



UFV
Faculty and Staff Association

**ANNUAL GENERAL
MEETING**

Wednesday, May 4, 2011
10:00am – 12:00pm
Chilliwack Campus Theatre

Social to follow

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**University of the Fraser Valley
FACULTY & STAFF ASSOCIATION
ANNUAL GENERAL MEETING
Wednesday, May 4, 2011
10:00am – 12:00pm
Chilliwack Campus Theatre**

AGENDA

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| 1. Call to order | 10:00 am |
| 2. Approval of the Agenda | 10:05 am |
| 3. Approval of Minutes: AGM, May 6, 2010 | 10:10 am |
| 4. Annual Reports | 10:15 am |
| 5. Proposed Constitutional Changes | 10:20 am |
| 6. Proposed Budget 2011-2012 | 10:35 am |
| 7. Nominations for FSA Executive 2011- 2012 | 11:05 am |
| 8. Presentations by those nominated for election | 11:15 am |
| 9. General Discussion - Member Issues | 11:30 am |
| 10. Adjournment | 11:55 am |

***NOTE: Voting on the Executive positions (if required),
will take place May 10, 11 & 12, 2011.***

Refreshments to follow in the cafeteria.
Management, excluded employees, and retired members
are cordially invited to join members of the FSA.

ADVANCE NOMINATIONS

FOR EXECUTIVE POSITIONS 2011/2012

At the time of publication, nomination forms have been received from:

President	-	<i>Hilary Turner / Virginia Cooke</i>
Staff Vice-President	-	_____
Faculty Contract Administrator	-	<i>Madeleine Hardin</i>
Secretary-Treasurer	-	<i>Sean Parkinson</i>
Communications Chair	-	<i>Trevor Carolan / Sylvie Murray</i>
JPDC Co-Chair	-	<i>Vicki Bolan</i>
OH&S Co-Chair	-	<i>Kathy Gowdridge</i>
Social Committee Chair	-	<i>Janice Nagtegaal</i>

FPSE Committee Representatives

Status of Women	-	<i>Anastasia Anderson</i>
Human Rights & International Solidarity	-	<i>Robin White</i>
Non-Regular Employees	-	<i>Peter Clayton</i>

**UNIVERSITY OF THE FRASER VALLEY
FACULTY & STAFF ASSOCIATION
ANNUAL GENERAL MEETING
Thursday, May 6, 2010
Abbotsford Campus - Theatre**

Draft MINUTES

Present: Aileen Ablog, Najmi Alibhai, Carol Ambridge, Anastasia Anderson, Robin Anderson, Rilla Apostolakis, Trudy Archie, Teresa Arroliga-Piper, Glen Baier, Brent Bailey, Nancy Baker, Michael Baumann, Michael Bayrock, Colleen Bell, Joanne Bishop, Gianina Bocsanu, Lisa Bohn, Maria Bos-Chan, Margaret Brackett, Dennis Brackett, Jason Brandenburg, Paula Brennan, Susan Brigden, Janine Brown, Susan Brown, Patricia Bullock, Wendy Burton, Alan Cameron, Eddie Campbell, Jane Cannon, John Carroll, Sandra Cavan, Karen Chadsey, Adrienne Chan, Heather Chapman, Jeff Chizma, Catherine Chlebak, Shelley Chute, Peter Clayton, Daphne Cockerill, Heather Comeau, Virginia Cooke, Tim Cooper, Karen Cooper, Andrew Crosby, Cheryl Dahl, Christine Dalton, Karen Davies, Elizabeth Dennis, Charline Derksen, Cecelia Dirksen, Regina Domisiewicz, Martha Dow, Elizabeth Dow, Noreen Dragani, Shannon Draney, Shelley Drysdale, Gloria Dyck, Debbie Dyck, Scott Fast, David Fenske, Stephanie Finnerty, Susan Fisher, Whitney Fordham, Ali Reza Fotouhi, Dea Freschi, Roger Friesen, Kerry Friesen, Kathryn Garcia, Janet Gibson, Karen Giebelhaus, Kulwant Gill, Kathleen Gowdridge, Amanda Grimson, Larry Gritzmaker, Carollyne Guidera, Pauline Hadfield, Janet Hamilton, Erin Harder, Madeleine Hardin, Robert Harding, Derek Harnett, David Harper, Elaine Harris, Isabel Hay, Shelley Hayes, Carmen Herman, Aurora Heron, Tim Herron, Mark Hoffmann, John Hogg, Jonathan Hughes, Andrea Hughes, Valerie Hughes, Gail Hull, Ian Hunt, Cheryl Isaac, Corry Jensen, Christine Jones, Randy Kelley, Martin Kelly, Joan Kilbride, Lynn Kirkland-Harvey, Rita Klassen, Mangy Klepic, Moira Kloster, Eva Korelus, Daniel Kwan, Verlaine Lamour, Dana Landry, Janet Lashbrook Green, Heather LeGood, Sandy Letkeman, Olav Lian, Margaret Lima, Helene Littmann, Cynthia Loten, Ding Lu, Leona MacDonald, Mary-Anne MacDougall, Curtis Magnuson, Chantelle Marlor, Georgina Marsom, Camilo Martinez, Eleanor Masecar, Tracey Mason-Innes, Nadia McCloy, Amanda McCormick, Kristen McIntyre, Sheila McKay, Monica Mendoza, Barbara Messamore, Shawn Millar, Don Miskiman, Laurene Moren, Sylvie Murray, Marlene Murray, Janice Nagtegaal, Christina Neigel, Elaine Newman, Hau Nguyen, Gayle Noel, Kimberley Norman, Diane Nosaty, Pauleen Nuite, Janet Oosterhof-Contant, Sean Parkinson, Carol Peters, Emiko Petit, Barry Pluym, Wayne Podrouzek, Kerri Ponich, Tracy Porter, John Potts, Alison Pritchard-Orr, June Reedman, Sheila Reimer, Michelle Rickaby, Mary Rigby-Jones, Cameron Roy, Tara Rozenek, Anne Russell, Samuel Santa Cruz, Greg Schlitt, Steven Schroeder, Scott Sheffield, Martin Silverstein, Rhonda Snow, Geoffrey Spurling, Anthony Stea, Cindy Stewart, Barbara Stirskey, Wendy Stoltz, Marie Tary, Norman Taylor, Hamish Telford, Tricia Thomson, Shelaugh Thomson, John Todrick, Linda Toews, Betty-Joan Traverse, Nadeane Trowse, Rachelle Trudeau, Hilary Turner, Molly Ungar, Gordon Von Hollen, Melissa Walter, Jenny Walters, Michelle Ward, Mandy Watts, Jane Webb, Noham Weinberg, Patricia Wellborn, Joan Welsh, Robin White, Tami White, Glen Whitfield, Bradley Whittaker, Brian Wiebe, Betty Wierda, Lorelei Wirth, Rosemary Wolf, Leslie Wood, Simon Xi, Tanja Rourke (*Minute Taker*).

Guests: Zoe Towle and Jeff McKeil, FPSE Representatives.

1. CALL TO ORDER at 10:05 am – John Carroll

John Carroll, FSA Steward, was appointed by the FSA Executive to Chair the meeting. John introduced the FSA Executive and confirmed that the minimum number of members were in attendance and that the fourteen-day notice requirement for the AGM was complied with.

2. APPROVAL OF THE AGENDA – John Carroll

A request was made to add item 9a. Discussion to entertain a motion on rank.

Motion: to approve the agenda with the above addition.

R. White/O. Lian – Carried

3. APPROVAL OF THE MINUTES – John Carroll

Motion: to approve the April 30, 2009 minutes as presented.

R. White/C. Dahl – Carried

4. ANNUAL REPORTS – John Carroll

The Annual Reports were distributed in the AGM Package.

Motion: to accept the Annual Reports as presented.

R. White/A. Cameron – Carried

5. CONSTITUTIONAL REVISIONS – Kathy Gowdridge

The Constitution Review Committee met several times over the course of the year to discuss changes and additions. The proposed changes to the FSA Constitution were distributed in the AGM Package (page 25). However the 14 day notice requirement was not met; therefore the changes will be voted on during the elections next week.

The following changes were presented for discussion.

Article	Current Wording	Proposed Wording
3.5	Voting by proxy will be allowed at a general meeting. If a vote of two-thirds of the members at a general meeting deems it necessary, a mail ballot shall be held: a) The proxy is not permanent and entitles a member to vote at only one meeting. Adjournment will void the proxy, and b) The recording secretary of the general meeting has received written notice....	Voting by proxy will be allowed at a general meeting, <u>with the understanding that:</u> a) The proxy is not permanent and entitles a member to vote at only one meeting. Adjournment will void the proxy, and b) The recording secretary of the general meeting has received written notice....
		3.6 If a vote of two-thirds of the members at a general meeting deems it necessary, a mail ballot shall be held.
	3.6 through 3.8	to be renumbered 3.7 through 3.9

Rationale: The 1st sentence refers to proxy voting, and a) and b) following are provisions that must be met for a proxy vote to be valid. The 2nd sentence in 3.5 is not tied to proxy voting at all and should be a separate item, 3.6. This would necessitate renumbering the other three articles.

Article	Current Wording	Proposed Wording
4.2 a) iii)	Executive officers shall be elected...	officers of the Executive shall be elected...

Rationale: simple rewording for consistency.

4.5	A quorum for the executive meeting shall be a simple majority of executive members.	A quorum for the Executive meeting shall be a simple majority of seven (7) executive members.
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Rationale: Changes last year set a quorum at a simple majority; prior to that no quorum had been defined. However, job obligations of some executive members can, on occasion, make attendance difficult, especially at certain times of the year.

5.4	<u>The Agreements Chair</u> , on the recommendation of the Executive Committee will discharge Letters of Understanding and Letters of Agreement related to the collective agreement.	<u>The Agreements Chair</u> , on the recommendation of the Executive Committee, <u>and where necessary when ratified by the membership</u> , will discharge Letters of Understanding and Letters of Agreement related to the Collective Agreement.
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Rationale: for transparency, some things must be approved by the membership before being implemented.

