



Federation of  
Post-Secondary Educators  
of BC

# **MINUTES OF THE 2012 ANNUAL GENERAL MEETING**

## **WESTIN WHISTLER RESORT & SPA WHISTLER, BC**

### **SESSION I:**

Tuesday, May 15, 2012

### **SESSION II:**

Wednesday, May 16, 2012

### **SESSION III:**

Thursday, May 17, 2012

### **SESSION IV:**

Friday, May 18, 2012



## 2012 ANNUAL GENERAL MEETING

Emerald AB Room  
Westin Whistler Resort & Spa  
Whistler, BC

### Session I: Tuesday, May 15, 2012

13:15 - 15:30/16:00 - 17:00 hours

#### DELEGATES AND GUESTS IN ATTENDANCE

##### Provincial Officers:

President.....Cindy Oliver  
Second Vice-President.....Terri Van Steinburg  
Secretary-Treasurer.....George Davison

##### Delegates:

Local 1: Capilano University Faculty Association	Joanne Quirk Richard Brand Colin Gilker Jason Leslie John Wilson	Carolyn Beatson Melanie Fahlman-Reid Pat Hodgson Debby Vollbrecht
Local 2: Thompson Rivers University Faculty Association	Jason Brown Lloyd Bennett Florriann Fehr Len Hutt Bernie Kirkey Kim Tamblyn	Mohd Abdullah Jane Birkbeck Cindy Friedman Bernard Igwe Christina Nilsen John Turner
Local 3: Faculty Association of the College of New Caledonia	David Rourke Jan Mastromatteo Marie Sinnott	Louise Barath Gerard Sinnott
Local 4: Douglas College Faculty Association	Sandra Hochstein Jennifer Kirkey Leda Reaume Peggy Wyatt	Susan Ashcroft Roberta Mercier Sarah Stephens Robin Wylie
Local 5: Kwantlen Faculty Association	Terri Van Steinburg Bill Burgess Bob Davis Balbir Gurm Raphael Lagoutin Lindsay Passmore Sven Rohde Diane Walsh	Wendy Belter Roger Cannon Gillian Dearle Romy Kozak Joel Murray Suzanne Pearce Robyn Rushford Barbara Thomas-Bruzzese

Local 6: College of the Rockies Faculty Association	Leslie Molnar Brian Harvey	Rezin Butalid
Local 7: University of the Fraser Valley Faculty & Staff Association	Virginia Cooke Adrienne Chan Kathy Gowdridge Sean Parkinson Linda Toews	Vicki Bolan Peter Clayton Jill Harrison Rhonda Snow
Local 8: Vancouver Island University Faculty Association	Dan MacDonald ( <i>Executive Member-at-Large</i> ) Marni Stanley Jean Blackburn Joy Gugeler Donna Kurulak Gara Preusse	Clay Armstrong Johnny Blakeborough Mandy Hayre Tim Naegele Dominique Roelants
Local 9: Okanagan College Faculty Association	Tim Walters Marlo Edwards Michelle Nicholson	Doug Birtwhistle Sharon Josephson
Local 10: Selkirk College Faculty Association	Doug Henderson Leanne Reitan	David Feldman
Local 11: Academic Workers' Union	Mia Reimers	Sheree Ronaasen
Local 12: Camosun College Faculty Association	Francis Abdu-Febiri Jacquie Conway Candace Fertile Phyllis Manchester-Duvall Kim O'Hare	Micé Albano Tim Elkin Debbie Hlady
Local 14: Langara Faculty Association	Lynn Carter Peter Babiak Julia Denholm Bradley Hughes Fulton Tom	Fraser Archibald Noel Currie Deb Filleul Maureen Maloney Susan Weber
Local 15: Vancouver Community College Faculty Association	Frank Cosco ( <i>Executive Member-at-Large</i> ) Virginia Adams David Branter John Demeulemeester Wayne McNiven Settimio Sicoli Mike Tunnah	Brenda Appleton Heather Chan Leona Friesen Karen Shortt Maggi Trebble
Local 16: North Island College Faculty Association	Shirley Ackland Yiling Chow	Janis Almond Anne Cumming

Local 17: Thompson Rivers University Open Learning Faculty Association	Juan Caldera	
Local 19: Nicola Valley Institute of Technology Employees' Association	Sharon McIvor	
Local 21: Private Sector Faculty and Staff Association	Michael Wicks Kevin Drager	Charles Boylan
Local 22: Emily Carr University of Art + Design Faculty Association	Rita Wong Danuta Zwierciadlowski	Henry Tsang

**Standing Committee Chairs:**

- Bob Davis (Local 5) .....Chair, Bargaining Coordination Committee
- Sandra Hochstein (Local 4).....Chair, Disability Management & Rehabilitation Committee
- Chris Montoya (Local 2) .....Chair, Education Policy Committee
- Eliza Gardiner (Local 8).....Chair, Human Rights & International Solidarity Committee
- Teresa Fedorak (Local 2) .....Chair, Non-Regular Faculty Committee
- Tom Friedman (Local 2) .....Chair, Pension Advisory Committee
- Bob Fuhr (Local 5).....Chair, Professional & Scholarly Development Committee
- Candace Fertile (Local 12).....Chair, Status of Women Committee
- Reto Riesen (Local 11).....Chair, Workplace Health, Safety & Environment Committee

