



STANDING COMMITTEE REPORTS

Only policy resolutions are brought forward from Standing Committees to the Annual General Meeting; administrative or operational resolutions are not. All forwarded resolutions have been reviewed, accepted and, in some cases, amended by Presidents' Council.

STANDING COMMITTEE REPORTS

BARGAINING COORDINATION COMMITTEE

Chair: Bob Davis, Local 5
Joanne Quirk, Local 1
John Turner, Local 2
Jan Mastromatteo, Local 3
Chris Maguire, Local 4
Joan Kaun, Local 6
Lynn Kirkland Harvey, Local 7
Gara Pruesse, Local 8
Chris Clarkson, Local 9
Doug Henderson, Local 10
Sheree Ronaasen, Local 11

Judith Hunt, Local 12
Scott McLean, Local 14
Maggi Trebble, Local 15
Anne Cumming, Local 16
John O'Brien, Local 17
Matthew Pasco, Local 19
Jean-Bernard Ardila, Local 21
Rita Wong, Local 22
Lorraine Rehnby, NRFC Liaison
Cindy Oliver, Executive Liaison

The Bargaining Coordination Committee continues its work to improve working conditions and strengthen the rights of all its members. All FPSE locals have completed bargaining and have renewed their collective agreements ending March 31, 2014. For some locals, this proved to be difficult; however, with perseverance and hard work they came to agreement and now align with their brother and sister associations.

The 2014 round of bargaining preparations formally began with the September Bargaining Conference. Locals discussed, debated and refined the shared goals for the 2014 round. Locals also affirmed a commitment to a strategy which strengthens the value of local issues while bargaining in the current Liberal provincial government climate.

Mindful of public sector settlements in the fall of 2013 and recent cuts to funding, we continue to develop an agenda to address the issues facing our sector. Job security is a major concern for all of our locals and our committee will continue to

coordinate efforts to achieve improvements and to protect rights for our members.

I would like to acknowledge the efforts of all the bargainers on the committee who work tirelessly for their members and on behalf of the committee, acknowledge our Staff Rep Lesley Burke-O'Flynn for all the work she does for us.

In solidarity,

Bob Davis (Local 5)
Chair, BCC

COMMITTEE RESOLUTIONS: BCC

- 1, That FPSE dedicate \$100,000 from the Defence Fund for a bargaining campaign.**

(March 20/21, 2014)

CONTRACT ADMINISTRATION REVIEW COMMITTEE

Chair: Lui Marinelli, Local 10
John Wilson, Local 1
Derek Cook, Local 2
Jan Mastromatteo, Local 3
Erin Rozman, Local 4
Gillian Dearle, Local 5
Tammy Kiss, Local 6
Randy Kelley (faculty), Local 7
David Shayler (staff), Local 7
Mandy Hayre, Local 8

Tim Walters, Local 9
Gordon Weary, Local 11
Debbie Gascoyne, Local 12
Cheryl McKeeman, Local 14
Frank Cosco, Local 15
Janis Almond, Local 16
Mary Kruger, Local 17
Peg Campbell, Local 22
Alan Rice, NRFC Liaison
George Davison, Executive Liaison

The Contract Administration Review Committee (CARC), 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 representative 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. At the meetings, we also hear a report from George Davison, the Executive Liaison to CARC, and are given an update from the Grievance and Arbitration Review Committee (GARC).

LOCAL REPORTS

Bargaining issues are working their way into the reports. Some grievance wins result in a new issue brought to bargaining.

Regularization is still an issue. Management is inconsistent as to how they interpret the language in our CAs. Some institutions are dealing with budget deficits and are being

threatened with many things, such as layoffs and proposed changes to workload, to address the deficit. All the while it seems that the size of management teams continues to grow.

PROFESSIONAL DEVELOPMENT

At the October meeting, Staff Representative Phillip Legg provided a presentation on mental stress that focused on policy and law changes. A pension update was provided by Staff Rep Weldon Cowan in a presentation titled "Options for change: What do you want out of your pension plan?" This came from the pension survey that was sent to all the FPSE members last year. Frank Cosco (2nd Vice-President) also introduced the work being done around anti-harassment language in the Common Agreement.

In the January meeting, Staff Representative Zoe Towle had a presentation on the *Freedom of Information and Protection of Privacy Act*. The committee suggested that Zoe be invited back to do the next part of the proposed workshop series. The committee also had a

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number of suggestions for the 2014 AGM: a panel to discuss an era of more aggressive corporate management approaches (whatever happened to collegiality?), workshops on regularization language and organizing strategies for educational campaigns. Finally, the group identified some issues that many locals are having with workload and courses being moved into continuing education.

RE-ELECTION AND FURTHER BUSINESS

I was voted in for a third term as chair of CARC.

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. As I am based in the Kootenays, the meetings are done by teleconference.

CAUT

As CARC Chair, I was fortunate to be able to attend the CAUT Senior Grievance Workshop in Ottawa in December 2013, on behalf of FPSE. The event was titled "Selected Issues in Grievance Handling". We participated in a number of workshops on such topics as academic freedom, outsourcing email, dispute resolution without the Rand formula, and member-to-member disputes. A report was produced from this workshop and distributed to the CARC members.