5.6 c)	The Contract Committee shall include the Faculty and Staff Vice Presidents and other such members as the Contract Chair and/or Executive Committee deem appropriate.	remove this sentence
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Rationale: When changes were made to b) last year regarding composition of the Contract Committee, this sentence was accidentally left in and became c). This resulted in an automatic renumbering of the items following, including an anomaly of two items k). With the sentence removed, items d) through the first k) will then revert back to c) through j). The present second k) will remain k).

5.6 f) [changed to e)]	He/she shall report as required to the Executive members...	He/she shall report as required <u>make regular reports</u> to the Executive members <u>Committee</u> ...
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Rationale: to clarify that reports are expected on a regular basis, and to maintain consistency in wording throughout the various descriptions of duties.

5.6 g) [changed to f)]	...shall co-chair the Joint Occupational Health and Safety Committee... ... and shall report as required to the Executive Committee.	...shall co-chair the Joint Occupational Health and Safety Committee <u>(s)</u> and shall report as required <u>make regular reports</u> to the Executive Committee.
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Rationale: to acknowledge that there are now two (2) OH&S committees for which the Co-Chair has responsibility (and to allow for any future changes to that number); also to clarify that reports are expected on a regular basis, and to maintain consistency in wording throughout the various descriptions of duties.

5.6 h) [g)]	...shall report as required to...	...shall make regular reports to...
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Article	Current Wording	Proposed Wording
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Rationale: to clarify that reports are expected on a regular basis, and to maintain consistency in wording throughout the various descriptions of duties.

5.6 i) thru the 1 st k) [h) thru j)]	...and report back to the Executive...	...and report back <u>shall make regular reports</u> to the Executive...
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Rationale: to clarify that reports are expected on a regular basis, and to maintain consistency in wording throughout the various descriptions of duties.

5.6 2 nd k)	<u>Social Convener Chairperson</u> shall chair a committee of faculty and staff to promote social functions within the UFV community. The Social Committee will recommend to the Finance and Administration Committee in respect of social events, venues, and other matters. Financial authority for social events resides with the Finance and Administration Committee. The Chair shall report as required to the Executive Committee.	Social Convener <u>Committee Chairperson</u> shall chair a committee of faculty and staff to promote social functions within the UFV community. The Social Committee will recommend <u>make recommendations</u> to the Finance and Administration Committee in respect of regarding plans and expenditures relating to social events, venues, and other matters. Financial authority for social events resides with the Finance and Administration Committee. <u>Expenditures for social events must be pre-approved by the Finance and Administration Committee.</u> The Social Committee Chairperson shall report as required <u>also make regular reports</u> to the Executive Committee.
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Rationale: to more clearly explain the duties of the Social Committee Chairperson, and the process to be followed; also, to clarify that reports are expected on a regular basis, and to maintain consistency in wording throughout the various descriptions of duties.

5.7	It is the expectation that all executive members attend meetings of the executive committee, and submit reports to the Communications Chair for Words & Vision. It is also expected that members attend relevant FPSE committee meetings and report back to the Executive at the next executive meeting.	It is the expectation that all Executive members attend meetings of the Executive <u>meetings</u> committee, and submit reports to <u>the Executive Committee as well as</u> to the Communications Chair for Words & Vision . It is also expected that members attend relevant FPSE committee meetings and report back to the Executive <u>Committee</u> at the next Executive meeting.
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Rationale: slight rewording for clarification; also, to reinforce the requirement for members of the Executive to make regular reports to the committee.

5.8	Any member of the Executive Committee not attending meetings regularly enough to carry out his/her duties or not carrying out assigned duties...	Any member of the Executive Committee not attending meetings regularly enough to carry out <u>his/her duties on a regular basis, and/or</u> not carrying out assigned duties...
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Rationale: slight rewording for clarification.

Article	Current Wording	Proposed Wording
6.3	The Association representatives to the Labour and Management Committee (LAM) shall normally consist of the President and Agreements Chair, accompanied by such other Association members as may be needed for the discussion of a particular issue. The LAM Committee shall provide a joint labour management forum for the discussion of emergent issues of mutual concern.	The Association representatives to the Labour and Management Committee (LAM) shall normally consist of the President and Agreements Chair, accompanied by such other Association <u>Executive</u> members as may be needed <u>to ensure representation of both faculty and staff.</u> Other Association members may be invited for the discussion of a particular issue. The LAM Committee shall provide a joint labour management forum for the discussion of emergent issues of mutual concern.

Rationale: FSA representation on LAM consists of the Agreements Chair and the President, and others by invitation only. Should the Agreements Chair and President both be faculty or both be staff, the proposed wording would allow a means to ensure representation by both faculty and staff at LAM.

Appendix "A" (Publicity)	It is the responsibility of the Returning Officer to report to the Executive Committee and to the Membership about the turnout of all votes during the year.	It is the responsibility of the Returning Officer <u>[Secretary-Treasurer, see 5.5 g)]</u> to report to the Executive Committee and to the membership about the turnout of all votes during the year.
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Rationale: a cross-reference to clarify that the Returning Officer is the Secretary-Treasurer.

Appendix "A" (Polling Period)	According to the Constitution of the Faculty & Staff Association, voting is to take place over three business days. Advance polling may take place for an additional three days prior to the regular poll.... Polls are open during regular University business hours (8:30 - 16:30 hours) and in the evenings at certain locations detailed below.	According to the Constitution of the Faculty & Staff Association, Voting is to take place over three business days. Advance polling may take place for an additional three days prior to the regular poll. Polls are open during regular University business hours (8:30 - 16:30 hours) and in the evenings at certain locations detailed below <u>as required.</u>
Appendix "A" (Polling Stations)	For regular day-time voting, polling stations will be established in Abbotsford and Chilliwack. After-hours polling may be established. A convenient additional polling station shall be established at the Mission campus. Special arrangements will be made to get the vote from the Hope location.	(NEW) Add to the end of the paragraph: Online polling is also available.

Rationale: this wording eliminates some inconsistencies and better specifies what the current practice has become.

Motion: to vote during the elections on the proposed constitutional changes with exception of item 4.5 which is to be voted on separately.

S. Murray/R. Harding – Carried

6. PROPOSED BUDGET FOR 2010-2011 – Sean Parkinson

a. Review Engagement

Sean Parkinson provided an overview of the financial statements for 2008-2009, which were reviewed by Hanna Barton & Company Ltd in June 2009.

Motion: to receive as presented the 2008-2009 Review Engagement Report, which has been independently reviewed by Hanna Barton & Company Ltd.

W. Podrouzek/T. Cooper – Carried

b. Secretary Treasurer's Report

Sean presented his report to the membership and spoke to variances noted in the 2009-2010 Year End Budget to Actual Table.

Key points included:

- The surplus was significantly larger than forecast, mainly due to higher than expected revenues.
- Approximately half of the Charitable Donations budget was unused and more charities could have been supported. The Executive has given approval to carry forward the unused amount to the 2010-2011 Charitable Donations budget.
- The Internet Reimbursement Policy for Executive members was discontinued.
- An investment policy was implemented to set directions and parameters for the investment and management of the FSA funds.

Questions / Comments / Discussion:

- A comment was made that actual FSA revenues are consistently larger than anticipated revenues.
- There was a comment made that our FPSE expenses have grown quite rapidly and a question as to whether the FSA was receiving good value from FPSE.
- A question about the Donations Policy was addressed.
- There was a question about the performance of the FSA investments in the last year.
- The Donations policy and the Investment policy will be posted on the FSA website.

Motion: to accept the Secretary Treasurer's Report as presented.

N. Weinberg/W. Podrouzek – Carried

c. 2009-2010 Year-End Review Engagement

Motion: to appoint the firm of Hanna Barton & Company Ltd for the 2009-2010 Review Engagement.

C. Dahl/B. Whittaker – Carried

d. 2010-2011 Proposed Budget

Sean presented the proposed budget for 2010-2011 and spoke to some of the changes.

Key points included:

- The fitness challenge will no longer have its own line item and any funding for the event will come from the Social Events Contributions category.

- Budget line items for Committee Expenses, Travel Expenses, Delegate Fees, Training & Seminars and FSA Staff (CUPE) are increased.
- Budget line items for Executive Transition Meeting (formerly the Retreat) and Office supplies, Phone, Fax are reduced.

Questions / Comments / Discussion:

- There was a question about the proposed Executive Release Structure and a comment that when Executive members are replaced with sessional faculty, the FSA is aggravating the Faculty Ratio Target Levels (the 75-25 rule).

Motion: to accept the Proposed Budget for the 2010-2011 fiscal year.

C. Issac/A. Cameron – Carried

At this point in the meeting, Molly Ungar thanked a number of individuals who have worked hard over the past year including both Tanja Rourke and Harman Grewal of the FSA Staff, along with those members who will no longer be on our Executive.

Curtis Magnuson – *Faculty Contract Administrator*

Heidi Tvete – *Staff Contract Administrator*

Moir Kloster – *JPDC Co-Chair*

Scott Fast – *Past President*

Virginia Cooke – *Contract Chair*

Wendy Burton – *Agreements Chair*

Kulwant Gill – *FPSE Rep. Human Rights*

Lori Wirth – *FPSE Rep. Status of Women*

Mandy Klepic – *Social Convener*

7. **NOMINATIONS FOR FSA EXECUTIVE 2010-2011**

John Carroll handed the meeting over to Isabel Hay. Isabel announced that a number of people had previously indicated that they were willing to stand for election.

