



Federation of
Post-Secondary Educators
of BC

MINUTES OF THE 2017 ANNUAL GENERAL MEETING

**HOTEL GRAND PACIFIC
VICTORIA, BC**

SESSION I:

Monday, May 15, 2017

SESSION II:

Tuesday, May 16, 2017

SESSION III:

Wednesday, May 17, 2017

SESSION IV:

Thursday, May 18, 2017

2017 ANNUAL GENERAL MEETING

Vancouver Island Ballroom
Hotel Grand Pacific
Victoria, BC

Session I: Monday, May 15, 2017
14:00 - 17:00 hours

DELEGATES AND GUESTS IN ATTENDANCE

Provincial Officers

President George Davison
First Vice-President Frank Cosco
Second Vice-President Leslie Molnar
Secretary-Treasurer Terri Van Steinburg

Delegates

Local 1: Capilano University Faculty Association	Brent Calvert Colin Gilker Kirsten McIlveen	Michael Begg Anthea Mallinson Joanne Quirk
Local 2: Thompson Rivers University Faculty Association	Tom Friedman Ehsan Ahmed Lloyd Bennett Star Mahara Peggy McKimmon Cindy Ross Friedman Juliana West	Mohd Abdullah Wayne Babinchuk Derek Cook Jack Massalski Musfiq Rahman Melissa Svendsen
Local 3: Faculty Association of the College of New Caledonia	Rob-Roy Douglas Marta Tejero	Jan Mastromatteo
Local 4: Douglas College Faculty Association	Erin Rozman Stephen Crozier Charles Odoom Lynette Sigola Robin Wylie	Jacque Arndt Jennifer Kirkey Wendy Parry Peggy Wyatt

Local 5: Kwantlen Faculty Association	Bob Davis Judy Bicep George Broderick Ann Marie Davison Balbir Gurm Susana Phillips Jeff Shantz	Seema Ahluwalia Tanya Boboricken Roger Cannon Gillian Dearle Raphael Lagoutin Rob Scharff Diane Walsh
Local 6: College of the Rockies Faculty Association	Joan Kaun Ben Heyde	Butch Butalid
Local 7: University of the Fraser Valley Faculty & Staff Association	Sean Parkinson Laura Chomiak Michael Maschek Lisa Morry Kim Nickel	Colleen Bell Kulwant Gill Bob McAuliffe Christina Neigel Margaret Nickelchok
Local 8: Vancouver Island University Faculty Association	Chris Jaeger Anna Atkinson Johnny Blakeborough Denise Hook Marni Stanley Deborah Torkko	Chris Alemany Kelly Black Eiko Eby Kathleen Reed Laura Suski
Local 9: Okanagan College Faculty Association	Tim Walters (<i>Executive Member-at-Large</i>) Randy Brown Robert Groves Rod Watkins	Amy Cohen Jasmine Korčok
Local 10: Selkirk College Faculty Association	Duff Sutherland Renée Jackson-Harper	Leesa Dean Rebecca Jacobson
Local 11: Academic Workers' Union	Sheree Ronaasen	Melanie Wilke
Local 12: Camosun College Faculty Association	Al Morrison Candace Fertile Judith Hunt Nasr Khalifa Tana Kristjanson	Tim Elkin Debbie Hlady Jody Isaac Tanya Kirkland Randal Tonks

Local 14: Langara Faculty Association	Lynn Carter (<i>Executive Member-at-Large</i>) Scott McLean Alison Curtis Bradley Hughes Brian Koehler Paul Prosperi Mark Smith	Niall Christie Janet Douglas Darrell Kean Stephen Phillips Jessie Smith
Local 15: Vancouver Community College Faculty Association	Karen Shortt David Branter Andrew Candela Elena Kuzmina Taryn Thomson Alison Woods	Wayne Avery Karen Brooke John Demeulemeester Helga Mankhof Judith Wallace
Local 16: North Island College Faculty Association	Shirley Ackland Yiling Chow	Janis Almond Anne Cumming
Local 17: Thompson Rivers University Open Learning Faculty Association	Marie Low	
Local 19: Nicola Valley Institute of Technology Employees' Association	Sharon McIvor	Mandy Jimmie
Local 21: Education & Training Employees' Association	Kevin Drager Carol Taylor	Dan Reilander Sonja Winks
Local 22: Emily Carr University of Art & Design Faculty Association	Rita Wong Alexandra Hass	Armen Haig

