

TOGETHER

**REPORT OF THE
EXECUTIVE COMMITTEE**

Dear Members,

Please accept for your consideration the report of the Executive Committee for the 2017-18 membership year.

Beginning with the reduction of interest on student loans, Federation members celebrated a number of achievements this past year as a result of continuous efforts of holding the incoming government accountable to the promises they made during the 2017 election.

After years of hard work by member locals to pressure the government and educate the public, tuition fees for adult basic education and English language learning were once again eliminated. Our efforts made ABE a cross-partisan election issue, included not only in the BC NDP's election platform but also in the BC Liberal's Throne Speech. The government recently took yet another step to reduce barriers to ABE by allocating \$250,000 of funding to BCcampus for the purpose of creating free and accessible course materials for ABE courses. This was a direct result of the advocacy and lobby efforts of the Federation to raise awareness of open education recourses as a real solution to the problem of rising textbook costs.

This past year also saw commitments to a \$15 minimum wage by 2021 and historic levels of investment into child care. These commitments will improve the lives of thousands of our members who are minimum wage earners or parents struggling to afford childcare, rent, and education. These are the results of major campaigns of the Federation's coalition partners, supported by member locals on the ground – they were successful because we worked in solidarity to strengthen our efforts.

Pooling our resources to provide services to students is a strong display of the benefits of working collectively in British Columbia. The Federation continues to be responsive to members' needs by improving and expanding its services offerings. For the coming year, the handbook production and orientation materials are on track to be completed according to schedule, or earlier.

With members in BC fulfilling their desire to no longer be affiliated with the Canadian Federation of Students, we have an incredible opportunity for growth in the upcoming year. By continuing to be innovative in our advocacy work, we will hold the government accountable to their promise of eliminating interest on student loans. We will be leaders in the country by raising awareness of issues surrounding fairness for international students and calling for regulation on international student tuition fee increases, and we will build new and engaging campaigns on access to education.

In the year ahead students will celebrate new victories from the hard work of the Federation and its member locals. Those victories will be achieved in the same way we have achieved so much this past year – together.

In solidarity,

The Executive Committee



BRITISH COLUMBIA FEDERATION OF STUDENTS



CAMPAIGNS & GOVERNMENT RELATIONS



INTRODUCTION

Beginning in the 2017–2018 year the Federation categorized its campaigns in four different sections. The first section, titled Central Campaigns, is mass mobilization campaigns focused on access to education and includes a get-out-the-vote campaign. The second section, titled Supporting Campaigns, focuses on advocacy that reflects particular issues in the post-secondary system. The third section in the strategy categorized campaigns that the Federation works on in coalition with other organisations, titled Coalition Campaigns. The final section, Awareness Campaigns, focused on key issues that affect our membership and campaigns that raise awareness on key topics and educate the membership on said issues. This report follows the above framework, categorizing the Federation's campaigns into the same four sections.

CENTRAL CAMPAIGNS

DON'T CLOSE THE DOORS

In response to adult basic education funding cuts, the Federation launched the Don't Close the Doors campaign in April 2015. The campaign sought to reverse the new fees and funding cuts to ABE programs, and highlight how these changes affected ABE students.

Campaign Success

On August 8, Premier Horgan announced the elimination of tuition fees for Adult Basic Education and English Language Learning programs beginning September 1, 2017. Then-Chairperson Marshall and Executive Officer Olson attended the announcement held at Camosun College. Continued investments into adult basic education were included in the 2018 BC Budget. The Ministry of Advanced Education, Skills and Training has launched an awareness campaign to highlight tuition-free adult basic education. Restoring tuition fee-free ABE is a tremendous victory and is a result of provincial-scale organising and mobilization.

GRANTS NOT LOANS & FUND THE FUTURE

The Federation's past access campaign, *Squash the Squeeze* successfully pressured one of the most intransigent governments in the Province's history to make an investment in reducing the student debt burden. Following through on the BC Liberal Budget promise, on August 1, the BC NDP government reduced interest on student loans from the highest rate in Canada at prime plus 2.5 percent to just prime. This was a great step forward and will help foster discussion on the creation of the full elimination of interest on student loans and the creation of a student grants program. Despite the success on this one aspect of student debt, there is still much work to do on other important policy proposals that are required to break the cycle of debt. Polling shows that the general public are less aware of the damage to education done by funding shortfalls and tuition fee increases than they are of the impacts of skyrocketing student debt.

The 2018-19 Campaigns and Government Relations Plan divides access issues into two campaigns: one which will focus on student financial assistance and one which will focus on tuition fees and funding. The focus of these campaigns will be to educate the public on issues and solutions to student debt. In particular, education is required to create public awareness of the funding crisis in BC. For the duration of the first year of this plan, much of the work undertaken has been research-driven to then inform the development of the campaign. Preliminary research was done and fact sheets were created on the issues of student debt and institutional funding.

In May 2018 polling was completed in the form of an online survey. It reached 2,001 British Columbians across all regions of the province. The polling included questions on the following topics: government investment in post-secondary education, tuition fees, student debt and a student grant program,

and international students, among other demographic information. These polling results will be used to inform the content development of both the *Fund the Future* and *Grants Not Loans* campaigns and serve as reference points against which we can measure future success.

The Federation is investigating communications firms to assist in the development of the new access campaigns.

STUDENTS ARE VOTING

The BC NDP has been the governing party, supported by the BC Greens, for a little over a year; however, media and political pundits still question how long the NDP can remain in power before British Columbians are thrown back into a provincial election.

In order to be prepared for a snap election, the Campaigns and Government Relations Plan includes preparations for a youth voter engagement campaign. The campaign would continue the *Students are Voting* campaign used for the May 2017 election.

SUPPORTING CAMPAIGNS

FAIRNESS FOR INTERNATIONAL STUDENTS

After 16 years of funding cuts to public colleges and universities, the recruitment of international students -who pay tuition fee rates that produce a profit for the institutions- has become a measure to directly replace the revenue lost from public funding shortfalls. Unlike domestic students, tuition fees for international students are unregulated, resulting in international students having no assurances as to how much their fees will increase year-to-year. The *Fairness for International Students* campaign calls for a provincial regulation of tuition fees for international students, and aims to create awareness among domestic students of the unfair way international students are treated.



Branding and Messaging

Key branding for this campaign focuses on using simple imagery to show that international students are paying more than their fair share in order to subsidize the funding deficiencies that have existed in BC for over a decade.

Different versions of materials were created to be campus specific based on whether a local was a college or a university. Messaging focuses on fairness and equality, highlighting the fact that domestic students have regulated fees, while their international peers do not. As well, messaging focuses on international students' tuition fees being used to balance an institutions budget due to the lack of regulation.

This campaign takes a new approach to advocacy work by using language that speaks to the economics of this issue in compliment to the equity perspective. By speaking to media on this campaign using an economic argument the Federation has been able to better engage with the public on this issue because the economic factors directly impact those who are not in the post-secondary system.