**Guests:**

- David Hyttenrauch .....President, Alberta Colleges & Institutes Faculties Association (ACIFA)
- Jim Sinclair.....President, BC Federation of Labour
- Irene Lanzinger.....Secretary-Treasurer, BC Federation of Labour
- Darryl Walker .....President, BC Government & Service Employees' Union (BCGEU)
- Janet Seccia .....Regional Coordinator, BC Government & Service Employees' Union
- Cam McRobb .....Instructors Bargaining Council Chair, BCGEU
- Teresa Place .....President-Elect, BCIT Faculty & Staff Association
- Paul Reniers .....Executive Director, BCIT Faculty & Staff Association
- Adrian Dix.....Leader, BC New Democratic Party
- Dennis Anderson .....President, PSE Branch, BC Retired Teachers Association (BCRTA)
- Glen Hansman .....Vice-President, BC Teachers' Federation (BCTF)
- Wayne Peters .....President, Canadian Association of University Teachers (CAUT)
- Jim Turk.....Executive Director, Canadian Association of University Teachers
- Katie Marocchi .....Chair, Canadian Federation of Students - BC (CFS-BC)
- Ken Georgetti .....President, Canadian Labour Congress (CLC)
- Amber Hockin .....Pacific Director, Canadian Labour Congress
- David Mirhady.....President, Confederation of University Faculty Assns of BC (CUFA/BC)

Rob Clift.....Executive Director, Confederation of University Faculty Assns of BC  
 George Davison .....President, National Union of Canadian Assn of University Teachers  
 Dileep Athaide.....Resource Devt Coordinator (Labour), United Way, Lower Mainland

**FPSE Staff:**

Gisele da Silva .....Administrative Assistant  
 Angela Kenyon.....Administrative Assistant  
 Sara Rozell.....Administrative Assistant  
 Matt Toma.....Financial Assistant  
 Lesley Burke-O’Flynn .....Staff Representative  
 Weldon Cowan .....Staff Representative  
 Sean Hillman .....Staff Representative  
 Phillip Legg.....Staff Representative  
 Jeff McKeil.....Staff Representative  
 Zoe Towle .....Staff Representative

**1. Call to Order**

The meeting was called to order at 13:15 hours by FPSE President Cindy Oliver. Members opened the meeting by singing *Solidarity Forever*.

Cindy introduced Gregory J. Peters, Councillor of the Lil’wat Nation, who greeted our delegation to the traditional territory of the Lil’wat and Squamish Nations.

President Oliver opened the meeting by thanking the host Local 7, University of the Fraser Valley Faculty & Staff Association, and the FPSE staff. She introduced and thanked FPSE Executive Committee members.

**2. President’s Report and Presentation, on behalf of Presidents’ Council**

President Cindy Oliver outlined a number of challenges facing post-secondary educators over the next twelve months and some of the strategies that the Federation will need to develop to address those challenges. The funding pressures that individual institutions face show no sign of abating, given the current provincial government’s budget that was tabled in February 2012. That budget continues to squeeze real per student operating grants and is the main driver behind recent faculty and staff layoffs across the system, as well as programs and course cancellations. Oliver pledged to work with all locals to mobilize a broad public campaign that will pressure the government to re-think its approach to post-secondary education funding in advance of the May 2013 provincial election.

President Oliver also stressed the importance of collective bargaining for FPSE locals in 2012. The government’s stated position of a zero mandate in the 2012 round of bargaining does not match some of the offers made at various provincial public sector negotiating tables. FPSE will continue to work with other provincial public sector unions

and the BC Federation of Labour to ensure a coordinated approach to bargaining is maintained. As well, FPSE is contributing to the research, polling and advertising efforts advanced by the BCFL's public sector campaign, an effort designed to counter the government's zero mandate approach to bargaining.

And finally, President Oliver emphasized the importance of advocacy work done by local stewards, bargainers, FPSE Labour Relations Staff Representatives and by outside legal counsel who formally present arbitration cases on behalf of our members. That advocacy work plays a critical role in not only protecting the rights of members, but also enhancing the scope of various provisions in collective agreements – provisions that provide important rights and benefits for individual members. That advocacy work also figures prominently in the proposed Action Plan that will be discussed and animated by local delegates in an AGM plenary session.

In concluding her comments to the convention, Oliver thanked the delegates, their local executive members, members of Presidents' Council, Executive Committee members and FPSE staff for their continued support for the federation.

President Oliver then welcomed and introduced the solidarity guests in attendance.

### **3. AGM Proceedings**

#### Rules of Order

Secretary-Treasurer George Davison read the AGM Rules of Order.

#### Harassment Policy and Introduction of Ombudspersons

The Secretary-Treasurer read the harassment policy and introduced the two ombudspersons appointed by Presidents' Council for the Convention: Joanne Quirk (Local 1) and Dan McDonald (Local 8).

