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FEDERATION OF POST SECONDARY EDUCATORS - LOCAL 6

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President's Report to the April 21, 2016, AGM – Leslie Molnar

It is with mixed feeling I write this, my last President's Report. As you all know, I am resigning from this position and a new President will be elected at our AGM later this month. I have enjoyed the role and I have learned so much. I am grateful for all the opportunities it has afforded me but I ready to move back to teaching. I do plan to run for the FPSE 2nd VP position again, though.

It has been an eventful year. Bargaining concluded. You have new Collective Agreements and small pay raises. As a Grievance Team, we have helped many members with their issues. We are still working on two grievances we have advanced to Arbitration. There is also a situation we are working on jointly with CUPE. We have a very positive working relationship with our Support Staff colleagues.

We have done quite a bit of policy work this year. You will see three more policies on the Agenda. Thank you for agreeing to join CoDevelopment Canada. I am participating on a Solidarity Tour with them to Nicaragua and Honduras at the end of May.

Since we last met, I spent a fair amount of time helping to organize the Conversation Café. I hear it went well. I meet with David Walls, monthly. I talked to him about Plagiarism software, protocol for suspension of programs, work assignment issues, outstanding grievances, and communication. I gave a small amount of input into the College's Engagement Survey, but most of that credit must go to Joan. Following up on one of the CA's LOUs, Joan and I attended another meeting with management about the Layoff and Recall language.

On March 31, the CORFA Executive hosted a joint meeting with David Walls and 3 other members from President's Council. It went well. I try to meet with Pam Catsirelis monthly. I attend monthly Faculty Labour Management meetings. Every 6 weeks, I attend the College Policy Committee meetings. I met with Stan, Sheila and Pam on a different situation where both CUPE and CORFA have mutual concerns.

I continued to work for FPSE on researching contractual items for the Post-Mandatory Retirement paper we have put together. I can happily say it is now done and will be presented at the FPSE AGM. I continue to work with the ABE Caucus and will craft a resolution to bring to the FPSE AGM. I will also follow up on our own Open the Doors Process. I presented on this at the Town Hall meeting last week.

As many of you know, I was in a motor vehicle accident early in March so I missed quite a bit of work and meetings. The timing is good, though, for me to pull back from my CORFA work. Special thanks to Joan for stepping up and filling in for me.

Pension Advisory Committee Report–Nov 3, 2015

Prepared and submitted by James Wishart

PAC Representative for Local 6

The Pension Advisory Committee (PAC) met on Oct 23 and 24 in Vancouver, BC. This having been my first meeting it was quite overwhelming with the amount of information that was thrown at me--most notably a lot of acronyms! I have attempted to provide highlights of interest to the Executive and general membership in this brief report.

College Pension Plan Board of Trustees Report to PAC

As of Jun 30 the College Pension Plan returns were:

- 1 year at 10.8% (benchmark is 9.1%),
- 5 years at 11.0% (benchmark is 9.4%), and
- 10 years at 7.7% (benchmark is 6.7%).

The Trustees went to Fort McMurray and Calgary to learn more about a couple of specific places where our pension funds are being invested. The Trustees felt this was a worthwhile exercise as they were able to see the physical investments and ask their own specific questions of different managers of these investments. Trustees have continued their discussion regarding voluntary dental and extended health care plans and the idea of “pooling” resources with other plans to get a better rate and better coverage(e.g., Ontario Teachers’ Pension Plan).

Socially Responsible Investing (SRI) Presentation by Weldon Cowan

I was quite surprised to hear about how much the Plan is interested in environmental and social issues when it comes to investing. The concept of environmental, social, and corporate governance (ESG) as an important consideration for investing and is becoming an expected part of fiduciary responsibility as focusing on these concepts will provide the best long-term rate of return. There is some evidence of this in the following two reports that were discussed at the PAC meeting: “Climate Change and the Fiduciary Duties of Pension Fund Trustees in Canada” by Murray Gold and Adrian Scotchmer and “Fiduciary Duty in the 21st Century” prepared by Rory Sullivan, Will Martindale, Elodie Feller, and Anna Bordon.

