

Executive Working Committee Report 2023

April 14, 2023

We began this year, once again, in full preparation mode for bargaining. In the summer of 2022, Ben Unterman devoted extensive time in gathering much needed data on workload, spending ratios, and other key work condition patterns across our sector. That data has proved extremely valuable at the negotiation table. We remain focused on the mandate of priorities as voted on by the membership last year, including workload and job stability (list attached at the end of this report). We prepared 20 robust proposals to submit at the bargaining table. These proposals not only clearly outlined the changes needed, but also provided where possible, the steps for implementation, and clear rationale as to the benefits of these changes, not just to faculty, but also to the larger university community.

We began bargaining on August 31 – the first in our federation (Federation of Post-Secondary Educators) to begin. Our FPSE representative is Tim Armstrong. He has been at the table with our faculty association before and he is our liaison with FPSE legal support, working with our stewards on grievances so he knows our situation well. Being first out of the gate at FPSE also meant that we were able to request additional bargaining support, and we have had one of the two bargaining coordinators that FPSE contracted this bargaining round. These coordinators have been working with the 20 unions in FPSE to analyse their collective agreements and compare all of the agreements. This is a huge advantage. Robin Wylie is one of the coordinators (originally from Douglas College) and his breadth of knowledge and experience in the sector has been beyond helpful at the table. He has not been able to be at every session, but he has been at most and we have benefitted from his participation.

We have had 15 bargaining sessions since August and we will be walking into session 16 immediately following our 2023 Faculty Association AGM. It has been a long, long haul, with many additional days dedicated to bargaining prep, ongoing training, continued research as we develop counter proposals to administration's proposals (of which there were three) and counter proposals to their counter proposals to our 20 initial submissions. It is a detailed process and we have done everything possible to provide the language needed for the administration to communicate our proposals to the provincial government. We are also updating our job action policy. Thank you to all the faculty who've dropped in to observe a bargaining session; your presence helps, and we encourage faculty to drop in when they can, to learn more about how the bargaining process works.

We continued working to keep our financial house in order and implemented the membership-approved motion to move the FA defence fund to VanCity. With that move has come additional financial training and info sessions with VanCity for members of the FA executive. Our secretary and treasurer, Sunny Nestler has done an amazing job, taking on the challenge of our FA finances with additional training from FPSE.

We held several Faculty Affairs discussions with topics including a three term academic calendar (proposal from the University), definition of anti-semitism and academic freedom, the faculty exhibition, faculty organizing, climate action task force, and how to better sabbatical allocations.

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.

We would like to thank and acknowledge Art Perry and Arni Haraldsson, who will be retiring from Emily Carr this year. Thank you for your many years of service to this community, and for reminding us how important it is to connect with and celebrate each other.

The FA Executive for 2022-2023 included:

President: Cameron Cartiere

Vice Presidents: Lindsay McIntyre and Ben Unterman

Members at Large: Rubén Möller, Valérie D. Walker, Hillary Webb, Sue Shon, Magnolia Pauker

Co- Stewards: Rita Wong, Nick Conbere

Secretary and Treasurer: Sunny Nestler

Thank you to members at large who served in 2022: Gilly Mah and Vanessa Kam

The Joint Consultation Committee (JCC) continued to meet monthly. Its purpose is “to promote the cooperative resolution of workplace issues” (according to our Collective Agreement 5.03). The committee includes the FA President, the FA Vice-Presidents, a Steward, the Provost, the VP of HR, the Director of HR (new position in 2023) and HR staff. The FA team continued to pursue issues from 2022 such as impacts of ambiguous university policies on faculty, reviews of

deans, scheduling and hiring, and fair representation on committees. The FA President also has a standing meeting with the ECU President every month to discuss university issues beyond the JCC.

Our stewards have still 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. This is ongoing work and the approval, by the membership, of a second steward has gone a long way to lift the burden off the shoulders of our long-standing steward, Rita Wong. We are all deeply grateful for the breadth of institutional knowledge that Rita continues to bring to the role. Together, with Nick Conbere, our stewards are champions for the membership. Remember, you have support and if you find yourself in a position where you are asked to meet with HR or other areas of administration, you have the right to have steward support with you.

We welcomed the return of the Faculty Show, that was held Nov 10th - Dec 22, in the Libby Leshgold Galley. Curation was led by Valérie D. Walker and Patryk Tom, with input from Alex Phillips and Brendan Tang on the Faculty Show Committee. The call for submissions resulted in a number of innovative and exciting installations and performances that comprised *This Exhibition is not an Exhibition*.

