSE member, Norah Bowman, who ran as a candidate in Kelowna-Lake Country.

We also supported the Canadian Labour Congress Better Choices campaign that aligned four key issues with the NDP: retirement security, childcare, health care, and good jobs. While the end result was not the one organized labour had been hoping for, the new government has already acted to repeal the anti-union legislation introduced by the Harper regime.

## LOCAL OUTREACH

Having been a Local president for 13 years, I know that it is easy to become so busy in our own Locals that we forget that there is a network of members across the province who share the same concerns: concerns about our students, about access and affordability of post-secondary education, about program rationalization and funding cuts at our institutions, and about workplace issues. It is bringing together this network as a unified collective that makes our Federation the source of strength that it is. FPSE offers more than financial resources or excellent staff support, more than labour relations or bargaining advice. We provide space for Locals to come together, share information, and advocate collectively for a robust, high-quality post-secondary system – in the public and private sectors – that reflects our priorities as educators.

Over the past twelve months, I am pleased to have been invited to events and meetings at Locals 2, 3, 5, 6, 7, 8, 10, 11, 15 and 22, including an excellent forum on Social Justice and Education hosted by Local 15 and FPSE with Keynote Speaker, Bill Fletcher Jr. Local 15 organized the event as part of their Open the Doors Local campaign.

## OPEN THE DOORS

The Open the Doors campaign continues to be a primary focus for FPSE. Launched last year, the campaign is building momentum toward the 2017 provincial election. Since last AGM, we have been working on tightening the message, preparing materials, planning events and activities, developing the brand, and working on a more focused, assertive overall strategy.

We see Open the Doors as an important way for FPSE and all our Locals to increase capacity and engage members, allies, and elected officials on the importance of a fully-funded post-secondary education system. We tested some of the first materials at Canadian Labour Congress Winter School in Harrison Hot Springs on Sunday afternoons for the duration of the school. The initial outreach materials were created to accomplish three goals: 1) Identify supporters through an education pledge; 2) identify key narrative stories about educators and students through outreach; and 3) tell these important stories about education. Our display and materials were well-received and we engaged many Winter School participants in dialogue about access and affordability of public post-secondary education in BC, collecting over 300 signatures on the Education Pledge.

CLC Winter School, 2015



We continue to encourage Locals to submit Local campaign proposals. Since September, we have received proposals from Locals 1, 2, 5, 6, 9, 11, 15, and 22. We are working on providing additional materials, including key messages, for Local use.

## BC FEDERATION OF LABOUR

As a member of BC Federation of Labour's executive council, political action committee, and as a Trustee, I continue to participate in BC Fed activities. The semi-annual meeting of the BC Federation of Labour Trustees was held October 13. The Trustees examined the Federation's finance records and found them to be in good order.

The Executive Council meets several times a year. At the fall meeting, we reviewed the audited financial statements for the BC Federation of Labour for the year ending August 2015, reviewed standing committee reports, and

adopted motions dealing with Trans Exclusionary Organizations and joining the Missing and Murdered Women Coalition.

The BC Federation of Labour held its "Together 2015" Conference November 16 - 18 in Vancouver. The theme of this conference was "Organizing, Innovating, Leading" and it provided a forum for delegates from around the province to come together to hear speakers and participate in workshops largely centred on the fundamentals of organizing. There was also an excellent presentation by the Alberta Federation of Labour about their successful campaign to elect Rachel Notley's New Democrats last year.

The Political Action Committee meeting of the BC Fed was held on December 8, 2015. The discussion focused on the last Federal election: specifically about the Labour canvasses and third party advertising issues. We also discussed the two by-elections in Vancouver-Mt Pleasant and Coquitlam-Burke Mountain, which were won by New Democrats with the help of labour. Finally, there was discussion about the labour movement's role in the 2017 BC Provincial election. The Committee's plan is to follow a similar model to that used by the Alberta Federation of Labour, taking a bolder approach while maintaining a separate presence from the New Democrats. Presidents' Council has now adopted the BC Federation of Labour Political Action Plan, and I anticipate that the Committee will resume regular meetings this spring to begin that work.

The Ranking Officers (Executive Council and senior staff) met February 1st through February 3rd at Harrison. We heard presentations from the BC NDP and CLC, and participated in an informative workshop on improving diversity in our unions.

# SECRETARY-TREASURER'S REPORT

The BC Fed's Women's Rights Committee (WRC) held Lobby events in Victoria for International Women's Day. FPSE was pleased to sponsor our new Status of Women Committee Chair, Elena Kuzmina from Local 15, to attend that event. The WRC was particularly excited to celebrate the victories of Jodie Wickens and Melanie Mark in the two by-elections, adding two more women to the Legislative Assembly, including the first Aboriginal woman ever elected in British Columbia.