Pensionable Service for Non-Regular Faculty

There are perceived inconsistencies with calculating pensionable service for non-regular faculty members as it seems that institutions may not be consistent with their practices in this regard. If there have been errors in calculating these values, then there could be an impact on the Plan as higher than expected payments may have to be made. Data is being collected on this matter to test this hypothesis and to determine how the Plan will be affected.

2016 FPSE Spring Conference

PAC is, once again, providing some suggestions for workshops for this annual FPSE conference. Some potential workshops or presentations mentioned were:

- how will the new Federal Government affect our Plan,
- the topic of ageism,
- the Paris Climate Accord on Carbon Footprint investments, and
- contract work and implications for our Plan.
-

Appointment of 2016-2019 Retired Trustee

The committee was concerned with President Council's (PC) decision to only allow the PAC chair to be invited to the future PC meeting (in March) where the retired trustee would be selected. This was an amendment to the draft policy that had been sent out to PAC members for comment where the original draft had allowed for all PAC reps to attend. Some members of PAC seemed to feel that their expertise would be beneficial and that they were being excluded from the process.

SHARE 2016 BC Pension Summit

The Shareholder Association for Research and Education (SHARE) is holding its summit on Feb 25 and 26 in Vancouver. FPSE is willing to pay the fee (and associated expenses) for all PAC members to attend the Pension Forum as well as for new members of PAC to attend the Pension Boot Camp. Since the summit immediately precedes the PAC February meeting the marginal cost to FPSE is somewhat minimized. As your PAC representative I am strongly considering going as there is much for me to learn about our pension and pensions in general. And, since it occurs during our reading break there will be no significant impact on my students.

Pension Advisory Committee Report–Apr 5, 2016

**Prepared and submitted by James Wishart
PAC Representative for Local 6**

The Pension Advisory Committee (PAC) met on Feb 26 and 27 in Vancouver, BC. I also attended the Pension Boot Camp organized by SHARE (Shareholder Association for Research and Education) on Feb 25 and the BC Pension Forum on Feb 26. I would like to thank FPSE for covering my expenses to attend these two optional events. In this report I will highlight some key information for the Executive and General Membership from our PAC meeting and then I'll have a very brief write-up on my experience at the Pension Boot Camp and the BC Pension Forum.

College Pension Plan Board of Trustees Report to PAC

As of Aug 31 the College Pension Plan returns were: 1 year at 7.3% net of fees, 5 years at 10.1%, and, 10 years at 7.3% and are generally 1-2% above the benchmark. As of Apr 1 both the member and employer will increase their contribution into the IAA (Inflation Adjustment Account) by 0.1%, which *may* provide more inflation projection for our members. Inflation protection is not guaranteed by the plan. There are some rate changes due to changes in the plan design. These do not represent changes in

payments but just a change in methodology. As of Jan 1 member rates increase from 9.60% to 9.86% and employer contributions increase from 9.70% to 9.96% for earnings below the YMPE (Year's Maximum Pensionable Earnings) and for earnings above the YMPE member rates decrease from 10.35% to 9.86% and employer rates decrease from 10.45% to 9.95%.

A Review of the College pension Plan's SRI Practices

A thirteen-page report was presented on how the CPP (College Pension Plan) is performing in relation to its SRI (Socially Responsible Investment) practices. This is the first report of this nature for the CPP and a similar report is expected every three years. While there is no easy way to measure the CPP's responsible investment directly, it is possible to measure how well the bclMC (BC Investment Management Corporation) performs in this regard. In almost all measures the bclMC outperforms or is in line with its peers in terms of SRI as shown in a Pilot Assessment Report on the bclMC prepared through the UNPRI (United Nations Principles for Responsible Investment).

Pensionable Service for Non-Regular Faculty

This continues to be an issue of interest to the Committee and others in the system. It seems that the Pension Corporation is doing its job correctly in reporting time and earnings. The big issue seems to be institutional variances at Colleges for how a member's time is measured. This seems to be a bargaining issue and relates to the differences in the various Collective Agreements. It might be necessary to have this as a Provincial bargaining issue rather than a local one. There are concerns about how this would affect the plan as it may result in a significant increase in the amount of service time of its members.

Other Notable Items of Interest

- PAC motions at Presidents' Council (PC) have been received, but not all have been acted on. Of the greatest interest to PAC is its motion to have FPSE ask the College Pension Plan to look into integrating its health and dental benefits for retired members with the Ontario Teachers' Plan.
- New Retired Trustee on the Board is Paul Ramsey who had served on PAC. The Chair of PAC was on the joint PC/PAC nomination committee and had voice, but no vote.