Standing Committee Chairs

- Gillian Dearle (Local 5)Chair, Bargaining Coordination Committee
- Ann Marie Davison (Local 5)Chair, Disability Management & Rehabilitation Committee
- Gilbert Bede (Local 9)Chair, Education Policy Committee
- Norah Bowman (Local 9)Chair, Human Rights & International Solidarity Committee
- Teresa Fedorak (Local 2)Chair, Non-Regular Faculty Committee
- Kevin Drager (Local 21)Chair, Private Sector Policy Committee
- Marcel Dirk (Local 6)Chair, Professional & Scholarly Development Committee
- Elena Kuzmina (Local 15)Chair, Status of Women Committee
- Reto Riesen (Local 11)Chair, Workplace Health, Safety & Environment Committee

Guests

Jane McAlevey Keynote Speaker, Labour & Work Life Program, Harvard Law School
 Dileep Athaide Past Secretary-Treasurer, FPSE
 Anna Beukes President, Alberta Colleges and Institutes Faculties Association
 Kathy Conroy..... Past President, FPSE
 Martin Devitt Local 242 President, OPSEU
 Aaron Ekman Secretary-Treasurer, BC Federation of Labour
 Victor Elkins President, Hospital Employees' Union
 Paul Faoro..... President, CUPE BC
 Mary L. Griffin..... President, Association of BC College Pension Plan Retirees
 Nikki Hill Director, Labour Participation Department, United Way Lower Mainland
 Orion Irvine..... Director, Pacific Region, Canadian Labour Congress
 Laurie Izgorean..... BCIT Faculty & Staff Association
 Carole James MLA, Victoria-Beacon Hill
 James Johnson President, CUFA BC
 Simka Marshall Chairperson, BC Federation of Students
 Cam McRobb Instructors' Bargaining Council Chair, BCGEU
 Cindy Oliver..... Past President, FPSE
 Paul Ramsey..... Past President, FPSE
 Annette Taylor Executive Member, Component 7, BCGEU
 Terri Van Steinburg President, National Union of Canadian Assn of University Teachers
 Diane Wood..... President, BC Federation of Retired Union Members

FPSE Staff

Jenny ArsenaultAdministrative Coordinator
 Lucia SalazarAdministrative Coordinator
 Jennifer SchmidtAdministrative Coordinator
 Nancy Yip.....Administrative Coordinator
 Matt Toma.....Staff Accountant
 Lesley Burke-O'FlynnStaff Representative
 Weldon CowanStaff Representative
 Norman Gludovatz.....Staff Representative
 Sean HillmanStaff Representative
 Leah SquanceStaff Representative
 Zoe TowleStaff Representative

1. Call to Order

The meeting was called to order at 14:00 hours by FPSE President George Davison.

President Davison introduced First Nation Elder Jacquie Albany, who welcomed the delegation to the traditional territory of the Esquimalt and Songhees Nations.

Members opened the meeting by singing *Solidarity Forever*.

President Davison welcomed guests: Annette Taylor Executive Member, BCGEU, Component 7; Jim Johnson, President, CUFA BC; Aaron Ekman, Secretary-Treasurer, BC Federation of Labour; Martin Devitt, President, OPSEU Local 242; Laurie Izgerean, BCITFSA; Paul Faoro, President, CUPE BC; and Past Presidents Cindy Oliver, Kathy Conroy, and Paul Ramsey.

President Davison welcomed the delegates to the 47th FPSE AGM and Convention, and thanked host Local 16, North Island College Faculty Association and FPSE staff. He introduced and thanked Executive Committee members, Presidents' Council, and Standing Committee chairs and members.

2. AGM Proceedings

Rules of Order

Secretary-Treasurer Terri Van Steinburg read the AGM Rules of Order.

Harassment Policy and Introduction of Ombudspersons

The Secretary-Treasurer read the harassment policy and introduced the two ombudsperson appointed by Presidents' Council for the Convention: Leslie Molnar (Local 06) and Bob Davis (Local 05).

Introduction of Nominations and Resolutions Committee Members

The Secretary-Treasurer announced that the Nominations Committee members, wearing red ribbons, were Tom Friedman, Chair (Local 2), Brent Calvert (Local 1), Joan Kaun (Local 6), and Chris Jaeger (local 8).

Tom announced nominations received to date:

- George Davison (Local 03), nominated for the position of President by Sean Parkinson (Local 07);
- Frank Cosco (Local 15), nominated for the position of First Vice-President by Duff Sutherland (Local 10);
- Leslie Molnar, nominated for the position of Second Vice-President by Lynn Carter (Local 14).
- Terri Van Steinburg (Local 05), nominated for the position of Secretary-Treasurer by Shirley Ackland (Local 16);

Members of the Resolutions Committee, wearing blue ribbons, were introduced: Shirley Ackland (Local 16) Tim Walters (Local 9), Al Morrison, Karen Shortt (Local 15) and FPSE Staff Representative Leah Squance.