The Faculty Show focused on "decentering the objects in favour of the space" in the words of Dr. Alla Gadassik in her essay *Where is Everyone? Faculty as Resident Artists*, which accompanied the exhibition (see <https://libby.ecuad.ca/exhibitions/2022/this-exhibition-is-not-an-exhibition.html>) Patryk is working on the documentation of the exhibition which will be available in the near future. Overall, the exhibition was an exciting space that inspired continual activation of the gallery space with classes, studio practice, archiving activities, performances, installations, and a disco!

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

The FPSE AGM will be May 15-18 in Kamloops — 4 faculty members will go from our local to serve as our delegates (Ben Unterman, Lindsay McIntyre, and Cameron Cartiere). Alex Philips will also be in attendance as the chair of the Human Rights and International Solidarity Committee.

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 9 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. There are additional meetings to prepare for the AGM. The Council also meets for four days in June for an extensive planning session to discuss the priorities for the year to come.

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.

Bargaining Council ECUFA Representatives: Ben Unterman and Rita Wong

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. This council was very active in 2022-23.

Human Rights and International Solidarity Committee ECUFA Representative and committee chair: Alex Phillips

Highlights from the Human Rights and International Solidarity Committee:

- We hosted two online panel discussions as part of the annual Spring Speaker's Tour. This year's panels focused on International Students and Academic Freedom. The archived recordings will be available on the HRISC page of FPSE's website: <https://fpse.ca/committees/HRISC>
- We wrote and received approval from FPSE to send a letter expressing outrage at the repression and disbandment of the Hong Kong Teacher's union by the government, which had over one hundred thousand members.
- We established an ongoing database of articles, programs, and publications cross-referencing human rights issues around the world. This initiative from Imogen Lim at Vancouver Island University, is now a joint program with VIU and FPSE. The database is accessible at: <http://www.viufa.ca/resource-database/>
- Through the International Solidarity Fund (ISF) we disbursed over \$62,000 to groups here and internationally doing human rights work. Some of these are:
 - RAMA-migrant farm workers in the Okanagan
 - Canadian Women for Women in Afghanistan
 - CoDevelopment Canada-supports maquila workers in Central America

- Rights Action-supports Indigenous and non-Indigenous land defenders and activists in Central America
- The Rural Women's Front in Sri Lanka
- VIDEA in Uganda
- Isha Education in India
- The Institute of Relational Policies in Brazil

Workplace Health, Safety & Environment Committee

ECUFA Representative: Justin Novak

Michael Markwick joined the October 2022 meeting to introduce the human rights project he is working on, on behalf of HRISC. He explained the first step of the project was a survey of all standing committees regarding human rights. The committee provided feedback on member experience regarding human rights and discrimination. The committee raised the following issues:

- Ageism
- Two groups who feel least supported: People with disabilities, particularly unseen disabilities. Those people fear identifying themselves
- Non-cis individuals. Non-cis individuals often fear identifying themselves as non-cis.
- Visible disabilities and BIPOC people often feel discriminated against. This is true as well of people with invisible disabilities.
- Non regular faculty are often self censoring because of fear of not being offered new contracts.
- Link between OHS and EDI

WHSEC adopted the following 2022-23 workplan:

- Help members more effectively use JOHS committees to ensure regulatory compliance
- Support locals to focus on mental health and burnout
- Support locals to ensure better harassment and bullying prevention and reporting
- Support locals to address indoor air quality issues.

Mental health concerns have come to the fore in this year's WHSEC meetings, in light of new challenges presented by the covid or post-covid period, and this aspect of the adopted work plan will be taken up as a priority in 2023-24

Women & Gender Equity

ECUFA Representative: prOphecy sun

On February 11th, 2023, I had the pleasure of joining the Woman & Gender Equity Committee via Zoom from 9-4 pm. During the meeting, we discussed the following goals and initiatives:

- Creating an online workspace for sharing resources and a calendar of events.
- Organizing Pension workshops for existing and incoming faculty.
- Updating the Resource Guide that the Status of Women Committee initially published in October 2017. We also worked on the following:
- Updating the WGEC's terms of reference.
- Discussed how other representatives are addressing gender equity within their institutions and organizations.
- Research workshop facilitators who may be able to provide training on topics in gender equity at the 2023 FPSE AGM.
- Requesting financial assistance from FPSE to support committee members to attend the Summer Institute for Union Women.