Thank you to Executive Liaison George Davison, Staff Representative Lesley Burke-O'Flynn, and

Administrative Coordinator Jenny Arsenault for their support. I look forward to working with CARC in the coming year.

In solidarity,

Lui Marinelli (Local 10)
Chair, CARC

COMMITTEE RESOLUTIONS: CARC

1. **That FPSE disseminate information and legal updates on workplace accommodation to locals.**

(November 21/22, 2013)

DISABILITY MANAGEMENT AND REHABILITATION COMMITTEE

Chair: Ann Marie Davison, Local 5
Pat Hodgson, Local 1
Karen Ross, Local 2
Marta Tejero, Local 3
Ron Brown / Carla Hotel, Local 4
Kevi Remple, Local 6
Kathy Gowdridge, Local 7
Donna Kurulak, Local 8
Michelle Nicholson, Local 9
Sally Glock / Mark Spielman, Local 10

Jessica Hrechka Fee, Local 11
Micé Albano, Local 12
Fulton Tom, Local 14
Karen Shortt/Frank Cosco, Local 15
Janis Almond, Local 16
Virginia Jacklin, Local 17
Mandy Jimmie, Local 19
Heather Mitchell, Local 22
Pat Meyer, NRFC Liaison
Dominique Roelants, Executive Liaison

The Disability Management and Rehabilitation Committee (DMRC) is made up primarily of members who represent their locals on the Joint Faculty Rehabilitation Committees at their respective institutions. There are other members whose locals are not party to this process but who come to learn and provide input. The Joint Faculty Rehabilitation Committees assist members who are unable to do their normal workload due to illness or injury. The local rehab committees assist members through all stages of the process, with the goal of facilitating a successful return to work, when and if the member is able to do so.

In November, our committee reps attended a two day training session on the roles of the rehab committees. This was a joint training session, with representatives from both management (mainly human resources) and unions from each local attending. The training was hosted at the BCGEU offices in Burnaby. It was a busy two days, with a variety of speakers addressing issues regarding the rehabilitation process. There were also workshops on issues of health and wellness, providing valuable information to all in ways to prevent illness.

Most found the event to be quite a success, and we hope there won't be as long of a gap between training sessions next time.

Our fall meeting was only a half day, held the day following the training. We had a good debrief and discussion about what was presented, and made suggestions for further training. We got an update from the committee members on challenges and successes at their local rehab committees. At that meeting we also appointed Donna Kurulak (Local 08) and Virginia Jacklin (Local 17) to the Joint Mental Health Sub-Committee.

The committee did a small trial of our member survey regarding their experiences with Manulife, both during the application process and during their sick leave. A final version of the survey is being done incorporating feedback from the trial. The survey will be sent to members at all locals whose disability benefits are provided through Manulife. Only members who have ever applied for short or long-term disability benefits are eligible to complete the survey.

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At both the fall and spring meetings, we discussed issues regarding sick leave benefits for members post-65. There are discrepancies between the locals, and we all want to see short-term disability benefits available to all of our regularized members, regardless of their age. Some locals have filed individual or policy grievances, and more may be in the works soon.

I would like to thank each committee member for making it a pleasure to chair this committee. It is a great group of people who support our members through challenging times.

The committee would like to thank our Executive Liaison Dominique Roelants for his valuable and informative contributions to our meetings. We would like to thank Administrative Coordinator Nancy Yip for her assistance in organizing our meetings. As always, we would especially like to acknowledge the invaluable work of our FPSE Staff Representative, the very dedicated Zoe Towle.

Respectfully submitted,

Ann Marie Davison (Local 5)
Chair, DMRC



Clockwise from top left: Jessica Hrenchka Fee, Mandy Jimmie, Dominique Roelants, Ann Marie Davison, Kevi Remple, Virginia Jacklin, Mice Albano, Ron Brown, Sally Glock, Donna Kurulak, Fulton Tom, Bruce Northberg, Kathy Gowdrige, Marta Tejero.



EDUCATION POLICY COMMITTEE

Chair: Blair Fisher, Local 12
Colin Gilker, Local 1
Chris Montoya, Local 2
Grace Dyck, Local 3
Don Mah, Local 4
Takashi Sato, Local 5
Sandi Lavery, Local 6
John Carroll, Local 7
Alexander Pevec, Local 8
Mike Minions, Local 9

Victor Villa, Local 10
Chris Gee Local 11
Peter Babiak, Local 14
David Branter, Local 15
Lesley Watts, Local 16
Veda Roodal Persad, Local 17
Lara-Lisa Condello, Local 19
Roberta Long, NRFC Liaison
Leslie Molnar, Executive Liaison

During this past year we have experienced some successes and difficulties in consultation between administration and faculty when there are changes in programs, courses, or key support services. The continued decline in real per-student operating grants translates into our institutions pressuring faculty to constantly do more with less. This pressure has led to stress for program delivery and additional workload for our members. There are a number of other challenges that are influencing class composition and delivery of programs. Some concerns that have been discussed by the Education Policy Committee over the past year include international students, technology changes in the classroom and workplace scheduling issues.