3. Verification of Proxies

Secretary-Treasurer Terri Van Steinburg verified proxy forms received from member locals, and voting cards were distributed with the following delegate entitlements for the 2017 AGM:

Local 1	Capilano University Faculty Association	8
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	13
Local 5	Kwantlen Faculty Association.....	16
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	11
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	11
Local 15	Vancouver Community College Faculty Association.....	10
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.....	4
Local 22	Emily Carr University of Art & Design Faculty Association.....	3
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	TOTAL	139

MS (Secretary-Treasurer, Local 5)

[1] To adopt the voting entitlement.

CARRIED

4. Approval of the Agenda

MS (Local 4, Local 9)

[2] To approve the agenda as amended.

CARRIED

5. Approval of the Minutes of the 2016 Annual General Meeting

MS (Local 14, Local 6)

[3] To approve the minutes of the 2016 AGM as presented.

CARRIED

6. President's Report and Presentation, on behalf of Presidents' Council

President George Davison outlined the challenges and opportunities facing post-secondary educators in light of the recent provincial election. Despite the uncertainty of the election outcome, Davison stressed the impact that FPSE had on making post-secondary education an election issue through our *Open the Doors* campaign. The incredible work done by Locals across the province made the campaign a success, and it marked an unprecedented level of activity for the Federation, as the largest and most ambitious campaign in our history. He spoke about how the potential change in government presents a valuable opportunity to use the momentum from the campaign to lobby for comprehensive reforms of post-secondary education.

Davison also talked about the 2017-2018 Strategic Goals, which chart an ambitious framework for the Federation over the coming year. Looking further ahead, to the next round of collective bargaining in 2019, he emphasized the need to mobilize members to support our bargaining goals. When educators stand together in collective strength and solidarity, they make a difference. The idea that we are stronger together guides all aspects of FPSE's work, from collective bargaining, to organizing, to democratizing post-secondary governance, to building high-participation unions.

Post-secondary educators' commitment to strength in numbers has deep roots. From the CFF to CIEA to FPSE, we've been advocating for better rights and working conditions for post-secondary faculty and staff for 47 years. In 2020, FPSE will be celebrating its 50th anniversary, and is undertaking a project to celebrate both the milestone and the work done over our organization's history. Looking back guides us as we move forward, reminding us that the work we do is – and always has been – important; it shapes the social and economic destiny of our province and improves lives in every community in BC.

In conclusion, Davison thanked the delegates, their local executive members, members of Presidents' Council, Executive Committee members and FPSE staff for their continued support for the Federation.

A video showing highlights from the provincial *Open the Doors* campaign was projected.

President Davison then introduced Keynote Speaker Jane McAlevey, organizer, scholar, author of two books, and an activist in in globalization and global environmental issues for decades. Jane addressed the delegates on the topic of building high participation unions.

The meeting recessed for the day.

2017 ANNUAL GENERAL MEETING

Vancouver Island Ballroom
Hotel Grand Pacific
Victoria, BC

Session II: Tuesday, May 16, 2017
09:00 – 12:00 hours

President George Davison called the meeting to order at 09:00 hours.

He then introduced Brother Paul Faoro, President of CUPE BC; and Aaron Ekman, Secretary-Treasurer of the BC Federation of Labour, who addressed the delegates.

President Davison welcomed guests Cam McRobb from the BCGEU, Component 7; HEU President, Victor Elkins; and ACIFA President Anna Beukes.

7. Business Arising from the Previous Minutes and President's Report on Actions of the 2016 AGM

MS (Local 2, Local 14)

[4] To receive the Action Resolutions from the 2016 Annual General Meeting.

CARRIED

8. Other Reports from the Executive Committee

Secretary-Treasurer's Report

Secretary-Treasurer Terri Van Steinburg presented her report, highlighting that the election showed a desire for change, with four BC Liberal cabinet ministers losing their seats. She also thanked the President, Executive, FPSE staff, and President Davison for their work and support over the past year.

Vice-Presidents' Reports

First Vice-President Frank Cosco presented his report in the handbook. He mentioned his hopes for significant gains to be made in the next round of bargaining for non-regular faculty, which will require solidarity from all members.

Second Vice-President Leslie Molnar highlighted points from her written report. Molnar noted that the *Open the Doors* campaign was successful because it inspired member and Local involvement, and thanked the locals for making that possible. She also extended her thanks to members of the Executive, FPSE staff and all FPSE members.

Members-at-Large Reports

Member-at-Large Lynn Carter (Local 14) presented her written report, and thanked the Chairs and Staff Representatives from the committees to which she served as Executive Liaison, the Status of Women Committee and the Disability Management and Rehabilitation Committee.

President George Davison thanked Lynn Carter for all her past work and service and wished her the best on her retirement.