The meeting recessed for an address by Canadian Labour Congress President Ken Georgetti, and reconvened at approximately 14:15 hours.

#### Introduction of Nominations and Resolutions Committee Members

The Secretary-Treasurer announced that the Nominations Committee members, wearing red ribbons, were Doug Henderson, Chair (Local 10), and Tim Walters (Local 9).

Members of the Resolutions Committee, wearing blue ribbons, were Co-Chairs Terri Van Steinburg, (2nd Vice-President, Local 5) and Lynn Carter (Local 14), and FPSE Staff Representative Phillip Legg.

### **4. Verification of Proxies**

Secretary-Treasurer George Davison verified proxy forms received from member locals, and voting cards were distributed with the following delegate entitlements for the 2012 AGM:

Local 1	Capilano University Faculty Association .....	9
Local 2	Thompson Rivers University Faculty Association .....	13
Local 3	Faculty Association of the College of New Caledonia .....	6
Local 4	Douglas College Faculty Association .....	12
Local 5	Kwantlen Faculty Association.....	15
Local 6	College of the Rockies Faculty Association.....	3
Local 7	University of the Fraser Valley Faculty & Staff Association.....	11
Local 8	Vancouver Island University Faculty Association .....	10
Local 9	Okanagan College Faculty Association .....	6
Local 10	Selkirk College Faculty Association.....	4
Local 11	Academic Workers' Union ... ..	2
Local 12	Camosun College Faculty Association .....	10
Local 14	Langara Faculty Association .....	10
Local 15	Vancouver Community College Faculty Association.....	11
Local 16	North Island College Faculty Association .....	4
Local 17	Thompson Rivers University Open Learning Faculty Association .....	2
Local 19	Nicola Valley Institute of Technology Employees' Association.....	2
Local 21	Private Sector Faculty & Staff Association of BC.....	3
Local 22	Emily Carr University of Art & Design Faculty Association.....	3
TOTAL.....		136

MS (Secretary-Treasurer, Local 5)

**[1] That the voting entitlement be adopted.**

CARRIED

**5. Approval of the Agenda**

MS (Local 14, Local 6)

**[2] That the agenda be approved as presented.**

CARRIED

**6. Approval of the Minutes of the 2011 Annual General Meeting**

MS (Local 12, Local 2)

**[3] That the minutes of the 2011 AGM be approved as presented.**

CARRIED



## **7. Business Arising from the Previous Minutes**

### President's Report on Action Resolutions of the 2011 AGM

President Oliver reported on actions taken on the resolutions of the previous Annual General Meeting.

MS (Local 16, Local 2)

### **[4] To receive the President's Report on Action Resolutions of the 2011 Annual General Meeting.**

CARRIED

The meeting recessed briefly for greetings from CAUT Executive Director Jim Turk. The meeting then reconvened at approximately 14:35 hours.

## **8. Other Reports from the Executive Committee**

### Secretary-Treasurer's and Auditors' Reports

Secretary-Treasurer George Davison presented the above reports.

He highlighted several areas in his written report, including his role as President of the National Union of CAUT and with the United Way of the Lower Mainland.

Davison thanked the President, Executive and Presidents' Council, and the staff for their work. He then reviewed a number of items from the auditors' report and revised some final amounts from the previous fiscal year.

MS (Secretary-Treasurer, Local 5)

### **[5] To receive the Secretary-Treasurer's and Auditors' reports.**

CARRIED

### Vice-Presidents' Reports

First Vice-President Nanci Lucas was absent and delegates were referred to her report in the handbook.

Second Vice-President Terri Van Steinburg highlighted her report. She has worked with several FPSE committees, including the Status of Women and Education Policy Committees, and the Governance Action Plan Working Group. She also represented FPSE on various external committees with the BC Federation of Labour and CAUT. She thanked her fellow Executive members for their work and collaboration. She also reminded delegates that we must keep fighting, especially in light of all the recent layoffs such as those at AWU.

### Members-at-Large Reports

Member-at-Large Frank Cosco (Local 15) highlighted his report, and expressed his appreciation for the work of President Oliver, Secretary-Treasurer Davison, staff, and fellow members of the Presidents' Council. He spoke about his work on a number of committees, and PSLOC in particular. He was also on the bargaining team negotiating with CUPE 1004, the staff union.

Member-at-Large Dan McDonald (Local 8) mentioned that he has served on Presidents' Council for the last six years and has enjoyed it. He served as Executive Liaison to the Human Rights & International Solidarity and Workplace Health, Safety & Environment Committees; HRISC has been focusing more locally, and WHSEC is increasingly important as workplace stress worsens. He was also on the Equity Sub-Committee, which has just begun its work, and the CAUT Executive. He thanked his fellow Executive Committee members and the FPSE staff.

MS (Local 21, Local 9)

### **[6] That the reports of the FPSE Executive Officers be received.**

CARRIED

The meeting paused to hear greetings from CFS-BC Chair Katie Marocchi. A short refreshment break followed. More greetings were forthcoming from David Mirhady, President of CUFA/BC, followed by David Hyttenrauch, ACIFA President, and BCGEU President Darryl Walker.

