

1981.

Report from
The Executive Council

The Beginning

Most organizations similar to the C-IEA have had to go through a protracted period of growth and stabilization before being admitted into the educational community. The fact that this Association has leaped into maturity in the short space of a year and has attained almost instant recognition and acceptance does not surprize me given the enthusiasm at its creation last May combined with the determination for its success and the willingness of the members of the Executive Council to devote a significant amount of personal time to the Association.

During the summer months offices were acquired, furniture and equipment purchased or leased and details of bonding, insurance, banking, accounting, printing and other such matters were worked out. In advance of this, two staff persons were hired. By September, this Association was prepared to direct its energy and attention to those purposes that have been detailed in the constitution.

The Staff

Routinely in such reports as this, courteous attention is paid to the contributions of the staff. The remarks that follow are not meant as courtesy - they represent much more than that. In both Tom Beardsley as General Secretary, and Jan Taylor as Office Assistant, we have found more than we anticipated. I have been impressed to witness their individual skills in their respective jobs but, more important, their sense of commitment to this Association. We have gained much from the groundwork of their organizational competence. I am certain that the members of the Executive Council will be unanimous in their commendation of Tom and Jan and certain, too, that any President who emerges will be drawn into a working relationship that is a model of courtesy, efficiency and co-operation.

Management Committee Meetings

The duties and responsibilities of the Management Committee have been detailed in The Terms of Reference. The committee met six time during the year. In the interest of economy and travel time, conference calls were occasionally used to permit participation of members from outside the lower mainland. The committee reports to the Executive Council and generally supervises the affairs of the Association and advises the President. The minutes of the meetings of the Management Committee are routinely distributed to members of the Executive Council.

Executive Council Meetings

The Executive Council met on nine occasions during the year although two meetings were in conjunction with last years AGM and this year's. This still represents a significant amount of time for Presidents of member organizations, particularly for those whose travel time is extensive. The agendas for these meetings have always been demanding - a five hour meeting has been routine - but much time has had to be spent on establishing an operational base, time that will not need to be duplicated next year. Attendance has been exemplary with absences dictated primarily by impossible travel conditions. The AGM recommendation that Presidents of member organizations attend the meetings of the Executive Council and not delegate that responsibility has been, in most instances, adhered to and has resulted in establishing good working relationships with the Council. That recommendation deserves reiteration again this year. The minutes of the Executive Council meetings are on file with every member organization. In most instances they are very extensive, extending to 8 to 10 pages, but I would still urge interested individual members to seek them out because they represent the detailed work and the sense of progress of the Association over the past year.

Committees

The Executive Council established three Standing Committees: Salary and Working Conditions Committee, Educational Policy Committee and Professional Development Committee. An ad-hoc committee on Pensions was also created. The reports of these committees are dealt with elsewhere in the agenda of this meeting. The SWCC has been the most active and visible committee perhaps because of the practicality of its concerns and because of the heightened interest of faculty in those matters that are detailed in collective agreements.

Membership

At the founding convention there were nine organizations who held regular membership in the Association - their names are familiar to all. In January, we welcomed the B.C.I.T. Staff Society into Associate Membership for one year. B.C.I.T. Staff Society have not yet made a decision to move into regular member status, but it is important to note that the present executive is prepared to recommend that move to their members and to next year's executive. On May 20, the Fraser Valley Faculty and Staff Association will decide at their Annual General Meeting on Associate Membership for the faculty members of their Association. The announcement of their decision may have already been made at the opening session.

At a Special General Meeting on April 9, the Langara Faculty Association passed the following motion by a vote of 79 to 21:

"The LFA Board recommends to the membership that we give six (6) months notice to withdraw from C-IEA with the recognition that such notice could be withdrawn following the 1981 C-IEA AGM, should our Association so decide".

The final decision of their membership to remain as one of the founding members of C-IEA or to withdraw is important but is not being viewed as a constraint on the progress and future of this Association. The benefits that accrue from unity and accord outweigh those that derive from strength in numbers.

Continuing contacts have been maintained with Capilano College Faculty Association, with the Vocational Instructors' Association and with the Marine Training Faculty Association, for whom we were able to provide some support in their negotiations last fall, and recently, Emily Carr College of Art invited us to attend their General Meeting to discuss the C-IEA. We have had no response to any overture made to the Faculty Associations at Northwest, North Island or Northern Lights Colleges. There are no Faculty Associations at OLI or the Justice Institute, Lester Pearson College of the Pacific is isolated on Vancouver Island and Pacific Vocational Institute is solidly B.C.G.E.U. We did create a special membership category for an out of province Faculty Association - The Yukon Vocational and Technical Training Centre in Whitehorse. We welcomed them as an "Informal Friendly Affiliate" with no fees, no obligations and no responsibilities.

Individual membership in C-IEA held through local organizations now amounts to more than two-thirds of those employed in an instructional capacity in the Colleges and Institutes of this province.

Visits to Member Organizations

During the year, I was pleased to receive invitations to visit all member organizations for the purposes of sitting in on executive meetings, general meetings or arbitration hearings. Fifteen such visits were made which included all member organizations with the exception of Cariboo and East Kootenay Colleges. Plans were in progress for visits to these Associations but had to be

cancelled because of conflicts.

Conferences Attended

During the year, C-IEA was represented at three national or provincial conferences in Vancouver: Apprenticeship B.C., Education Canada and Pensions Canada; also at three public forums on Human Rights and at a number of other smaller related events.