## CANADIAN LABOUR CONGRESS / NUCAUT / CAUT

In addition to our membership in the Canadian Association of University Teachers (CAUT), FPSE is affiliated to the Canadian Labour Congress (CLC) through the National Union of Canadian Association of University Teachers (NUCAUT). These affiliations allow us to participate more broadly in the national labour movement and to connect with post-secondary educators across the country.

As Vice-President of NUCAUT, I represent our national union on two CLC committees,

the Trades and Technology and Women's Committees. The Women's Committee is focused on planning for the Rise Up conference "to build a stronger movement based on equity and inclusion, which reflects the changing demographics of the workforce." The conference will be held on the Algonquin Anishinabek territory at the Shaw Convention Centre in Ottawa, Ontario, from October 20-23, 2016. The Training and Technology Committee met jointly with the Apprenticeship Committee in November of 2015.

I also represent FPSE on CAUT's Collective Bargaining and Economic Benefits Committee. The committee is currently working on a CAUT policy statement on "Transitioning," a model clause on "Courses Delivered at a Distance," and a policy statement on Renewal of Tenure-track Positions. The committee also reviewed the nominations for the Don Savage Award. The award was instituted to honour and to recognize outstanding achievements in the promotion of collective bargaining in Canadian universities and colleges. There were two nominees and the CBEBEC decided to recommend both nominees receive the award.

In the fall, I was pleased to attend the CAUT Western Regional Conference in Saskatoon for the first time. There were a number of excellent presentations and panels, such as the presentation on Austerity from CAUT staff Sylvain Schetagne, and another on challenges facing faculty associations in the neo-liberal University by Larry Savage, Brock University, who we subsequently invited to speak at our Spring Conference. I also attended the CAUT Council meeting in Ottawa on November 27 – 30, 2015. These three days were packed with information on academic freedom cases, presentations on

COPE 378 picket line, 2015



BCGEU rally, 2015



contemporary issues, as well as debates on CAUT policy and model clauses.

## SOLIDARITY ACTIVITIES AND EXTERNAL REPRESENTATIONS

During the fall sitting of the Legislature, Bob Davis (Local 5 President) and I represented FPSE in the gallery for an Official Opposition motion on Adult Basic Education and ESL. The text of the motion was “Be it resolved that this house recognize the high value of adult basic education and English language learning programs for refugees.” Unfortunately, the focus on programs for refugees allowed the government benches to avoid the meaningful discussion on ABE and ESL. Instead, they used the debate as a platform for lauding their commitment to Syrian

refugees. Following the debate, we attended a reception on Apprenticeship in the atrium of the Legislature, hosted by Minister Shirley Bond.

George and I joined members of COPE 378 on their picket line at BCAA’s dispatch centre in the summer. They were being hard hit by an employer that locked them out and used replacement workers. They were very grateful to have the support (and the food we brought too). The dispute lasted six months but ultimately was resolved with a mediated agreement.

FPSE participated in Labour Day activities this year, both with a visit to the Fraser Valley Labour Council’s picnic in Abbotsford and by setting up a table at the BC Fed’s Labour Day picnic at Swangard Stadium, where we collected signatures in support of restoring tuition-free Adult Basic Education. It was a successful event and we hope to continue participating in years to come.

On October 3, the BC Federation of Labour unveiled the Golden Tree monument in Abbotsford, to which FPSE contributed, in honour of the farmworkers killed on the job several years ago. It was a very moving event and serves as a reminder of how far we still have to come in establishing rights for workers in our province.

FPSE joins many other unions in its long history of partnership with the United Way of the Lower Mainland. We are proud to support their efforts in the community, working toward reducing poverty and improving lives of BC’s most vulnerable residents. Each year, UWLM shows its appreciation for its labour partners with a Labour Breakfast, kicking off the campaign, and the Labour Appreciation Dinner. This year,

# SECRETARY-TREASURER'S REPORT

past BC Fed president Jim Sinclair was one of the three community service award recipients. Jim had the quote of the evening: "What we do together is not charity, it's solidarity. Every person deserves a decent life."

I also represented FPSE at the Protein for People annual strategy meeting. Protein for People helps food banks around the province through direct donations of protein-based food. The labour movement in BC has done amazing work in supporting food banks that struggle to get enough protein to families that need support. The goal of Protein for People is to end dependency on foodbanks through good jobs.