The meeting then reconvened.

## **9. Call for Nominations**

Doug Henderson, Chair of the Nominations Committee, announced the nominations received to date:

- Cindy Oliver (Local 6), nominated for the position of President by Jan Mastromatteo (Local 3);
- Terri Van Steinburg (Local 5), nominated by Leslie Molnar (Local 6) for the position of First Vice-President;
- Dominique Roelants (Local 8), nominated by Dan McDonald (Local 8) for the position of First Vice-President;
- Frank Cosco (Local 15), nominated by Shirley Ackland (Local 16) for the position of Second Vice-President;
- George Davison (Local 3), nominated by David Rourke (Local 3) for the position of Secretary-Treasurer.

Doug Henderson then made the first call for nominations from the floor; none were received.

**10. Ratification of Policy Resolutions from Presidents' Council 2011/2012**

MS (Presidents' Council, Local 16)

- [7] To provide up to \$250,000 from the Defence Fund to resource a campaign for the 2011 provincial election.**

CARRIED

MS (Presidents' Council, Local 16)

- [8] To use up to \$100,000 from the political action fund in support of the BC Federation of Labour's public sector bargaining coordination campaign.**

CARRIED

The meeting then recessed at 16:45 hours.

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## **2012 ANNUAL GENERAL MEETING**

Emerald AB Room  
Westin Whistler Resort & Spa  
Whistler, BC

### **Session II: Wednesday, May 16, 2012**

09:00 – 11:15/14:15-15:00 hours

President Cindy Oliver called the meeting to order at 09:00 hours.

She introduced Dr. Wayne Peters, CAUT President, who brought greetings. President Oliver then introduced Brother Jim Sinclair, President of the BC Federation of Labour, who addressed the delegates.

**10. Ratification of Policy Resolutions from Presidents' Council** *(continued)*

MS (Presidents' Council, Local 15)

- [9] To receive the report of the PAC Sub-Committee on Inflation Protection.**

CARRIED

MS (Presidents' Council, Local 15)

**[10] To receive the report of the PAC Sub-Committee on Retiree Benefits.**

CARRIED

President Oliver thanked the Pension Advisory Committee members for all of the hard work done to produce these reports.

MS (Presidents' Council, Local 2)

**[11] To accept the Pension Survey plan as presented.**

CARRIED

MS (Presidents' Council, Local 8)

**[12] That FPSE condemn the provisions of Bill 18 that strip our members of their freedom of association rights; and**

**That FPSE will mobilize support by working with the Canadian Association of University Teachers (CAUT) to challenge the constitutionality of Bill 18; and**

**That FPSE will work to build opposition to Bill 18 by working in solidarity with other post-secondary education unions, the broader labour movement in BC and across Canada to denounce the injustice of this legislative attack on the rights of our members to participate fully in the governance of their local institution.**

CARRIED

MS (Presidents' Council, Local 21)

**[13] That FPSE fund a full-time release for six months of up to \$25,000 for one ETEA member, who has direct experience in the ETEA organizing drive, to organize unorganized schools; and**

**That the organizing budget line be increased to \$40,000 for 2012/13 to purchase release time for a full-time organizer from Local 21 for six months.**

CARRIED

MS (Presidents' Council, Local 12)

**[14] That FPSE and its locals support the BCTF by writing letters of support, joining their protests, attending solidarity rallies, and taking other actions to support their struggle for a fairly negotiated collective agreement.**

CARRIED

MS (Presidents' Council, Local 9)

**[15] To accept the 2012/2013 Action Plan.**

Amendment

MS (Local 1, Local 16)

**[15.1] To add wording to emphasize the importance to access to liberal studies throughout the province (page 4, last bullet).**

CARRIED

Amendment

MS (Local 4, Local 2)

**[15.2] To add a bullet re: protecting the grievance and arbitration process (page 3, item 3).**

CARRIED

Amendment

MS (Local 15, Local 21)

**[15.3] To add "BCC to develop strategies and materials designed to assist locals to raise their capacity to achieve successful strike votes." (page 2, bottom).**

CARRIED

Amendment

MS (Local 21, Local 17)

**[15.4] That FPSE encourage its locals to provide leave time for its members to organize community & kitchen meetings with the public (multi-lingual where expedient) on the necessity to increase funding investment for post-secondary education, and further, that FPSE seek to coordinate such a broad provincial outreach program of discussion together with the BCTF (page 4, new bullet #7).**

CARRIED

Motion to Refer

MS (Local 5, Local 16)

**[15.5] To refer the above resolution to Presidents' Council.**

DEFEATED

Amendment

MS (Local 1, Local 5)

**[15.6] To add wording to emphasize the importance of tuition-free preparatory programs** (*page 4, last bullet*).

CARRIED

Motion to Table

MS (Local 8, Local 2)

**[15.7] To table the resolution until after the Action Plan discussions.**

CARRIED

MAIN MOTION, WITH AMENDMENTS, TABLED

The meeting recessed for an address by Igliska Ivanova, Canadian Centre for Policy Alternatives, followed by lunch.