Disability Management & Rehabilitation Committee

ECUFA Representative: Joe O'Brien (Fall 2022). Vacant Spring 2023

- We reviewed the Guide to Effective Support for Members: Faculty Common Disability Plan, which is a document that has been multiple years in the making in this committee. While it is specific to the common plan, there is information here that can also be useful at our own local.
- There is ongoing concern for how Independent Medical Exams (IME's), Accessibility Management Access programs (AMA's), and pharmaceutical review programs (such as DrugWatch) are being used to allow insurance and HR to influence employee disability claims and return to work plans. The committee suggests that members should be encouraged not to submit diagnostic information from healthcare providers to employers, but only assessments of their functional abilities. This is because employers are required to make accommodations based on healthcare providers assessment of functional ability, not based on diagnosis.
- We decided to begin having virtual, monthly "water cooler" meetings to stay in better touch with each other and so that we're able to more regularly support each other in addressing issues in our locals. For Local 22 this could be a really useful point of connection if we attempt to establish a joint rehabilitation committee at our local - we remain one of the few locals without one.

Decolonization, Reconciliation & Indigenization Standing Committee

ECUFA Representative: Lindsay McIntyre

DRISC was created about 6 years ago via a motion from the HRISC committee. Led by our venerable Chair Sharon McIvor, the DRISC committee meets 5 times each academic year and

has multiple sub-committees that work year round. Our membership is largely comprised of Indigenous representatives and we work via a consensus model.

As a FPSE Standing Committee, we acknowledge the collective and inherent rights of self-determination of Indigenous Peoples. In a humble way, we provide guidance and support to the FPSE President, the Presidents' Council, and FPSE membership. We work to uplift, honour, and integrate diverse Indigenous ways of knowing and being into educational practice with respect for the protocols of the territories in which each of our locals engage. No actions of FPSE shall abrogate or supersede the traditional, collective, and hereditary rights of Indigenous Peoples. Indigenous knowledge and resources are the property of the Nation from where they originated. We recognize that racism and sexism are embedded in all of our organizations.

Although DRISC was created as a standing committee, over the last few years we have been working with FPSE to co-create a co-governance structure between DRISC and FPSE and moving away from the idea of DRISC as a standing committee. Discussions are ongoing. DRISC sends representatives to the World Indigenous Peoples Conference on Education (WIPCE) each year, presenting on unionized approaches to decolonization. DRISC is unique in this field and several organizations have approached DRISC with interest in learning from the DRISC table. DRISC hosted a workshop at the FPSE AGM last May on Understanding Racism in Education and Employment and will be hosting another topic this year. In addition, over many meetings DRISC has been discussing anti-Indigenous racism in academia and has determined a need to assess it more formally. With funding support from Federation of Post-Secondary Educators of BC (FPSE) we have engaged an external partner, Taylor-Made Strategies, with whom we will identify what should be measured, with what tools, and how to use these tools. These steps (1) Identify Validated Scales to Measure Indigenous Experiences of & Related to Racism in Academia and (2) Conduct Virtual Focus Groups should be completed by May 2023. This work is intended to help to engage university leadership and prevent their dismissal of our experiences as anecdotal or inconsequential.

Climate Action Standing Committee

ECUFA Representative: Kristy Waller (Fall 2022); Julie Andreyev (Spring 2023)

CASC brought forward a motion to the FPSE AGM from the floor calling on the BC government for a permanent moratorium on all old growth logging. This was passed unanimously on the last day of the AGM. I drafted a letter on behalf of CASC, and with member feedback, for FPSE PC to approve and sign at their afternoon meeting later that day. I have contacted FPSE PC regarding the motion that was passed at the AGM that FPSE would submit a letter we had drafted to the BC Government calling for an end to all old growth logging. As of submitting this report, I haven't had a response.

We had also submitted to PC 3 other motions for the AGM: 1. to fund a speaker series analagous to that held by HRISC; 2. to create a climate portal on the FPSE website; 3. to provide time release for a committee member to create education materials for distribution to locals. I believe that all of these were voted down by PC; it was suggested that PC would approve the climate portal as a non-monetary item, and that we should use our own budget to fund the speaker series; I'm unsure of what happened to the time release request.

The following are initiatives that have been taking place at Emily Carr University of Art + Design over the past 6 months:

- ECU Climate Action Task Force
 - Hired student to finish compiling recommendations and design ECU Climate Action Plan Document
 - In the process of presenting the draft to various stakeholders and ECU community members for feedback (students, faculty, staff
 - Goal to bring the draft to the President's Executive Council by the end of the year Library + Archives
- Celebrated first Climate Action Week in the Library, this included:
 - Recycling drive (foam, textiles, electronics, soft and flexible plastics)
 - Placard making workshop and event
 - Sustainability display with staff picks and reviews (successfully now circulating more than half of the books on display)
 - Launched call for submissions for a climate change exhibition
 - Sustainability Bingo
- Roots Union
 - A community garden on the 4th floor balcony - this has been a successful grassroots endeavor organized by students, staff and faculty
 - Shared a bountiful harvest of herbs, food, flowers, dye plants, tobacco and medicinal plants over the past months
 - Currently collecting seeds for next year and to be added to the Library seed swap
- ECU Faculty Association
 - Currently bringing a climate related proposal to the bargaining table
- Curriculum
 - Two course releases have been provided for faculty to survey and create recommendations for creating a sustainability curriculum pathway