Faculty Vice-President	Glen Baier, Norm Taylor, Noham Weinberg
Contract Chair	Shelley Drysdale, Hilary Turner
Staff Contract Administrator	Jill Harrison (<i>acclaimed</i>)
Faculty Contract Administrator	Madeleine Hardin, Linda Toews
Agreements Chair	Moir Kloster (<i>acclaimed</i>)
Communications Chair	Lynn Kirkland-Harvey (<i>acclaimed</i>)
JPDC Co-Chair	Darryl Plecas (<i>acclaimed</i>)
Social Committee Chair	Janice Nagtegaal (<i>acclaimed</i>)
OH&S Co-Chair	Kathy Gowdridge (<i>acclaimed</i>)
FPSE Rep. - Non-Regular Employees	Jeff Chizma (<i>acclaimed</i>)
FPSE Rep. - Status of Women	Mandy Klepic, Melissa Walter
FPSE Rep. - Human Rights	Michael Baumann, Martha Dow

After calling for nominations from the floor three times, Isabel presented the list of Executive members acclaimed. Elections will be held May 11, 12 & 13, 2010, for the positions of Faculty Vice-President, Contract Chair, Faculty Contract Administrator, FPSE Rep. Status of Women, and FPSE Rep. Human Rights.

A member wondered if the position of Past-President should be for two years now that some of the Executive positions are now two year terms. Another member suggested the possibility of having a past Past-President if a recent one is retiring as in the case of Scott Fast. It was noted that the position of Past-President is filled only in a year of transition between an outgoing and incoming President in order to provide continuity on the Executive and support for a new President. Tim Cooper noted that his term as Past-President was for one year only and that this was consistent with past practice. It was noted that the Constitution could be clearer on this, and that in the meantime it is a matter the FSA Executive can discuss.

8. PRESENTATIONS BY THOSE NOMINATED FOR ELECTION

Candidates were given the opportunity to address the membership. Both Shelley Drysdale and Hilary Turner addressed the membership.

Candidate statements are also available on the FSA website - www.ufv-fsa.ca.

9. GENERAL DISCUSSION – Member Issues

a. Discussion to entertain a motion on rank

Discussions arose with regards to the matter of rank and how it had been handled. Concerns were expressed that it was creating divisions amongst the membership and that much misinformation was circulating. As a result, Cheryl Dahl suggested a cooling off period in order to help restore some thoughtfulness to the debate, for which the summer would provide that opportunity.

Martin Kelly asked for clarity as to whether this would mean that all bargaining issues be postponed until September or just the matter of rank. Cheryl responded that the intent of the motion is to take this one issue off the table until a way to proceed could be discussed with the membership.

Another question was asked with regards to how the matter of rank could be addressed in the Fall, if other bargaining was complete. Cheryl suggested that it could possibly be handled with a joint committee or letter of agreement if that is what the membership wants after the EGM.

Motion: Be it resolved that the FSA Executive convene an Extraordinary General Meeting in September 2010 to address the matter of rank; it being understood that there be no bargaining, surveying or any other communications on the issue of rank until the EGM.

C. Dahl/T. Cooper – Carried
2 abstentions

After the vote, Moira Kloster expressed the importance of restoring some civility to the debate. This was followed by apologies from both Sylvie Murray and Hilary Turner with regards to the recent events which occurred during the May 3rd faculty forum.

10. ADJOURNMENT

The meeting was adjourned at 11:55 am and the membership joined the Executive for a social event in the Conference room B121.

ANNUAL REPORTS

President – Rhonda Snow

The Year 2011 in Review

Changes and more changes and...

With our change to University status, we had to accept that there were a lot of things we expected to get, but didn't – in many ways, it was a disappointment. No change in salary scale to match that of any other BC university, and no university-like reduction in teaching workload. Then, we were told that such expectations were unwarranted – no such promises had been made, they said. In fact, the Employer claimed they knew all along there would be no increased funding, and that what we got was what they expected -- a change in name only. Everything else was to stay unchanged.

But now it seems that that isn't true either. I doubt anyone thought they would change the University Act to accommodate a new kind of university focused on teaching – one with a research-restricted mandate. Or that these changes would include a new kind of Senate – one not dominated by the Academic voice of faculty. Then we heard that this new kind of Senate, without a strong Academic voice, might be able to make deals regarding our working conditions. Deals that would trump the collectively bargained deal we had with the Board. Thankfully, the excitement this idea aroused across the country led to a quick retreat by the Employers of the new universities.

Yet still today we are told that our new status means that we can only hire PhDs, that the expertise of the new faculty we hire and the direction of our programs will no longer be determined at the department level by the faculty members of that department. Rather, the VP Academic and the Board will make these decisions, and furthermore, that they take this responsibility very seriously indeed.

For many years, our full time permanent faculty members were instructed by the Board to call themselves Professors of a University College. Of course, that was back then when we wanted to convince granting agencies that we were worthy of research funding by employing a title that did not diminish our status in their eyes. However, our new President has decided that we may no longer do that. In fact, it seems that regardless of how long you've been calling yourself a professor here, you are now entitled only to the designation "instructor." Recently when a faculty member challenged this prohibition on use of his former title, President Mark Evered made his position clear. He will not permit our faculty members to use the title of Professor in the absence of what he considers to be a "*credible process and set of standards for achieving that rank*", a system of ranking that involves "*rigorous peer review*". This would not be unpalatable to people I think if it came with a credible teaching workload, similar to that of research universities (about 50% of ours), and a credible university salary scale as incentive. But this is not what they're suggesting.

This past year, we held a Governance Conference for you in December. We invited a CAUT speaker to discuss trends in university governance across Canada. In addition to this, in the past year, I have attended an International Conference on Governance, an FPSE sponsored conference on Governance, and the governance conferences held during University week. At all of these, no matter who sponsored them or who was speaking, the message was clear: the decreasing power of academic faculty in universities parallels the increase in number of administrators, the increasing emphasis on entrepreneurialism, the emphasis on a shortage of funding for education, and a shift away from education as a public service.

And it's not just a weakening of the Academic voice on Senate, because the representation of faculty members on the Board is weakening also as faculty members are excluded from more and more decision-making subcommittees of the Board. A faculty member on the Board of Vancouver Island University wrote about his experience—this is just another example of the insidious movement to exclude the faculty voice from any meaningful decision making.

<http://www.viufa.ca/statement-to-viu-board-from-faculty-representative/>

So my friends, I'm afraid that you will find that both the promise of changes, and then the promise of no real changes were both inaccurate. I believe, instead, that you will find yourselves engaged in a continual struggle to retain your rights as academics to be primary decision makers when it comes to academic programs. If you do not support the struggle of your

union to maintain and further your rights, you find those rights eroding slowly and steadily – one department at a time.

I remain convinced that in any period marked by change, we have the opportunity to work on strengthening the language of our collective agreement, and to ensure any new language added as a result of change is strong, inclusive, and protective. This is also an important time to make sure that the issue of ranking of faculty does not overshadow other important workplace and personnel issues, such as the rights of sessionals, the new evaluation procedures for staff, workload concerns of faculty and staff, leaves, office space, increased managerialism and the weakening academic voice -- not to mention the myriad of other issues around which our bargaining team is negotiating in the seemingly unending era of budget constraints

The most important thing we can do at this time is to stick together as a Faculty and Staff Association to promote the interests of all of us. More than ever, it is vitally important for us to have an active and involved FSA as we handle the next few years and the challenges we face. For example, we need union representation on any committee that affects our employment whether it's at the decision making or appeal processes. And we need someone to continue the good relationship we have with the other Faculty Association Presidents who make up the Federation of Post-Secondary Educators because we need their support, and we need the legal advice, support, and clout that the Federation provides as a whole.

This year, my plan is to step aside as President of the FSA. I have been doing this job for three years now and it's a demanding job that should be rotated. The job of President requires stamina and resolve, and a willingness to set aside self-interest and work for the benefit of the collective. The going will get rough and it's important to have someone who will weather the storms. The union is no place for single minded, one issue, uncompromising individuals. For all these reasons and more, I support and recommend Hilary Turner as our next president. She has been a strong voice for staff and faculty. She has qualities that will sustain the work we have done to create a cooperative, involved, and supportive team of FSA Executive members, and she is highly regarded by the current Executive for her integrity. No one knows better than Hilary how central our Collective Agreement is to improving our working conditions, protecting our rights, and providing us with the right to appeal unfair treatment. She is a champion for staff and has defended their interests in bargaining in a way that has brought admiration from her team. She is also a champion of our many different kinds of faculty and has represented the interests of all groups with equal vigor and determination in bargaining. I do not believe I have met a person, who is less self-serving than Hilary, which I believe makes her an effective advocate for all of us.

Vancouver Island University Strike

Our friends and colleagues at Vancouver Island University went on strike on March 10. The only cost to their employer of meeting their demands is transparency. Now that they have become a university, they are asking for contract language typical of a University Collective Agreement. This is language that Thompson Rivers University was able to include in their Collective Agreement by virtue of being a university: Financial Exigency and Program Redundancy. When their employer argues that they must lay off faculty for financial reasons, university faculty members ask them to prove it. This is what makes the position taken by the VIU faculty so compelling. Financial Exigency and Program Redundancy language preserves the Employer's right to lay off, but ensures that the administration is telling the truth about the status of their finances. If financial exigency exists, they can proceed with layoffs. If not, they cannot layoff faculty or cut programs. The Faculty Association at VIU, like many of us at the new universities, has noted that budgetary constraints do not seem to apply when the discussion involves the hiring of new administrators. Under financial exigency language, the employer would not be able to lay off faculty and turn students away, while at the same time creating new and costly administrative positions.

Evaluation of Staff

Hilary has made real progress for us here. The staff evaluation system needed a major overhaul and it's now getting one. A joint committee reported back to the bargaining team on their work of designing, within the guidelines specified by the bargaining teams, a new method of evaluation that includes support, guidance, and mentorship. The joint committee working on this was able to accomplish a great deal in the very little time they were given. The recommendations they have made to the bargaining teams represent a major improvement over the system we have been using. The anonymous evaluation of one's friends and colleagues is a thing of the past and this alone is an achievement at UFV.