One of the challenges is that our post-secondary students are increasingly international students. These students often have additional language and cultural barriers to overcome. The support systems needed to maintain high quality learning opportunities for this student population are often not provided and instructors are left to deal with the ensuing problems. There have also been concerns raised about pathway agreements

with private English language instruction and assessment. Our post-secondary institutions are increasingly dependent upon agreements that administration has made with private, often non-unionized partners that undercut existing services performed by our institutions. This can result in direct job losses as we have seen hidden in the funding transfer for ESL programs by the government.

There are continued and increasing problems with technology. Instructors are required to deliver distance education and blended formats without adequate training, time, or adequate technical support. Instructors are not being adequately trained to deliver classes in these formats, yet face increasing pressures to move their courses towards blended and online modes of delivery. Often, instructors and students who are teaching and learning online face barriers to accessing services that can support them. Administrations are often unaware of the needs of online students or educators and seem to be utilizing these formats to cut costs. This has a very detrimental impact on student success and instructor workloads.

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Back row left to right Chris Montaya, Alex Pevec, Chris Gee, David Branter, Blair Fisher, John Carroll, Takashi Sato, GraceDyck. Seated left to right Veda Roodal Persad, Leslie Molnar, Roberta Long, Sandi Lavery.

'Infosilem' has existed for a number of years in many institutions and is expanding to others at this time. This staff scheduling software has created problems for many staff who have very limited control over workplace scheduling. Issues such as marking days, assessment tools, student learning and instructor stress have all been raised as issues since its introduction. A number of court challenges are currently being decided upon that may further impact scheduling under this system. This has been raised as an important issue with many of the member locals.

Over the coming year the FPSE Education Policy Committee hopes to expand and move forward on these issues and to foster a collaborative working relationship with our provincial government. There are points to be made between the issues addressed above and priorities we need to address at the bargaining table. These areas will continue to be discussed

and addressed within our member locals and by the Education Policy Committee over the 2014/2015 year.

Blair Fisher (Local 12)
Chair, EPC

COMMITTEE RESOLUTIONS: EPC

- 1. That FPSE continue to cooperate with the Canadian Federation of Students (CFS) and other appropriate organizations to address access and affordability in post-secondary education. Each Local is urged to designate a contact person to work with the local's student association on relevant campaigns.**

November 21/22, 2014

HUMAN RIGHTS AND INTERNATIONAL SOLIDARITY COMMITTEE

Chair: Eliza Gardiner, Local 8
Richard Brand, Local 1
Derek Cook, Local 2
Keith Tedford, Local 3
Jeffrey Shantz, Local 5
Avery Hulbert, Local 6
Martin Kelly, Local 7
Norah Broz, Local 9
Mary Ann Morris, Local 10
Marja Burrows, Local 11

Larry Hannant, Local 12
Susan Weber, Local 14
John Demeulemeester, Local 15
Naomi Wolfe, Local 16
Be Harris, Local 17
Nedra McKay, Local 19
Charles Boylan, Local 21
Rita Wong, Local 22
Teressa Fedorak, NRFC Liaison
Dominique Roelants, Executive Liaison

The Human Rights and International Solidarity Committee (HRISC) has had another active year engaged in supporting the work of local campus representatives and in advising our Federation on pressing human rights and international solidarity issues.

The committee thanks our Executive Liaison Dominique Roelants, Staff Representative Sean Hillman, and Administrative Coordinators Mary Bruegeman and Gisele da Silva for their ongoing support, and also the FPSE Executive and Presidents' Council for their assistance.

LOCAL CAMPUS ACTIVITIES

2013/14 local HRISC reports reflect a wide diversity of human rights and international solidarity activities. Our committee members are actively involved in supporting activities/issues including:

- post-secondary education awareness building events
- various film screenings and film festivals with social and global justice themes

- diversity and racism awareness and anti-discrimination training
- First Nations awareness-building
- local faculty/staff discussions on various HRIS topics, including focus on increasing dialogue about equity issues for seeking groups
- collaboration with community groups on human rights/international solidarity events
- sponsoring prominent guest speakers on human rights issues

GUEST SPEAKER AT OCTOBER MEETING

Fernanda Sanchez Jaramillo spoke to the committee in October on the "Colombian Peace Talks", and led an information session connected to our work in building awareness about the history of oppressive governance in Latin America.

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CHAIR'S ACTIVITIES

- Attended BC Fed Human Rights Committee meeting in Vancouver
- Attended CAUT Diversity with Equity in the Academy conference in Toronto
- Liaised with HRISC Equity and Diversity sub-committee; final edition of Equity Audit has been approved by the sub-committee; further review of contract language on equity will be undertaken, as will continued work on equity initiatives and the monitoring of equity issues
- Liaised with International Solidarity Fund Committee; met with selections committee to decide this year's recipients
- Coordinated Fall 2013 FPSE Speaker's Tour featuring Paul Manly and Kerry Coast; liaised with committee, organized conference calls, communicated with local representatives and FPSE staff for progress updates, scheduled itinerary, booked flights, managed budget, supported promotions/publicity, completed report
- Coordinated local VIUFA events and initiatives

FPSE SPEAKER'S TOUR FALL 2013: ON WATER, FEATURING PAUL MANLY AND KERRY COAST

In 2013, the HRISC applied for a grant from the International Solidarity Fund and received \$1212 to help off-set local contributions; at the 2013 AGM in Nanaimo, the membership also approved a tour budget of \$5000. With this \$6212, the Committee moved forward with planning the 2013 schedule.