Materials

The Federation worked with designers to create a suite of complementary materials which highlight the issues facing international students. Imagery was used to portray the issues where possible, and institution customization also exists. The range of materials allows for locals to raise awareness of the campaign on campus by utilizing multiple avenues.

Posters

Two posters were created for this campaign. The first highlights the unpredictability of international student tuition fees and the second illustrates the fact that international students are subsidizing the BC post-secondary system. The second poster includes two versions, one with language specific to colleges and the other specific to universities. Locals were given the option of having the poster localized, these were created for Locals 2, 4, and 17.

Leaflets

Two leaflets were created with artwork and messaging that mirrors the two posters. Each leaflet contains data that reflects the unpredictability of tuition fees, the disparity between domestic and international student fees, and how much revenue is generated from international student tuition fees.

Postcards

A dual postcard has been designed with a perforated centre, with one half addressed to institutional boards of governors and the other to the Minister of Advanced Education, Skills, and Training. Both postcards call for a regulation of international student tuition fees in order to allow for fairness and predictability.

Stickers

Stickers have been designed containing the campaign slogan and can be used to promote the central campaign message.

Research

The Federation created a robust research document on international student education in BC. This document, circulated to member locals, has received resounding positive feedback. The document has been provided to media, coalition partners, all Members of the Legislative Assembly and other government officials, and posted on the Federation's website.

On June 19, the Federation received correspondence from the Ministry of AEST acknowledging receipt of the research document. The letter recognised the importance of international students to our communities, and acknowledged some of the challenges that international students face. The letter states that government does not intervene in matters pertaining to tuition fee prices at an institutional level, citing institutional autonomy. Nowhere in the letter did the BC government respond to the research document's recommendations, which are to implement provincial policy on annual tuition fee increases and a new BC international education strategy.

Media Relations

In response to the free increases of 15 percent and 20 percent at Kwantlen Polytechnic University and the University of Victoria, respectively, the Federation was contacted to speak on CBC Radio Vancouver, Victoria, and Radio West on the topic of international students. Chairperson Armutlu spoke on the three shows and highlighted the campaign goals and the experience of international students in the BC post-secondary system overall. Armutlu also responded to points made by the Ministry of AEST and University of Victoria Administration on the justification of increasing tuition fees by large amounts.

The Federation garnered significant earned media as a result of sending the research document to media outlets across the province. The list of media pickup is outlined in the press review in Appendix I.

BC Council for International Education

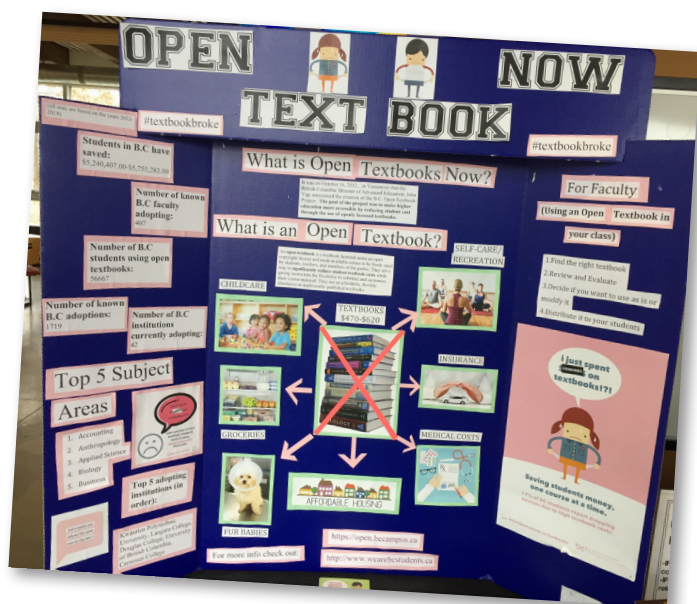
In June, Researcher Celeste attended a conference on international education in BC, hosted by the British Columbia Council for International Education (BCCIE). BCCIE is a crown corporation that works closely with the Ministry of AEST and the Ministry of Education on issues regarding the international education sector in BC.

Key discussion points from the conference resonated with issues raised in the Fairness for International Students campaign. For example, there was concern that international student growth in BC has been exponential but is not stable, accompanied by suggestions stating that plans need to be in place to regulate and prepare for changes in the sector. Discussions included the lack of funding and lack of general/mental health support for international students. Some administrators even confirmed the campaign's message that international students' fees are subsidizing domestic student seats at their institutions. The Federation's campaign addresses much of these concerns by calling on the government to regulate the tuition fees and add funding for more supports for international students. It was positive to hear administrators, faculty, and the crown corporation BCCIE recognize the same issues in the international student sector. The Federation will be meeting with BCCIE representatives in August to discuss the campaign.

OPEN TEXTBOOKS NOW!

Open education resources (OER) are teaching, learning, and research resources that reside in the public domain, which permits their free use and repurposing by others. These resources commonly include textbooks and open access journals, but can also include other materials used as supplements to courses such as modules, tests, videos, study guides, and other such resources. The cost of textbooks has skyrocketed in the past decade and continues





to climb; these unchecked cost increases add yet another financial barrier to students from low- and middle-income backgrounds. Further, the funds paid by students for these materials frequently end up in the pockets of major publishing houses, and do not flow back to the creators of the academic materials. Such a system is the product of a copyright law regime that benefits knowledge owners to the detriment of creators and users.

The goal of this campaign is to better connect knowledge users and creators through a fully funded system of OERs that are free to students and instructors in BC. The campaign also calls for funding to support the creation of new OERs, as well as the funding of annual OER updates.

Materials

The Federation worked with a designer to update and refresh the campaign materials from previous versions used at some locals and materials were delivered to campuses in early February.

Two new posters were designed with updated colours and illustrations. The first celebrates the amount of money students have saved by using open education resources and the second highlights the issue of students dropping courses due to costly textbooks.

Pledges were designed to be used as the mobilization tool for the campaign. Two pledges were created: one for students, and one for faculty. Both were designed with a perforated bookmark with the #TextbookBrokeBC hashtag, the campaign URL, and a common campaign design. The student pledge is directed at the institution and calls for more support for faculty to adopt, adapt, and implement open education resources through grants and other resources. The faculty pledge is a pledge of support to adopt open education resources in classes and to raise awareness of the resources among other faculty members.

The refreshed rack card designed includes introductory information about open education resources and how they can be expanded in the province. It also directs members to talk to their students' union to get information about the campaign.

A campaign page has been added to the Federation website and includes general information about open education resources while encouraging readers to talk to their students' union for more information and to get involved.

Toolkit

A digital campaign toolkit was developed to assist locals with the implementation of the campaign. The toolkit includes the following:

- a comprehensive campaign guide
- a draft classroom talk script
- informational reports published by BCcampus
- a template campaign endorsement presentation
- a template request to give a presentation

The campaign guide discusses tactics, messaging, and strategies for educating students, faculty, and administrators on OERs. A frequently asked questions section is also included, along with social media tactics, and information on how to identify or create an OER working group on campus. The campaign guide has been lauded by OER advocates across Canada as an impressive resource.