Sessionals

We have also made progress for our non-probationary sessional instructors. There was no consistency regarding the evaluation of sessionals. Some sessionals were being evaluated in every class in every semester, no matter how long they had been teaching for UFV. This was a clear violation of their collective agreement rights. I'm happy to say that we were able to restore the rights of our sessionals with regard to evaluation.

The union has continued to work in other ways as well to support our sessional instructors. The regularization language in our Collective Agreement is only for staff. As a result of losing this language for faculty, some of our sessional instructors have been teaching and doing service for UFV for more than 10 years without the prospect (and benefits) of a permanent position. When we permit this kind of exploitation of our colleagues, we *all* lose. Our professions suffer because we are willing to accept that after obtaining a Masters, and in most cases a PhD, a growing number of us are not worthy of decent pay and benefits. And it doesn't take long for Employers to figure out that if we think this is acceptable for some of us, it won't hurt the rest of us. Recently I heard someone say that if a large number of sessional instructors can make shared and cramped travelling offices work, perhaps the full time faculty can do the same. We need to protect and promote all members of our profession to ensure that we are not inadvertently participating in the devaluation of our profession.

At our annual FPSE lobby of the legislature in October, we met with Ian Boyko of the Canadian Federation of Students. He discussed the growing concern amongst students that institutions are using a *bait and switch* tactic to bring students into institutions by advertising the accomplishments of their full time faculty, while at the same time increasing their use of poorly-paid temporary contract faculty in the classroom. Most institutions do not provide sessional teachers with the time or resources to engage with their students in the scholarly activity often shown in recruiting brochures and on the websites of post-secondary institutions.

Ranking of Faculty

Ranking of faculty is something employers dream about. Unions, on the other hand, dream of job security, workload reductions, salary increases, and benefits for all. But even unions sometimes have to make the best of things, and when that happens they try to get their members the very best deal they can (see e.g., 'Dueling Identities and Faculty Associations: A Canadian Case Study' by Joanne Naiman on the experience of introducing ranking at Ryerson. http://www.ufv-fsa.ca/index.php?page=fsa_articles).

The results of our survey on ranking of faculty are interesting for several reasons, but the most surprising to me is that 36% of full time faculty did not participate. For me, this is difficult to understand. Of course, both those in favour and those opposed to ranking want to claim this group as their own – while advocates of one side say: *“if they wanted rank, they'd have participated”*; the other side says: *“if they didn't want rank, they'd have participated”*. And then we have a substantial number who declared themselves “undecided”. At least discussion with members of this group may provide some ideas on what concerns they want addressed before they take a side. The committee working on the follow-up forum has work to do to find a way to build consensus around this issue.

If in the end, it turns out that a substantial majority favour being ranked; the union must press to ensure the Collective Agreement includes language on Financial Exigency, Program Redundancy, and Tenure. The FSA has a duty to ensure that members know exactly what they are agreeing to in terms of accountability measures, research demands, and future salary implications, and how their seniority will be calculated for layoffs. Not all ranking systems are the same and the union has a duty to ensure that you are fully aware of all the implications embedded in any system you are asked to consider. Because of this, I believe it is important that you are permitted to vote on each of these major components of any system, rather than being forced to vote on any system as a whole.

In conclusion

The Constitution of the FSA states that a primary objective of our Association is to promote and protect the welfare and professional interests of all of our members. I can say that throughout my term as President of the FSA, we have stayed true to

this principle. Furthermore, we did this at a time when there were many pressures, internal and external, placed on the FSA to do otherwise. I have had the good fortune of being part of a group that met these pressures head on with a stronger and clearer commitment to focus on the principles of democracy and transparency. We protected your rights, and foremost always in our work was the protection of your interests. What has changed for me over the past 3 years as President of the FSA is that now, every day, I am thankful that I am a unionized worker. The opportunity to see how difficult this work can be has opened my eyes to how important the work of the union is and how much work our Executives do on our behalf. Each time the union is successful in defending the rights of a single person, we all benefit.

Contract Chair – Hilary Turner

Most of my time this year has been devoted to bargaining—in one form or another. In addition to the obvious (that is, sessions “at the table” with our Employer’s representatives), bargaining also includes liaison and consultation with individuals and groups on whose behalf we have proposed revisions to the existing Collective Agreement, in an effort to make sure that we have fully understood their concerns. And it entails a certain amount of time devoted to thinking about how to respond to offers from the Employer, sometimes with the help of experts (like our FPSE staff rep). In addition, as Chief Negotiator for *our* agreement, I have been drafted to the bargaining team that is currently renegotiating the FSA’s agreement with our office staff, Tanja Rourke and Harman Grewal, members of CUPE 1004. I have performed all of these tasks to the best of my ability.

So, it has been a busy year. Beginning in July 2010, we began the big job of re-negotiating the Collective Agreement between the UFV Board and the Faculty and Staff Association. Knowing full well that government had imposed an across the board wage freeze on the public sector, we were intent upon making what gains we could in the language, structure, clarity, and consistency of the existing agreement, while steering away, as best we could, from major cost items. Much to my surprise, in one of our very early meetings, we learned just how literal the Employer had chosen to be in its interpretation of the “zero mandate.” Shoes for the janitorial staff, a proposal I had considered uncontroversial, and more of a good will item than anything, was deemed to violate the government’s directive. Under no circumstances could the Employer be expected to pay for janitorial footwear. Our conversation over that one small item may be said to have set the tone for the protracted process of negotiations—twenty meetings so far—with nothing gained to which a price tag could be attached. Let me acknowledge that the slow pace of negotiations and the reluctance of the Employer to loosen the purse strings have been deeply frustrating for the bargaining team, the FSA executive, and membership alike.

What have we accomplished then? To date, we have “signed off” on twenty actual proposals, evenly divided between “theirs” and “ours.” [See the attached table.] Owing to limited space, my notations here will appear a bit cryptic. I am happy, however, to give a fuller account of any of the items if so requested.

We have, in addition, approved small but necessary changes to the SAC procedures for both faculty and staff. We have also taken great care in revising the list of positions excluded from the bargaining unit, making sure that each proposed exclusion meets the criteria of the BC Labour Code—namely, that the excluded person legitimately performs “the function of a manager” and/or is “employed in a confidential capacity related to labour relations or personnel.” Also in the realm of “policies” rather than “proposals,” we have successfully argued that the “Maternity Leave Continuance Policy,” formerly available only to Staff, should be extended to Faculty as well.

In addition, we have received the report of a committee to review the Staff Evaluation Questionnaire, and are extremely pleased with their suggestions. It is simply a matter of time before some extensive improvements are implemented in the staff evaluation process. Heartfelt thanks to Kim Isaac, Martha Dow, Jill Harrison, Fiona McQuarrie, and Dianne Hicks for their hard work and good insights.

We have also achieved agreement “in principle” with the Employer that some faculty groups who have been traditionally under-represented within the Collective Agreement deserve more of an identity. These include the Academic Advisors, the Librarians, the Writing and Math Centre Faculty, and the Counselors. A letter of agreement is now in draft form which would enable ampler descriptions of the work that these faculty perform to be included in the document.

Finally, as I write, we are working hard on improving the descriptors of Faculty “duties and responsibilities” within the current Article 18. I can say that I am cautiously optimistic that some positive changes are on the way.

The above does not faithfully represent the bargaining process in its entirety, however, This is because we are, at this writing, awaiting a response from the Employer on a number of significant items which have been discussed (some very thoroughly), but which remain in limbo. These include, in no particular order:

- Attention to the apparent inequity in workload and salary that separates Lab Faculty from Lecture Faculty in many of the Science departments;
- Timing of evaluations for both faculty and staff;
- Revisions to the timing of Senior Administrator Evaluations;
- Formal resolution of the 75:25 Faculty Target Ratios, which remain in violation of the current agreement;
- Duration of faculty sabbaticals.

A third and final category of bargaining items consists of proposals which, even at this late date, have not yet been discussed. Some of these are small housekeeping matters, but there are also items that we consider critical to the continued health of management-workforce relations. So, for example:

- Phased Retirement
- Financial Exigency
- Program Redundancy
- Academic Freedom (to be updated)

Much of what has transpired at the table has been reported in my “Bargaining Updates” on the FSA website. The following table, however, summarizes the current status of all proposals:

Article	Substance	Status
1.2	Definitions --moves the beginning of the “Academic Year” to September 1 st	Signed off
2.1	Update to list of excluded positions	Signed off; to be implemented as of 1 May 2011
2.4, 2.6	Recognition of stewards; releases for executive	Not discussed
6.1 and 6.3	Term and re-negotiation of the agreement: language needs to be added to ensure conformity with section 50 (2) of the Labour Code	Not discussed
7	Grievance Procedure needs to be streamlined	Agreed in principle
10.4	Academic Freedom --updated to reflect current model language	Not discussed
10.5	Copyright to be renamed “Intellectual Property” with extensive updates	Employer deems this “premature”
11.1c	Vacancies Clarification	Signed off
11.2	Temporary Vacancies and Staff Secondments --increases the duration of the temporary vacancy to be filled from four months to six months and the posting date of the position from two months to four	Signed off
11.5	Unsuccessful Employee Applicants --clarifies the treatment of unsuccessful internal job candidates	Signed off
11.7	Selection of Heads of Instructional Areas --eliminates Directors from this selection process	Signed off
11.8	Selection of President and Administrators --eliminates Directors from this selection process	Signed off
11.9	Selection of Academic Instructional Administrators --eliminates the probationary period when an excluded administrator returns to faculty	Signed off
12.2	Type C Staff Appointments—clarification of the length of time	Signed off