Mid-December I met with Charley Beresford from the Columbia Institute. Columbia Institute is a progressive think tank that fosters individual and organizational leadership for inclusive sustainable communities. Their primary focus is to support locally-elected municipal officials (Mayors, Councillors, School Trustees, Region District Reps, etc.) to increase skills and focus on progressive municipal governance. They help build capacity in communities through lifelong learning scholarships and key partnerships. We discussed their annual membership. There is an opportunity to engage with them at their annual governance forum and begin identifying local councils to endorse our Open the Doors campaign.

## A WORD OF THANKS

I would like to express my gratitude to all the hard-working and professional FPSE staff who have made my job so much easier this year as I learned the ropes.

I am also grateful for the tireless commitment and wise counsel of the Executive and all of Presidents' Council, and for the support and leadership from our President, George Davison.

Finally, I wish to thank all of you, our members, for your unending dedication to post-secondary education, to our students, our communities, our unions, and our Federation. It has been a great pleasure and privilege to represent all of you this past year. The work of our Federation is very rewarding and important and I am honoured to work with such an incredible group of staff and activists. You are the reason I am here.

I appreciate your ongoing support and look forward to continuing to work with you.

Respectfully submitted,

Terri Van Steinburg,  
Secretary-Treasurer



Presidents' Council, 2016



Federation of  
Post-Secondary Education

### 2nd Vice-President's Report November 2016

The Education Policy Meeting met September 29 and I chaired the meeting. I was elected chair last spring but since retired, so I chaired the meeting. I was also elected chair of EPC.

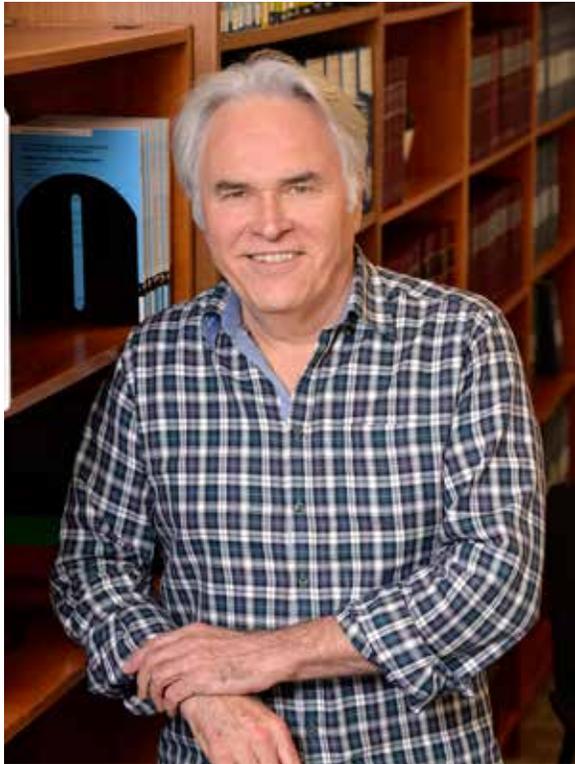
I highlighted the work of Presidents' Council and the President's Council. Leah updated the Committee on FPSE's Federal Election Campaign. The Doors campaign. Everyone on the Committee had a role in the campaign of "I'm voting for..."

Themes from local reports included the completion of temporary positions (always going toward non-regular faculty), the hiring of administrative staff, the hiring of all the faculty counsellors. Another institution is increasing the number of all the faculty counsellors. Another institution is increasing the number of a faculty counsellor.

# EXECUTIVE REPORTS

# 1st VICE-PRESIDENT'S REPORT

*Frank Cosco*



**FRANK COSCO**

I have continued to support the work of FPSE through working on a variety of assignments and representative functions for the President, Presidents' Council and the Executive.

## **BARGAINING**

The defensive victories that Locals 1 and 2 have achieved in the face of unconscionable tactics and positions taken by their misguided managements will resonate as messages of solidarity to the future. It's tremendously important that they were able to fight back with strike votes and then some strike action. It became clear—finally—to their managers and government that concessions were not on.

Best wishes to Local 7 as it still seeks to conclude its agreement.

## **COLLEGE PENSION PLAN**

I have joined President George Davison and Secretary-Treasurer Terri Van Steinburg as a representative at the College Pension Plan Partners Table and at one all-plan partner meeting. It was a bit satisfying to see other partners from other plans in the throes of the type of discussions and planning that FPSE had already gone through in order for the restructuring of the Plan to be implemented in January of 2016. It was also satisfying to know that two slivers (0.05% each) of our 2015-16 pay increase (1.95%) went to fund the Inflation Adjustment Account—that's paying it forward for future and current retirees—another FPSE leadership position.