BCcampus

BCcampus is an organization that supports BC post-secondary institutions in the evolution of their teaching and learning practices to best support students in BC. They focus on advocacy work and help to support institutions in innovative education projects. BCcampus is a world recognized leader in open education, and they work heavily on open textbook creation, facilitation, and advocacy. The



Federation works closely with BCcampus in the development and implementation of the OER campaign and their expertise and collaboration continues to be vital.

Over the summer the Federation worked on multiple initiatives with BCcampus. Chairperson Armutlu and Secretary-Treasurer Patigdas were participants in BCcampus' video interview series, and other interviews for blog posts and articles published through BCcampus' channels. They spoke about the benefits of OERs, as well as the work the Federation is doing to advocate for OERs.

Open in Action BC

The Federation was invited by BCcampus to curate a multi-institutional student panel for a March 6 event called Open in Action BC at Kwantlen Polytechnic University (KPU). The Federation organized a panel that included then-Campaigns Coordinator Armutlu, Secretary-Treasurer Patigdas, a representative from the BCIT Students' Association, and a student from KPU. The panelists spoke about the OER advocacy work being done on their campuses and highlighted the student experience with traditional print textbooks versus open access materials. The panel was well received and many questions were asked by attendees, including staff, faculty, and administration from multiple institutions.

BC Campus Festival of Learning

On May 28, Armutlu and Patigdas attended the BCcampus Festival of Learning, a conference hosted in Vancouver on open teaching and learning practices. Armutlu and Patigdas presented a 45-minute session titled Advocating for OERs: A Student Perspective. The session provided an overview of the work of the Federation, what students' unions are doing on the ground, and why OERs are important tools for students. There were over 40 attendees representing staff and administration from across Canada.



Preliminary Victory – Funding Announced for the Creation of New OERs for ABE

On June 5, the BC government announced a \$250,000 one-time funding to BCcampus to create OERs for Adult Basic Education and English Language Learning courses. This would make ABE and ELL the first programs in BC that are both tuition fee free and offering cost-free course materials. The Federation was quoted in the news release. This victory for students is a step towards the Federation's ask of \$5 million of funding for the BCcampus Open Textbook Project to create and support OER adoption on campuses across the province.

RECONCILIATION THROUGH EDUCATION

The Truth and Reconciliation Commission (TRC) was created to investigate and respond to the serious effects residential schools had, and continue to have, on survivors, their families, and on the families of those who did not survive. As a result of multiple hearings at which survivors and families shared their stories, the TRC produced a report with 94 calls to action for federal and provincial governments to begin addressing the destructive legacy of residential schools.

The Reconciliation Through Education campaign calls on the provincial government to implement the recommendations made by the Truth and Reconciliation Commission of Canada, and to encourage institutions to implement the recommendations where possible.

During the 2018 year, the Federation researched and developed a factsheet of Indigenous student issues in the BC post-secondary system, which has been posted on the Federation's website. The factsheet focuses on the importance of closing the education attainment gap between Indigenous and non-



Indigenous people in BC as it is an important initial step in reconciliation.

The Federation worked with an Indigenous artist from Haida Gwaii to design materials for the campaign. Two posters have been developed and printed, with distribution slated for mid-August. One poster addresses the education gap between Indigenous and non-Indigenous peoples, and the other highlights the importance of indigenizing campuses. A campaign button has also been designed featuring the same theme, and work with the designer is on-going to create social media shareables.

COALITION CAMPAIGNS

FIGHT FOR \$15 BC

At the January 2015 general meeting, members passed a resolution to endorse the BC Federation of Labour's Fight for \$15 BC campaign, which calls on the provincial government to increase minimum wage to \$15 per hour. The current minimum wage leaves workers thousands of dollars below the poverty line and forces families to make difficult choices between paying rent and buying groceries. Raising minimum wage to \$15 per hour would put workers above the low-income threshold.



Fair Wages Commission

In the fall of 2017 the government struck a fair wage commission to review the wage standards in the province.

As a first step towards fulfilling its election promise, the provincial government constructed a Fair Wages Commission to review and provide recommendations for the implementation of a \$15 per hour minimum wage in BC. The independent Commission is comprised of economist Marjorie Cohen, UFCW 1518 President Ivan Limpricht, and Vice President of Business Council of BC Ken Peacock. The Commission held regional meetings to allow community members the opportunity to share their thoughts on a \$15 per hour minimum wage and how it would affect them. The Federation and Locals 4, 6, 13, 16, and 17 gave presentations at eight out of ten meeting opportunities.

The Federation worked with the BC Federation of Labour to share overlapping priorities and messaging. Federation representatives asked for a \$15 minimum wage by 2019 or sooner, with the same wage for all workers (no exemptions), and to have a continuing fair wages commission to get to a living wage.

The BC Federation of Labour expressed appreciation for the Federation and member locals coordinating presentations all across the province, as including student and youth voices was one of their top priorities.

Minimum Wage Announcement

On February 8, Premier Horgan announced that the minimum wage would be increased to \$15.20 per hour by 2021 through a series of incremental increases in the coming three years. The Federation published a news release celebrating this announcement as a victory, but highlighting a shorter timeline for implementation would have meant sooner relief for students and families living near or below the poverty line.

SISTERS IN SPIRIT

Sisters in Spirit aims to raise awareness and conduct research about the high rates of violence towards Indigenous women and girls in Canada. The initiative is organized by the Native Women's Association of Canada. On October 4th each year, vigils are held globally to honour murdered and missing Indigenous women in Canada. The Federation continues to support the campaign by assisting member locals in organising October 4 vigils.

Federation representatives attended a community vigil supported by the BC Federation of Labour and the Union of BC Indian Chiefs in downtown Vancouver.

Locals 4, 6, 14, 15, and 17 organized Sisters in Spirit vigils. Then-Indigenous Students' Representative Solonas assisted Locals in registering their vigils through NWAC. Solonas also drafted a template poster for member locals to use when organizing their events.

AWARENESS CAMPAIGNS

LET'S GET CONSENSUAL

At the January 2016 BC general meeting, members passed a resolution to endorse Let's Get Consensual, a campaign led by the Students' Society and the Anti-Violence Project of the University of Victoria. This is an education-based campaign that advocates against rape culture and sexualized violence on campus.

The Federation continues to have campaign materials available to assist member locals in outreach and education about the campaign issues. The materials include:





coasters, stickers, and pledges to build consent culture on campus. Materials were available to member locals upon request beginning in January 2017.

EQUITY

The Federation has coordinated the ordering of fans for locals to distribute during their local Pride events. The fans use the same design as the equity buttons. The Federation distributed fans to those locals who requested them, and the Federation also ordered fans for the Vancouver Pride Parade in which the organization annually participates.