Having learned some valuable lessons from previous years of tour coordination, the committee made some decisions that impacted positively the expenses associated with the tour: we engaged local BC speakers instead of flying speakers in from Eastern Canada, we divided the Tour into smaller 'legs' which made organizing more manageable, and we drew upon the support of FPSE staff. The Tour is currently under budget, and we still have funds for a spring 2014 tour. Locals 2, 6 10, 19 and 22 are especially interested in hosting a speaker; other locals are welcome to opt in to spring dates.

The theme of the tour is "Water", especially as it relates to extractive industries and the connection between our own First Nations communities and those in other countries

Duties included liaising with organizing sub-committee, communications with HRISC during coordination phase, planning with tour stop local reps, managing speakers' itineraries, and building connections with off campus social justice organizations

THE ISLAND LEG: Paul Manly

DAY ONE: North Island College, Courtenay:
Tues, Nov 12 (Naomi Wolfe)

DAY TWO: Vancouver Island University,
Nanaimo/Duncan: Wed, Nov 13 (Eliza Gardiner)

DAY THREE: Camosun College, Victoria:
Thurs Nov 14 (Larry Hannant)

VANCOUVER AND OKANAGAN LEG: Kerry Coast

DAY ONE: Langara/Capilano: Tues, Nov 12
(Susan Weber, Richard Brand)

DAY TWO - FIVE: Okanagan College, Kelowna and
surrounding area; Nov 19-22 (Levi Gahman)

DAY SIX: Kerry Coast presented for Kwantlen
at SFU event and ETEA (Jeffrey Shantz, Charles
Boylan)

FINAL BUDGET

Marine Printers (posters) \$344.96

OCFA expense reimbursement (includes
accomm, travel & food) \$962.35

Paul Manly (includes speaker honorarium, local
mileage, food) \$841.64

Kerry Henselwood (includes speaker
honorarium, local mileage, food) \$690.08

Airfare (Ms. Coast Vancouver-Kelowna return)
\$359.36

TOTAL \$3198.39

COMMITTEE RESOLUTIONS: HRISC

November 21/22, 2013

1. That FPSE contribute \$1000 to the Hupacasath First Nation funding request in its ongoing court challenge against the Canada-China FIPPA.

(November 21/22, 2013)

2. That FPSE conduct its business and take stands consistent with upholding the rights of Indigenous peoples; and

That FPSE write to both the federal and provincial governments to express its strong demand for the governments to recognize Indigenous peoples' inherent rights and the rights spelled out in the UN Declaration on the Rights of Indigenous Peoples.

(November 21/22, 2013)

3. That FPSE write a letter to the Federal Government, demanding adequate federal financing of both post-secondary education and health care for all provinces and territories in Canada.

(November 21/22, 2013)

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NON-REGULAR FACULTY COMMITTEE

Chair: Teresa Fedorak, Local 2
Dave Robbins, Local 1
Roberta Long, Local 3
Jennifer Wolf, Local 5
Ben Harrison, Local 6
David MacDonald, Local 7
Pat Meyer, Local 8
Alan Rice, Local 9
Doris Hausleitner, Local 10

Kathryn Fullerton, Local 11
Tanya Kirkland, Local 12
Bradley Hughes, Local 14
Lorraine Rehnby, Local 15
Chris Madarasz / Matt Rader, Local 16
Sean Finucane, Local 17
Mandy Jimmie, Local 19
Jane Slemon / Zoe Kreye, Local 22
Frank Cosco, Executive Liaison

The Non-Regular Faculty Committee (NRFC) held its twice yearly meetings in September and January this year. At both meetings, the sharing of reports from each of the locals proved to be a beneficial exercise as members were able to stay current on the outstanding issues affecting non-regular employees in each area of the province. Most reports highlighted budget cuts threatening non-regular faculty positions despite escalating funds being put towards administrative positions, and institutions that lack some type of regularization process seeing an ever-decreasing number of Limited Term and Tenure-Track positions posted in favor of increasing the pool of Non-Regular employees on campuses. ESL, a field populated by many sessionals, was an area of particular concern in reports at the January meeting in light of the funding model changes which resulted in severe cutbacks and lay-offs at many institutes. Other stand-out issues included departments being told that they were not to hire sessionals at all and that workload needed to be covered by regular or tenured faculty by offering single sections of courses and increasing class sizes.

As per the Committee Resolutions that were passed at last year's AGM, FPSE and non-

regular representatives were to promote the CAUT model for the purposes of bargaining. Thus, members of this committee also reported on their efforts to educate faculty about CAUT's pro rata model which features three equally valued and inseparable components: teaching, service and scholarly activities. Another important committee resolution found non-regular representatives encouraging locals to support non-regular participation on both union and institutional governance bodies which incorporate faculty. The committee continues to strive towards advancing equity for non-regular faculty in the areas of access to real pro-rata work, equitable scale placement and advancement, access to benefits, and better integration into the academic and educational communities.

