



LANGARA FACULTY ASSOCIATION

ANNUAL GENERAL MEETING

DATE: THURSDAY, MAY 7, 2015

TIME: 1:00 p.m.

PLACE: A136B (Lecture Hall)

AGENDA

- I. ADOPTION OF AGENDA**
- 2. ADOPTION OF MINUTES OF AGM HELD MAY 1, 2014 (attached)**
- 3. AUDITORS' REPORT (attached)**
- 4. APPOINTMENT OF AUDITORS**
- 5. LFA 2015/2016 PROPOSED BUDGET (attached)**
- 6. LFA WEBSITE**
- 7. PRESIDENT'S REPORT (attached)**
- 8. COMMITTEE REPORTS (attached)**
 - Bargaining
 - Benefits
 - Contract Maintenance
 - Human Rights and International Solidarity
 - Occupational Health & Safety
 - Pension
 - PDSF
- 9. OTHER BUSINESS**
- 10. ADJOURNMENT**



DRAFT
MINUTES
ANNUAL GENERAL MEETING
THURSDAY, MAY 1, 2014
1:30 p.m. – 2:30 p.m.

Chair: Lynn Carter, President

L. Carter declared a quorum and called the meeting to order.

1. ADOPTION OF AGENDA

MOTION: N. CURRIE/C. KEATING

That the Agenda be adopted as circulated.

CARRIED

2. ADOPTION OF MINUTES OF AGM HELD ON MAY 9, 2013

MOTION: C. PAINTER/R. DYKSTRA

That the Minutes of the Annual General Meeting held on May 9, 2013 be adopted as circulated.

CARRIED

3. AUDITORS' REPORT

L. Carter presented the Auditor's Report and Financial Statements of the Langara Faculty Association for the 2013-2014 fiscal year. The floor was opened for discussion and questions.

MOTION: P. HEADRICK/A. BRAIN

That the Financial Statements and Auditors' Report as at March 31, 2014, be received as circulated.

CARRIED

4. **APPOINTMENT OF AUDITORS**

MOTION: D. FILLEUL/S. WEBER

That NTA, Chartered Accountants be appointed auditors for the 2014-2015 fiscal year.

CARRIED

5. **L.F.A. 2014/2015 PROPOSED BUDGET**

L. Carter reviewed the proposed budget for 2014-2015 as recommended by the Board. The floor was opened for discussion and questions.

MOTION: N. CURRIE/M. KRUGER

That the proposed budget for the fiscal year ending March 31, 2015, be adopted and approved as circulated.

CARRIED

6. **BARGAINING UPDATE**

L. Carter reported that BCGEU faculty members at five colleges have completed their bargaining and reached five-year tentative agreements from April 1, 2014 – March 31, 2019. Each agreement covers a five-year term with a wage increase of 5.5% over the term of the contract.

7. **APPROVAL OF THE BARGAINING TEAM**

L. Carter sought approval from the membership for the LFA bargaining team. The bargaining team includes L. Carter, D. Kean, C. McKeeman and S. McLean.

MOTION: K. CRAIB/ R. FRIESEN

That the membership approve the bargaining team as recommended.

CARRIED

8. **PRESIDENT'S REPORT**

L. Carter reviewed the highlights of the report as circulated.

9. **COMMITTEE REPORTS**

It was noted that the Committee Reports for 2013-2014 were circulated in advance of the AGM.

10. **FPSE MEMBERSHIP REVIEW**

L. Carter reported that the LFA had completed the FPSE Membership Review one month prior to the 2014 AGM. It was posted to the LFA website and distributed to all faculty. A. Cooper was invited to the meeting to answer any questions about this report and was thanked for completing the report.

11. **LFA-FPSE MOTION**

The following motion was brought forward to the membership for endorsement, moved by S. Phillips, seconded by R. Macqueen:

Be it resolved that the LFA reaffirms its membership in FPSE and re-dedicates itself to the goal of ensuring that FPSE provides a strong voice for post-secondary educators in B.C.