RELATIONS WITH PROVINCIAL GOVERNMENT AND PUBLIC AGENCIES

BC BUDGET UPDATE 2017

Each year, the Minister of Finance produces a budget for the government of British Columbia. As the new government was sworn in over the summer of 2017, they were required to provide a budget update to set the new direction of goals and priorities for the remainder of the year. This budget is provided to legislators who review the make-up of the government's financial expectations for the coming year, then vote on the proposal.

BC Budget Update 2017 was released on September 7, 2017. Then-Chairperson Marshall and Executive Officer Olson were present for the announcement of the 2017 BC Budget Update, and provided member locals with assistance in responding to media about the effect of the budget update on members.

The Federation coordinated its response and media relations work with the Federation of Post-Secondary Educators of BC, including issuing a joint press release.

The revised Budget 2017 allocated \$19 million in funding to ABE and ELL programs in both the K-12 and post-secondary sector. In 2014, \$15.9 million was cut to ABE in both sectors. Minister of Finance Carole James said government would assess how much more funding was required to ensure the programs remained sustainable once enrolment numbers were available from institutions following the fall semester.

SELECT STANDING COMMITTEE ON FINANCE AND GOVERNMENT SERVICES

The Government annual budget process begins with consultations with the BC Legislature's Select Standing Committee on Finance and Government Services to hear priorities and feedback from the public in regards to the next year's provincial budget.

Then-Chairperson Marshall and Executive Officer Olson provided a presentation to the Standing Committee on Thursday, September 25 in Vancouver. The Federation's presentation focused on student debt, international student tuition fees, and open education resources. The Federation also submitted a written report that included additional recommendations on institutional funding and reconciliation on campuses. Furthermore, the Federation created a template presentation for member local unions to adapt for their presentations.

The report of the Select Standing Committee on Finance and Government Services was released on November 15. In the report, the Committee noted that advanced education was the second most discussed topic and included 130 submissions.

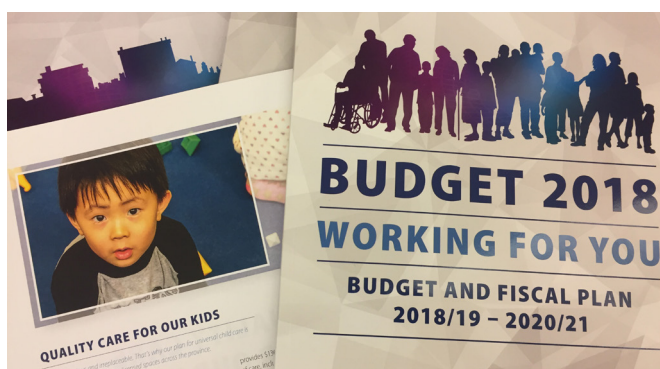
The following recommendations were included in the final budget report:

- Address critical deferred maintenance issues at the major campuses and

provide funding on an on-going basis for maintenance and upgrades;

- Review funding formulas for post-secondary institutions to ensure that inequities between institutions are addressed, increased funding is provided where appropriate, and funding levels reflect the specific mandates of institutions across the province;
- Provide a one-time funding increase to BCcampus for the production and enhancement of open education resources, including ancillary resources; and,
- Eliminate interest on student loans and introduce a comprehensive needs-based grants program for those attending BC post-secondary institutions (also recommended in 2016);

The Federation published a news release in response to the Report, commending the



Committee for targeting student debt, funding for institutions, and funding for BCcampus but flagging the fact that recommendations on tuition fees for international students were not included in the Report.

BC BUDGET 2018

BC Budget 2018 was released on February 19, 2018. Chairperson Marshall and Executive Officer Olson participated in the budget “lock-up”, where media and stakeholders were provided with an advanced presentation of the

budget and were allowed a brief question and answer period.

Tuition fees

Budget 2018 committed to \$19 million each year for three years to Adult Basic Education (ABE) and English Language Learning (ELL) programs and committed to keep them tuition fee free. This funding builds on the initial number put aside in the 2017 Budget Update. The continued funding for ABE is positive; however, \$19 million is less than what was cut from both ABE and ELL combined in 2013–2014.

Budget 2018 contained \$6 million over 3 years for the tuition fee waiver program for former youth in care. The funding commitment falls in line with the government’s announcement to establish this targeted program, which serves youth aged 19 to 26 who have aged out of the public care system.

Budget 2018 also committed \$30 million over three years to increase supports and services for youth aging out of care. Supports for youth include an increased monthly financial support, year-round support as opposed to support during the 8-month school year, and increasing the age of eligibility from 24 to 26.

Over the next three years, provincial revenue from tuition fees is estimated to increase by an average of 6.1 percent each year.

Financial Aid

The Budget does not reflect the government’s election commitment to eliminate interest on student loans, nor did it provide funding for a grants program.

However, Budget 2018 reports the BC education tax credit will be eliminated effective for the 2019 tax year. The rationale the Budget provides for this cut is for the province to be in line with the federal portion being eliminated. While the federal education tax credit was cut in 2017, the funding was transferred to federal grants; Budget 2018 describes no details for a similar transition.



Core Funding

The 2018 budget contained an annual increase in core funding for post-secondary education of 3.4 percent over three years, keeping just above inflation. It is the Federation's understanding that the increase relates to labour force cost increases associated with collective agreement commitments.

Other

Budget 2018 contains no funding for BCcampus or open education resources in BC as recommended by the Select Standing Committee on Finance and Government Services.

Budget 2018 made a massive investment of \$1 billion over the next three years into childcare. Childcare will be made more accessible in BC by reducing fees, increasing licensed spaces, and enhancing support for Early Childhood Educators. An investment in childcare will help students with children access post-secondary education by eliminating one of the many barriers they face.

Budget 2018 includes a 30-point plan to improve housing affordability across BC. The plan includes massive investments into the development of rental housing at or below market value. It also increases supports for renters and expands existing rental assistance programs. Another component of the housing plan is a commitment of \$450 million that

can be borrowed by public post-secondary institutions to construct on-campus housing. The government estimates this program will create 5,000 new spaces for students. There were very few details released with the plan and no indication of how the government will ensure the on-campus housing is at or below market value.

RELATIONS WITH THE MINISTRY OF ADVANCED EDUCATION

On September 1, then-Chairperson Marshall and Executive Officer Olson attended a government announcement held at Vancouver Island University. At the event, Premier Horgan, Minister of Advanced Education, Skills and Training Mark, and Minister of Children and Family Development Conroy, announced the abolishment of tuition fees for former youth in government care. This is the expansion of a program that began at Vancouver Island University. Removing tuition fees for former youth in care is welcome relief to young people that already face multiple barriers when accessing post-secondary education.

Minister Mark attended the Federation's Executive Committee meeting on September 30, 2017 for an hour-long discussion about issues happening on campus. The meeting was an opportunity for Executive Committee members to provide feedback about student financial assistance, campus infrastructure,



and other barriers to post-secondary education faced by students in BC, with a special focus on those items in the Minister's Mandate Letter from the Premier. The meeting also provided an opportunity for the Minister to speak about her background and her vision for post-secondary education in BC. This is the first time in more than a dozen years that a provincial Cabinet Minister has attended an Executive Committee meeting, and marked the beginning of what is hoped to be a new direction of government relations in the province.