The Action Plan discussion groups met, and the meeting then reconvened at approximately 14:25 hours.

## **11. Call for Nominations**

Doug Henderson, Chair of the Nominations Committee reviewed the nominations received to date, and made the second call for nominations from the floor; none were received.

The meeting then heard reports from the Action Plan discussion groups.

President Oliver introduced Brother Dennis Anderson, President of the Post-Secondary Branch of the BCRTA. The meeting recessed at 15:00 hours and was followed by a short break and workshops.

## 2012 ANNUAL GENERAL MEETING

Emerald AB Room  
Westin Whistler Resort & Spa  
Whistler, BC

**Session III: Thursday, May 17, 2012**  
09:15 - 15:00 hours

President Cindy Oliver called the meeting to order and introduced NDP Leader and Leader of the Opposition Adrian Dix, who addressed the delegates and responded to questions.

The meeting then reconvened at 10:00 hours

### 10. Ratification of Policy Resolutions from Presidents' Council *(continued)*

MS (Local 15, Local 14)

*BECAUSE the summary reports from the five Action Plan discussion groups provided important additional recommendations on issues that affect every local within FPSE; and, as well,*

*BECAUSE those additional points will help inform the development of both future policy recommendations and collective actions of FPSE that can all play a critical role in setting the direction of post-secondary education in our province,*

- [16] FPSE WILL direct the Resolutions Committee to make revisions to the Action Plan that will incorporate the points raised in the discussion group summaries into additional recommendations, and to present the revised document at the June meeting of Presidents' Council for its approval and implementation.**

CARRIED

MS (Presidents' Council, Local 15)

- [17] To adopt the Joint PC/PAC Working Group on Pension Trustee Evaluations report as amended by the Executive Committee.**

CARRIED

Abstention: Local 21

MS (Presidents' Council, Local 16)

- [18] That from 2012 forward the AGM delegate count will be capped at 136 delegates, on a proportional basis.**

CARRIED

There was a refreshment break, followed by greetings from Glen Hansman, Second Vice-President of the BC Teachers' Federation.

Secretary-Treasurer George Davison then took the chair to present the proposed budget.

MS (Secretary-Treasurer, Local 3)

**[19] To adopt the 2012/2013 Operating Budget.**

Amendment

MS (Local 8, Local 4)

**[19.1] To increase the Pension Advisory Committee budget line from \$18,000 to \$24,000.**

CARRIED

Amendment

MS (Local 8, Local 21)

**[19.2] To increase the Human Rights & International Solidarity Committee budget line from \$12,000 to \$15,000.**

CARRIED

Amendment

MS (Local 9, Local 16)

**[19.3] That an additional budget item for the Equity Sub-Committee, at a suggested amount of \$4,000, be included in the 2012/2013 budget.**

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Secretary-Treasurer, Local 3)

**[20] To adopt the 2012/2013 Capital Budget.**

CARRIED

**12. Call for Nominations and Presentations by Nominators and Nominees**

Doug Henderson, Chair of the Nominations Committee, reviewed the nominations received to date and made the third call for nominations from the floor. Receiving none, he asked the nominators and candidates to address the delegates.



- Jan Mastromatteo (Local 3) spoke to her nomination of Cindy Oliver (Local 6) for the position of President.
- Shirley Ackland (Local 16) spoke to her nomination of Frank Cosco (Local 15) for the position of Second Vice-President.
- David Rourke (Local 3) spoke to his nomination of George Davison (Local 3) for the position of Secretary-Treasurer.

Doug Henderson reported that two nominations had been received for the position of First Vice-President: Terri Van Steinburg and Dominique Roelants. Nominators and nominees then addressed the meeting.

- Leslie Molnar (Local 6) spoke to her nomination of Terri Van Steinburg (Local 5) for the position of First Vice-President; Terri then addressed the delegates.
- Dan McDonald (Local 8) spoke to his nomination of Dominique Roelants (Local 8) for the position for First Vice-President; Dominique addressed the delegates.

The report of the Nominations Committee was concluded and President Oliver resumed the Chair.

### **13. Reports and Resolutions from Standing Committees**

President Cindy Oliver thanked all of the outgoing Standing Committee Chairs.

(a) Bargaining Coordination Committee

Incoming Chair Bob Davis (Local 5) presented the report.

(b) Contract Administration Review Committee

Chair Lui Marinelli (Local 10) was unable to attend; delegates were referred to his written report.

(c) Disability Management & Rehabilitation Committee

Chair Sandra Hochstein (Local 4) presented the committee's report.

The meeting recessed at 12:15 for lunch and was called back to order at 13:30 hours by Chair Cindy Oliver.

### **14. Final Call for Nominations and Elections**

Doug Henderson, Chair of the Nominations Committee, called for final nominations from the floor. Receiving none, he declared the nominations closed. He then implemented By-Law 3.9 and announced that:

- Cindy Oliver (Local 6) was declared President by acclamation;
- Frank Cosco (Local 15) was declared Second Vice-President by acclamation;
- George Davison (Local 3) was declared Secretary-Treasurer by acclamation.