Pension Boot Camp

This was an opportunity for me to learn more about pensions. Given that I'm a *few* years away from retiring, I thought it would be beneficial for me to attend this meeting. There were various speakers discussing general terminology (e.g., CPP (Canada Pension Plan), OAS, GIS, RRSP), how pensions are calculated, basics of investment (e.g., portfolio diversification, benchmarks for measuring performance), introduction to actuaries (e.g., demographic assumptions and how it affects the health of the plan), pension law, fiduciary duty, and capital stewardship (e.g., health and safety risk at companies that the plan invests in). There was a lot of information to digest and that digestion will take quite some time.

BC Pension Forum

There were many different speakers discussing a wide range of topics and it was all quite informative for me. I will just highlight a couple of speakers that might be of interest to members of our union.

Irene Lanzinger, President of the BC Federation of Labour, spoke about the need to increase CPP benefits and wants to have those benefits doubled. Similarly, Hassan Yussuff, President of the Canadian Labour Congress, mentioned some startling statistics that relate directly to pension plans including the fact that 30% of all seniors receive the GIS (Guaranteed Income Supplement), 25% of all single female seniors live in poverty, and 12% of all seniors live in poverty. So, it would seem that there is a need to increase CPP benefits and, of course, CPP contribution rates to pay for those benefits. This seems especially true given the fact that 62% of Canadian workers have no workplace pension as stated by Yussuff. Even more startling is that just 23% of tax filers in Canada contributed to an RRSP in 2014 and the median contribution was \$3000.¹

¹ Statistics Canada (2016) "[The Daily – Registered Retirement Savings Plan Contributions, 2014](#)"(accessed April 4th, 2016)

Union Education Funds - Spring Leadership Conference - February 20, 2016

Prepared by Joan Kaun, VP Bargaining, CORFA

Thank you CORFA for providing union education funds for me to attend the FPSE Spring Conference. This year's theme was Campaigns and Advocacy. This conference gave me the opportunity to listen to great speakers, participate in workshops, and network with CORFA and FPSE members.

The event started with opening remarks from George Davison, President of FPSE. George commented on the new provincial budget and its lack of funds for post-secondary education even though our government keeps promoting the need for post-secondary education for job skills. Our sector continues to see increases in administrators and continual decline in per student funding. Changes were made to MSP premiums, but it's not good enough. The silver lining: Only 443 days to the next election.

Keynote Speaker: Larry Savage, Director, Brock University Centre for Labour Studies and Vice Chair of the Brock University Senate

His research is broadly concerned with examining the link between organized labour and politics in Canada.

Three Claims:

1. The preservation of academic freedom, collegial self-governance, and quality education increasingly rests on strong faculty associations
2. The continued existence of strong faculty associations is threatened by the broader public sector labour relations context and the entrenchment of neoliberalism in post-secondary institutions.
3. Faculty associations need to rethink their approaches to politics, representation and advocacy in order to preserve their strength going forward.

Recent trends in the neoliberal post-secondary institutions:

- Growth in upward accountability processes
- Seemingly never-ending restructuring processes
 - Program prioritization
- Strategic mandate agreements and differentiation
 - BC Skills for Jobs Blueprint

He discussed which path faculty associations should be taking in the future, spectrum of member support, and member engagement.

Workshop 1.1 Assessing Grievances

Weldon Cowan, FPSE Staff Rep presented a workshop to assist steward in evaluating grievances and key steps to be taken. Two key thoughts in assessment are fair and equitable use of management rights, and provincial or federal legislation.

