

## **Executive Working Committee Report 2022**

April 25, 2022

This year we spent a significant amount of time on bargaining preparations including the faculty bargaining questionnaire, consolidating bargaining points, extensively reviewing the ECUFA Collective Agreement, meetings with our FPSE bargaining consultants, poured over numerous collective agreements of other FPSE locals and other universities including OCAD, NSCAD, and ACAD, and participating in training courses offered by CAUT. These courses included: Organizing 101, Bargaining, and Organizing 201. We drafted the protocol agreement that sets the terms of how we will be negotiating with the University and submitted that draft to HR. As many are aware, the bargaining process is a long road with many steps, but the journey has begun. We want to thank all the faculty members who served on the various pre-bargaining committees with administration that helped pave the way for our negotiations in the Fall.

We also worked on some financial upkeep (motions to move to VanCity, increase dues, increase stewards). The last COVID variance we negotiated expired in Dec 2021, but some of it applies till August 2022. Remember to access Curriculum Benefits Fund and Decolonization and Indigenization Fund by August.

We held Faculty Affairs discussions on the following topics: precious working conditions, bullying and harassment, bargaining, effect of changing university policies on faculty rights and responsibilities.

We would like to thank and acknowledge Elizabeth Mackenzie, who after 22 years of teaching, is not re-applying to teach at Emily Carr. Because of the precarious nature of this work, we know that retirement or leaving Emily Carr looks and feels different for our non-regular faculty, and can often go unnoticed. Thank you Elizabeth for your many years of service to this community, and for reminding us how important it is to connect with and celebrate each other.

We also want to acknowledge the sudden passing of our colleague, Thomas Groppi. Many of us are still in shock from the news. As Rita Wong noted in her email to the faculty about Thomas, "His candour, sense of humour, generosity of spirit, and dedication to the community was well known to so many of us, and he will be deeply missed." The Faculty Association sent condolences and a donation to the BC Children's Hospital in memory of Thomas.



Local 22, The Federation of Post-Secondary Educators (FPSE) Room  
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Ahead of all the committee reports and summaries, we wanted to thank all of the faculty who served on the wide range of committees that are required to support our collegial governance. We are hugely grateful for your time, thoughtful consideration, tireless dedication and support. Your work is essential to our membership and to the University community. We also want to thank all of the faculty and staff who continue to show up – show up to meetings, to workshops, to training sessions, to hallway conversations that lead to new ideas and solutions that make a difference to our working lives. You have shown up in countless Zoom rooms, in person, and via email. You have shown up for each other. Thank you.

**The FA Executive for 2021-2022 included:**

**Presidents:** Rita Wong (Fall 2021), Cameron Cartiere (Spring 2022)

**Vice Presidents:** Ben Unterman and Lindsay McIntyre

**Members at Large:** Rubén Möller, Valérie D. Walker, Gilly Mah, Keith Langergraber, Magnolia Pauker

**Co-Chief Stewards:** Rita Wong (Fall 2021), Ana Diab (Spring 2022)

**Treasurer:** Maria Lantin

**Secretary:** Sunny Nestler

The Joint Consultation Committee (JCC) continued to meet monthly. The committee includes the FA President, the FA Vice-Presidents, the Provost, the VP of HR, and HR staff. The FA team continued to pursue issues from 2021 such as who is there to support faculty facing potentially traumatizing situations, 360 reviews of deans, class sizes, and equity hiring. Work on the JCC has resulted in the development of a committee for hiring policy review and a committee to hire an employee wellness and accessibility position. The FA President also has a standing meeting with the ECU President every month to discuss university issues beyond the JCC.

Our stewards have noted a continued increase in requests for accommodation by faculty and also complex and lengthy grievances, many of which resulting from University policies that are not clearly written and procedures that have escalated situations into multi-level grievance processes. Several of these policies are being discussed in detail at the April 26th Faculty Affairs meeting led by Rita Wong. A special thank you to Rita who continued to support several grievance cases during the Spring semester even though she was on sabbatical. Faculty are still being asked to have conversations with admin regarding student complaints – remember, you have the right to have steward support with you.