Member-at-Large Tim Walters (Local 9) highlighted his report. He announced that, due to ill health, HRISC Local 21 Representative Charles Boylan was not in attendance at this year's AGM. As such, Walters called the delegates' attention to Charles' letter of resignation from the HRISC in his report, and took a photo of the delegation with their fists raised in solidarity for Charles.

MS (Local 16, Local 5)

[5] To receive the reports of the FPSE Executive.

CARRIED

9. Call for Nominations

Tom Friedman, Chair of the Nominations Committee announced the nominations received to date:

- George Davison (Local 3), nominated by Sean Parkinson (Local 7) for the position of President;
- Frank Cosco (Local 15), nominated by Duff Sutherland (Local 10) for the position of First Vice-President;
- Leslie Molnar (Local 6), nominated by Lynn Carter (Local 14) for the position of Second Vice-President;
- Terri Van Steinburg (Local 5), nominated by Shirley Ackland (Local 16) for the position of Secretary-Treasurer.

Tom Friedman then made the first call for nominations from the floor; none were received.

President George Davison then invited Mary Griffin, President of ABCCPPR, to bring greetings to the delegates.

A video showing the highlights of local contributions from the *Open the Doors* campaign was projected.

10. Auditors' Report

Secretary-Treasurer Terri Van Steinburg presented the report.

MS (Local 7, Local 19)

[6] To receive the Auditors' Report.

CARRIED

11. Ratification of Policy Resolutions from Presidents' Council 2016/2017

MS (Presidents' Council, Local 16)

[7] That the document titled "FPSE Donations Policy" be adopted as a guide for future donations.

CARRIED

MS (Presidents' Council, Local 14)

[8] To approve the Precarious Profs campaign.

CARRIED

MS (Presidents' Council, Local 21)

[9] To adopt the *Organizing Committee Report* as submitted.

Amendment

MS (Local 14, Local 15)

[9.1] To omit "1.c. a new Local 23 of the FPSE be created to host public sector bargaining units not organized by an existing public sector Local" in the *Organizing Committee Report*.

Motion to Refer

MS (Local 14, Local 16)

[9.2] To refer the main motion and amendment to Presidents' Council for further discussion.

CARRIED

MAIN MOTION REFERRED

MS (Presidents' Council, Local 6)

[10] To adopt the policy changes recommended by the Budget Policy Subcommittee of Presidents' Council.

Amendment

MS (Local 8, Local 4)

[10.1] To amend the amount of \$100,000 to \$50,000 in 1.4.5 of the Budget Policy document.

DEFEATED

MAIN MOTION CARRIED.

14. Call for Nominations

Tom Friedman, Chair of the Nominations Committee announced the nominations received:

- George Davison (Local 3), nominated by Sean Parkinson (Local 7) for the position of President;
- Frank Cosco (Local 15), nominated by Duff Sutherland (Local 10) for the position of First Vice-President;
- Leslie Molnar (Local 6), nominated by Lynn Carter (Local 14) for the position of Second Vice-President;
- Terri Van Steinburg (Local 5), nominated by Shirley Ackland (Local 16) for the position of Secretary-Treasurer.

Tom Friedman then made the second call for nominations from the floor; none were received.

The session recessed at 12:00 hours for lunch, followed by workshops in the afternoon.

2017 ANNUAL GENERAL MEETING

Vancouver Island Ballroom
Hotel Grand Pacific
Victoria, BC

Session III: Wednesday, May 17, 2017
09:00 - 15:15 hours

President Davison called the meeting to order at 09:00 hours. He then introduced Carole James, recently re-elected as MLA for Victoria-Beacon Hill, who brought greetings to the delegates, appreciation and thanks on behalf of John Horgan.

12. 2017/2018 Strategic Goals

MS (Local 7, Local 16)

[11] To adopt 2017/2018 Strategic Goals document as amended.

Amendment

MS (Local 5, Local 8)

[11.1] Point 5: “Supporting decolonization, reconciliation and indigenization on our campuses and in Canadian society”

AMENDMENT CARRIED

Amendment

MS (Local 2/ Local 16)

[11.2] Point 3: “Advocating for non-regular faculty members”

AMENDMENT CARRIED

MAIN MOTION CARRIED AS AMENDED

13. Special Resolutions: Constitutional and By-Law Amendments

MS (Local 9, Local 1)

[12] FPSE will amend its Constitution to include a non-regular faculty representative position on the FPSE Executive, which will be filled by election at the 2018 AGM.

To amend By-Law 3.1 to read:

3.1 The Presidents’ Council shall consist of the President, Vice-President, Secretary-Treasurer, immediate Past President, the Second Vice-President, a Non-Regular Faculty Representative, and the President

or his/her delegate of each member association. The President of the Federation shall chair meetings of the Presidents' Council.