When filing a grievance, be sure to include “and any other articles which may apply”. Remedies should include the phrase, “and any other remedies which may apply”

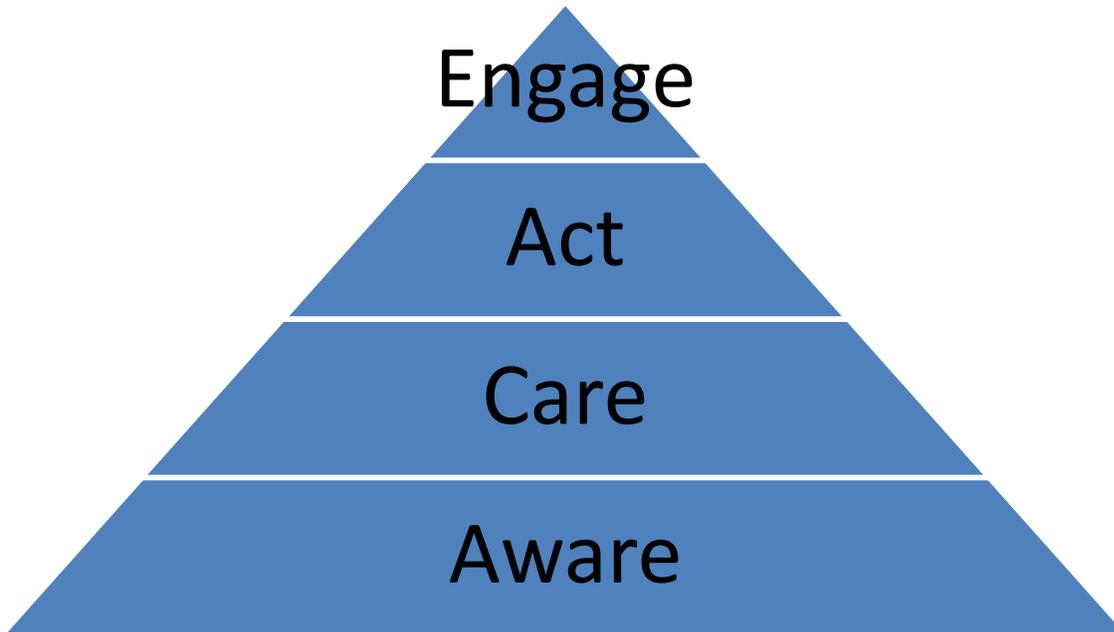
For serious issues especially termination the union needs a copy of the individual’s personnel file immediately. The data needs to be locked down.

Grievances belong to the union, not the individual. The employer may not meet with the individual to negotiate a resolution.

Workshop 2.3 Member Engagement

Norman Gludovatz, FPSE Staff Rep presented information and tools for member engagement followed by an overview of the Open the Doors campaign.

Pyramid of Engagement:



The process takes time and awareness must happen first. Several of us worked through a task worksheet and are enthusiastic about creating awareness among our members.

Human Rights & International Solidarity Committee Report – Butch Butalid - February 19, 2016 Hyatt Regency – 34th Floor

The meeting was from 7:00 pm to 9:30 pm and discussed only few items as the meeting was only on Friday night. There was a long discussion on the various Resolutions for the AGM on May 2016. The resolutions were written on our last meeting in November 2015 and submitted to the Presidents' Council. Some of the resolutions or a section of some of the resolutions were not approved by the Council and needed rewording or re-phrasing for resubmission.

A new resolution was also put on the table to increase the funding of the Speaker's Tour from \$5,000 to \$10,000 as there are now more locals wanting have the Speaker's Tour.

The Speaker Tour had taken place in some locals and there will be another set for the month of March. Eliza is going to make the schedule for the 3rd Tour which will include the college. She has not done the scheduling yet but I put forward our interest of having one. If we have to have the Speaker's Tour the HRSC will only cover the airfare and the local will cover the

accommodation and the meals. In some locals the speaker was privately accommodated instead of staying in a hotel.

It was also suggested to some locals who would like to do the Speaker's Tour not to have only a public event but can have various activities like newspaper interview, radio interview, classroom guest and or meeting with a smaller groups privately.

I attended the Spring Conference on February 20, 2016. It was held at the Hyatt Regency from 8 am to 6 pm. The two workshops I attended were, 1) How to Avoid a Section 12 in the morning and 2) Member Engagement – Strategies for Success in the afternoon.

Education Policy Committee Report – Julie Kent

The Education Policy Committee met February 19th -20th , 2016 in Vancouver, BC.