The January meeting integrated a Western Joint Regional Conference which included invited guests that represented teaching faculty at the British Columbia Institute of Technology, the University of British Columbia, the University of Victoria, Simon Fraser University and Olympic College in Washington, along with the Contract Academic Staff Rep from CAUT and three activists from the United States: Jack

Longmate, Keith Hoeller and Tom McCarthy. This was a gathering planned to build on last year's enlightening conference where it was decided that networking, sharing knowledge and expanding alliances with other institutes in our province, country and the United States should continue as it is an empowering method for inspiring members and mobilizing the non-regular cause. In 2013, all institutional representatives agreed that the most important goal was to eliminate the current two-tier employment system and state of precariousness by creating equitable career paths for all faculty which include equity in pay and increased job security through normalization. The 2014 conference work was to develop practical strategies for organizing internally in order to build momentum for improvement on issues of inequity regarding non-regular faculty.

This year, Fair Employment Week occurred from October 21-25, 2013. Non-regular representatives in each local were sent bookmarks, fridge magnets and chocolates with a fair employment message on them for distribution throughout their institutes. In addition, pamphlets outlining the five goals of the Non-Regular Faculty Committee were distributed with the hope that they would stimulate conversations between colleagues regarding contract academic staff issues. Around this time, many locals chose to hold events where faculty were encouraged to connect, ask questions and share information in an effort to build solidarity for contract faculty on campuses throughout the province. It was also an opportune time for non-regular representatives to ensure that new members were educated about the benefits of the College Pension Plan, which was one of the Committee's resolutions for this year.

In February, the NRFC initiated and developed a survey regarding non-regular working conditions which went out to all non-regular faculty in the FPSE locals via email. Committee members hope that the analysis of this data will allow a broader understanding of the situational diversity for contract faculty in this province. Moreover, this concrete data will be a powerful tool for use during bargaining for locals with large equity gaps.

The NRFC thanks Executive Liaison Frank Cosco for ensuring non-regular issues are always acknowledged and considered in the Federation's decision-making processes and for his bank of irreplaceable knowledge surrounding the non-regular journey in this province and beyond. As Chair of the Committee, I wish to thank Weldon Cowan for his organizing efforts with the Joint Conference and for being an all-around fantastic person to have as Staff Rep! Thanks also to Administrative Coordinator Nancy Yip at the FPSE office for her assistance in organizing our meetings and reports. The committee continues to recognize President Cindy Oliver for her efforts to keep non-regular issues at the forefront at all FPSE events. Thank you to all members who continue to lend their support to the work of the Non-Regular Faculty Committee.

Respectfully submitted,

Teressa Fedorak (Local 2)
Chair, Non-Regular Faculty Committee

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PENSION ADVISORY COMMITTEE

Chair: Penny Heaslip, Retired Appointee
Allen Zhu, Local 1
Gordon Rudolph, Local 1 (observer)
Peggy McKimmon, Local 2
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
Scott McLean, Local 14 (observer)
Alison Woods, Local 15
Sherrie Wang, Local 16
Derek Knox, Local 17
Al Fukushima, Local 19
Christian Blyt, Local 22
Sean Finucane, NRFC Liaison
Frank Cosco, Executive Liaison
Paul Ramsey, Retired Appointee

The Pension Advisory Committee met in September 2013 and March 2014. The committee has been well-attended with ongoing regular members and observers that represent their locals, plus two retiree representatives and the three College Pension Plan Board Trustees. The committee is supported by Frank Cosco, Executive Liaison, and FPSE staff members Nancy Yip and Zoe Towle. The responsibility of the committee is to seek improvements in the College Pension Plan for plan members and to recommend changes in pension policies to Presidents' Council and the FPSE membership. To this end, in 2013/14 the committee focused on the following activities:

CLC CANADA PENSION PLAN CAMPAIGN

On behalf of the FPSE, the committee monitors the CLC Canada Pension Campaign and encourages locals to actively support the CLC campaign by speaking to their members about the importance of expansion of CPP to all workers in Canada.

PUBLIC SECTOR PENSION PLANS

The committee continues to review the attacks on defined benefit public pension plans, and has developed a factual response sheet to critics of our plan for locals to use.

PHASED RETIREMENT AND ACTION PLAN

The pension partners are working on a number of issues that may affect our ability to develop a model for phased/partial retirement applicable to all locals. The Trustees are keeping the FPSE Executive informed of the progress on these issues.

MINI-RETREAT MARCH 2013

PAC identified five major activities to focus on in 2013/2014. The committee is working on:

- a) Clarifying the trustee appointment process, ensuring that clear procedures are



Back row from left to right: Candace Fertile, Ken Shaw, Sean Finucane, Duff Sutherland, Fraser Archibald, Doug Birtwistle, Dominique Roelants, Jean Blackburn, Paul Ramsay. Second row from left to right: Derek Knox, Allen Zhu, Christian Blyt, Al Fukushima, Joan Kaun, Frank Cosco, John Wilson,. Front row from left to right: Sherrie Wang, Penny Heaslip (chair), Peggy McKinnon, Jennifer Kirkey, Suzanne Pearce, Allison Woods.

identified and ready for implementation in 2015

- b) Implementing the first trustee performance formative feedback process
- c) Creating criteria and a procedure for review of a socially responsible investing policy
- d) Reviewing the PAC Terms of Reference and making recommendations for change
- e) Anticipating future pension issues that the committee should monitor

NON-REGULAR FACULTY

Locals are reminded to encourage non-regular faculty to maintain enrollment in the pension plan.