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We welcome the return of the Faculty Show, to be held Nov 10th - Dec 22, in the Libby Leshgold Galley. Curation is led by Valérie D. Walker and Patryk Stasieczek, joined by Alex Phillips and Brendan Tang on the Faculty Show Committee. Call for submission is forthcoming this summer.

The FPSE AGM will be May 16-19 in Richmond - 3 faculty members will go from our local to serve as our delegates (Alex Philips, Ben Unterman, Cameron Cartiere).

### **Federation of Post-Secondary Educators (FPSE) Committees and Reports**

FPSE is a federation of 23 member locals, including our Faculty Association. FPSE runs a number of committees that gather members from across its locals, allowing us to better understand sector-wide issues and collective strategies. These FPSE committees generally meet once a semester (over two days), and we offer a \$200 honorarium to Regular and Non-Regular members for participating.

#### Presidents' Council (PC)

ECUFA Representative: Cameron Cartiere

The Presidents' Council includes representatives from FPSE and presidents from the 23 union locals. The Council meets every month for an extended meeting that takes place over two days (averaging 8 hours). The monthly agenda is quite extensive and includes policy review, standing committee recommendations, bargaining considerations and preparations, and issues that impact the working conditions of our collective institutions.

#### Bargaining Coordination Committee (BCC)

ECUFA Representative: Ben Unterman

The Bargaining Coordination Committee meets monthly and includes representatives from FPSE and bargaining representatives from the 23 union locals. The committee is directly involved in the organization of coordinated bargaining issues and actions. The committee is responsible for recommendations for bargaining in 2022.

#### Bargaining Council

ECUFA Representatives: Cameron Cartiere and Ben Unterman

The Bargaining Council brings together the PC and the BCC to insure clear communication during the bargaining process and to agree strategies for collective bargaining through FPSE. We anticipate that this council will be VERY active in Fall 2022.

#### Contract Administration Review Committee

ECUFA Representative: Ana Diab (Spring 2022), Nick Conbere (Fall 2022)

### Climate Action Standing Committee

ECUFA Representative: Kristy Waller

- Developed the Climate Action Standing Committee (CASC) Terms of Reference, approved at the December 2021 formal meeting
- Attended an online session by Mark Diotte about bargaining language related to Climate Change/Action - he shared this amazing database that contains bargaining language that has been used in existing collective agreements and relates to climate action. <https://adaptingcanadianwork.ca/green-collective-agreements-database/>
- Working on a workshop/speaker series and will be asking for suggestions of folks to invite

Developed resolutions to be brought forward to AGM:

- Be it resolved that FPSE dedicate funds from the communication budget to create a page on the FPSE website for a "Climate Portal" to gather relevant resources and tools for locals to engage in climate action.
- Be it resolved that the climate emergency necessitates increased climate action. Initiatives and cooperation across FPSE locals, members, and students; be it resolved that one section for a single CASC member is fully funded by FPSE to develop resources applicable to all locals aimed to mitigate and/or adapt to climate change.
- Be it resolved that FPSE establish 5 yearly scholarships of \$1000 open to students from a FPSE-member institution studying and/or participating in climate justice or sustainability action. To be administered by FPSE, under the advice of CASC. Recipients will report their activities that can be used for further engagement, including on the FPSE Climate Portal.

### Decolonization, Reconciliation & Indigenization Standing Committee

ECUFA Representative: Lindsay McIntyre

### Disability Management & Rehabilitation Committee

ECUFA Representative: Joe O'Brien. **Vacant for Fall 2022**

- Ann Marie Davison is stepping down as chair of the committee, she's been a part of the committee since it began and a lot of the work that the committee has accomplished is in large part thanks to her efforts. Zoe, our staff rep, is also leaving FPSE, so it's a big moment of transition for the committee.
- We remain one of the few locals that attends this committee and does not have a joint rehabilitation committee (JRC) at the local level. This is something we might consider

trying to form (possibly through bargaining?) as it becomes a primary point through which members returning to work, or those seeking accommodations, can be supported by the FA as a default (rather than now, where the FA tends more so to be brought in acutely by members, from what I understand). [Relatedly - I saw HR is hiring for a position that, to me, signals an intention to take a more "standardized" approach to dealing with accessibility, we likely need to be ready (as a union) to respond to this, and having a JRC would be one way to help balance this role]

- There has been an increase in the sector of institutions asking for diagnoses and independent medical exams (IME) as a default. Watch out for this, HR does not need diagnosis information, they are supposed to be given functional assessments (i.e. what the member can/can't do) as the basis for accommodations, not diagnoses. Additionally, IME's should not be the default for every case, as they place an undue burden on the member.