Votes were then cast and counted for the contested position of First Vice-President, while the meeting continued.

**13. Reports and Resolutions from Standing Committees** *(continued)*

(d) Education Policy Committee

Outgoing Chair Balbir Gurm (Local 5) gave the report from the committee.

(e) Human Rights & International Solidarity Committee

Outgoing Chair Naomi Wolfe (Local 16) presented her report.

**14. Final Call for Nominations and Elections** *(continued)*

Doug Henderson, Chair of the Nominations Committee, announced the results of balloting for the position of First Vice-President, with 136 votes cast and two ballots spoiled.

- Dominique Roelants was declared elected as FPSE First Vice-President, with 72 votes in favour.

MS (Local 16, Local 14)

**[21] That the ballots be shredded and recycled.**

CARRIED

President Cindy Oliver thanked Chair Doug Henderson and Tim Walters (Local 9) of the Nominations Committee for their work.

(e) Human Rights & International Solidarity Committee *(continued)*

MS (HRISC, Local 2)

**[22] That FPSE work with the Canadian Labour Congress to write a letter stating FPSE's opposition to bills like C-377, which may negatively affect academic freedom.**

CARRIED

MS (HRISC, Local 21)

**[23] That FPSE officially sanction at least one speaker's tour initiative in 2012/13.**

CARRIED

MS (HRISC, Local 21)

- [24] That FPSE work with the BC Federation of Labour to condemn the content of Bill M-210, dictating and restricting how union funds can be spent.**

CARRIED

MS (HRISC, Local 9)

- [25] That FPSE and FPSE Locals extend their solidarity to the USW Local 9490 facing a lock-out by Rio Tinto Alcan in Alma Quebec, and recommend that Locals join the “adopt-a-worker” initiative of USW 1005 in order to contribute to a country-wide opposition to the dictates of this corporation and other corporations and governments as a way of working people saying “enough is enough” to lock-outs, plant closures, concessions, legislated contracts, destruction of the Canadian standard of living and social programs.**

CARRIED

MS (HRISC, Local 16)

- [26] That FPSE develop a policy to ensure products available at FPSE meetings, events and the office are ethically produced.**

CARRIED

(f) Non-Regular Faculty Committee

Chair Teressa Fedorak (Local 2) gave the report from the Non-Regular Faculty Committee.

MS (NRFC, Local 2)

- [27] That FPSE organize a regional conference of non-regular faculty for BC and the Pacific Northwest and that the conference be held in 2012.**

CARRIED

MS (NRFC, Local 12)

- [28] That FPSE recommend to locals, in addition to eliminating secondary scales, to consider adopting as a key non-monetary bargaining objective in the next round of bargaining the achievement of seniority-based access to future work/ reappointment for non-regular faculty.**

CARRIED

(g) Pension Advisory Committee

Chair Tom Friedman (Local 2) presented the committee’s report.

MS (PAC, Local 2)

- [29] That FPSE seek partnerships to develop an educational and activist strategy in the area of ethical investing.**

CARRIED

MS (PAC, Local 12)

- [30] That the goals listed in FPSE Policy 5.1.5 should include improving the accrual rate to a maximum rate allowable under the law; and  
That the Pension Plan Partners make improving the accrual rate, along with enhancing inflation protection, a priority; and  
That the option of improving the accrual rate be a feature of the Pension Plan survey.**

CARRIED

- (h) Private Sector Locals & Organizing Committee

Chair Michael Wicks (Local 21) gave the report.

MS (PSLOC, Local 8)

- [31] That FPSE lobby for government regulation and oversight of the private post-secondary ESL sector.**

CARRIED

- (i) Professional & Scholarly Development Committee

Chair Bob Fuhr (Local 5) gave the report from the Professional & Scholarly Development Committee.

- (j) Status of Women Committee

Chair Candace Fertile (Local 12) gave the report.

MS (SWC, Local 11)

- [32] That FPSE promote wearing white on December 6 to support ending violence against women.**

CARRIED

MS (SWC, Local 12)

- [33] That FPSE join “We Can BC” as a campaign partner and endorser.**

CARRIED

MS (SWC, Local 6)

**[34] That FPSE sponsor five to eight women to attend the annual Summer Institute for Union Women.**

CARRIED

The meeting recessed for the day at 15:00 hours.

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## 2012 ANNUAL GENERAL MEETING

Emerald AB Room  
Westin Whistler Resort & Spa  
Whistler, BC

**Session IV: Friday, May 18, 2012**

09:00 - 10:30 hours

President Cindy Oliver called the meeting to order at 09:00 hours.

### **13. Reports and Resolutions from Standing Committees** *(continued)*

(k) Workplace Health Safety and Environment Committee

Chair Reto Riesen (Local 11) presented the committee's report.