## PENSION ADVISORY COMMITTEE EXECUTIVE LIAISON

This past year has seen PAC jointly with PC exercise its screening function in recommending finalists for the 2016-19 retiree pension trustee spot. PC then voted in Paul Ramsey in that role. I want to thank Paul for his invaluable participation in PAC, we'll miss him, and to urge Locals to consider their potential candidates for the vacated retiree spot on PAC.

PAC has many projects on its work plan and a couple of major ones will be before the AGM: on Socially Responsible Investing and on the Transition to Retirement. It continues to enjoy excellent attendance and participation from all FPSE Locals. Thanks to Administrative Coordinator Nancy Yip and Staff Representative Zoe Towle for their effective support of this group. And thanks to new Chair, Scott Maclean (Local 14), who conducts our meetings with his usual calm, considered approach.

## NON-REGULAR FACULTY COMMITTEE EXECUTIVE LIAISON

Teresa Fedorak (Local 2) ably chairs our important NRFC, with appreciation extended to our Staff Weldon Cowan and Nancy Yip, who support the committee's work. Committee members also do double duty as reps to other Standing Committees.

Each meeting provides a solidarity building opportunity for what often feels like a lonely individual task for many reps. FPSE has among the highest general level of rights for non-regulars in North America, and it has developed an unparalleled set of guiding principles and policy. Its leadership groups are fully committed to supporting non-regulars and to improving their conditions. Further, FPSE is often invited to events in North America to speak to these issues.



# 1st VICE-PRESIDENT'S REPORT

However, the lack of tangible success in the recent round of bargaining added another layer of frustration and wears away at both the leadership and member groups. As always with union work, there needs to be a re-commitment to achieving our goals.

Because of their contingent status, from time to time non-regular representatives find it difficult to consistently attend the meetings of the committee. There should be a way for Locals to ensure that when their primary non-regular delegate cannot attend a meeting, an informed alternate is ready to step in. It is significant when a member misses a meeting because there are only two in a year.

## PRIVATE SECTOR POLICY COMMITTEE

This committee is very ably chaired by Kevin Drager (who also has to deal with real threats of closure that most of us thankfully don't have to face). The committee is made up of reps from the sub-locals of Local 21, the Education and Training Employees' Association (ETEA), and provides a forum for discussion and union development. Staff Representative Sean Hillman supports the work of the group. This year they continued discussing ways that they may support their own students, who are too often the victims of wage theft by unscrupulous employers. They heard first-hand from the BC Federation of Labour's Young Workers' Group, from CFS-BC, and planned a successful pub night for interested students.

ETEA also has recently been able to get an opportunity for direct input on the development of new regulations pursuant to the *Private Training Act*—a clear recognition of

their status as the most organized and aware group of faculty in the private education sector.

## CAMPAIGNS MUST CONTINUE

It was heartening to witness the commitment of FPSE leaders to the campaign ideas raised first at the 2014 AGM. It's the fate of FPSE that it has to be the lead voice in the province against the insidious and continuing hollowing out of the public post-secondary system by the current BC government. If unchecked, they will continue to block access as they have with ESL and ABE programming or make its continuance a matter of circumstance or good fortune. FPSE must re-commit to its campaigns especially in this upcoming year. This time next year, the election will be behind us. Elections do make a difference.

## APPRECIATION

Thanks to Cindy for leaving us in good shape; to George, Terri, all the staff, Presidents' Council and the Executive; and to committee members for their support and comradeship as we collectively continue to evolve and improve FPSE as the exemplary post-secondary union organization.

In solidarity,

Frank Cosco  
First Vice-President

# 2nd VICE-PRESIDENT'S REPORT

*Leslie Molnar*



**LESLIE MOLNAR**

This is my fourth year on the FPSE Executive (I served three terms as a Member-at-Large) but my first in the Second Vice-President role. It has been an exciting year as FPSE has transitioned to new leadership team and there have been many staff changes in the FPSE office. Cindy Oliver left big shoes to fill and the people of FPSE have risen to the challenge. Change is always exciting and new people bring new ideas and energy. I am proud of the work FPSE does and I appreciate all opportunities this position opens up for me.

This year, I sat on Presidents' Council both as VP2 and as a Local President. I sat on the Campaign Oversight Committee, I was on the committee to oversee the process for appointing a new Retiree Trustee for our Pension Plan, and I continued my work as Executive Liaison to two FPSE Standing Committees—Education Policy Committee and Professional and Scholarly Development Committee. I was also a member of the joint PC-PAC subcommittee to re-examine the effects of the removal of mandatory retirement. I volunteered to head up the newly formed ABE caucus. I continue to sit on the Finance Subcommittee.