And amend By-Law 3.9 to read:

3.9 Notwithstanding By-Law #6.2, the President, Vice-President, Second Vice-President, and Secretary-Treasurer, and a Non-Regular Faculty Representative shall be elected at the Annual General Meeting or Special General Meeting by a simple majority of delegate votes cast in a secret ballot...

And further amend By-Law 4.1 to read:

4.1 The Executive Committee shall consist of the table officers of the Presidents' Council; that is, President, Vice-Presidents, Secretary-Treasurer, immediate Past President, and two Members-at-Large, and a Non-Regular Faculty Representative.

Amendment

MS (Local 14, _____)

[12.1] To amend the above motion by replacing Non-Regular Faculty Representative with Non-Regular Faculty Chair.

Motion ruled out of order

Motion to suspend

MS (Local 14, _____)

[12.2] To suspend the rules to allow the amendment of Special Resolution #1.

DEFEATED

Amendment

MS (Local 5, _____)

[12.3] To separate the rules and vote on 3.1 and 3.9 as one resolution and 4.1 as a second resolution.

Ruled out of order by Chair because the amendment changes the intent of the resolution.

Ruling Appealed

MS (Local 5, _____)

[12.4] To appeal the decision of the Chair.

APPEAL DEFEATED

CHAIR'S RULING UPHELD

The vote is called.

Special Resolution #1 is DEFEATED

President Davison introduced Simka Marshall, BC Federation of Students Chairperson, who addressed the delegates.

MS (Local 15, Local 14)

[13] FPSE will:

Amend By-Law 3.2 to read:

3.2 The President shall be elected at the Annual General Meeting for a two-year term and shall take office no later than September 1 following the Annual General Meeting.

And amend By-Law 3.3.1 to read:

3.3.1 The Vice-President shall be elected for a two-year term at the annual General meeting after the election of the President and shall take office following the Annual General Meeting.

And amend By-Law 3.3.2 to read:

3.3.2 The Secretary-Treasurer shall be elected separately for a two-year term at the AGM after the election of the President and shall take office no later than September 1 following the Annual General Meeting.

And amend By-Law 3.3.4 to read:

3.3.4 The Second Vice-President shall be elected for a two-year term at the annual General meeting after the election of the President and shall take office following the Annual General Meeting.

DEFEATED

The meeting recessed for lunch. President Davison called the meeting back to order at 13:00 hours.

13. Special Resolutions: Amendments to Constitution & By-Laws (*continued*)

MS (Local 15, Local 2)

[14] FPSE will amend By-Law 6.11.1 to read:

6.11.1 For all purposes of the Society, Special Resolution shall mean a resolution passed by a two-thirds (2/3) majority of such members entitled to vote as are present in person only at any Presidents' Council meeting, or present in person or by proxy at any Annual General Meeting or Special General Meeting of which notice specifying the intention to propose the resolution as a Special Resolution has been duly given.

CARRIED

MS (Local 1, Local 5)

[15] To suspend rules of order to allow introduction of another Special Resolution (AGM motion #18).

CARRIED

MS (Local 5, Local 1)

[16] FPSE will amend By-Law 3.1 to read:

3.1 The Presidents' Council shall consist of the President, Vice-President, Secretary-Treasurer, immediate Past President, the Second Vice-President, the Non-Regular Faculty Committee Chair and the President or his/her delegate of each member association.

CARRIED

15. Call for Nominations and Elections

Tom Friedman, Chair of the Nominations Committee, announced the nominations received:

- George Davison (Local 03), nominated for the position of President by Sean Parkinson (Local 07);
- Frank Cosco (Local 15), nominated for the position of First Vice-President by Duff Sutherland (Local 10);
- Leslie Molnar, nominated for the position of Second Vice-President by Lynn Carter (Local 14).
- Terri Van Steinburg (Local 05), nominated for the position of Secretary-Treasurer by Shirley Ackland (Local 16);

Tom made a third and final call for nominations from the floor. Receiving none, he declared the nominations closed. He then implemented By-Law 3.9 and announced that:

- George Davison (Local 3) was declared President by acclamation;
- Frank Cosco (Local 15) was declared First Vice-President by acclamation;
- Leslie Molnar (Local 6) was declared Second Vice-President by acclamation;
- Terri Van Steinburg (Local 5) was declared Secretary-Treasurer by acclamation.

President Davison thanked the Nominations Committee and resumed the Chair.

President Davison introduced Anna Beukes, President of the Alberta Colleges & Institutes Faculties Association (ACIFA), who brought greetings.

Kevin Drager, President of Local 21 ETEA, read a letter of support and best wishes from former HRISC representative Charles Boylan.

President Davison presented Shirley Ackland, President of Local 16 North Island College Faculty Association, with a Dedicated Service Award from CAUT.