#### Education Policy Committee

Vacant

#### Human Rights and International Solidarity Committee

ECUFA Representative: Alex Phillips. This fall Alex had the honour of becoming chair of The Human Rights and International Solidarity Committee.

- HRISC Speaker's Tour: "Human Exploitation at Home and Abroad." Two online panels were hosted in February and March on Migrant Workers and Canadian Mining.

#### Recent HRISC Resolutions:

- A call to replace the federal "temporary foreign workers" category with "pathways to citizenship"
- A call for justice for Honduran Indigenous land defenders
- A call for FPSE to eliminate Real Estate Investment Trusts from its investments
- A call for legislation to prevent harassment and violence, and regulate the use of non-disclosure agreements
- A call for solidarity with Wet'suwet'en land defenders
- Support for Hong Kong teachers who have lost their union
- A call for human rights laws to be reflected in FPSE's constitution
- A call for adequate daycare on provincial campuses
- A call for anonymized data culled from grievances to examine issues relating to finances, race, gender, class, ability, safety, and harassment
- A demand for all governments to restore lost funding to post-secondary institutions

#### Existing HRISC projects:

- The annual placing of a wreath by FPSE for Asian and marginalized workers in the cemetery at Cumberland.
- The creation of an ongoing database in which articles, publications, and websites reflecting human rights issues which will be available through a reciprocal arrangement between Vancouver Island University and FPSE as a teaching resource for all FPSE members.

#### HRISC Advocacy through FPSE's International Solidarity Fund:

- Support for maquila workers in Central America through CoDevelopment Canada
- RAMA's work for migrant farm workers in the Okanagan
- Projects in Cambodia and Sri Lanka
- a contribution from FPSE to Education International in support of humanitarian relief in Ukraine.

#### Non-Regular Faculty Committee

ECUFA Representative: Sunny Nestler

- A resolution was drafted in support of collecting data regarding non-regular hiring.
- An extended healthcare plan from Green Shield will be available in the coming months to all non-regular faculty in FPSE. The plans must be purchased and managed by the individuals, not the employer.
- This committee hosts a First Friday of the month meeting. Each meeting centres around a specific topic. All non-regulars from across FPSE institutions are welcome and your NRFC rep will share the invites. The next one is May 6th.

#### Pension Advisory Committee

(Previous ECUFA Representative: Nick Conbere) **Vacant**

#### Professional & Scholarly Development Committee

**Vacant**

#### Women & Gender Equity

ECUFA Representative: Ana Diab. **Vacant for Fall 2022**

- Discussed resolution processes, name change, and gender equity issues that have arisen due to the pandemic.
- The committee will be putting forward a resolution to Presidents Council to support and encourage locals to prioritize addressing ongoing inequities in terms of caregiving responsibilities and other gendered care work, prioritizing women and gender equity within a necessary collective bargaining strategy.



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- The committee will be donating money from the hotel budget that was unused by having meetings online to the Ukrainian Women Fund, Canadian Women in Afghanistan, and gender equity swag for local events.

#### Workplace Health, Safety & Environment Committee

ECUFA Representative: Justin Novak

- WHSEC sought to ensure that Local members are fully informed regarding the refusal of unsafe work
- Sought to ensure that Local members are fully informed regarding the steps they can take in the event that they acquire Covid-19 at work, which can constitute a workplace injury and may qualify for a WorkSafeBC claim
- Asserted the role of each Local JOH&S committee as a legitimate body for consultation on COVID-19 and other workplace health and safety requirements
- Requested that FPSE's Presidents Council advocate for stronger precautionary and containment measures to protect the health of members