## **PRESIDENTS' COUNCIL**

Presidents' Council meets six times per year to oversee the business of FPSE between AGMs. It is a group of strong leaders and advocates. Each year we are able to retain the wisdom and experience of presidents continuing in their roles and to gain the ideas and energy from the new presidents. PC has been instrumental in moving the Open the Doors campaign in-house, and in guiding and directing the work of the Staff Representatives who are implementing and re-creating the campaign. With bargaining

# 2nd VICE-PRESIDENT'S REPORT

winding down, the focus shifts to access to post-secondary education, the inadequacy and precariousness of many of our funding models, and the crises in ABE and ESL. We met with ADM Claire Avison, some members were able to meet with DM Sandra Carroll, but our focus has to shift to the provincial election in 2017. We need to make post-secondary education a platform issue in all the parties' campaigns. The Open the Doors campaign should help with this.

## CAMPAIGN OVERSIGHT COMMITTEE

The Campaign Oversight Committee is now the Executive Committee of FPSE. The terms of reference have been revised. The committee meets in person prior to PC meetings, and via teleconference or email to approving funding from the FPSE Open the Doors campaign for Local initiatives. Quite a few Locals have taken advantage of this funding. Speakers and speakers' series have been hosted, videos have been produced, and stories are being collected. OCFA's "30 drops in the Bucket" initiative was featured in an interview with Tim Walters on CBC.

## APPOINTMENT OF A RETIREE TRUSTEE SUBCOMMITTEE

Led by George Davison, the subcommittee fleshed out the process for this appointment, solicited and received nominations for the Retiree Pension trustee, and shortlisted the candidates. Two candidates were shortlisted and both made presentations to PC in January. Presidents' Council then recommended Paul Ramsey for the Retiree Trustee position.

## SUBCOMMITTEE TO RE-EXAMINE THE EFFECTS OF THE ELIMINATION OF MANDATORY RETIREMENT

This is a joint PC-PAC committee and is chaired by Frank Cosco. We started meeting weekly (via teleconference) in November. The Committee researched the existing language relating to retirement in our Collective Agreements, accessed the HRDB to get a sense of the number of members working past age sixty-five, put together some principles for moving forward and some ideas for a future survey of our members, and developed a new set of recommendations.

AGM 2015, Kelowna



All of this is available now for your reading in a 45 page draft report.

Balancing the rights of our members who wish to work longer with the rights of our non-regular faculty members to accrue work is complex. Faculty members have many reasons for working longer. The committee feels there should be a menu of options available to encourage phased retirements or supported leaves, and that it is not good for the pension plan to have faculty members or employers in situations where they are not contributing to the plan. We hope our work can help the future work of the bargaining teams.

## ABE CAUCUS

Last March, there was a motion from the Education Policy Committee asking PC to form an ABE Caucus. This was motivated by government's decision to reduce ABE funding and allow the reinstatement of tuition fees. The Caucus has been formed and I volunteered to lead this process. I have names from most of the Locals and we had our first meeting via teleconference. We have set goals and plan to bring a resolution to AGM. The group wants to focus on advocacy, information sharing, and gathering research specific to each of our institutions about the barriers ABE students (enrolled or potential) are facing. We continue to communicate via our listserv.

## FINANCE SUBCOMMITTEE

The Finance Committee oversees the money directed towards organizing work done by the Private Sector Locals. Often, the faculty in private institutions have very inferior working conditions. This is important work. Most of the expenditures go towards release time for

organizing drives. Matt Toma has done very good work standardizing the way financial requests are made. New requests are dealt with via email.

## EDUCATION POLICY COMMITTEE

I am the Executive Liaison to the EPC which meets twice a year—in the fall, and at the Spring Conference. I chaired the fall meeting after the newly-elected chair, Rocque Berthiaume, retired from NWCC. (We miss Rocque and wish him the best.) Blair Fisher (Local 12) returned to the Chair position at the end of the fall meeting.

The work of this committee is very important. We must continue to lobby for full funding for ABE and ESL and we must hold our institutions accountable for properly allocating the funding directed towards these programs. We must be active on local Education Councils and Senates to make sure Education Policy at our institutions supports access to education for all learners.

EPC members report on similar issues as they did last year. There are many administrators being hired, faculty consultation on governance issues is often weak, and ABE and ESL programming are big concerns at those institutions which offer those programs. Concerns have been expressed about the tuition costs, the AUG (Adult Upgrading Grant) criteria being an unfair barrier, and the resulting drop in student numbers in these programs. As these programs allow students to transition other programs, the enrolment impact is expected to intensify.