On November 6, then-Chairperson Marshall and Executive Officer Olson met with Deputy Minister of Advanced Education Shannon Baskerville and Assistant Deputy Minister Tony Loughran. At this meeting, Marshall and Olson provided an overview of the Federation's written submission to the Select Standing Committee on Finance and Government Services. Federation representatives highlighted tuition fees for international students, open education resources, and financial aid for students.

On December 1, Secretary-Treasurer Patigdas and Coordinator Beasley met with Ministry Directors Darryl Sopper and Laurie Brucker. At this meeting, Patigdas and Beasley discussed the targeted initiative of the Advanced Education, Skills and Training to address the concerns on mental health services shortfalls in institutions. Sopper and Brucker reported that the ministry is focused on developing a mental health and addictions strategy for the province as a response to high rates of mental health issues and addiction rates. The Ministry is looking at the Federation, member locals and other students' unions to influence their work.

The meeting was a good opportunity to share the work the Federation and member locals are doing in regards to the issue, as well as gain further information on the current initiative. Ministry staff expressed gratitude for

the information the Federation representatives shared and expressed that they are looking forward to working with our organization to create solutions to improving student mental health.

Subsequently, on December 9, Brucker, Soper, and Loughran attended the Federation's Executive Committee meeting. Executive Committee members and local staff engaged in productive and extensive dialogue, and each local representative had the opportunity to share the services and lack of supports at their institutions.

On March 14, then-Chairperson Marshall and Coordinator Beasley met with Assistant Deputy Minister Kevin Brewster and Jeanne Sedun, Executive Director of the Sector Business Innovation branch of the Ministry of Advanced Education, Skills and Training, to discuss details for the government's on-campus student housing plan announced in BC Budget 2018. The Ministry staff provided an overview presentation that described the three main themes of the plan: increasing housing supply, enhancing student life, and stimulating innovation. The presentation also identified funding strategies including: government grants and loans, institutional self-financing, and alternative funding strategies. Federation representatives raised concerns pertaining to the on-campus housing being used by institutions as an opportunity to charge international students high housing costs, and asked how the Ministry plans to ensure the housing remains affordable. The Federation provided feedback and information on defining affordable housing for students as well as providing suggestions on how to balance housing for domestic and international students.

Also on March 14, Marshall and Beasley met with Minister of Advanced Education, Skills and Training Melanie Mark. Beasley and Marshall highlighted three main areas of



concern for members: financial aid, fairness for international students, and open education resources. The Minister reported that Ministry staff had been directed to develop information to assess the potential for a new policy direction on international education. The Minister also reported on work being undertaken to improve application systems at Student Aid BC to better enable students to access existing programs. Minister Mark said that future direction and action on student aid would follow the current work being undertaken at Student Aid BC.

As reported under the Fairness for International Students section of this report, Chairperson Armutlu participated in three interviews with CBC Radio about the campaign. During the interviews, a statement was read from the Ministry of AEST claiming that BC international student tuition fees are below the average in Canada. While technically true, this is a gross misrepresentation of the data as Ontario international student tuition fees are so high they skew the average. BC in fact, has the second highest international students tuition fees in the country. The Federation contacted the Ministry to flag this misrepresentation of data; Ministry staffs were quick to ensure that such messaging (that BC charges the average amount of international student tuition fees in Canada), would no longer be used.

RELATIONS WITH THE OPPOSITION

On November 6, then-Chairperson Marshall and Executive Officer Olson met with Advanced Education Critic Stephanie Cadieux in Victoria. The meeting was introductory and gave Federation representatives an opportunity to talk about the organization overall and hear MLA Cadieux's plans and vision in her role as Advanced Education Critic.

On March 14, then-Chairperson Marshall and Coordinator Beasley met with Green Party Leader Andrew Weaver. Federation

representatives spoke about student financial aid, international student tuition fee regulation, and open education resources. The response from Weaver was positive for all three issues, and he asked to receive more information on international student tuition fee regulation from the Federation. As reported above, the research document on international students was sent to Dr. Weaver once it was completed.

On May 4, former Chairperson Marshall, Chairperson Armutlu, Secretary-Treasurer Patigdas, Executive Officer Olson, Researcher Celeste, and Local 16 staff Davies met with BC Liberal Critic for Advanced Education, Skills and Training Stephanie Cadieux at the Federation's office in New Westminster. It was a positive introductory meeting for new Federation representatives with the discussions focusing on grants programs, funding for institutions, and the new employee payroll tax. The meeting was one hour long and, at the conclusion, Cadieux was given the Federation's research document on international students. Cadieux later raised some of the concerns from the meeting during question period in the Legislature.

RELATIONS WITH FEDERAL GOVERNMENT

BUDGET 2018, EQUALITY AND GROWTH: A STRONG MIDDLE CLASS

Each year, the minister responsible for finance produces a budget for the Government of Canada. This budget is provided to legislators who review the make-up of the government's financial expectations for the coming year, then vote on the proposal. The process begins with consultations in the previous year then a launch day for the budget, followed by the final review and adoption.

Budget 2018, entitled Equality and Growth: A Strong Middle Class, was released on February 27, 2018. The Federal Budget made some small improvements for students such as funding to support women in trades programs, Indigenous education, increased funding for



youth employment, and increases in research funding.

Women in Trades

The 2018 Budget introduced the Women in Construction Fund. This program aims to attract more women into the trades, progress through their training and find and retain jobs in the trades. This fund will receive an investment in 2018–19 of \$10 million over three years from Employment and Social Development Canada's existing resources.

Indigenous Skills and Employment Training

Budget 2018 will replace the Aboriginal Skills and Employment Training Strategy with the creation of a new Indigenous Skills and Employment Training Program. This program will receive \$2 billion over five years, and \$408.2 million per year on-going.

Additional investments of \$447 million over five years, and \$99.4 million per year on-going, will be made to re-focus training for higher-quality, better-paying, longer-term jobs instead of rapid re-employment.

These investments aim to support an additional 15,000 more Indigenous people in developing employment skills and pursuing training for high-quality jobs.

Funding to Youth Employment

Budget 2018 plans to invest an additional \$448.5 million over five years, starting in 2018–19, in the Youth Employment Strategy's Summer Jobs program. This funding plans to double the amount of student summer job placements.

Research Funding

Funding for research is a welcome investment for post-secondary education. Budget 2018 will invest in Canada's three granting councils, a total of \$925 million over five years, starting in 2018–19, and \$235 million per year on-going which will include:

- \$354.7 million over five years (\$90.1 million per year on-going) to the Natural Sciences and Engineering Research Council (NSERC).
- \$354.7 million over five years (\$90.1 million per year on-going) to the Canadian Institutes of Health Research (CIHR).
- \$215.5 million over five years (\$54.8 million per year on-going) to the Social Sciences and Humanities Research Council (SSHRC).