Local Reports

Each local presented highlights from submitted written report. Major issues common to Locals included:

- Course cancellation: language used around course suspension
- International Students: inadequate support, institutional dependency on revenue, class composition, plagiarism and cheating, require improved orientation and different foundational courses
- ABE enrollment and fees
- Educational technologies: discussion paper review and edits suggested
- Concern about private funding and the implications for academic freedom, transparency, and autonomy; 2012 CAUT policy regarding conditions for safeguarding autonomy and academic freedom

Committee Discussion

ABE

- Most colleges are charging for ABE courses
- No information on how many students failed to apply for the AUG either because they were unable to complete the application process or didn't know about it
- Enrollment is lower

Funding for Open the Doors Campaign (<http://www.openthedoors.ca/>)

- FPSE offering some funding for local programs aimed to heighten awareness; presentation of program, Take the Pledge - http://www.openthedoors.ca/take_action
- A couple of locals have already received funding for programs. For example: Okanogan College <https://30drops.wordpress.com/>

Education Technology

A draft educational technology report was reviewed and feedback provided. Further discussion tabled for next meeting in September 2016.

Other Business

- Several resolutions were escalated to Presidents Council
- Chair was elected: [Blair Fisher, from Camosun](#)

Respectfully submitted by: Julie Anne Kent, March 2, 2016

Disability Management & Rehabilitation Meeting – Kevi Remple

- Our committee met on Fri. Feb. 19th; only a small group in attendance.
- Sister Anne Marie Davison from Kwantlen Polytechnic University (KPU) was re-elected as committee chair.
- There will be a two-day training for all Disability Management & Rehab Reps as well as HR reps Nov. 29/30th 2016. A workshop on the Duty to Accommodate will be an important part of the training as well as other topics such as Bill 14, returning to work after a leave for mental health conditions, etc.
- There is a subcommittee still working on the RFP for a benefits carrier. This process won't be complete until 2017. I'll keep you posted.
- Reports from locals emphasized the continued concern for members with mental health disabilities and the fact they are often refused and then have to appeal and how challenging that is when you are experiencing mental health symptoms.
- I attended the FPSE Spring Leadership conference on Feb. 20th. The guest speaker, Professor Larry Savage gave the keynote address on "The Challenges Facing Faculty Associations at Neo-Liberal Institutions" and talked about how we need a new approach which is less insular; building coalitions within the campus and community – I think our local is taking this approach in many ways. I also attended a workshop on Governance which was a first for me (a little dry but important information). The final workshop I attended was "Women in Leadership" where we looked at our own leadership styles and discussed important issues such as diversity and privilege.

Status of Women Committee - Report for February 19th, 2016 – Denise Regina

The meeting was called to Order at 7:00 pm and lasted till 9:45 pm

I have yet to receive the minutes and will provide further information once I do. What I can tell you is that most of the meeting was about what the locals are doing for International Women's Day.

There were quite a few amazing ideas all from all locals, some of which are highlighted here:

Local 3 – College of New Caledonia: Hosting “Artful Women Celebrate.” This will be an interactive, community event where the women of “ArtSpace” will offer various activities such as: knitting sessions, a suffragette-themed photo booth, a group art/canvas project and an IWD community quilting project. Speakers are invited a First Nations Elder, the CNC Student Union, CNC international students, a local female artist (art and healing), and some singing from First Nations and International women. Along with a collection of art displays by local women artists.

Wow, this might be something to look at for next year.

Local 16 – North Island College Faculty Association: They have decided to go with the theme of “Positive Body Image.” “Despite the efforts in public education and support, women are still subjected to the unrealistic standard placed on their body image. ...focusing on appreciating who we truly are, in all sizes and shapes. A number of activities were organized; such as, a Rainbow Scale: rather than a number, a colour would be indicated on the scale when stepped on which match a positive affirmation on a colour chart. Flags are created by participants and hung in student lounge area. Plus many more ideas.

Some great ideas here too. I did acquire many wonderful ideas for next year and will share them with Linda Olm.

There was an interesting vote on the Election of a new Committee Chair: Joy Gugeler stepped down and another lady was voted in, just like that. Joy is stepping down to spend more time at home with her newly adopted baby.

There is a Summer Institute for Union Women 2016 scheduled for August 7, 2016 at either UCLA or USC, to be determined.