Contract Administration Review Committee ECUFA Representative: Nick Conbere

**Education Policy Committee
ECUFA Representative: Patryk Tom**

**Pension Advisory Committee
ECUFA Representative: Vacant**

Summary of ECUADFA Bargaining Proposals

August 2022

*Goal: To bring pay, benefits, **job stability, workload** and faculty support in line with comparable universities for regular faculty, non-regular faculty and non-teaching members of ECUADFA.*

Working Environment

- Acknowledge that we are behind the other art and design schools across Canada and teaching universities across BC, and take steps to achieve equity and ensure our working conditions attract and retain faculty
- Build a more respectful, participatory culture of collegial governance at ECU
- Improve the Collective Agreement to create a healthy and respectful workplace
- Improve stability and ability to plan for all faculty, including non-regular faculty who make up the majority of our membership
- Create clearer workload expectations for all faculty in terms of balancing teaching with compensated research and service work
- Reduce teaching load for regular faculty
- Ensure that summer teaching counts the same as fall or spring semester courses towards seniority (Right to Available Work), ROFR, course load and lecturer status
- Clarify the tenure and promotion processes to make them more transparent and more in line with shared expectations around teaching, research and service
- Implement guidelines for performance reviews, including peer reviews and course evaluations.
- Define and protect class sizes in relation to studio, academic, and online classes within the collective agreement
- Maintain and/or improve support for online teaching practices given our experience with the pandemic

Compensation

- Implement a Cost of Living Allowance (COLA)
- A fair and equitable annual pay increase or market adjustment that addresses pay inequities
- Consistent and appropriate compensation for course preparation and curriculum development
- Clarify language on getting unit transfers (course releases) and research leaves in order to compensate members for research and creative activities that

- strengthen the university environment.
- Add language on faculty compensation for directed studies and graduate student supervision to the collective agreement
- Allow for paid research leaves equivalent to 6 cr (3 per term) to be taken by all regular faculty each year by application.
- Advance contract faculty on the salary scale, allowing their wages to increase with experience at the same rate as regular faculty (according to FTE).
- Pro-rata pay for non-regular faculty at their salary scale for each 3 credit course, as is standard across BC
- Eliminate or update the LOU to ensure graduate student instructors to be paid fairly for their labour
- Clarifying Research Chair pay scales and workloads to reflect best practices across Canadian universities
- Adding language about Severance Pay in the Collective Agreement.

Hiring

- Implement hiring processes for contract faculty that reflect the principles of right to available work (RAW) and emphasize hiring based on seniority, while ensuring that teaching qualifications are met
- Reducing the time needed for sessional instructors to qualify as lecturers
- Create longer contracts for lecturers in order to improve job stability
- Create regularization provisions, allowing contract faculty to become regularized after 2 years of teaching.
- Revise the regular hiring procedures to prioritize the hiring of internal candidates for regular faculty hires

Professional Support, Leaves and Benefits

- Improve access to benefits, childcare, leaves (Article 21) and voluntary work reductions for all faculty association members
- Introduce benefits for all contract faculty teaching above a 40% course load.
- Increase and improve professional development (PD) support for all faculty
- Revisit the Curriculum Benefits Fund and Decolonization and Indigenization Fund to create better access
- Improved and better resourced sabbatical and educational leave access and make them more equitable, including revisiting age limits and maximum access allotments to sabbaticals and benefits
- Improve and expand access to cultural days for all faculty
- Increase the University's financial support for the Faculty Show

Social Responsibility

- Propose a land acknowledgement in the Preamble of the Collective Agreement.
- Strengthen language to protect employment equity
- Define collegial governance and procedural fairness in the Collective Agreement

- Protect faculty's academic freedom within the Collective Agreement
- Clarify and strengthen fairness in procedures related to harassment and bullying
- Confirm that management rights will be exercised in a reasonable way.
- Respond to the climate emergency by jointly working on ways to reduce the University's carbon footprint
- Create an elder-in-residence position that is part of the FA membership

Miscellaneous

- General housekeeping
- Renew a couple of Appendices that were dropped in the previous round because it has become apparent that issues regarding fostering a respectful workplace and having a pathway for part-time faculty still need to be addressed.