The committee continues to work on looking at the effect of Educational Technology and now wants to partner with the Professional and Scholarly Development Committee in this effort. EPC concerns revolve around the different

# 2nd VICE-PRESIDENT'S REPORT

platforms for online learning, the use of e-Books which seem to suddenly disappear, issues with accessibility (i.e. dial up internet in some rural places still), publisher control on e-textbooks and online learning resources, and bargaining issues (Article 6.6 in the Common Agreement and new bargaining priorities for next round). At our spring meeting, Staff Representative Norman Gludovatz was able to share an Open the Doors presentation with the committee members. Two resolutions will be coming to the AGM from this committee.

The committee members are still tasked with gathering information about program cancellation and suspension policies at their own institutions and monitoring the impact of cuts to funding for ABE and ESL.

I'd like to thank all the committee members for their work, Blair Fisher for chairing the committee, and Norman Gludovatz for his excellent enthusiasm and support for EPC's work.

## PROFESSIONAL AND SCHOLARLY DEVELOPMENT COMMITTEE

This is a warm, welcoming committee. The members are very energized and committed to effectively sharing information. The committee has been very successful in sharing information by limiting Local reports to two highlights and one concern. From this format, themes readily emerge.

The PSDC produced a new updated PD Comparison Chart this year adding more information and links to the existing chart. The goal is to have it hosted on the FPSE website to be of use to bargainers in future rounds. In

addition, a new project this year was to create a repository of forms, guidelines, handbooks and templates. This is very useful information as the structure and administration of PD funding is very diverse in our system.

The PSDC is interested in joining EPC in looking at Educational Technology issues. The perspectives of the two committees should complement each other well. In addition, the Committee is still tasked with looking into Applied Research at our institutions.

Thanks to all the dedicated committee members, to Marcel Dirk for his great work as Chair of this committee, and to Staff Representative Rene Nicolas for supporting the Committee.

## OTHER

I sit as Western Member-at-Large for NUCAUT. This is an easy role as meetings are held via teleconference, as needed.

## APPRECIATIONS

I would like to sincerely thank all the other members of the Executive Committee—George, Terri, Frank, Tim, and Lynn—for their support and for all the work they do. I would also like to thank all the members of Presidents' Council. I learn so much from all of you. A very special thank you to the FPSE Staff—you all are an invaluable resource and provide so much help on many topics. And finally, to you the members of FPSE, thank you for providing me with this opportunity. I love this work.

In solidarity,

Leslie Molnar

# MEMBER-AT-LARGE REPORTS

*Tim Walters*



**TIM WALTERS**

This has been my first term on the FPSE Executive as Member-at-Large and, even after several years on PC, I still find myself in awe of the sheer volume of complex, demanding work that is done by FPSE leadership and staff so expertly on all of our behalves, and for the benefit of our members and of our sector. This experience has reconfirmed my conviction that we are fortunate to be represented provincially by a group of brilliant union activists and leaders, and I count myself fortunate to have had the opportunity to learn from each of them in my new role this past year.

## **HUMAN RIGHTS AND INTERNATIONAL SOLIDARITY COMMITTEE**

I served as Executive Liaison this past year to a passionate, thoughtful, and committed group of activists on HRISC. The meetings are consistently very well attended and clearly benefit from the co-presence of an exemplary Chair, Eliza Gardner, who was recently re-elected for another year in this role, and Staff Representative Sean Hillman.

This year, the committee organized an expanded speakers' tour on the theme of "Decolonization, Reconciliation and New Directions," which wound its way around the province over the past few months, visiting more Locals than ever before. The two exceptional speakers this year were Grand Chief Stewart Phillip, President of the Union of BC Indian Chiefs, and Arthur Manuel, an Indigenous activist and author of *Unsettling Canada: Rebuilding Indigenous Nations*, which I highly recommend.

Much work was also done by the committee this year on a few recurring themes of ongoing

# MEMBER-AT-LARGE REPORTS

concern to HRISC: changes to the ways in which we are engaged with Indigenous peoples, in part motivated by the recommendations from the TRC; the inequities that continue to be faced by our non-regular colleagues; the struggles of Syrian refugees as they enter our communities; and the lingering threats posed by Bill C-51.

## WORKPLACE HEALTH, SAFETY AND ENVIRONMENTAL COMMITTEE

Due to an unfortunate double scheduling conflict with HRISC, I was not able to attend either WHSEC meeting, and I am grateful to Lynn Carter and Frank Cosco who generously agreed to act as Executive Liaison in my absence.