A video of the *Open the Doors* provincial campaign was shown to the delegates. President Davison thanked everyone for their work and support in the OTD campaign.

16. Reports and Resolutions from Standing Committees

(a) Bargaining Coordination Committee

Chair Gillian Dearle (Local 5) presented her report. She thanked BCC for their work and the work done by the bargainers in the previous round of bargaining.

MS (BCC, Local 2)

[17] That a line of \$10,000 be designated in the 2017/2018 budget to commission the FPSE bargaining history.

Motion to Refer

MS (Local 16, Local 2)

[17.1] That the motion be referred to Presidents' Council.

DEFEATED

MAIN MOTION CARRIED

(b) Contract Administration Review Committee

CARC Chair Lui Marinelli (Local 10) sent regrets. President Davison directed delegates to his written report.

(c) Disability Management & Rehabilitation Committee

Chair Ann Marie Davison (Local 5) presented her written report. She thanked Lynn Carter, Executive Liaison, and wished her the best on her retirement.

(d) Education Policy Committee

MS (EPC, Local 9)

[18] That FPSE call on college administration, education councils, faculty to work together to take such steps as may be required to ensure that international students either have on their arrival in Canada, or acquire after their arrival, sufficient language, literacy, social support, and scholastic skills to meet the requirements of courses before they are admitted to such courses, and provide ongoing supports for international students while they are enrolled, and this should become a provincial bargaining issue.

Amendment

MS (Local 4, Local 1)

[18.1] That "and staff" be added after faculty.

CARRIED

Motion to Refer

MS (2nd Vice-President, Local 1)

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

CARRIED

MOTION REFERRED

The meeting adjourned at 15:15 hours.

2017 ANNUAL GENERAL MEETING

Vancouver Island Ballroom
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Victoria, BC

Session IV: Thursday, May 18, 2017
09:00 - 12:00 hours

President Davison called the meeting to order at 9:00 hours and thanked the hotel staff, UNIFOR Local 114. He acknowledged and welcomed guests Orion Irvine, Director, Pacific Region, Canadian Labour Congress; and Dileep Athaide, Past FPSE Secretary-Treasurer.

MS (Local 5, Local 16)

[19] To amend the agenda to prioritize those resolutions with financial implications over others.

CARRIED

Resolutions with Financial Implications

MS (HRISC, Local 15)

[20] That HRISC receive \$2,000 in funding for the development of a book and/or digital document for the FPSE website detailing the 2016 CoDev tour of Nicaragua and Honduras.

CARRIED

MS (SWC, Local 14)

[21] That FPSE continue to support DOXA for the 2018 festival.

CARRIED

MS (Local 9, Local 2)

[22] FPSE will send a letter of support to Academics for Peace and donate funds to support Academics for Peace, at an amount between \$1000 and \$5000, to be decided by Presidents' Council.

CARRIED

MS (Local 1, Local 11)

[23] FPSE will create an Indigenous Standing Committee with the resources of all other standing committees and tasked with steering and promoting indigenous issues through and with the collective support and effort of our Federation.

Amendment

MS (Local 1, Local 5)

[23.1] To delete “tasked with steering and promoting indigenous issues through and”.

CARRIED

MAIN MOTION CARRIED

MS (Local 7, Local 5)

[24] FPSE will establish a fund, informed by an FPSE debrief/analysis of *Open the Doors* and the ‘30 drops out of the bucket’ campaign at OCFA and UFVFSa to support an annual student debt contest to maintain/raise awareness of the ongoing and often crushing costs of post-secondary education, and will engage in a focused lobbying campaign around excessive student debt.

Amendment

MS (Secretary-Treasurer, Local 16)

[24.1] To add “establish a fund, up to \$100,000”.

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Local 5, Local 7)

[25] FPSE will make every effort to get Jane McAlevey to make a comprehensive presentation to our bargaining conference, and send three of our Staff Representatives to be trained in the ‘Power, Power Structure’ piece of the Labor and Worklife Program.

CARRIED

MS (Local 15, Local 22)

[26] FPSE will allocate up to \$25,000 to support its continuing advocacy for tuition-free ABE and ESL programming.

CARRIED

MS (Local 9, Local 22)

[27] FPSE will continue to fund, in an ongoing annual allocation, the HRISC speakers’ tour, for \$10,000 per year.

CARRIED

MS (Local 15, Local 14)

[28] FPSE will fund a SWC-nominated member to attend leadership programs at the Banff Centre.

CARRIED

MS (Local 15, Local 14)

[29] FPSE will fund a SWC-nominated member to participate in training on domestic violence, provided by the Ending Violence Association of BC (EVA) and the CAUT Equity Conference.

Amendment

MS (Secretary-Treasurer, Local 5)

[29.1] To delete “and the CAUT Equity Conference”.