CARRIED

12. **ADJOURNMENT**

It was moved by P. Headrick, seconded by R. Semmens that the meeting be adjourned at 2:35 p.m.

CARRIED

PRESIDENT'S REPORT

This year faculty have seen a change in senior leadership in a key area of the College. The Vice President Finance and Administration has left the College. The search for a new VP Finance and Administration is underway. We are fortunate to have an interim VP Finance and Administration who knows the College well and is collegial and consultative in her style of leadership. Although a change in leadership can be unsettling it is also an opportunity for the College to confirm its commitment to a consultative and collegial style of management. The College needs to ensure that the next VP Finance and Administration is committed to an open style of leadership. It is very important for faculty that they be involved in the budget preparation and planning for the College. In the current policy climate when many post-secondary institutions continue to face a reduction in their government grants and a government imposed re-engineering of the courses and programs they can offer it is crucial that faculty be engaged and consulted regarding changes that may impact their working conditions.

Recently the LFA and the College successfully concluded the negotiation of a new Collective Agreement. This was done against the backdrop of interference and constraints by PSEA and PSEC. It is increasingly difficult to bargain improvements to working conditions in an environment which is so tightly controlled by government "mandates." Fortunately for the LFA bargaining team, faculty were able to convey their need for improvements to the Collective Agreement by giving their bargaining team a 91% strike vote. The strike vote was extremely helpful in demonstrating to the College the need for them to be responsive to faculty demands. Unfortunately we were not able to make improvements to wages as government policy dictates that there be a single provincial salary grid despite the obvious inequities in the cost of living between Metro Vancouver and the rest of the province. However we were able to achieve some significant improvements to benefits.

The LFA has been dealing with the consequences of the Canada Revenue Agency's decision to make parking at the College a taxable benefit. We have had several meetings with the College about this issue. We retained the services of a tax accountant to advise faculty and we have filed a grievance. This parking mess has hit many of us hard in that we have been assessed for back taxes plus interest on a benefit we were completely unaware of at the time we received our parking passes. It has been very costly for faculty and is patently unfair. When the College first alerted the LFA that parking might become a taxable benefit and that the CRA had invited the College to make a submission to the CRA about what value parking should be, we urged the College to engage the services of a tax specialist to draft the College's submission. They ignored our advice and made their submission. Consequently the CRA ignored the College's submission about the value of parking here and decided that parking should have a value of \$1200 in 2011 and an even higher value in successive years. The LFA continues to have a number of questions about the way this issue has been managed by the College.

The LFA Board usually meets every week in the fall and winter terms. Board members are very committed to representing faculty interests at our board meetings. Because we have a broad cross section of faculty representatives on our Board we are able to hear from a variety of perspectives. Your

Board has been working very hard and I would like to extend my deep appreciation to them for the work they have done on behalf of the LFA. Deb Filleul, Alison Curtis, Stephen Phillips, Peter Babiak, Cheryl McKeeman, Darrell Kean, Jessie Smith and Scott McLean have all worked tirelessly on your behalf. Because our LFA stewards are on the LFA Board they are able to bring important issues to the attention of the Board in a timely manner. They are committed to representing faculty whether by advising them or advocating for them. We are fortunate to have such a responsible and committed group of Board members.

I would like to take this opportunity to congratulate Scott McLean, LFA Vice President, for his recent election as Chair of the FPSE Pension Advisory Committee. This is one of the most active and demanding of the FPSE committees and Scott's election as chair is a testament to his hard work and the trust the committee members have in his ability to lead this committee.

I also want to acknowledge the work that Stephen Phillips and Alison Curtis have put into the development of our LFA newsletters. In addition Alison has been responsible for constantly updating our website and making it more relevant as a source of important information for faculty. Brian Koehler has also put in numerous hours assisting with our listserv and with our website. We are grateful to them all.