## OTHER COMMITTEE/ FPSE WORK

- Along with my colleagues on the International Solidarity fund committee, I vetted 12 applications for support from the \$46,000 that was available this year. Because of the consistently high quality of the proposals from around the province, this continues to be among the most gratifying work I am involved with. FPSE is to be commended for its outstanding and growing solidarity efforts in this regard.
- I continue to serve on the “Open the Doors” Campaign Oversight Committee, which is ongoing as the campaign evolves and sharpens its focus in the run up to next summer’s critical provincial election. In addition to the central campaign, we have been able to distribute several hundred thousand dollars to support smart, innovative Local initiatives that feed into the campaign’s broader goals as we all continue to work together to try and make the

concerns of our sector a bona fide election issue in May 2017.

- I continue to serve on the committee responsible for the Pension Trustee Evaluation process, which will shortly conclude its work for the year.
- I volunteered to serve on the committee that will work on surveying the state of term faculty at our Locals (as part of the most recent common agreement) and am very much looking forward to beginning that crucial project in the coming months.
- I am involved in the work around FPSE’s Climate Survey, which I continue to believe can be an important tool with which to hold institutions, and those that run them, to account around the province.
- I attended the Spring Leadership Conference and moderated two excellent workshops on “Governance” (run by Bob Davis) and “Member Engagement: Strategies for Success” (run by Norman Gludovatz).
- I participated in a focus group convened by CAUT to gauge the level of interest in, and satisfaction with, their monthly newsletter, the CAUT Bulletin.
- Along with the others on the Executive, I met with BC NDP Leader John Horgan and Kathy Corrigan, Opposition Spokesperson for Advanced Education, to help articulate FPSE’s best vision for the future of post-secondary in BC.

## LAST BUT NOT LEAST

I'd like to extend my sincere thanks to all of my sisters and brothers on the Executive, on PC, and in the FPSE office, for their patience and generosity in helping me figure out this new role, and for making our work together feel like a pleasure as well as important, which is no easy thing. My special thanks in this regard go to George, Terri, Frank, Leslie, and Lynn on the Executive, and to Angela, Zoe, Leah, Norman, and all of the good folks in the office. I really appreciate it.

I hope you all enjoy what I trust will be a fun, inspiring, and productive AGM, and I look forward to connecting with many of you again this week as we prepare together for a challenging and potentially very exciting year ahead.

In solidarity!

Cheers,

Tim Walters  
FPSE Member-at-Large



AGM 2015, Kelowna

# MEMBER-AT-LARGE REPORTS

*Lynn Carter*



**LYNN CARTER**

As a member of the FPSE Executive it has been my privilege to liaise with several Standing Committees and to sit on several PC sub-committees. The following is a report of my work for the 2015/2016 year.

## **DISABILITY MANAGEMENT AND REHABILITATION COMMITTEE**

As the Executive Liaison to the Disability Management and Rehabilitation Committee, I attended the DMRC meeting on October 16 and 17. There was a review of the work plan and each Local reported out on issues at their respective Local. A number of Locals reported on issues their members face regarding access

to sick leave, STD and LTD. There was a summary report on the Manulife Survey. Although the number of respondents was not as high as hoped for there were some themes identified that need to be addressed. These themes included issues of communication with Manulife; lack of continuity in case managers; Manulife's refusal to accept physicians' diagnoses; and the denial of claims (especially if they involve mental health conditions). There was considerable discussion about the experiences at individual Locals. FPSE Staff Representative Zoe Towle presented a very helpful chart showing the relationship among the various Locals and the Faculty Common Disability Plan, the Common Agreement and the Benefits Consortium.

As the Executive liaison to both the Status of Women's Committee and the Disability Management and Rehabilitation Committee I was able to split my time in order to attend both of the Committees' meetings the evening before the Spring Conference. On February 19, I attended the DMR Committee meeting, joining it after it had begun its agenda. I joined in time to hear from the Locals about issues and concerns they are experiencing. As in past meetings one of the issues affecting several Locals is concern about their members accessing and continuing on disability benefits. The Chair, Ann Marie Davison, Local 5, reminded Locals to urge their members to seek advice from their union representatives about what they need to do to be successful in applying for their STD and LTD benefits. There was some discussion of the Claims Appeal process. Also there was discussion of "joint early intervention" programs which some employers are using at several of the Locals. Some of the Local representatives cautioned their sisters to be careful of using these programs as they may actually be

attendance management programs which may function to block members from accessing their sick leave and disability programs.