	to conclude probation	
12.5	Adjustment to the criteria for staff regularization (--eliminates Type D contracts)	Signed off
12.8	Sessional Appointments—to permit the bundling of contracts, and with changes to probationary terms and conditions	Employer declines
12.10	Transfers, Promotions, or Bumping to a Different Position—adds probationary period for Type B permanent Instructional Faculty	Signed off
12.11	Excluded Administrative Position Appointments—eliminate the phase-back salary period	Not discussed
12.12	Evaluation of Senior Administrators	Employer to respond to our counter-proposal
12.14	Student Worker Appointments --propose eliminating, as per LAM recommendations	Not discussed
13.1 13.2 13.3	Timing of staff evaluations Consider L of A on a parallel Faculty Evaluation Committee	To be revisited, after the report of the Staff Evaluation Committee
15.1	Calculation of Seniority --prevents employees from accruing more than one year of seniority within a given year	Signed off
15.3	Limitations on Seniority --limits seniority such that employees who move into departments cannot exceed the seniority of existing Type A or B employees within the new department	Signed off
17.1	Work Week Eliminates an employee's obligation to return to work less than twelve hours after the end of a previous shift.	Signed off
17.4	Meal Periods Clarifies language on lunch and dinner breaks	Signed off
17.5	Rest Periods Clarifies language on 15 minute breaks	Signed off
17.7c	On Call with Cell Phone --as per LAM recommendation, tightens procedures for "on call" fielding of calls	Signed off
17.8	Work Allocation for Staff Within a Department -allow retired Type A staff to work as auxiliaries	Signed off
17.11	Review of Job Description and Duties --clarifies JCAC procedure, encompassing and eliminating Article 2.14	Signed off
18	Faculty Workload Many complex issues here.	Still under discussion
18.4	Work Load for Science Lecture and Laboratory Faculty	Employer to respond
20.14	PLAR Remuneration	Not discussed
21.7	Tuition Arrangements for Staff and Faculty -note change of title	Not discussed
22.1	Professional Development --Slight change in language to remove some restrictions on the Employer's ability to withhold leave for upgrading skills	Not discussed
21.5	Clothing Allowance --restricts clothing allowance to items required by WorkSafe BC or by the Employer	Signed off
22.3.3.5	Sabbatical Dates, Duration, and Pay -change from one semester to two	Employer to respond
22.3.4	Unassisted Leave -extended from one year to two for those pursuing a terminal	Not discussed

	degree	
22.8	Status of Employee on PD Leave --restricts benefits to those available through carrier	Not discussed
23.7	Special Leave Add "medical, dental, and therapeutic appointments" to the list of reasons for which special leave might be granted	Signed off
24	Sick and Short Term Disability Leave -limits sick days for Type B temporary faculty and sessionals	Not discussed
24.4	Calculation of Benefits -add "up to 10 days for the care of a dependent or dependents" to allowable sick days	Employer to respond
26	Long Term Disability Leave -various changes that subject the language to the terms and conditions of the carrier's specifications	Not discussed
27.2	Annual Vacations -add days to staff vacations at the upper end	Not discussed
28	Occupational Health and Safety --various changes to bring the article up to date with current WorkSafe BC procedures	Signed off
30.1	Agreement Committee -minor change to bring in line with changes to Article 7	Not discussed
New Article	Phased Retirement	Not Discussed
New Article	Program Redundancy	Not discussed
New Article	Financial Exigency	Not discussed
New Article(s)	Duties and Responsibilities of "Non-Teaching Faculty" (Librarians, UUP, Advisors, Counselors, Writing and Math Centre Faculty)	Employer to respond
6 Letters of Understanding	Some obsolete, some renewable.	Not discussed

It is impossible to summarize a process that is still ongoing as I write, or to make credible predictions about its outcome. It should be pointed out, however, that we at UFV have done better than some of our sister institutions in maintaining a positive and cooperative relationship with our senior management through this difficult process. Because of this collegial spirit, we have indeed made some progress on non-cost items. It is fair to say as well that the bargaining team has worked tirelessly this year, and that we have remained in good spirits in spite of the less than generous mood that prevails throughout the system. I am deeply thankful to Isabel Hay, Jeff Chizma, and Rhonda Snow for their unfailing support, knowledge, and perseverance. Bargaining is always a team effort, and I have been most fortunate in my team-mates. I would also like publicly to thank Tanja Rourke, who has contributed her exemplary organizational skills to keeping the practical affairs of the bargaining process running smoothly. Harman Grewal has also made efforts above and beyond the call of duty in supporting the enterprise, and I am deeply appreciative. Finally, I would like to thank the FSA Executive in general: they have been sympathetic, supportive, and helpful throughout the process.

In addition to tasks directly related to bargaining, I have attended a number of external meetings (acting as your representative at two meetings of the FPSE Bargaining Chairs Committee) and at the CAUT Forum for Chief Negotiators. I also spent a very wet few days in November attending the BC Federation of Labour's Annual General Meeting. I gained insight and information at all of these events, and I am grateful to both the Executive and the Membership for investing in my continuing education.

Staff Vice-President – Isabel Hay

This is the last AGM report for me, as I am at the end of my term. Kind of sad as I have been at this for a while now...However on the good side I will have a bit more time to cheer on the Canucks - this time it's going to happen! Really!! Sorry Leafs fans, no cup for you!!

During this last year my duties included:

- **Bargaining with the employer:** The committee started meeting in Fall 2009, yes that long ago! These were the initial meetings in preparation for bargaining with the employer; then we had a change in executive during the spring of 2010 which meant more work on proposals and finally getting to the table in July 2010. Since the summer we have met a number of times, frustratingly slow but progress is coming. The team (Hilary, Jeff, Rhonda and I) has tried to get better language for staff (and faculty) on certain issues that seem to constantly come up; we are hopeful that better language will mean fewer issues to sort out.
- **Dealing with member issues:** This past year I have worked with staff members on finding resolutions to difficulties in the workplace; some of these were easier to sort out than others. For example, an issue that came up for some staff members were told by their supervisor that there was a rather large black out period for any vacation time; this was worked out rather quickly and a suitable resolution was found. Other issues were not so easy to work out. We all have a responsibility to work together, regardless of our position at UFV, finding a balance between work and personal life is very important; it will enrich the work environment for everyone.
- **Bargaining for office staff/CUPE 1004:** Because I am a sucker for punishment, I was also on the bargaining team (in the role of the employer) with Sean and Hilary, to negotiate a collective agreement for our two office staff employees who are members of CUPE local 1004. We have had an initial meeting with the union members and representatives and have some dates planned to open bargaining. This year I set out to get a handle on some of the office archives that were growing and taking up space. Harman and Tanja have reviewed all the binders and boxes and where appropriate moved these items to an off campus site. I have had many informal chats with our office staff over the year, this has helped keep us (okay, me ☺) on track with the day to day operations. We are very lucky to have such great staff members in our office.
- **Sitting on the Finance Committee:** I attended these meetings and worked closely with Sean, Glen and Rhonda to establish our budget, expenses and keep the day to day operations of the FSA office on track. I feel good about how we spend our FSA dollars and believe we get great value for our dues.

This was an extraordinarily busy year for me; on average my FSA time ended up being one full day per week. For the next Staff VP, I am hopeful that since some of the heavy lifting is done; the position will not be that time intensive. With that I say **good bye**, and **get involved!** The experience you gain being on the executive is awesome. This is your union, raise your voice and be heard.

In solidarity,
Isabel Hay - Your Staff VP.

Communications Chair – Lynn Kirkland Harvey

Last year, I took on the job of communications chair primarily because I believed that during these unsettling times, effective communication is critical.

I knew that it would be a challenge, but I didn't anticipate the extent of my involvement in dealing with the information on the issue of rank. I started out as a volunteer (with Glen and Moira) on the "agenda committee" for the forum in September. Since that fateful EGM, our little ad hoc group somehow morphed into a standing committee charged with working out a process for getting to a decision on rank. We met multiple times and helped the FSA shepherd the issue through announcements in the newsletter, the development of the survey, and the release of the results. At the time of this writing, a forum has been

organized to discuss the survey results. It is our hope that with these results out in the open, members are ready to focus on bringing everyone together to plan our next steps. More members are encouraged to get involved in the process.

My goal as communication chair was to present information in such a way as to be clear and transparent. I was not the creator of the information, just the messenger, and at times not even that. Yet I found myself being accused of keeping secrets, of slanting the newsletter either to be pro or anti rank, and of dragging my heels on the development of the survey. I didn't take any of it personally, but I do get that it is an indication of the tension that has dogged us this year.

The faculty issue of rank may have seemed to overshadow other important issues related to staff. Part of the problem may be that some staff members are less comfortable writing to the newsletter. I encourage you to draft your thoughts, and the editor will work with you to craft your piece into *Words and Vision*. You have a voice that needs to be heard.

Speaking of the newsletter, it has been a joy to be its editor. Executive members submitted topical and thoughtful reports, and FSA members submitted an array of interesting letters and articles. Tanja and I updated and refreshed the newsletter's appearance overall, and we formatted it to be easier to read online. One of the goals next year will be to see if the FSA can be more environmental and reduce the number of printed copies. Despite facing extremely short deadlines, Tanja has been creative and brilliant in bringing you readable newsletters. Many thanks go to her good humour and her desire to have you enjoy what you read.

The FSA exists to serve its members, and to that end, I hope I have served you well. I am optimistic that we will achieve solidarity on the many serious issues facing us. We don't always need to agree with each other to stand together, but we do need to have respect for each other and for the FSA. Get involved and be heard.

In closing, a quote from Henry Ford says it best:

Coming together is a beginning. Keeping together is progress. Working together is success.

Staff Contract Administrator – Jill Harrison

Jill's Top Ten

Number Ten: Job Descriptions are supposed to describe what we do and also create a framework for performance evaluations. To find a current listing and description of all job descriptions, go to the Employee Services Web Site and click on Staff (left side of page). Under staff resources on right side, click on JCAC and then click on job descriptions. This is valuable information if you are not quite sure what is in your job description or if you are in the process of writing a new job description and looking for ideas on how to frame your work. If you feel that your job description is outdated (ten – twelve years old) or if your job has changed significantly over the last couple of years, then ask to have it re-evaluated - but expect to do some work in the development of an up to date version....because who is really the best resource as to what you actually do?