Relationships with other Organizations

During the year, we have continued both formal and informal discussions with B.C.T.F. to determine the mutual advantages of some sort of affiliation. At the moment, they have no precedence for affiliation and their organizational machinery to deal with it is complex. We have, however, established a good basis for information exchange and will proceed with further explorations of affiliation without commitment.

Our relationships with labour unions are tenuous to say the least. We do not appear to be drawing water from the same well. The impression is left that such unions cannot, or are reluctant to understand the validity of a provincial association or the significance we attach to the autonomy of member organizations. Tom Beardsley continues with the attempt to establish useful union contacts as part of his work as General Secretary.

Useful and complementary relationships have been maintained with BCAC and with the B.C. Students' Federation. Tom Beardsley, through his school trustee responsibilities has a good communications channel with the B.C.S.T.A. Recently, because of preliminary enquiries into Educational Television, we have worked with representatives from CUFA (BC), CAUT and ACTRA.

A registration for the President has been sent for the ACCC conference in Winnipeg from May 30 to June 2. During that time it will be possible to extend our contacts with other organizations across Canada.

The Ministry

The issues and concerns that were addressed in the brief to the Minister during his tour are, for the most part, still outstanding as issues and concerns. We asked for the Minister's intervention in Cabinet and with the Provincial Secretary in the pension problems that arose last year. There has been no indication of his intervention but the pension issue appears to be reaching a resolution. Our concerns with the proposed Financial Administration Act were allayed when the Finance Minister decided not to include the controversial Section 66: Employee Relations in the Act. It should be added that the Essential Services Disputes Act requires continuing vigilance.

We are still recommending strongly to the Minister that specific direction and guidance be given in the matter of PAC's. It appears the Minister is more than reluctant to intervene. The College budgeting process, complicated by the cumbersome council system is still very much a constant source of uncertainty and confusion. The problems are now being exacerbated by the apparent intention of the Ministry to augment programs in the vocational technical fields at the expense of academic programs. At the moment every Association is reviewing critically the budget for next year in order to ascertain the budget impact on existing courses and programs and on the security of faculty. In the same area of faculty security, we continue to be alert to the possible reactions in existing courses and programs in our institutions by reason of the increased operation of OLI and KNOW. Allied to the above are

the continuing problems that technological change may create for faculty both in job security and in the necessary need for increased support for professional development. With reference to the increased number of Ministerial appointments to College Boards, the Minister remains adamant that this is a Ministerial prerogative that he is not about to give up. The Deputy Minister, Jim Carter, is in the process of seeking authorization for a Deputy Minister's Advisory Committee with representatives from C-IEA, BCAC and other educational components. That committee, when formed, should give us easier access to the Ministry and good information. In our significant correspondence with the Ministry we have been careful to keep the appropriate Opposition members informed.

In general, our contacts with the Ministry of Education indicate that at all levels there is an awareness of this Association and of its members, strengths and goals. Perhaps one indication of this is the Minister's request to C-IEA to participate along with BCAC, the Council of Principals and the Principals of each College or Institute in an Industrial Relations Study. Of the twenty-five individuals who were interviewed, nine were members of C-IEA and most of our comments have been incorporated into the report.

The Budget

The first budget approved by the founding convention was based on "best estimates" of financial need. Those estimates proved to be reasonably accurate. Unbudgetted revenues from the CFF grant and from Associate Membership fees will result in a surplus for the year to which can be added some surplus deriving from reduced operating costs during the first months of establishing the Association. The auditor's report and other financial matters will be dealt with in another part of the agenda. In general terms, we have operated successfully within the approved budget, have emerged with a useful surplus and we appear to be in a healthy financial condition.

Legal Assistance

For those of you who were alerted to the Executive Council investigation of employing a full-time labour lawyer, a word of explanation is needed. Leo McGrady, who is employed by C-IEA on a fee-for-service basis, offered his services on a full-time basis. The Executive Council examined the proposal, costed it out and decided that the Association could not afford to accept his proposal. We continue with the original fee-for-service arrangement with Mr. McGrady whose interest in the field of labour law is becoming more and more specialized in contract problems in post secondary institutions.

As a penultimate statement, I want to direct your special attention to several people: To Ann Frost, Jan Cioé and Dave Mitton who, working with many others, put the program of this conference together.

To the Management Committee - Ann Frost as Vice President, Pat Horning and Gerry Ehman who served time as Secretaries, Jack Finnbogason and Ted Langley who did duty as Treasurers and to Jan Cioé as Member-at-Large.

To the Executive Council -

Jan Cioé, College of New Caledonia
John Conklin, Camosun College
Gerry Ehman, Selkirk College
Jack Finnbogason, Douglas College
Elizabeth Forrester, Malaspina College
Pat Horning and Don Radstaak, East Kootenay College
Ted Langley, Langara Faculty Association
Neil Morrison, Cariboo College
Mike Tansey, Okanagan College
Kent Yakel, B.C.I.T. Staff Society

All of whom deserve your very special commendation for the work they have done this year that has resulted in a healthy, vital and significant organization!

Finally, let me say that the past year has been challenging, exciting and immensely satisfying to me. Thank you for your patience and support and for the privilege of being the first President of C-IEA.

Respectfully submitted,

Gordon A.M. Bryenton
President
GAMB/jt AGM '81