Additionally, a new tri-council fund was introduced specifically to support international, interdisciplinary, fast-breaking, and higher-risk research. This fund will receive \$275 million over five years, starting in 2018–19, and \$65 million per year on-going.





COALITION & SOLIDARITY WORK



COALITION AND SOLIDARITY WORK

The notion of “strength in numbers” extends beyond the membership of the Federation. Working with labour unions, non-profits, and community organizations, the Federation can extend the influence of students to many other conversations and initiatives. Furthermore, through these coalitions, the Federation is able to bring ideas and campaigns to members in order to help spread the reach of other important causes.

The Federation works with labour unions, policy development organizations, business associations, and non-profits to provide students’ perspectives.

BRITISH COLUMBIA FEDERATION OF LABOUR

The British Columbia Federation of Labour represents unionized workers throughout British Columbia and has historically been one of the Federation’s strongest allies.

MINIMUM WAGE WORKING GROUP

The Minimum Wage Working Group is a BC Federation of Labour committee made up of union representatives and community affiliates. The Working Group meets once a month to plan and strategize for the Fight for \$15 campaign. The Federation’s seat in the Group is held by Secretary-Treasurer Patigdas.

The Working Group developed coordinated messaging for presentations to the Fair Wage Commission which mostly took place throughout November. The Group also discussed which city presentations certain labour unions and partner organizations should present, to ensure that the voices of workers were well represented throughout the process.

In response to the BC government’s announcement on a minimum wage increase, the BC Federation of Labour reported it was pleased to see the wage boosted to \$15 per hour, but it was very disappointed by the timeline. The BC Federation of Labour has advocated for an increase of minimum wage to

\$15 per hour by 2019. Its official response highlighted that this extended timeline means that over 500,000 low paid workers, that make below \$15, will have to wait until 2021 to see full financial relief.

YOUNG WORKERS' COMMITTEE

The Federation has participated in the BC Federation of Labour's Young Workers' Committee since 1997. The Federation has a non-voting seat on the Young Workers' Committee, which is currently held by Services Coordinator Pesklevits.

YOUNG WORKERS' SCHOOL

Each year, the Young Workers' Committee organizes a Young Workers' School for union members across the province at Camp Jubilee. This year, the school took place on September 15 to 17. The Federation sent then-Chairperson Marshall, Secretary-Treasurer Patigdas, and then-Local 6 Representative Pesklevits. Federation representatives participated in workshops about labour history, the labour movement, and equity in the workplace. Over 95 participants from across the province attended the school, which is the school's largest turn-out in four years.

BRITISH COLUMBIA TEACHERS' FEDERATION

The British Columbia Teachers' Federation (BCTF) represents 41,000 public school teachers in BC. All public school teachers are members of the BCTF.

The BCTF held its annual general meeting from March 18 to 20. The Federation sent multiple representatives over the duration of the event to table and engage with delegates at the meeting. Federation representatives included then-Chairperson Marshall, Local 6 Director of External Relations Klassen, then-Campaigns Coordinator Armutlu, then-Services Coordinator Sullivan, then-Local 6 Federation Representative Pesklevits, and Secretary-Treasurer Patigdas.

The opportunity allowed the Federation to share the campaign materials on Open Textbooks Now!, Unlearn, and Let's Get Consensual campaigns.

FEDERATION OF POST-SECONDARY EDUCATORS OF BC

The Federation of Post-Secondary Educators of BC (FPSE) is the organization that represents academic workers through trade unions at BC's post-secondary institutions. FPSE has a long history of working with the Federation to further the common initiatives of students and workers.

The Federation continues regular communications with FPSE to coordinate messaging and share work being done. The Federation recently shared work being done on Fairness for International Students, Open Textbooks Now!, and FPSE is eager to share faculty experiences.

On May 15, Chairperson Armutlu and Executive Officer Olson attended the FPSE annual general meeting in Whistler. Armutlu brought greetings to the plenary session, and spoke to the strong relationship between the two organizations, student loans, international students, and open education resources. Armutlu and Olson also participated in sessions on reconciliation and social media tactics.



TENANT RESOURCE AND ADVISORY CENTRE

The Tenant Resource & Advisory Centre (TRAC) provides legal education and information about residential tenancy matters to tenants and community advocates. TRAC works to enhance legal protections for tenants and provides support efforts to expand the availability of affordable rental housing in BC. Chairperson Aran Armutlu holds the Federation's seat on the Centre's Board of Directors.

TRAC saw an increase of traffic to their website and social media due to the utilization of Google Ads, and garnered an increase in funding that will be put to new projects to better provide advocacy services to tenants. The government recently created a Rental Housing Task Force to engage with the public and stakeholders in order to see what amendments can be made to the Residential Tenancy Act that will benefit British Columbians. TRAC has encouraged submissions and will be monitoring the content of the report released by the Task Force.

CANADIAN CENTRE FOR POLICY ALTERNATIVES-BC

The Canadian Centre for Policy Alternatives-BC is an independent, non-partisan research institute concerned with issues of social, economic and environmental justice. The Federation maintains a membership with the CCPA, which provides access to research, publications, and advisories on government policies and current events.

GOOD ECONOMY PROJECT ADVISORY COMMITTEE

The Federation is a financial supporter of the Good Economy Project, and holds a seat on the Advisory Committee. The seat is currently filled by Coordinator Beasley.

Foci of the project in the past year included several BC Economy Reality Check submissions, work on re-localizing the

economy, and research on property tax fairness. In the coming year, the Project plans to prioritize the promotion of ideas which advance progressive economic development and job growth, while also preparing for the economic counter-attack against progressive reversals of neoliberal public policy in BC.

FIRST CALL: BC CHILD AND YOUTH ADVOCACY COALITION

First Call: BC Child and Youth Advocacy Coalition is a non-partisan, province wide coalition of over 90 provincial and regional organizations. These organizations come together to mobilize British Columbians in support of strong public policy for the allocation of resources for the benefit of children and youth. Secretary-Treasurer Patigdas is the Federation's representative on the Coalition.

On August 24, then-Chairperson Marshall attended a coalition lobby meeting with Minister of Social Development and Poverty Reduction Shane Simpson. The meeting focused on a poverty reduction plan for BC. While a wide variety of issues were discussed, Marshall spoke about the importance of an upfront needs-based grant program to help those from low- and middle-income backgrounds afford to attend college and university. Minister Simpson outlined the government's plan to implement a Poverty Reduction Strategy.

On September 13, Secretary-Treasurer Patigdas attended a meeting in which the coalition recognized the work of the Federation and member locals on eliminating the tuition-fee on ABE and ELL, and the reinstatement of funding to the program.