EDUCATIONAL OPPORTUNITIES

PAC members have had the opportunity to attend the 10th Annual BC Pension Forum held in February 2014, and the CLC Winter School's Pension Investment and Governance course, with the support of their locals and FPSE. The committee has had an educational session on "Beyond Ethical Investing" with guest speakers Ken Shaw of AWU (Local 11), and Mike Lewis and Suresh Fernando from the Canadian Centre for Community Renewal.

COLLEGE PENSION PLAN PARTNERS' AGREEMENT

On February 14, 2014, the College Pension Board of Trustees circulated the impending changes to

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the College Pension Plan which will preserve the overall value of the basic pension benefit and strengthen inflation projection.

BC RETIRED TEACHERS ASSOCIATION

Paul Ramsey, PAC Retired Appointee, continues as the Liaison to BCRTA. PAC members agreed to act as the contact person for their local so that Dennis Anderson of the BCRTA can work with locals on planning regular retirement workshops that meet local members' needs. FPSE members over 60 can join the BCRTA prior to retirement to access MEDOC out-of-province medical insurance.

Approximately 5% of all retired post-secondary faculty are BCRTA members, which constitutes only 270 of the 15,000 total BCRTA members. As a result, post-secondary retired educators are examining affiliated membership which would allow more of the dues from post-secondary members to go to services for those members. BCRTA is working with the College Pension Board of Trustees to find ways to get membership information to retiring members.

BC FORUM BOARD

Maureen Shaw continues as the FPSE appointee to the BC FORUM Board. FPSE promotes this retired union members' provincial organization.

TRUSTEE SERVICE

Trustee John Wilson (Local 1) will retire from his position in 2014, and will be replaced by Candace Fertile (Local 12). We wish to thank John for his service to PAC. The committee members have appreciated his depth of

knowledge regarding pension issues and his contributions to pension discussions on the committee. His guidance on complex issues has been invaluable.

COMMITTEE SERVICE

As chair, I wish to thank the local representatives who have served on PAC this past year. Your volunteer contribution to PAC is deeply appreciated by the membership.

Yours in solidarity,

Penny Heaslip (Local 2, Retired)
Chair, PAC

COMMITTEE RESOLUTIONS: PAC

1. **To accept the proposed amendments to the PAC's Terms of Reference.**
[See "Supporting Documents" booklet]

March 20/21, 2013

PROFESSIONAL AND SCHOLARLY DEVELOPMENT COMMITTEE

(Chair), Bob Fuhr, Local 5
Lyne Gareau, Local 1
Elizabeth Templeman, Local 2
Bruce Bennett, Local 3
Cheryl Jeffs, Local 4
Marcel Dirk Local 6
Vicki Bolan, Local 7
Alanna Williams, Local 8
Steve Weber, Local 9
Rita Williams, Local 10

David Archer, Local 11
Jacque Conway, Local 12
Giselle Lemay, Local 14
Maggi Trebble, Local 15
Janice Nicklin, Local 16
Juan Caldera, Local 17
Catherine Crow, Local 19
Danuta Zwierciadlowski, Local 22
Ben Harrison, NRFC Liaison
Leslie Molnar, Executive Liaison

The Professional and Scholarly Development Committee met on November 15 and 16, 2013 and February 21, 2014 in Vancouver. The committee continues to act as a forum for PD representatives from locals to share best practices and common problems with allocating funding and organizing events for professional and scholarly development.

Our fall meeting spent time sharing latest developments at our locals. Our PD Comparison Chart (available at fpse.ca/committees/psdc) was updated, and it reveals the varying levels of annual PD funding available for faculty at member institutions: the low is \$200 per faculty member to a high of \$3000.

The fall meeting also spent time considering possible workshop topics for the AGM and/or the spring Leadership Conference, such as mindfulness, open space, and appreciative inquiry to develop pedagogical and union/committee practices. Thanks to the efforts of FPSE staff members, our suggestions resulted in Chris Corrigan, co-founder of Harvest Moon Consultants, offering two workshops to delegates on participatory process. Both sessions were well attended.

Our spring meeting was limited in time but we managed to cover issues such as how PD committees deal with leftover funds, clawbacks of 0.6% funds at some locals, and storing of PD records. We also discussed the topic of course release time for PD chairs as some members are finding the demands of their PD committee service to be onerous.

It is clear from all of our member reports that professional and scholarly development funds are fully subscribed each academic year. It will be important to maintain and increase funding as more institutions place a high priority on research.

After four years as Chair of the PSDC, I have decided to step aside, and Marcel Dirk (Local 6) was elected to take over the committee for the next two years. It has been a pleasure serving and I am grateful for the support of my colleagues and FPSE Staff Representatives since 2010.