MS (WHSEC, Local 3)

**[35] That locals be encouraged to lobby [the Workers' Compensation Board] to develop policy that supports the principles included in Bill 14, which amends the *Workers' Compensation Act* to broaden the definition and entitlement of workers with mental stress claims and recognize the cumulative impact of stress.**

CARRIED

MS (Local 5, Local 11)

**[36] To receive all the reports from the Standing Committees.**

CARRIED

## 15. Other Resolutions

### (a) Member Locals

LOCAL 15: VANCOUVER COMMUNITY COLLEGE FACULTY ASSOCIATION

MS (Local 15, Local 2)

*BECAUSE the removal of mandatory retirement has created a new work/retirement interphase at FPSE locals; and*

*BECAUSE new issues and pressures are arising connected to FPSE's roles as a pension partner, as a bargaining resource to locals, and as a resource to locals on contract administration issues;*

- [37] FPSE WILL canvass issues connected to and arising from the removal of mandatory retirement research, and consider data, and prepare a discussion paper and recommendations that may guide locals in their advocacy and bargaining on these matters, and that further may guide FPSE as a pension partner dealing with these issues.**

CARRIED

MS (Local 15, Local 10)

*BECAUSE public post-secondary institutions have too often abused their right to appoint senior administrators without transparent criteria or rationale; and*

*BECAUSE [they] too often have done so while continuing to reduce faculty complements;*

- [38] FPSE WILL research the types, numbers and salaries of senior administrators and excluded staff, as defined herein, throughout the BC post-secondary system and will compile and publish an annual report of its findings that also includes comparative data on faculty FTE.**

**Senior administrators and excluded staff are defined for this purpose as those positions whose salary scale maxima exceed the top step of faculty in the corresponding institution.**

Amendment

MS (Local 5, Local 2)

- [38.1] FPSE WILL research the types, numbers and salaries of all senior administrators and excluded staff throughout the BC post-secondary system and will compile and publish an annual report of its findings that also includes comparative data on faculty FTE.**

CARRIED

MAIN MOTION CARRIED AS AMENDED

## LOCAL 5: KWANTLEN FACULTY ASSOCIATION

MS (Local 5, Local 6)

- [39] FPSE WILL lobby the provincial government to return to a shared governance partnership in the ITA that includes industry, labour, education and government; and**
- FPSE WILL inform all BC political parties about the importance of education's role in the governance of BC's apprenticeship and training system.**

CARRIED

(b) Resolutions from the Floor

MS (Local 15, Local 4)

*BECAUSE the ESL field and the livelihood of FPSE members in BC is being fractured and threatened as a result of federal and provincial government restructuring of funding, management contracting out, and the for-profit market forces of international education and contract education,*

- [40] FPSE WILL convene an ESL Caucus comprising concerned FPSE Locals and allies; the caucus will share information and recommend to FPSE strategies and an action plan for securing the future of ESL education as an integral part of post-secondary education in BC.**

CARRIED

MS (Local 21, Local 2)

*BECAUSE the strike of the Quebec Federation of College Students (FECQ), the Quebec Federation of University Students (FEUQ), and the Broad Coalition for Student Union Solidarity (CLASSE) to stop the tuition increases being imposed by the Jean Charest Liberal Government is a just action to defend Quebec students' right to access public post-secondary education at an affordable cost; and*

*BECAUSE the three student organizations have remained united around their stand that there is sufficient funding in the post-secondary system but it is being misspent and want the right to sit with government to correct the situation; and*

*BECAUSE the student federations have received the support of faculty including the Federation of College Professionals (FPPC-CSQ) affiliated to the Centrale des syndicats du Quebec (CSQ), the trade union centrals of Quebec, the Canadian Student Federation, and the Vancouver & District Labour Council (in a resolution adopted on May 15<sup>th</sup>); and*

*BECAUSE the Charest government has responded to the student strike with police force and violence, denying students their fundamental democratic rights; and*

*BECAUSE in principle the FPSE supports the general demand of Canadian post-secondary students to lower tuition costs and reduce the disabling and increasing debt loads faced by graduating post-secondary students;*

**[41] FPSE WILL:**

- (1) Write a letter to the three student union organizations expressing its support for their demand to freeze tuition fees in Quebec and their demand for restructuring how post-secondary finances are spent;**
- (2) Write to the Charest Liberal government supporting the student organizations and condemning the use of police force and violence as a means of solving what is a political matter, where the rights of students and other communities must be defended in principle;**
- (3) Send a press release to the media expressing FPSE's support for the student federations' demands and make known in other ways what the demands of the students are, to counter general disinformation about the Quebec student strike.**

CARRIED

MS (Local 11, Local 19)

*BECAUSE Enbridge proposes to build a twinned pipeline from Bruderheim, AB, to Kitimat, BC, transporting raw bitumen west and condensate east; and*

*BECAUSE bitumen and condensate are proposed to be shipped by supertankers through the Douglas Channel and North Coast waterways; and*

*BECAUSE the pipeline will cross through the territories of over fifty First Nations, the majority unceded land; and*

*BECAUSE Joint Review Panel hearings have been and are currently taking place in affected communities; and*