Number Nine: Workload, workload, workload. This concern is widespread across the institution. There is no easy answer to this. One question I always ask is whether or not your supervisor is constantly asking you to work overtime – anything above 7 hours a day, or skipping lunches and coffee breaks? OR you do not have enough hours in the day to complete the assigned work? OR you see things that need to be completed and feel obligated to try and take that work on OR because of the load you don't have enough time to do the work well OR, OR, OR? The very simple answer – which is really just a starting point – begins with talking with your supervisor and addressing the concerns you have with your current workload. It might sound something like this: "I have a number of things that need to be completed in a timely manner and I am unable to accomplish all of the work assigned. Can we please discuss prioritizing the work load in order of importance or possibly finding an alternative solution?" If, by chance, the alternative solution is moving the workload to another employee who is also feeling overwhelmed, this employee needs to have the same conversation with the supervisor.

There is no easy solution, and as we continue to grow, this problem will continue to exist. Be proactive, be prepared to document your work day, try to initiate ideas that might streamline and improve productivity and at no time feel this discussion will impact your performance evaluation. It is more likely to impact your performance evaluation if you continue to take on more and more responsibility that eventually will negatively affect your work relationships and productivity. To

paraphrase philosopher Reinhold Niebuhr, successful people accept the things they cannot change, have the courage to change the things they can change, and possess the wisdom to know the difference.

Number Eight: Sick leave, short term and long term disability. If you are having a difficult year and require the support of our health benefits please stay in touch with employee services and remember to fill in all the paper work – you will run into trouble if you are on short term disability and not filling in the forms required to extend your leave into a long term situation. Without proper documentation you will end up without a pay cheque. If you are feeling overwhelmed with the process, please contact employee services or the union for help. Ignoring the issue may turn into an expensive reality.

Number Seven: Workplace gossip and hearsay. During any given year there will probably always be a few workplace conflicts that sometimes lead to grievances and possibly arbitrations. As your union staff contract administrator my focus is on the collective agreement and the support of our membership. I think it is important for us all to remember that our strength is in our joint membership and in our respect for our fellow human beings. Although information on ongoing union issues is not made available through the union office, I am always amazed at the surplus of information, misinformation, fabrication, and hurtful assumptions that are generated. You are probably all aware of the saying “don’t believe everything you hear” – At this point in the year, I think it is more important to “not believe everything you think”.

Number Six: Job Interviews: Have you been an unsuccessful candidate for a position that you felt you were qualified for? Positions at UFV are very competitive with a number of internal applicants applying for most positions. Did you spend time on your resume customizing it to the position, showcasing your exceptional skills in letter writing and formatting of documents or are you guilty of the cut and paste maneuver? I sit on selection advisories where the applicant informs the committee of many amazing attributes but fails to bring those skill sets in line with the position they are applying for. Some applicants who are currently doing a very similar job to the one they are applying for have not detailed the workings of the position as well as another candidate with no experience in the field. Remember this is a competition – You need to bring your ‘A’ game.

Number Five: Read your Collective Agreement....and not just when you are having trouble falling asleep –although it can be effective:>). Many issues take years getting to the union because we are a small group of people who rely on the collective of membership to bring issues forward - Issues that contravene the collective. They may include overtime, banking time, long term auxiliary appointments, professional development , performance evaluations, bullying in the workplace, harassment in the workplace, workload, holiday allocation, poor management strategies, to name a few. The union needs your help to create awareness. The union can’t help if the union doesn’t know. Don’t ever think your issue is too small or you don’t want to waste my time – You pay me to listen and act where I can!

Number Four: Retaliation/Intimidation: This is probably the number one combination of words that I hear. “I am afraid to bring that forward”; “please don’t use my name”; “I don’t want to make any trouble”; “I just want to do my job”; “I don’t want to lose my job”... And to be honest, I believe we do have some supervisors who promote that feeling. It can be as simple as supervisory comments about casual, auxiliary or contract staff being expendable, so they better be careful; or managers as chairs of an SAC declaring who the successful candidate is – before any discussion between committee members has taken place; or more serious breaches that include conversations between supervisors and staff that imply there is no need to include the union. If there are managers, supervisors who have been reading to this point, STOP this abuse of power. And to our membership – if you let fear prevent you from reporting this type of behaviour, there is a guarantee that it will continue.

Number Three: Staff Evaluations have been receiving an overhaul. I have been sitting on this committee and I am very hopeful that this new evaluation instrument will provide the framework for a new beginning to performance evaluations. It is number three on my top ten list because the success of moving the evaluation process out of the dark ages into an environment of professional development and support requires effort by membership and management. Although not complete, hopefully the finalized document will provide opportunities for self-evaluation and an opportunity to provide employee insight into future goals and aspirations. This requires your participation....take the time and be involved in your evaluation and development.

Number Two: Communication; Respect diverse points of view; Transparency; Accountability; Civility. The number two spot has been saved to re-confirm my comments in ‘Words and Visions’. We all need to be better at this and it begins in our workplace. If you have an issue with a fellow union member, talk to them, don’t talk around them, and don’t try to gather support for an attack. Nobody thinks like you – what you may perceive to be an insult or attack may only be true in your own head. Ask and engage in order to deflate any conflict that may arise. The union supports all union members and unless it is a

serious offense that involves bullying or harassment, will not get involved in internal member conflicts. The union will not play mom/dad for you – To be honest, sometimes you are all best friends, sometimes you turn on each other and then makeup and everything is good again – until the next time. Let's stop this cycle – communicate, be transparent, and be accountable for your actions. All in all, this will support a stronger union membership.

Number One: Amazing People: I have met amazing, committed, talented, funny, and engaging people this year - and you all deserve a standing ovation. During this time of unparalleled growth and change sometimes it feels like we are just hanging on – adrift, with no control over our circumstance or environment. And that is why I have saved my number one spot for a poster on a doorway – **you only start to lose your power, when you believe you don't have any!**

Thank you for this year. I appreciate the opportunity.

Faculty Contract Administrator – Madeleine Hardin

My one-year term is coming to a close, so it's a time for reflection and reporting. This year was a crash course in faculty concerns. I ran for the CA Chair because I was concerned about the timbre of discourse around the issue of rank and what I perceived to be deteriorating collegiality on campus. I think the recent FSA survey on rank has shed some light on how you feel about faculty ranking. Clearly many faculty members have indicated that rank is important to them. It seems to me that the new FSA executive will have to take this forward one way or another. I expect we will have more discussions, more soul-searching, and no definitive answer, but, as usual, I know we will work together.

What I have discovered this year is that workload is probably the most important hot-button issue on campus. I have met with lab faculty, ESL and UUP faculty, and faculty from Library Tech, Trades, and Arts, Sciences, and Professional Studies. All of you have different concerns about your workload – but at the heart of your concern is the desire for fairness and equity. All of you are staggering under increased teaching pressure that is exacerbated by the need to teach online and face-to-face and to keep current in a rapidly evolving information age. I have taken your concerns to our Chief Negotiator, and I hope that we will see some progress in areas where there is obviously almost a two-tier system, or faculty underclass.

And speaking of underclass, sessional workers are not well served by the current Collective Agreement. I know the entire executive is concerned about championing sessional rights and improving the wording in the Collective Agreement to support and protect sessionals. I believe that we need to have a mechanism to allow our highly educated professional sessional instructors better working conditions. It's not fair that our sessionals are essentially paid 50% of a full time B faculty member. We need to better protect and speak out for our most vulnerable members; isn't that what unions are for? Sessional instructors are afraid, unable, or too overloaded to agitate for their own better working conditions, so we all have to be vigilant to ensure their rights are upheld. This year we did manage to get an agreement to evaluate sessional classes within the same guidelines as regular B faculty, but more needs to be done around fair remuneration, benefits, job security, and promotion.

I know this might be seen as a dangerous suggestion in an association article, but I have wondered whether all sessional labour in BC should consider uniting into one pan-provincial union under the auspices of FPSE. The reason I have been thinking about a sessional union is because it is typically full-time B faculty who are negotiating on behalf of their part-time brothers and sisters and so far that hasn't been very successful. Although this current Executive has placed a priority on negotiating on behalf of sessional rights; somehow the sessional underclass is growing throughout the province (heck it's growing throughout Canada and the US.) Our highly trained "freeway fliers" are increasingly growing ragged and weary while their unfair working conditions continue. The current structure is a waste of human potential and expertise that could be used in governance, on committees, and throughout the institution. It is possible that ranking could be beneficial to some sessional workers, but at this point my thoughts about a sessional union and about ranking and sessionals is just a trial thought balloon.

This year I have enjoyed working with my terrific shop stewards, and with unfailingly polite and capable HR and FSA staff. However, it is the members from all campuses, disciplines, and backgrounds that I have most enjoyed. Thank you for an interesting year.

Job Classification Audit Committee Co-Chair – Shannon Draney

This year has been a busy one for the Job Classification Audit Committee (JCAC) with many accomplishments. The JCAC rated and finalized a total of 20 positions in the 2010/2011 year. Along with this, we completed several in-term bench ratings on new positions.

In the fall we welcomed two new members to our team as a result of the spring 2010 election. Shane Schlosser and Tracy Porter have spent the last year shadowing other committee members and are now ready to take on the 2011/2012 year as raters. It has been wonderful to have Brittany Hickmott keeping everything moving along smoothly; she joined UFV as a permanent employee in December.

The committee is also in the midst of electing an in-term co-chair as I will be taking a leave from this position from August 2011 – May 2012. During that time I will be on Educational Leave.

The last but definitely not least change this year was the launch of the JCAC website. The website provides an overview of the JCAC process and gives you the ability to see staff job descriptions by signing on to the secure site using your Novell login and password

Please visit www.ufv.ca/es/JCAC to check it out.