In solidarity,

Bob Fuhr (Local 5)
Chair, PSDC

STANDING COMMITTEE REPORTS



STATUS OF WOMEN COMMITTEE

Chair: Joy Gugeler, Local 12
Jennifer Moses, Local 1
Gail Morong, Local 2
Anna McLaughlan, Local 3
Kathie Leroux / Lois Schwarz, Local 4
Val Innes, Local 5
Linda Olm, Local 6
Rhonda Snow, Local 7
Ann McKinnon, Local 9
Robin Higgins, Local 10

Melanie Wilke, Local 11
Candace Fertile, Local 12
Lorraine Rehnby, Local 15
Yiling Chow, Local 16
Kathie Ross, Local 17
Molly Toodlican, Local 19
Peg Campbell, Local 22
Tanya Kirkland, NRFC Representative
Terri Van Steinburg, Executive Liaison

The Status of Women Committee (SWC) met November, 15/16, 2013 and February 21, 2014, with most locals in attendance. SWC provides an opportunity for representatives to share their issues and inspiration at the local level and to discuss current concerns common to all campuses (e.g., Frosh week rape chants). SWC continues to recognize Person's Day, Sisters in Spirit, December 6, One Billion Rising, 16 Days of Activism, International Women's Day, Women's

History Month, and to be the voice of women in larger union and community initiatives from Idle No More and Occupy to local women's shelter and clinic fundraising. This past year we were preoccupied with the following challenges:

DECEMBER 6

As millennial female students dominate the classrooms, they are increasingly removed from

the events of that day more than two decades ago and are less likely to appreciate why access to education across disciplines continues to be a necessary struggle worth fighting. December 6 also usually falls during exams and in inclement weather for outdoor vigils and protests.

Families of the 14 victims have asked that this be less memorial and more activist in nature, so we have taken this to heart by planning annual rallies against poverty; showing the film *Polytechnique*, *Miss Representation*, *Tough Guise* and the like; mounting “Consent is Sexy” campaigns; lobbying for anti-violence workplaces; engaging speakers like Ron Couchman of the White Ribbon campaign; running slideshows on media messaging and gender identity; offering Wenlido self-defense workshops; showcasing spoken word and music groups like Tongue & Groove; launching social media campaigns (“Everyone deserves to learn because...”); coming together in friendship centres and Aboriginal gathering places; and curating gallery shows that share photos and biographies of BC’s missing and murdered women or women who have mentored us. This day remains a touchstone in many communities and a platform from which to shine a light on sisters in need and in solidarity.

INTERNATIONAL WOMEN’S DAY (MARCH 8) AND FPSE VIDEO

IWD fell on a Saturday this year so most celebrated earlier in the week and drew from a repertoire of speakers and media events including showings of films like *Girl Rising* and *Bliss*; panels with female international students speaking about the state of women’s issues in their home countries; slideshows and Q&As; potluck dinners and speakers from cultures

too often unrecognized. Many campuses try to observe the 16 Days of Activism with posters, bookmarks, magnets and other visuals that raise the profile of all March milestones.

SWC is in the process of creating a three minute slideshow, first writing a script that relates an abbreviated history of the movement, why it is relevant today and gathering images of local IWD activities and female faculty at work. Material will be in hand by March 15, with a view to having it ready for the FPSE AGM. Staff Rep Phillip Legg will review union messaging around these issues and offer advice.

SWC WEBPAGE

We have created a preliminary and annotated resource list to be updated on an annual basis. It includes a calendar of key events, speakers, films, music, books, organizations, and websites our members have used in recent years. It is intended to be accessed by all reps (especially useful for new ones) and to become increasingly sophisticated as we focus activities.

Locals can supplement this digital library of organizations and individuals working on women’s issues in the community with contact information for politicians, educators, shelters, and resource centres as reps are encouraged to reach out and to forge alliances. This and a year-in-the-life diary of the position and social media will act as a digital archive for the role. Additional presence on Twitter, Tumblr, Pinterest, Instagram, LinkedIn and the like would also assist, and a focused introductory workshop on using these tools successfully is planned for the 2014/15 year.

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SUMMER INSTITUTE FOR UNION WOMEN 2013 (UNIVERSITY OF WASHINGTON, SEATTLE)

FPSE sponsored five SWC members to attend the Summer Institute for Union Women 2013 in Seattle, Washington, June 25-30, 2013.

It was an inspiring place to network with female mentors in the labour movement and gather resources applicable to local initiatives and professional development. Of particular interest were the strategic campaigns and media workshops. We also witnessed strike action at the SEATAC airport. We would like to thank FPSE for this ongoing opportunity and hope to ensure that those on the SWC who have not attended yet be prioritized for 2014.

CAUT EQUITY AND DIVERSITY FORUM (TORONTO, FEBRUARY 7-9)

Three women from SWC attended this forum entitled "Perpetual Crisis? Diversity with Equity in the Academy." The keynote was Dean Camille Nelson of Suffolk University Law School, who was motivational and inspiring. We also heard from Philomena Essed (Critical Race, Gender and Leadership Studies at Antioch University) about "Everyday oppression in the university" and a panel of speakers: Sirma Bilge; Grace-Edward Galabuzi, Sarita Srivastava, and David Newhouse. All raised pressing issues about equity in their own hiring processes. Breakout groups gathered officers, executive members, chief negotiators, and equity activists, to share common issues and best practices and to begin to identify priorities for networking, and lobbying. Access to listserves and shared resources is a priority. As SWC Chair, I am also a member of the FPSE Equity Sub-Committee.