This year's theme brought home from the Status of Women Committee meeting is “Solidarity in the Struggle.” Each local was generously given posters, and magnets to share. It is from this poster, that I got the idea to sell tulips on International Women's Day. The flowers represent the poster and are a reminder to anyone that everyone succeeds when women gain equality. As our fundraiser will be going to the “Cranbrook Women's Shelter” I am hoping for a great sell-out. I sent out a poster to our other campuses.

In case you were all wondering, yes, I do need volunteers and I have solicited the Student's Council for their help. I will also be posting a timeline on our staff email.

Interesting News Updates:

"The National Inquiry into Missing and Murdered Indigenous Women and Girls held its seventh engagement meeting in Prince George, British Columbia, January 14-15, 2016.

It is recorded that Patty Hajdu, Minister of Status of Women, was present throughout the day. Good for her!

A Century of Voting Rights: "The right to vote and to run for office is a fundamental aspect of women's empowerment. In 1916, Manitoba became the first Canadian province to grant women the right to vote in provincial elections. In 2016, Canada is recognizing the significance of this milestone by celebrating the centennial of women's suffrage and reflecting on how this historic event has influenced women's empowerment and gender equality." Cited from (<http://www.swc-cfc.gc.ca/commemoration/iwd-jif/index-en.html>)

The Status of Women Canada, (Government site) their theme to celebrate "International Women's Day" is ... "Women's Empowerment *Leads to Equality*" and to Hashtag a woman who inspires you at #youareempowerment. I posted on Moodle Messages, the same message. The Hashtag site is interesting. Also, check out the "Status of Women Canada" site where it describes what empowerment is.

On Tuesday, March 8, to celebrate International Women's Day, here at COTR, we will be selling tulips (\$1.00 for students, and \$2.00 for staff) to show a sign of support to someone who inspires them and for whom they support for the right of equality for all women. Little mini-posters will be attached with ribbons and there will be candy kisses – on the side. There will be two tables set up (requested): one by the cafeteria and the other by the bookstore/library. I have solicited volunteers from student council but have not heard back and will also post an email on our staff portal with a time-table. We have received a generous donation from CUPE in the amount of \$150.00 which I have inter-office mailed to Butch. The selling of tulips will run (hopefully) all day or until all tulips are sold. The monies raised will be donated to the "Women's Haven" with acknowledgements from COTR's CORFA, CUPE and Management (whom I am still awaiting word on their annual contribution). Posters have been put up around the college. I will make sure to post a message on the portal for both students and staff to remind them of the sale.

Hopefully this meets with approval and I have done things according to protocol.

Thank you for listening, and I am sorry to have missed you all; have a gentle, expedient, and successful meeting. You are all amazing people and you all work so hard for the college and our staff.

Professional and Scholarly Development Committee – Marcel Dirk

For 2015-16, FPSE's Professional and Scholarly Development Committee continued its good work from the past year.

In large part, this continuation can be attributed to its members—some longstanding veterans and some eager newcomers—functioning well together and dedicating their energies to the Committee's mandate. It is worth mentioning some locals have taken to sending one representative to November's and another to February's meetings. Not only does this arrangement divide the work for them, but it also brings fresh perspectives to the Committee.

Each of these institutional representatives at Committee meetings shared local reports, allowing for a discussion of Professional Development concerns and highlights. By and large, Faculty Development Committees (or the variants thereof in BC's public postsecondary colleges and universities) are operating well across the province, vigilant in addressing those concerns and jubilant in resolving them in members' interests.

Additionally, Committee members have completed two key projects over this period.

First, they produced a new and improved Professional Development Comparison Chart. Their hope: Once mounted to FPSE's website, it will be of great utility both to themselves and bargainers.

Second, an electronic repository of various locals' forms, guidelines, handbooks, and templates has been created, allowing for their consultation and adaptation to general and specific needs.

With this work completed, Committee members have turned their minds to their next project: exploring Education Technology and the concerns it may prompt from a Professional Development perspective as a counterpart to a discussion paper put together by the Education Policy Committee. Eager to get underway, members have begun their investigation via the Committee's list serv.

In keeping with this report's acknowledgement of its good work, it seems fitting to end by recognizing veteran Executive Liaison Leslie Molnar and newcomer Staff Representative Rene Nicolas's contributions to the reports, chart, repository, and next project undertaking as they too assisted the Committee in efficiently completing its work in 2015-16.