This year's LFA bargaining team deserves particular mention. Brilliantly chaired by Cheryl McKeeman and assisted by Darrell Kean, Scott McLean, Amy Kwan and me, the team was able to conclude an agreement under quite challenging conditions. The support we received from faculty was crucial to our ability to achieve this agreement.

I want to thank Amy Kwan for all her hard work and enormous energy this past year. She took notes for us at the bargaining table which was in addition to her other duties. We are very grateful to her for her dedication and commitment to the LFA.

Last but by no means least I want to thank all my colleagues for their support of the LFA and the work we do. The many hours faculty put in to serving on committees as LFA representatives is essential to our ability to be a collegially and effectively managed College. We could not do the work we do without faculty engagement and commitment. Thank you all.

Respectfully Submitted,

Lynn Carter

BARGAINING COMMITTEE

Bargaining was a focus this year.

The results of a bargaining survey developed over the summer and conducted in September set the framework for our bargaining demands. Within the context of a pattern of wage increases accepted by several public sector unions, including several FPSE locals, the LFA initially met with the College In January. Between January and April, the LFA bargaining team of Cheryl McKeeman, Lynn Carter,

Darrell Kean, Amy Kwan and Scott McLean, met consistently with the College to push the LFA's demands. In February, faced with a lack of progress on key demands, the membership directed a strike vote to be taken. The result of the strike vote conducted in March was in 92% in favour, which provided a strong message to the College and was valuable in moving the negotiations forward. Returning to the table following the strike vote, the bargaining team continued to push for the LFA demands. The culmination of several months of bargaining was a tentative agreement being reached in early April. This agreement resulted in significant improvements in benefits and working conditions and in a wage increase and term in-line with the pattern of public sector settlements.

Scott McLean

BENEFITS COMMITTEE

The Benefits Committee is a joint committee with Vancouver Community College that oversees the management of the benefits plans (Basic Life, Voluntary Life, Accidental Death and Dismemberment, Short & Long Term Disability, Extended Health and Dental).

The Committee met once in 2014 to review the anniversary renewal of the benefits plans. Overall, premiums decreased by 1.5%. However, premiums for Long Term Disability, which are faculty-paid, decreased by 13.0%.

The Committee wishes to remind faculty of the Employee and Family Assistance Program (EFAP), which provides confidential counseling services, a wide array of work life solutions (addressing issues such as childcare, eldercare, financial/legal matters, and health) and referral to appropriate community resources. The Committee also encourages employees to participate in the Group RRSP plan.

If there are issues regarding the benefits plans that members wish to raise, please contact the LFA representative at 5763 or ftom@langara.bc.ca.

Respectfully submitted,

Fulton Tom

CONTRACT MAINTENANCE REPORT

This year, we have had a good group of stewards training and working together. In the Fall, Fraser Archibald spent a lot of time with the stewards, working through cases and learning about our Collective Agreement. In the Spring (after Fraser's retirement), we continued to have weekly meetings and discussions with the stewards. Alison Curtis, Jessie Smith and Darrell Kean are becoming great stewards.

We have had more grievances than usual over the past several years, including grievances about letters written by Deans, the Parking grievance, and a PD money grievance.

Following in Fraser's capable footsteps, our stewards are paying particular attention to a small number of departments that require significant assistance – typically in terms of selection and evaluation of faculty, and/or intra-departmental relations.

There have been a lot of Accommodations (working condition adjustments based on protected grounds such as medical condition) and also a lot of faculty on Disability, all of which require careful arrangements with the College and the faculty member and the faculty member's department. It is a constant activity to educate faculty that Medical Accommodations are a legal necessity.

The year ended with the bargaining of our new Collective Agreement. The next year will begin with editing that document to incorporate the changes negotiated.

Respectfully,

Cheryl McKeeman, Chief Steward

HUMAN RIGHTS & INTERNATIONAL SOLIDARITY

The FPSE Human Rights & International Solidarity Committee meets twice a year in the fall and spring. Our most recent meeting was on February 20 and 21.