RE-ELECTION OF CHAIR

I was acclaimed Chair for 2014/15, my second year in the role.

Many reps are challenged by small committees and budgets, great distances between campuses, lack of training and access to archival resources as an incumbent, and unengaged administrations. They are also experiencing fatigue in light of classroom stress to do with workload, ESL demands, and various divides, as well as pressure to secure regularized full-time work and releases for service. However, the community-building aspects of this role have galvanized a network of resilient women across the province and given us greater contact with female students with difficult or inspiring stories who are reaching out. This is a privilege and a responsibility, but very hands-on satisfying work. We continue to try new approaches and to use the online world to drive people to face-to-face sharing.

SWC would like to thank Administrative Coordinators Mary Bruegeman and Gisele da Silva and Staff Representative Lesley Burke-O'Flynn for their help with travel, accommodation, minutes, the agenda, chairing, resolutions and resources on the listserve. We also thank President Cindy Oliver, Executive Liaison Terri Van Steinburg, and the FPSE Executive and Presidents' Council for their ongoing support and funding of this essential committee. Much work remains and many hands do lighten the load.

In solidarity,

Joy Gugeler (Local 8)
Chair, SWC

WORKPLACE HEALTH, SAFETY AND ENVIRONMENT COMMITTEE

Chair: Reto Riesen, Local 11

Susan Le Blanc, Local 1

Joanna Urban, Local 2

Bruce Bennett, Local 3

Sarah Stephens, Local 4

Bill Burgess, Local 5

Melodie Hull, Local 6

Noham Weinberg / Kathy Gowdridge, Local 7

Chris Jaeger, Local 8

Youry Khmelevsky, Local 9

Rob Macrae, Local 10

Tom Rippon, Local 12

Mark Smith, Local 14

Matt Wheatley, Local 15

Alix Carrel, Local 16

Marnie Wright, Local 17

Linda Epps, Local 19

Martin Rose, Local 22

Jennifer Wolf, NRFC Liaison

Terri Van Steinburg, Executive Liaison

The WHSE Committee met twice during the past year. November 2013 was a full meeting with extended reports from locals and a new course from the BC Fed Health and Safety Centre on Committee Effectiveness. The February 2014 meeting featured a discussion of issues brought forward from the locals, as well as the joint session on Saturday that included a presentation on Campus Security suggested by this committee.

FACILITATING INFORMATION FLOW

The role of the committee is to disseminate health and safety information to locals, and assist with questions that arise. The members on this committee bring many years of experience to the table. Some are discipline-specific – nursing, trades, lab science, counseling, for example – some are through experience on local OH&S committees. This gathered expertise is useful both to new members, who might need more information on the functioning of health & safety committees, as well as to members who have to deal with the myriad of problems that are brought forward to health and safety meetings.

DATABASES SUPPORTING MEMBERS

The committee has found it very useful to collect information on policies or tools at the individual institutions. After the MSDS overview it has moved to collect Working Alone policies, and now Lockdown procedures. These collections will serve as a great introduction for members that are either new to the committee, or are faced with a local policy review or an actual incident.

A few members reported on recent lockdown drills. The discussions surrounding the whole area of campus security led to the recommendation that Laura Lozanski from CAUT be invited to the FPSE Spring Conference for a presentation on Campus Security. The presentation was interesting and left attendees with a handbook containing literature and sample policies for different threat scenarios.

BILL C-4 (FEDERAL): RIGHT TO REFUSE UNSAFE WORK

Buried in the budget implementation act introduced last October by the federal

STANDING COMMITTEE REPORTS

government are some worrisome changes suggested to the Canada Labour Code. It would limit the rights of workers to refuse unsafe work and change the roles of health and safety officers, moving responsibilities to political appointees of the minister. While the changes would apply to federal workers only, they could then spread to provincial legislation. The committee was briefed by Staff Representative Phil Legg on these changes, and locals and individual members were encouraged to contact their MPs and sign a petition on the Canadian Labour Congress (CLC) website.

CONTINUING ISSUES

- Bill B-14, *Amendments to Workers Compensation Act* in regards to Mental Disorders: As more rulings will become available, it will be important to track declined and accepted claims, and how it will be implemented.
- Asbestos is still a big issue in Canada. Members may be exposed to asbestos, for example, as a consequence of moving into newly acquired teaching locations. Also, injury claims filed today reflect contact with asbestos many years ago.
- Electro-smog and the impact of electric radiation is an issue where no scientific consensus has emerged yet; however, anecdotal evidence points to problems with various technologies we use daily, at least for some individuals.
- The transition from the current system to protect workers, WHMIS (Workplace Hazardous Materials Information System) to the new GHS (Globally Harmonized System) is an issue that is on the radar for the committee.

RE-ELECTION OF CHAIR FOR 2014/2015

I was acclaimed as Chair for another year.

My thanks go to Leah Squance and Zoe Towle, our Staff Representatives to the WHSEC during the last year, for their support and coverage of BC Fed and CAUT and, as well, Staff Representative Phil Legg for addressing WCB-related issues.

In solidarity,

Reto Reisen (Local 10)
Chair, WHSEC