First Call released its 2017 BC Child Poverty Report Card on November 21. The document contained research about the poverty experienced by children and youth in BC and included recommendations for all levels of government. Included in the Report Card



are the Federation's recommendations to the Select Standing Committee of Finance and Government Services about eliminating interest on student loans, implementing a needs-based grants program, and increasing institutional funding.

On September 1, the BC government announced a Tuition Waiver Program for youth aging out of care, which is accessed by students through institutions' financial aid departments. Eligible individuals must be between 19 and 26, and must have spent a minimum of twenty-four consecutive or accumulated months in care. The Coalition is working on making the program more inclusive as the time spent in care has been identified as a barrier for many youth in accessing the program.

At its March 14 meeting, the Coalition discussed the BC Budget's child care investment as well as the BC government's agreement with the federal government for

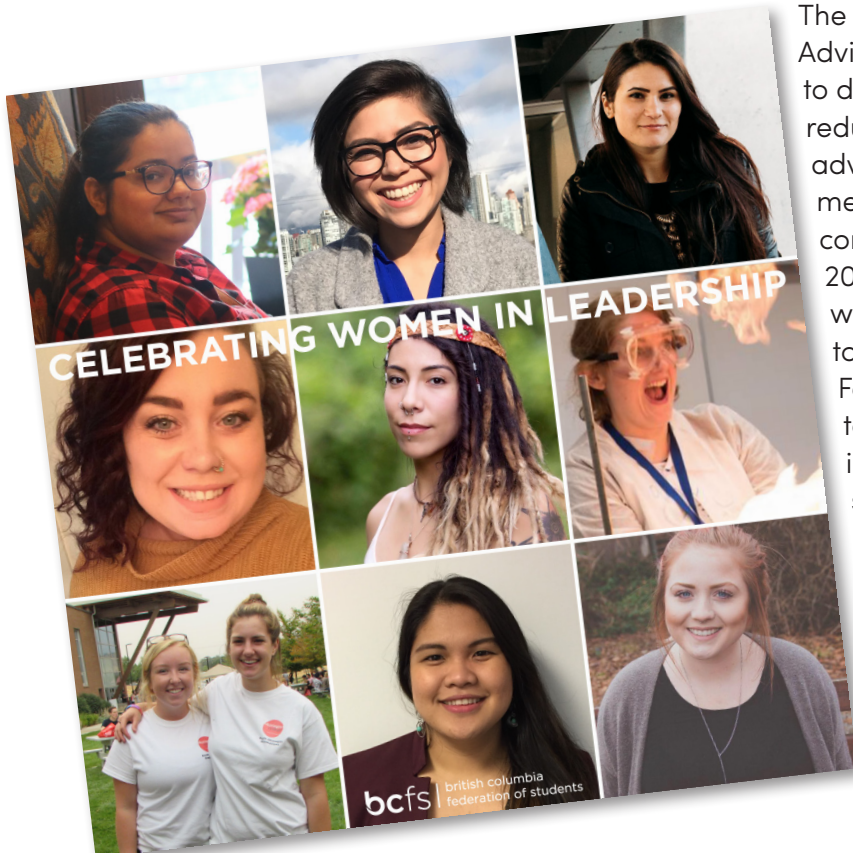
\$153 million over 3 years for child care funding. The agreement includes a targeted investment to enhance equity in services for children under 6 years in underserved communities. The first year will focus on building new spaces and the second year will focus on operating grants. When talking about the need to train more Early Childcare Educators to fill spaces, Patigdas raised the importance of advocating for increased operating funding to post-secondary to support the education initiatives.

BC POVERTY REDUCTION COALITION

The Poverty Reduction Coalition is a non-partisan coalition composed of over 70 organizations that have come together to advocate for a provincial poverty reduction plan that will address homelessness and inequality in British Columbia. The Federation is a voting member of the coalition and Secretary-Treasurer Patigdas is the Federation's representative. The Coalition meets on a monthly basis.

The provincial government has struck an Advisory Committee for Poverty Reduction to develop a comprehensive poverty reduction strategy for BC through continuous advocating efforts of the Coalition and its members. The Advisory Committee held consultations throughout the province in early 2018. Twenty-four community consultations were conducted, and feedback continued to be solicited online until March 31. The Federation worked closely with the Coalition to ensure post-secondary education was included in its poverty reduction plan submission.

On March 7, Secretary-Treasurer Patigdas helped to coordinate a student consultation organized by UBC's Centre for Community Engaged Learning. At the event she was consulted on the importance of post-secondary education



to lift people out of poverty, and facilitated breakout groups.

The Coalition launched the awareness campaign ABC Plan on July 10. The campaign focuses on creating community pressure to ensure legislation and a poverty reduction plan that is:

- accountable with clear targets and timelines to eradicate all poverty by 2030
- bold in action to increase welfare and disability supports, and to improve protection of renters in social and rental housing units
- comprehensive and includes all 7 pillars of the Coalition, including education

The report from the Advisory Committee was released on July 12, titled What We Heard. Included in the report was commentary on the necessity of access to post-secondary education, and finding ways to reduce the cost of attending post-secondary education as it is a pathway out of poverty. This report also included the desire to see more financial aid for students and steps taken to reduce tuition fees.

FAIRVOTE CANADA

FairVote Canada is an organization that has been advocating for electoral reform for over two decades. It has a BC chapter that is a coalition of labour unions, community groups, and non-profits. FairVote's ultimate goal is to reform BC's electoral system to a system of proportional representation through educating and creating awareness of the different democratic electoral systems as well as putting pressure on government.

At the 36th Annual General Meeting, delegates resolved to join the FairVote Coalition and endorse the call for proportional representation.

MAKE EVERY VOTER COUNT

The Make Every Voter Count (MEVC) Coalition was founded by FairVote BC and FairVote Canada. The members of the Coalition include twelve labour unions and other non-profit organizations. The purpose of MEVC is to provide education to voters on the upcoming electoral reform referendum and mobilize voters to the polls.

After the January general meeting, the Federation was offered a seat on the MEVC Executive to assist in the development and coordination of a proportional representation referendum campaign.

How We Vote: Government Consultation Process

Between November 2017 and February 2018, the BC Government held a public engagement consultation process to solicit input about a referendum on electoral reform. The MEVC Executive coordinated submissions to the Consultation amongst its partner organizations to ensure a consistent message for the best outcome in the Attorney General's report.

The Federation wrote a submission for the consultation, which was circulated to member locals and posted on the Federation's website. The submission included the following recommendations:

- **Ballot Question:** The ballot should include a specific question requesting a public mandate to adopt proportional voting that is linked to a transparent public process to choose a specific proportional system.
- **Timing of Referendum:** The referendum campaign should not overlap with the fall municipal election campaigns, and instead should occur after the conclusion of those campaigns.
- **Campaign Finance and Third-Party Advertising Regulations:** The referendum should be subject to regulations that limit the influence of big money.
- **Confirmation Referendum:** After two election cycles with a new electoral system, British Columbians should be provided the



opportunity to confirm that they support proportional voting.