CARRIED

Amendment

MS (Local 9, Local 15)

[29.2] To add “up to three SWC-nominated members”.

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Local 8, Local 11)

[30] FPSE will provide the Chair of the Non-Regular Faculty Committee, or their designate, with an honorarium of \$250 for each meeting of Presidents’ Council they attend.

Amendment

MS (Local 9, Local 1)

[30.1] To add “in cases where the NRFC Chair does not receive release time for their attendance to these meetings”.

DEFEATED

Amendment

MS (Local 15, Local 21)

[30.2] Replace “honorarium of \$250” with “be compensated”.

DEFEATED

Amendment

MS (2nd Vice President, Local 16)

[30.3] Reword to say “be compensated in the amount of \$250”.

CARRIED

MOTION CARRIED AS AMENDED

18. Proposed 2017/2018 Budget

MS (Secretary-Treasurer, Local 6)

[31] To approve the proposed 2017/2018 Operating Budget.

CARRIED

MS (Secretary-Treasurer, Local 7)

[32] To approve the proposed 2017/2018 Capital Budget.

CARRIED

Resolutions without Financial Implications**16. Reports and Resolutions from Standing Committees (cont'd)**

(e) Human Rights & International Solidarity Committee

MS (HRISC, Local 2)

[33] That because labour rights are human rights and our campuses provide unfair trade goods and services, FPSE investigate and take action to promote and ensure fair trade practices.

CARRIED

MS (HRISC, Local 12)

[34] That FPSE support the Truth and Reconciliation Committee’s Calls to Action, especially through supporting the development and implementation of education on Indigenous themes for students at their members’ post-secondary educational institutions.

Amendment

MS (Local 5, Local 2)

[34.1] To add “to support the inherent and collective rights of Indigenous peoples to rights of sovereignty and self-determination, and the TRC...”

CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (HRISC, Local 15)

[35] That FPSE make a public statement that:

- 1. We support the Aboriginal Rights of the Treaty 8 First Nations, particularly the indigenous people of the Peace River watershed;**
- 2. We call for an independent review of the Site C dam by the BC Utilities Commission.**

CARRIED

(f) Non-Regular Faculty Committee

As there were no motions to report, Chair Teresa Fedorak (Local 2) directed delegates to her written report.

(g) Pension Advisory Committee

MS (PAC, Local 3)

[36] That FPSE request that bcIMC present shareholders' resolutions that corporate funding for policy activities be restricted to activities that are aligned with, and do not actively work against, the interest of pension plans.

CARRIED

MS (PAC, Local 15)

[37] Replace 4.14.1 of the FPSE Policy Manual by substitution with a comprehensive policy statement as follows:

4.14.1 Principles

- 1. Transition to retirement initiatives should be developed by FPSE and its locals to encourage work-force transition within a framework that:**
 - respects the continuing contributions of senior faculty,**
 - respects their right to continue working**
 - provides them with incentives to pro-actively plan for their retirement or to work at lower time-status should they wish to,**
 - and which increases opportunities for new and part-time faculty to work toward their desired time-status and become regularized as quickly as possible**
- 2. Within the scope of FPSE policy, locals should develop activist agendas to address Transition to Retirement**
- 3. FPSE and its locals will promote Transition to Retirement initiatives that attempt to limit any combination of pension and employment income such that the total income not exceed a full-time salary.**

4.14.2 Prioritization of Transition to Retirement Initiatives

Locals considering Transition to Retirement initiatives should do so in the following priority order:

1. Full retirement with retirement incentives as needed
2. Phased retirement; that is, a process where a member gradually reduces their workload, aiming towards an agreed-upon, binding retirement date with further retirement incentives as needed.”
3. To the extent post-retirement re-employment options encourage retirement, such options should limit re-employment in terms of length and time-status and also limit re-employment rights

CARRIED

MS (PAC, Local 1)

[38] That 4.14.2(2) of the FPSE Policy Manual be amended by adding “with further retirement incentives as needed.”

CARRIED

MS (PAC, Local 6)

[39] That FPSE pursue and lobby for changes that would serve the overall goals of supporting senior faculty who wish to collect pension income before retirement and reduce their workload. Such changes would include the possibility of partial or other forms of “pre-retirement” pensions.

CARRIED

MS (PAC, Local 12)

[40] That FPSE continue to work towards improvements in access to affordable and comprehensive post-retirement medical/dental benefits.

CARRIED

MS (PAC, Local 8)

[41] That FPSE undertake a survey of retired and non-retired members that will provide data that can better inform the transition to retirement measures it takes and further, that a joint PC-PAC committee be charged with devising and coordinating the survey process.