Just a reminder, if you would like assistance with revising your job description you can contact Brittany Hickmott, Coordinator, Classification & Evaluation at extension 4439 or email her at brittany.hickmott@ufv.ca.

Looking forwards to another productive year.

Occupational Health & Safety Co-Chair – Kathy Gowdridge

This past year has been a very full, and busy, and interesting one, and I have totally enjoyed it and have learned so much. Two years ago at this time I was being persuaded to run for this position for the first time, and knew absolutely nothing. By this time last year I had learned a whole heap of stuff, and knew it was just a glimpse of what was out there. Now I'm hoping for at least one more year, and maybe several. There is so much information available on so many topics that had never even occurred to me before, and it's all very interesting.

This year the official annual training offered for the committee members was First Aid Level I, which we thought was a great idea. The primary responder for First Aid calls, as you probably know, is the Intercon Security personnel. However, they are also responsible for security calls, and sometimes they are stretched pretty thin. In case of a major emergency, our OH&S committee members will at least have the basic training and could help out.

Unfortunately I was away sick during that training, so was unable to take part. On the other hand, I did get to attend the CLC Winter School during the Reading Break this year. Health & Safety Level 3 was a pilot course, offered for the first time this year and based on materials developed by the Ontario Workers Health & Safety Centre. In one week we covered a total of 12 hazard-specific modules: •Hours of Work; •Indoor Air Quality and Ventilation; •Asbestos; •Dust and Fibres; •EMFs (Electro-Magnetic Fields) and Dirty Electricity; •Infectious Diseases; •Office Biohazards–Viruses, Moulds and Bacteria; •Multiple Chemical Sensitivity; •Heat and Cold Stress; •Lighting; •Noise; and •Vibration.

Occupational Health & Safety is actually two committees. The original committee is a “western” one based in Abbotsford and currently includes representatives from both the Mission and the Chilliwack campuses. The “eastern” one currently meets at TTC, and its focus for now is primarily Trades-related issues; however, when the rest of the Chilliwack campus makes the move to CEP, that committee will be fully Chilliwack based. So the Co-Chair does some travelling to attend both meetings.

Some of the things the committees have dealt with over the past year include:

- Scent Sensitivity Awareness – you’ve probably seen some posters; watch for more info

- Smoking on campus, and the issues regarding monitoring and enforcement – more to come
- Animals on campus – see my article in the most recent issue of *Words & Vision*
- Fire Wardens – again, kind of on hold while some logistics get worked out, but some progress
- First Aid and Accident Investigation – better procedures and reporting practices being developed
- Issues at CTC / Abby Collegiate
- Ongoing issues at TTC, many of which are still related to the initial start up

A formal external Safety Audit was recently conducted, involving all UFV locations, and the committees are awaiting the final report which will guide much of the work that the committees will focus on over the coming months.

The OH&S website is finally under the jurisdiction of Employee Services and is in the process of being updated. It is quite user-friendly and now includes easy-to-find links to the list of current members of both committees, as well as to the minutes of their recent meetings. Gradually it will also include important information about various procedures and protocols and links to relevant forms, and should be a valuable resource to all employees. You can check it out at: <http://www.ufv.ca/es/OHS.htm>, or just click on the Employee Services link on the UFV home page and you will find the link in the menu bar on the left side.

Please note that the 2-year term for the Abbotsford-based OH&S Committee will expire this year, and the call for nominations will be going out over the summer in order to have the new committee ready to start in September. If you have an interest in being involved, or if you know of someone who you think would be an excellent representative, watch for the notices. As for me, I've already got myself nominated for the coming year, and hope you are all willing to let me carry on.

FPSE Non-Regular Employees Rep – Jeff Chizma

Well, yet another academic year has come to an end, and I must say it has been a busy one. Since the end of the last AGM, I have been regularly attending bargaining meetings (they began in July of last year), and we are still in the process of working our way through changes to the Collective Agreement. We are making progress, but it is a slow process to ensure that we make all the necessary corrections without introducing any new problems. Bargaining will continue until we have ratified a new agreement, and I will stay on to see the process through to the end.

In August of last year, I was able to attend the COCAL X conference, which stands for the Coalition of Contingent Academic Labour, which was held in Quebec City for its 10th iteration. It involves individuals from North America (Canada, Mexico and the U.S.), who get together every other year to discuss matters which concern sessional lecturers (known as adjuncts in the U.S.). It was quite edifying, and in terms of salary, we here in Canada seem to be more fortunate than our counterparts in the rest of North America. That being said, we still have quite a ways to go before there is true equity in compensating sessionals for the very important work that they do. After all, if a faculty member has a course release; it is typically a sessional who teaches that course. It does not become a less important course simply because a non-permanent faculty member teaches it. Not by a long shot.

I was also involved in helping to organize a wine and cheese for sessionals last fall during Fair Employment week. The notice went out kind of late, but we did have a nice turn out and many interesting conversations were had. In particular, conversations involving the frequency of sessional evaluations allowed us to address that issue and clear up some misunderstandings. We now have hopefully straightened this out so that there will no longer be confusion around this issue. Just to recap: Sessional instructors off of probation are to be evaluated in exactly the same manner as all type B faculty, which is every two years.

Hopefully the new year will bring some welcome changes for sessionals here at UFV, and I wish my successor the best of luck. I will not be running again for this position, as it is time to give someone else an opportunity to represent sessionals on the FSA Executive. I have certainly learned a lot in my time in this position and would be more than happy to help mentor someone else as they take it over. It has been my honour representing you over the past three years, and I wish you all the best.

PROPOSED CHANGES TO THE CONSTITUTION

The following table sets out some proposed changes to the Constitution for consideration and ratification by the membership. There is nothing radical in these changes; rather, they are an attempt to promote a better understanding of the intent and the processes. Some are simply corrections of things that have slipped through in the past.

Please have a look at the proposed changes and give them your careful consideration.

Article	Current Wording	Proposed Wording
New 1.1 (d)?	No language	<p>Honourary Lifetime Membership status for FSA Executive members who are retired. Although this status is honorary, it does carry with it some privileges. We are proposing that this be given out to one member in a given year.</p> <p>Criteria:</p> <ul style="list-style-type: none"> • Has served on the FSA Executive for at least 3 years • Has made a significant contribution to the membership through union activities • Is nominated by 3 members of the FSA and accepts • Is selected by the FSA Executive by majority vote at the FSA Retreat or year-end meeting <p>This status permits the person to attend FSA Executive meetings, Annual General Meetings, and other functions of the FSA by invitation from the FSA Executive. While in attendance at meetings, the person with Honourary Lifetime Membership status has a voice in all debate, but shall be without a vote.</p>

Rationale: It would be beneficial to the FSA to be able to consult with some of our influential, but retired Executive members. Giving them Honourary Lifetime Membership status allows us to demonstrate our gratitude and respect for their work on the union. There are other Faculty Associations, for example, Kwantlen Polytechnic University, who provide this for union executives who have made a substantial contribution to the union. The proposed language is based on the FPSE Policy and Procedures Manual.

n/a	Name change	Change of name from Contract Chair to Chief Negotiator
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Rationale: This term is confusing at UFV given closeness in name to the Contract Administrators. The name Chief Negotiator is commonly used across Canada.

Article	Current Wording	Proposed Wording
5.1	<p><u>Duties of the Past President:</u> The Past President shall provide background information to the Executive Committee on matters previously discussed, and shall provide any necessary assistance as requested by the current President.</p>	<p>The immediate Past President shall be a fully participating member of the FSA Executive Committee with a voice in all debate, including the right to move and second motions, but without a vote. In the event that the Past President should be elected as a member of the FSA Executive, the duties and responsibilities of the Past President shall be combined and one vote permitted in the Executive Committee during that year.</p> <p>The Past President may serve on any standing or ad hoc committee or represent the Association by mutual agreement between the Past President and the President or the Executive Committee. All designated or agreed duties and responsibilities of the Past President will cease at the next Annual General Meeting.</p>

Rationale: The position of Past President is used to provide continuity during a year of transition to a new incoming President. It has been FSA practice to have immediate Past Presidents remain on the Executive for one year, unless the current President has requested that the Past President remain for an additional year. Although this is our practice, we have not indicated this in our Constitution. Nor have we indicated whether this position has a voice and is with or without vote. We propose that we take the language used by the Federation of Post-Secondary Educators in their Policy and Procedures Manual – Article 2.4

New 4.2 (v)?	No language	To allow a transition period after the elections in May, newly elected officers of the FSA will normally take office on June 1 st (except in the event of replacement).
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Rationale: Permits a period of mentoring and acclimatization at a relatively quiet time of the academic year.

4.2 (a)(iv)	All officers <u>except</u> the position of Past President and the Co-Chairperson of the Job Classification Audit Committee shall be elected by the members in good standing of the Association. The position of Past President, if declined by the outgoing President, shall be filled by appointment by the incoming Executive Committee. The Chairperson of the Job Classification Audit committee shall be elected by that committee.	All officers <u>except</u> the non-voting positions of Past President and the Co-Chairperson of the Job Classification Audit Committee shall be elected by the members in good standing of the Association. The Chairperson of the Job Classification Audit committee shall be elected by that committee.
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Rationale: To be consistent with proposed article 5.1. To have consistent language for positions on the FSA Executive that are not elected by the membership.

Article	Current Wording	Proposed Wording
New 5.9	No language	<p>A conflict of interest arises when an Executive member of the Association engages in any activities which interfere with his or her efficient and independent performance of Association duties, or may be so perceived by a reasonable person. If any member acting on behalf of the Association is faced with a situation involving a conflict of interest, or is in any doubt that a conflict of interest exists, he or she is advised to discuss the circumstances with the Executive Committee.</p> <p>An Executive member who finds him or herself in a perceived or material conflict of interest regarding his or her union duties should report this to the FSA Executive and make any arrangements that are deemed necessary.</p>

Rationale: *New language for conflict of interest.*

UFV FACULTY & STAFF ASSOCIATION
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Year Ended March 31, 2010
(Unaudited)

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UFV FACULTY & STAFF ASSOCIATION
Financial Statements
Year Ended March 31, 2010
(Unaudited)

Hanna Barton & Company Ltd.
 CERTIFIED GENERAL ACCOUNTANT

Hanna Barton & Company Ltd.
 CERTIFIED GENERAL ACCOUNTANT

Hanna Barton & Company Ltd.