Report to CORFA from FPSE's Non-Regular Faculty Committee – Allison Platt

NRFC had their second annual meeting on Jan. 29-30 in Vancouver. As always, there was much to discuss in a short amount of time. When it comes to regularization language and other Non-Regular issues, our collective agreements vary greatly. It is interesting to note that, when some individuals give their local reports, they do so with apology. What they don't realize is their contracts and relationship with their employers prove that 'it can be done'.

There was a discussion that came from the Human Rights Committee that Non-Regular issues are often Human Rights issues. The right to fair employment (equal pay for equal work, job security, etc.) and the fact that the majority of Non-Regular employees are female played heavily into those discussions. Some locals have passed motions to include a stipend for attendance at NRFC meetings. The intention is to show that the district values participation of Non-Regular Faculty in FPSE events/meetings, as well as to ease the financial burden for Non-Regulars who must take time off from other part-time work, arrange child care, etc. while attending to FPSE/district business.

In the discussion of Fair Employment Day, it was mentioned that Non-Regular faculty members are often difficult to engage. HR is not always prompt at providing a Local President with names and contact information of Non-Regular Faculty and new hires. New/Non-Regular faculty don't often attend events and meetings. They are not always aware of what is happening, may not feel they have a right to attend or be involved, or they fear that they might come across as being unhappy with their jobs/employers. They worry that there might be some retribution from employers, so they quietly do their jobs in isolation. Letters of welcome, conversations with Regular faculty/members of the executive, personal invites to open meetings and events, etc. are helpful ways to inform and engage Non-Regular faculty, or any new faculty, for that matter.

Items for Action (Local Level):

- Make sure all new members (Regular or Non-Regular) receive a welcome letter from CORFA
- Consideration for a Non-Regular Newsletter to be mailed out to Non-Regular Faculty
- Create an Information Handbook for all employees, including CORFA contact info, H&S info, Policies and Procedures, Payroll, etc.
- Discuss ideas for increasing involvement of Non-Regular Faculty in CORFA business

Thank you for allowing me the opportunity to represent CORFA on FPSE's Non-Regular Faculty Committee. I will continue to represent the College of the Rockies' Non-Regular Faculty locally

and through ongoing interactions with the Committee until our next meeting in the Fall of 2016.

Report from the FPSE Workplace, Health, Safety and Environment Committee Meeting

On February 19th, I attended the FPSE WHSEC meeting in Vancouver, B.C.

Two motions were passed related to previous business. They are listed below:

“That PC authorize WHSEC to conduct a survey reviewed and approved by PC of faculty and staff on violence in the workplace and that PC encourage members to complete the survey.”

“That PC authorize WHSEC to conduct a survey of faculty through each institution’s respective Joint Occupation Health and Safety Committees on e-mail and workload, and that PC encourage members to complete the survey.”

The first motion was from a long discussion in November, followed up on in February, about the safety risks of potentially violent and disturbed students, and how to balance student privacy with the right of an instructor to be aware of possible safety risks.

The second motion arose from a presentation in November related to e-mail and the general stress of the amount of extra work that can arise in general, and for instructors with online classes specifically.

In the discussions that gave rise to both motions, it was clear that more information was clearly required. A recommendation was also put forward that a workshop on email management be held at the FPSE AGM.

Another important area of discussion was the area of third hand smoke, which is the long term remains of cigarette smoke on carpets, clothing, furniture, walls, etc. The chemicals left behind are a significant health hazard, and the following motion was proposed and passed related to the issue.

“That FPSE work with BCFed to lobby WorkSafe BC to address 3rd hand smoke, specifically by entitling workers to refuse work as unsafe in workplaces where there is exposure to third hand smoke, establishing methods to quantify exposure to third hand smoke, determining suitable engineering control protocols for eliminating the risk of exposure to third hand smoke in work places to the maximum extent possible, establishing protocols for personal protective equipment for workers exposed to third hand smoke where the exposure cannot be eliminated by engineering controls, and educating all BC workers on the risks of exposure to third hand smoke.”

Separate from the discussions that gave rise to these motions, safety issues of all sorts were discussed, most notably construction workers hitting a gas main at VIU, causing an evacuation, upon which it was realized that the location of the incident was a muster point during an evacuation.

Respectfully submitted, Ben Heyde