CARRIED

MS (PAC, Local 1)

[42] That BCC be tasked with creating separate model language packages for:

1. **Retirement Incentives that lead to full retirement;**
2. **Phased Retirement Processes that provide a clear path to retirement over a set time-frame during which incumbent members have incentives for reducing their workload.**
3. **Post-retirement employment, but only when:**
 - i. **rights to incumbent workers are respected, a full canvass for new workers takes place in any posting process;**
 - ii. **that such post-retirement work be without regularization, benefits, or increment accrual;**
 - iii. **that combined compensation of pension plus pay not exceed the top of the faculty salary scale.**
4. **When constructing such model language packages, BCC shall use the following guiding principles:**
 - i. **When regular faculty members retire, institutions should be obligated to fill those vacancies with regular positions or regularized faculty.**
 - ii. **Retirement incentives should not result in cost savings that benefit the employer. Any savings should go towards supporting and encouraging work-force transition, or towards regularizing non-regular faculty.**
 - iii. **As such transition initiatives are to be standing, reoccurring features of workplace arrangements, the work created should lead to regularization or the regularization track.**

CARRIED

MS (PAC, Local 16)

- [43] That NRFC within its terms of reference add to its list of responsibilities the following point #2: Monitor the effects of the removal of mandatory retirement at FPSE locals and the effectiveness of any Transition to Retirement initiatives and their compliance with FPSE policies. Make action recommendations on Transition to Retirement matters from time to time as deemed necessary.**

CARRIED

MS (PAC, Local 2)

- [44] 1. Compliance with Human Rights Legislation**
That through CARC, locals review their collective agreements to ensure that language referring to mandatory retirement or the use of a member's age in calculating access to benefits or leaves have been removed or minimized so that they are in compliance with Human Rights legislation.
- 2. Evaluation**
That through CARC, locals continue to monitor evaluation language in order to ensure fair treatment of faculty regardless of age.
- 3. Potential Strains on the Workplace**
That CARC develop steward and local training modules on practical pitfalls and approaches in workplaces that have a greater proportion of older workers.

CARRIED

(h) Private Sector Policy Committee

As there were no motions to report, delegates were referred to the written report by Chair Kevin Drager (Local 21).

(i) Professional & Scholarly Development Committee

MS (PSDC, Local 8)

[45] That the President of FPSE write a letter to the Ministry of Advanced Education demanding that all institutions provide PD to all regular and non-regular faculty and staff re: TRC recommendations, and to provide adequate release time to access this PD.

Amendment

MS (Local 14, Local 2)

[45.1] To add “to all regular and non-regular faculty”.

AMENDMENT CARRIED

MAIN MOTION CARRIED AS AMENDED

(j) Status of Women Committee

MS (SWC, Local 5)

[46] That FPSE encourage locals to consider sending their SWC representatives to the AGM as delegates.

CARRIED

MS (SWC, Local 15)

[47] That FPSE urge all locals to negotiate domestic violence language in their collective agreements that recognizes domestic violence and ensures work protections, using the principles of the Canadian Labour Congress concerning domestic violence as a guide.

Motion to Refer

MS (Local 5, Local 12)

[47.1] That the motion be referred to BCC.

MOTION TO REFER DEFEATED

MAIN MOTION CARRIED

MS (SWC, Local 2)

[48] That FPSE encourage all locals to bargain collective agreement language regarding the provision of childcare and/or resources for childcare for members.

CARRIED

(k) Workplace Health, Safety & Environment Committee

As there were no motions to report, delegates were referred to the written report by Chair Reto Riesen (Local 11)

17. Resolutions from Member Locals

MS (Local 9, Local 3)

[49] FPSE will:

1. **Recommend that members refrain from travelling to the United States of America; and**
2. **Refrain from funding any travel to the U.S. until the discrimination has most definitely stopped.**

Amendment

MS (Local 1, Local 9)

[49.1] To amend the first point such that it reads: "Recommend that locals encourage members to refrain from travelling to the United States of America".

AMENDMENT CARRIED

MAIN MOTION DEFEATED

MS (Local 15/Local 5)

[50] FPSE WILL allocate up to \$100,000 from its defence fund to continue to support and build upon its Open the Doors advocacy during the 2017/2018 fiscal year.

Amendment

MS (Local 2, Local 15)

[50.1] To increase the amount to up to \$250,000.

AMENDMENT CARRIED

MAIN MOTION CARRIED AS AMENDED

MS (Local 9, Local 7)

[51] To refer all remaining motions to PC

CARRIED

19. Host and Location of 2018 Convention

Next year's AGM & Convention will be held in Whistler from May 14-17, and will be hosted by Capilano Faculty Association.

20. Other Business

None.

21. Adjournment

MS (Local 15, Local 14)

[52] That the meeting be adjourned.

CARRIED

The meeting adjourned at 12:10 hours.