*BECAUSE the following groups publicly stand opposed:*

- *City Councils of Prince Rupert, Terrace, and Smithers,*
- *the Skeena Queen Charlotte Regional District,*
- *the BC New Democratic Party,*
- *the Communications, Energy and Paperworkers Union of Canada,*
- *51 First Nations affected by the proposed route,*
- *and numerous other organizations; and*

*BECAUSE the opposition to this project includes environmental reasons, such as:*

- *The proposed route crosses the pristine ecosystems and most of the major watersheds of BC including the Fraser and Skeena rivers;*
- *A spill or leak threatens to contaminate thousands of kilometers of waterways and groundwater;*
- *A spill or leak will threaten a thriving food and commercial fishery;*
- *The proposed pipeline carries materials which are lethal to life;*
- *The proposed pipeline route crosses extremely volatile geographic regions that have frequent landslides, earthquakes, avalanches and floods;*
- *Up to 200 supertankers a year will have to navigate the treacherous coastline and unpredictable weather of BC's coast, threatening BC's coastal ecosystem;*



**[42] FPSE WILL oppose the construction of the Enbridge Northern Gateway pipeline; and**

**Register its opposition with a letter of comment to the Enbridge Northern Gateway Joint Review Panel, to the Prime Minister and other national political leaders; and**

**Lobby the BC Federation of Labour and the Canadian Labour Congress to do the same.**

CARRIED

MS (Local 3, Local 16)

*BECAUSE our brothers and sisters in the USW, their families, and the communities of North Central BC have suffered loss of life, significant numbers of injuries, and job losses because of the fire that destroyed the Lakeland Mill in Prince George;*

**[43] FPSE WILL donate \$2000 to the USW Lakeland [Sawmill] Tragedy Fund.**

CARRIED

MS (Local 22, Local 19)

*BECAUSE it is important to assert solidarity with First Nations communities who are protecting heritage sites,*

**[44] FPSE WILL write a letter of support to protect the Musqueam Heritage Site (ćəsnaʔəm) and send it to the Minister of Forests, Lands and Natural Resources.**

CARRIED

MS (Local 8, Local 2)

*BECAUSE at present many locals governed by the amended Universities Act have no official means by which non-instructional faculty (librarians, technicians, counselors, etc.), can be represented on Senate and other governance bodies,*

**[45] FPSE WILL strike a sub-committee to develop strategies to assist local campaigns to include non-instructional faculty representation on Senate and other governance bodies.**

CARRIED

MS (Local 21, Local 6)

**[46] To be added to the new 7th bullet in Item 4 of the Action Plan:**

*"That FPSE encourage its locals to provide leave time for its members to organize community and kitchen meetings with the public (multilingual where expedient) on the necessity to increase*

*funding investment for post-secondary education and, further, that FPSE seek to coordinate such a broad provincial outreach program of discussion together with the BCTF.”*

*And further that FPSE assist the outreach discussion by locals across the province by producing a pamphlet, multilingual for use in appropriate localities, outlining the present situation facing post-secondary education and arguing the case for increased government investment in quality post-secondary education and trades training in BC as a major election issue.*

Motion to Refer

MS (Local 3, Local 14)

**[46.1] To refer the above resolution to the Resolutions Committee.**

CARRIED

MAIN MOTION REFERRED

MS (Local 1, Local 4)

*BECAUSE the BC post-secondary system is suffering from a prolonged period of underfunding that is significantly lowering the effectiveness of the system to support students and the province’s economic recovery,*

**[47] FPSE WILL coordinate sending a letter signed by all post-secondary institutional union presidents highlighting the economic plight of the post-secondary sector and support the initiative of the post-secondary presidents, drawing attention to this issue to the Premier, Minister of Advanced Education, and the public.**

CARRIED

MS (Local 8, Local 16)

*BECAUSE of the presentation made by Chief Bob Chamberlin at the FPSE workshop,*

**[48] FPSE WILL support the human right to safe and clean water in Aboriginal communities by:**

- (1) Encouraging locals to promote and engage in initiatives and events that increase awareness on this issue; and**
- (2) Writing a letter to Prime Minister Stephen Harper asking that Canada live up to its fiduciary responsibility by allocating appropriate funds and complying with the recommendations of its own expert panel in order to provide safe drinking water on First Nations reserves.**

CARRIED

President Cindy Oliver thanked the members of the Resolutions Committee, Terri Van Steinburg (Local 5), Lynn Carter (Local 14) and Staff Representative Phillip Legg, for their work.

President Oliver then thanked the FPSE staff for all their work in planning and staffing the 2012 AGM and Convention. Outgoing Vice-President Terri Van Steinburg thanked President Cindy Oliver for chairing the meeting.

#### **16. Host and Location of 2013 Convention**

Next year's AGM & Convention will be held in Nanaimo, BC, May 14-17, 2013, and will be hosted by Local 8, the Vancouver Island University Faculty Association.

#### **17. Other Business**

No other business was forthcoming.

#### **18. Adjournment**

MS (Local 7, Local 3)

**[49] That the meeting be adjourned.**

CARRIED

The meeting then adjourned at 10:10 hours.

**FEDERATION OF POST-SECONDARY EDUCATORS**