CERTIFIED GENERAL ACCOUNTANT

REVIEW ENGAGEMENT REPORT

To the Members of UFV Faculty & Staff Association

I have reviewed the statement of financial position of UFV Faculty & Staff Association as at March 31, 2010 and the statements of revenues and expenditures and changes in net assets for the year then ended. My review was made in accordance with Canadian generally accepted standards for review engagements and, accordingly, consisted primarily of enquiry, analytical procedures and discussion related to information supplied to me by the association.

A review does not constitute an audit and, consequently, I do not express an audit opinion on these financial statements.

Based on my review, nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.

Abbotsford, British Columbia
June 17, 2010

Hanna Barton & Company Ltd.
CERTIFIED GENERAL ACCOUNTANT

206 - 2001 McCallum Road, Abbotsford, B.C. V2S 3H5
Tel. 604.854.3190 • Fax 604.895.7277 • hanna@hanna-barton.ca

UFV FACULTY & STAFF ASSOCIATION Statement of Financial Position March 31, 2010 (Unaudited)

	2010	2009
ASSETS		
CURRENT		
Cash	\$ 27,895	\$ 12,658
Term deposits (Note 3)	115,950	110,114
Accounts receivable	67,457	56,310
Interest receivable	36	1,720
Prepaid expenses	65	600
	211,403	181,402
CAPITAL ASSETS (Note 4)	14,980	18,725
LONG TERM INVESTMENTS	231,254	197,247
	\$ 457,637	\$ 397,374
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accruals	\$ 54,969	\$ 49,152
	14,980	18,725
NET ASSETS	387,668	329,497
Invested in capital assets	402,648	348,222
Unrestricted	\$ 457,637	\$ 397,374

ON BEHALF OF THE EXECUTIVE COMMITTEE

Secretary-Treasurer

See notes to financial statements

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Hanna Barton & Company Ltd.
CERTIFIED GENERAL ACCOUNTANT

UFV FACULTY & STAFF ASSOCIATION
Statement of Revenues and Expenditures
Year Ended March 31, 2010
(Unaudited)

	2010	2009
REVENUE		
Dues	\$ 730,431	\$ 642,298
Social events contributions	3,750	4,175
Investment income	9,877	6,590
	744,058	653,063
EXPENSES		
Amortization	3,745	4,681
Annual general meeting	2,204	2,997
Charitable donations	3,570	5,597
Committee expenses	1,211	672
Communications	3,049	3,520
Delegate fees, training and seminars	5,451	4,270
Executive transition meeting	5,741	6,608
FSA Office staff (CUPE)	95,037	78,891
Federation of Post Secondary Educators fees	330,324	301,113
Fitness Challenge	2,000	4,000
Fraser Valley Labour Council	2,694	2,400
Membership recognition	4,861	7,545
Office and miscellaneous supplies	10,715	15,032
Professional fees	8,554	9,182
Release time	230,073	173,697
Social events	10,247	7,441
Travel and entertainment	4,163	3,648
	723,639	631,294
EXCESS OF REVENUE OVER EXPENSES FROM OPERATIONS	20,419	21,769
OTHER INCOME (EXPENSES)		
Write-up (down) of marketable securities	34,007	(45,142)
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ 54,426	\$ (23,373)

See notes to financial statements

3

Hanna Barron & Company Ltd.
CERTIFIED GENERAL ACCOUNTANT

UFV FACULTY & STAFF ASSOCIATION
Statement of Changes in Net Assets
Year Ended March 31, 2010
(Unaudited)

	Invested in capital assets	Unrestricted	2010	2009
NET ASSETS - BEGINNING OF YEAR	\$ 18,725	\$ 329,497	\$ 348,222	\$ 371,595
Excess (deficiency) of revenue over expenses	(3,745)	58,171	54,426	(23,373)
NET ASSETS - END OF YEAR	\$ 14,980	\$ 387,668	\$ 402,648	\$ 348,222

See notes to financial statements

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Hanna Barron & Company Ltd.
CERTIFIED GENERAL ACCOUNTANT

UFV FACULTY & STAFF ASSOCIATION
Notes to Financial Statements
Year Ended March 31, 2010
(Unaudited)

1. PURPOSE OF ORGANIZATION

The Association is incorporated in British Columbia. Its primary purpose is to promote and protect the welfare and professional interests of its membership in the university.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Use of estimates

When preparing financial statements according to Canadian generally accepted accounting principles, we make estimates and assumptions relating to:

- Reported amounts of revenue and expenses
- Reported amounts of assets and liabilities
- Disclosure of contingent assets and liabilities

We base our assumptions on a number of factors including historical experience, current events and actions that the organization may undertake in the future, and other assumptions that we believe are reasonable under the circumstances. Actual results could differ from those estimates under different conditions and assumptions. We use estimates when accounting for certain items such as useful lives of capital assets and impairment of long-lived assets.

Investments

Long-term investments are recorded at the lower of cost or fair market value.

Capital assets

Capital assets are stated at cost less accumulated amortization. Capital assets are amortized over their estimated useful lives at the following rates and methods:

Equipment and furniture	20%	declining balance method
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Measurement uncertainty

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates include providing for amortization of capital assets. Actual results could differ from these estimates. These estimates are reviewed periodically.

(continues)

UFV FACULTY & STAFF ASSOCIATION
Notes to Financial Statements
Year Ended March 31, 2010
(Unaudited)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Revenue Recognition

UFV Faculty and Staff Association follows the deferral method of accounting for revenue. Restricted revenue is recognized as revenue in the year in which the related expenses are incurred. Unrestricted revenue is recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Financial Instruments

Financial instruments are required to be classified into one of five categories: held for trading, held to maturity, loans and receivables, available for sale or other financial liabilities.

Cash and short-term investments have been designated as held for trading which are measured at fair value. Accounts receivable are classified as loans and receivables which are measured at amortized cost. Accounts payable and accrued liabilities, and long-term debt are classified as other financial liabilities which are measured at amortized cost, which is determined using the effective interest method.

Held for trading financial instruments are initially recorded at their fair value, without any deduction for transactions costs incurred on sale or other disposal. Transactions to purchase or sell these items are recorded on the settlement date. Gains and losses arising from changes in fair value are recognized immediately in revenue.

Fees incurred on an exchange of financial liabilities or a modification of the terms of financial liabilities that is accounted for as an extinguishment are included as part of the gain or loss on extinguishment, while any related other costs incurred are recognized in current income. Any fees incurred on the exchange or modification of a financial liability not accounted for as an extinguishment are included in the carrying amount of modified financial liability and amortized over its remaining expected life. Any related other costs incurred are recognized in current year income.

Income taxes

The Association is exempt from income taxes under the Income Tax Act ("the Act").

3. TERM DEPOSITS

	2010	2009
Maturing March 22, 2010, earning interest at 3.0%.	\$ -	\$ 110,114
Maturing March 22, 2011, earning interest at 1.25%	\$ 115,950	-
	\$ 115,950	\$ 110,114

UFV FACULTY & STAFF ASSOCIATION

Notes to Financial Statements

Year Ended March 31, 2010

(Unaudited)

4. CAPITAL ASSETS

	Cost	Accumulated amortization	2010 Net book value	2009 Net book value
Equipment and furniture	\$ 70,067	\$ 55,087	\$ 14,980	\$ 18,725

5. INVESTMENTS

	2010	2009
Nesbitt Burns, fixed income accounts, various rates and maturity dates (market value 2010 - \$ 237,766; 2009 - \$ 197,247)	\$ 231,254	\$ 197,247

6. FINANCIAL INSTRUMENTS

The Association's financial instruments consist of cash, accounts receivable, investment, accounts payable and accrued liabilities. Unless otherwise noted, it is management's opinion that the Association is not exposed to significant currency or credit risks arising from these financial instruments. The fair value of these financial instruments approximate their carrying values, unless otherwise noted.

The organization is exposed to financial risk that arises from the fluctuation of interest rates with respect to long-term investments.

There are no derivative financial instruments to mitigate these risks.

7. STATEMENT OF CASH FLOWS

A statement of cash flows has been omitted as it would not provide additional meaningful information not readily determinable from other financial information provided.

University of the Fraser Valley Faculty & Staff Association

NOMINATION FORM

ELECTION OF OFFICERS 2011/12

Nominations will close at the end of the AGM – Wednesday, May 4, 2011

Positions to be filled:

- ◆ President (2 year term)
- ◆ Staff Vice-President (2 year term)
- ◆ Faculty Contract Administrator (2 year term)
- ◆ Secretary-Treasurer (2 year term)
- ◆ Communications Chair (1 year term)
- ◆ JPDC Co-Chair (1 year term)
- ◆ Occupational Health & Safety Co-Chair (1 year term)
- ◆ Social Committee Chair (1 year term)
- ◆ FPSE Rep - Status of Women (1 year term)
- ◆ FPSE Rep - Human Rights (1 year term)
- ◆ FPSE Rep - Non-Regular Employees (1 year term)

Note:

All nominees are expected to submit a written statement to the FSA office for posting on the FSA website by 4:00 p.m. on Monday May 9, 2011.

Please complete this form and forward it to the FSA Office (B377) Abbotsford Campus.

I nominate _____
(please print clearly)

for the position of _____
(please print clearly)

(name and signature of NOMINATOR...please print clearly)

(date)

I accept the nomination _____
(signature of NOMINEE)