## STATUS OF WOMEN COMMITTEE

As the Executive Liaison, I also attend the Status of Women Committee meetings. I attended the SWC meeting on October 2 and 3. Locals reported on issues affecting women at their Locals. There was discussion about the work plan and discussion about what plans Locals had for Dec. 6, the National Day of Remembrance and Action on Violence Against Women. There were a variety of innovative and creative ways Locals were honouring women on that day. Rose cards were available to take back and distribute. The list of resources the SWC maintains was discussed and the need to monitor and update the list.

The SWC recommended to PC that the BC Federation of Labour's policy on Trans Exclusionary Organizations be adopted by FPSE, which was done.

On February 19, before the Spring Conference I attended the SWC. The committee began with a report from each Local about what the plans are to celebrate International Women's Day on March 8. It was evident that there are some very creative and carefully planned events taking place in many of the Locals. Posters and bookmarks with a rather impressive design developed by FPSE staff were available for committee members to take with them to their Locals. Joy Gugeler, Local 8, announced that she was stepping down as Chair of the SWC and Elena Kuzmina, Local 15, was elected as the new Chair. I know that we all extend our gratitude and appreciation to Joy for her years of commitment and leadership to the SWC.

## WORKPLACE HEALTH, SAFETY AND ENVIRONMENT COMMITTEE

Though not the ongoing liaison, I attended the Workplace Health, Safety and Environment Committee on November 27 and 28. On the Friday evening, representatives reported on issues at their Locals. The reports included a wide range of concerns from the batteries in emergency lights on campus not being replaced in a timely way to the eye wash station in a chemistry lab not functioning effectively. There were a number of issues identified by Locals which were shared concerns such as finding ways to keep members at the Locals on their WHSE Committees. Several Locals reported difficulty in getting members to stay on their Local committees. Other shared issues included scent reduction efforts and security and safety issues on campus. Several Locals reported that lock down drills had been held and that there continues to be a need for "work alone" policies.

An excellent presentation on digital communication and workload was made by FPSE staff representative Rene Nicolas which raised a number of interesting points about the availability of faculty to students in a digital environment.

Saturday morning Brian Campbell, Health and Safety Facilitator at the BC Federation of Labour Health and Safety Centre made a presentation to the committee. It was excellent and stimulated a great deal of discussion about safety concerns in our sector and what possible solutions might be to these concerns. He focused on workplace bullying and harassment and the role WorkSafe BC has in investigating complaints related to these allegations.

# MEMBER-AT-LARGE REPORTS

The committee also reviewed its terms of reference and proposed work plan for the year.

## OTHER COMMITTEE WORK:

I sit on the joint PC/PAC Sub Committee on Pension Plan Mechanisms. Paul Ramsey chairs the committee and held a teleconference on Dec. 10 to discuss the committee's terms of reference.

I also sat on the PC/PAC Sub Committee to Nominate a Retiree Trustee. The committee members corresponded with one another and finalized the trustee nomination process at a teleconference on Dec. 17. We finalized the shortlist of candidates to be interviewed at the January PC meeting.

As a member of the FPSE Executive I also participated on the Campaign Oversight Committee which has approved several projects submitted by Locals for FPSE funding.

## SPRING LEADERSHIP CONFERENCE

I attended the Spring Leadership Conference and facilitated two workshops:

"Collegial Authority" presented by Jeff McKeil, Assistant Executive Director, Canadian Association of University Teachers. This workshop was extremely well attended with some attendees having to stand through much of it. Jeff touched on issues of collegial authority in academic governance and cited several arbitrations confirming the role of faculty in governance. He also explored BC College and University governance issues, particularly the roles of Education Councils and the new special purpose universities' Senates. Jeff's

national perspective on academic authority and governance was of particular value and extremely helpful to understanding the rights of faculty in academic governance.

"Women and Leadership" presented by Cassandra Cordero, Director BC Federation of Labour. The workshop initially focused on women in leadership roles and the challenges often faced by women. Cassandra had the participants do an exercise which gave feedback about different leadership styles. However Cassandra's presentation of a graphic of the "diversity wheel" shifted the focus of the workshop to how intersectionality impacts our life experiences. There was considerable discussion about how privilege and factors of disadvantage impact not just women but all people.

I have appreciated the opportunity to serve on the Executive Committee as a Member-at-Large this past year. I want to extend my thanks to the staff representatives who have so generously assisted the committees with their work. It would not have been possible to accomplish this work without the help of Zoe Towle, Lesley Burke-O'Flynn, Leah Squance and Weldon Cowan.

Respectfully submitted,

Lynn Carter  
Member-at-Large, FPSE Executive