The meeting started with a presentation from FPSE staff member, Weldon Cowan on ethical investing and our pension fund. While there are drastic limits on how much good you can do while pursuing profit, our pension trustees along with trustees from many other pensions are working to try to steer our pensions in a more responsible direction. In the view of our trustees, business that are transparently managed, that treat their workers well, and are not directly contributing to climate change (among other things) are more likely to do well over the long term and so make better investments for the pension fund. Since our pension fund along, we can also influence the behaviour of these corporations.

We also discussed the possible consequences of the proposed bill C-51, which has been dubbed the secret policemen's bill for the increased powers it gives the secret police in Canada to monitor and meddle in our personal lives. It also makes it a crime to "advocate" or "promote" terrorism, while the definition of terrorism includes any interference to the economy or government of Canada. This has obvious impacts on academic freedom, and everyone's freedom of speech.

Each year the FPSE HRISC organizes a speaking tour around the province. This year we brought Jacinda Mack to 12 campuses across the province to speak about the Mount Polley Mine Disaster Response. Jacinda is the Mining Response Coordinator at the Northern Shuswap Tribal Council.

Her presentation at Langara started with a welcome onto Coast Salish lands and the traditional territory of the Musqueam Nation by Deborah Sparrow.

Jacinda gave an excellent presentation of the relation of the Secwepemc people to their lands and the consequences of the poisoning of lakes and rivers by the mine disaster. Although the mine was started less than twenty years ago, there was no plan for preventing or dealing with a burst dam. This mine was built without any consultation with the Secwepemc Nation, but as a consequence of the disaster the provincial government is starting to deal with them on a government to government level, and may even agree to improving mining regulations.

Our LFA HRISC consists of Alison Curtis, KC Emerson, Bradley Hughes, Robin Macqueen, and Stephen Phillips. Please contact Bradley (bhughes@langara.bc.ca) if you would like to get involved.

Submitted by Bradley Hughes

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

In the past year Langara College has seen some significant change with the hiring of David Aucoin as the new Manager of Safety, Security & Emergency Management. At the same time members of the committee are preparing for new training sessions to help raise awareness and improve working conditions. In the not too distant future the Health and Safety Committee will have the new science building to deal with. Despite some new and interesting opportunities we remain very much a safe and healthy place to work. Once again, all members of the committee appreciate your support to promote a safe and healthy working environment and identify actual or potential health and safety issues. We invite you to take part in health and safety training and take advantage of the ergonomic assessment program. Thank you again for your cooperation and we invite you to raise any questions or concerns concerning workplace safety with us.

Mark Smith

PENSION ADVISORY COMMITTEE

The Pension Advisory Committee (PAC) meets twice annually and is comprised of members from each local in FPSE. PAC advises the FPSE Presidents' Council on pension related issues.

This year the pension plan financial returns have been strong the plan is anticipated to be assessed as fully funded in the actuarial valuation due at the end of August. This is good news as the funding status of the pension plan affects our contribution rates. If the fund is fully funded, then we will likely not see any increase in our contributions (i.e. no increase in the percentage of money that comes off our paycheques).

Within PAC's terms of reference is the responsibility of recommending candidates for FPSE trustees in the College Pension Plan to FPSE Presidents' Council. This nominating responsibility was the focus of the PAC meetings this year, with the process resulting in Doug Birtwistle from Okanagan College being selected.

As the LFA representative to PAC, I am available as a resource to help with pension-related questions.

Scott McLean

PROFESSIONAL DEVELOPMENT SUPPORT FUND COMMITTEE

This year, like last year, the PDSF Committee decided that all PD funds were to be allocated directly to the department PD accounts. This means that no PD money was directed to the research committee. The PDSF committee has had a reduced workload since the decision two years ago to no longer allocate funds to the \$400 top-up option for faculty that had exhausted all their departmental PD funds.

Scott McLean