On May 30, 2018 Honorable David Eby, Attorney General, released the regulations for the upcoming referendum. Highlights of the information is as follows:

Two-part ballot question:

- 1) Vote yes or no to switch to a system of proportional representation (PR)
- 2) Vote on support for one, two, or all suggested systems for PR:
 - i. Dual Member Proportional
 - ii. Mixed Member Proportional
 - iii. Rural-Urban PR

The campaign period runs from July 1 to the end of the referendum period, and voting will occur from October 22 to November 30 by mail-in ballot. These timelines are the best-case scenario for students as the referendum will not occur either at the beginning of the semester or the end, when students are at their busiest. This means that member locals and will be able to effectively engage with members about the referendum during the voting period to help ensure high youth voter turnout.

Moving Forward

The MEVC Coalition has created the campaign "Vote PR BC" to engage with British Columbians about the referendum and the importance of electoral reform. On July 12, it was announced that the Vote PR BC campaign would be the official proponent in the referendum and as per the referendum rules, would receive public funding for outreach.

Materials

The Federation continues to work with MEVC to develop materials that can be used by member locals during the referendum. Member locals can use Vote PR BC campaign materials, which include pledge cards and informational leaflets, as mobilization tools on campus.

Media

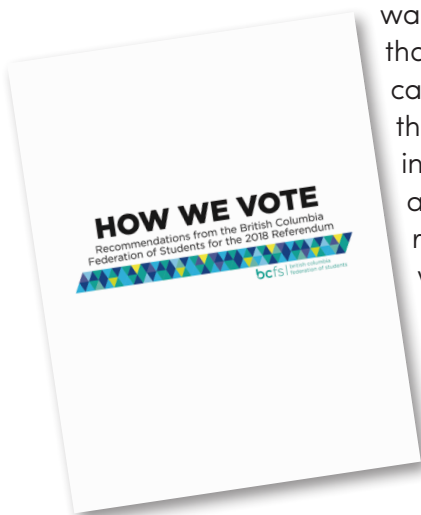
The MEVC Coalition has encouraged media to reach out to the Federation as a representative of young voters. Because of this, Federation representatives have engaged in a number of media interviews about proportional representation.

The Federation also co-authored a Vancouver Sun op-ed with Vote PR BC that highlighted the benefits of proportional representation for youth and student voters.

OURTURN

OurTurn is a national movement to end gender-based violence on campuses across Canada. OurTurn includes a comprehensive evaluation process meant to analyze current sexual violence policies on campus. The document has been signed by over 20 student organizations across Canada. Signatories of the document are encouraged to strike a task force or committee to carry out the work on promoting consent culture on campuses. The OurTurn document equips students' unions with a practical framework for changing or developing policies that aim to end sexual violence.

Federation representatives met with a representative from OurTurn on February 6 to learn more about the movement. The meeting also discussed the OurTurn Action Plan in detail and the realities of advocating against sexual violence on campuses. The Executive Committee voted to endorse OurTurn at its March 2018 meeting, and there is a motion to the 74th Semi-Annual General Meeting to endorse the movement as well.





SERVICES



MEMBERS' HANDBOOK AND DAYPLANNER

The handbook service was created by member locals in British Columbia in 1993 as a means of delivering high quality, ethically produced, and affordable dayplanners, particularly for small member locals. Today, twelve versions of the handbook are made for member locals across the province and each contain a section about the BCFS, a local-specific section, a common calendar and time management pages. In particular, the BCFS section contains the Federation's basic principles, ongoing campaigns work, coalition work, and services.

The quantity produced has allowed for better quality paper and full-colour pages, while achieving savings in writing, editing, designing, printing, and binding costs. The savings have enabled some students' unions to greatly reduce advertising in their handbooks, making room for more local-specific information. In addition, the books have always been produced using a unionized printing firm and using recycled paper and vegetable-based inks.

2017-18 PRODUCTION

The Federation coordinated the production of handbooks from twelve member local unions and produced 46,652 units through Mitchell Press, a full service printing firm in Vancouver, with no price increase from the previous year.

The handbook produced had two newly added components: a full-page monthly calendar and a "priorities for the week" section at the top of each weekly spread. Both changes were received positively by members.

The handbooks were delivered to all participating locals on time and allowed for distribution in welcome back events and orientation.

2018-19 PRODUCTION

For the 2018-19 production year, the Executive Committee again secured a contract from Mitchell Press with a nominal price increase from the previous year.

A new designer was hired for this year's project and work on updating the components of the handbook began in March. Due to positive feedback from members, the design of the local template and the calendar is similar to the past two years with minor updates to font, layout, and colour.

As in past years, the handbook contains information on current issues in post-secondary education in BC, campaigns, and other important information for members. The Federation's information section has been updated with minimal layout changes, as the previous designs received positive feedback. A sticker page was offered as an optional add-on, and was used by 11 participating locals and the Federation.

Custom versions of the handbook are being printed for twelve member locals, as well as the Engineering Student Society at UBC Okanagan. The total number of units printed will be 47,380—a slight increase from the previous year. It is expected that handbooks will be delivered to campus on August 24, on time for distribution at welcome back events and orientation.

MEMBERSHIP DEVELOPMENT MATERIALS

The Federation coordinates the bulk purchase of ethically-produced, environmentally friendly, and high quality membership development materials in the province. By purchasing products collectively through the Federation, students' unions realize cost-savings through increased purchasing power and become leaders in making campuses sweat-shop free.

The Federation works with the Vancouver-based firm Fairware to deliver the bulk purchase service. An online store through the shopify platform is used to facilitate orders

from locals. Items in the store are optimized based on popularity, cost-effectiveness, quality, and feedback from members. Locals are able to customize artwork on the products ordered, as well as, purchase items not included in the store.

At the 36th Annual General Meeting, Internal Affairs Policy Section O: Membership Development Materials Service was adopted.

The policy provides the rationale for the service, the schedule of the service, and the responsibilities of the Federation and member locals.

2017-18 ORDERS

The Federation facilitated two order intakes in the past year: a summer order and a winter order. The Federation and 11 member locals participated in the summer order, and collectively ordered 70,371 items. All items ordered arrived on campuses early and allowed for distribution to members during welcome week events at locals.

The winter order offered the most popular items from the summer order such as, lanyards, water bottles, colouring books, pens and notebooks. Crewneck sweaters were added to the store as a result of several from several locals. Comparable prices to the larger summer order were acquired for the store items. Orders were placed by Locals 1, 6, 13, 16, and 17. All items arrived on campuses in early January as scheduled.

2018-19 ORDERS

The online store opened on May 14 with all orders due on June 8. In total, 12 member local unions and the Federation participated and collectively ordered 88,647 items. The most popular items in the store were: buttons, pens, highlighters, water bottles, phone wallets, lanyards, tote bags, sunglasses, and notebooks. Member locals also ordered caps,



toques, pencil pouches, phone chargers, cutlery, USB, colouring books, shirts, and aluminum water bottles.

Locals also purchased items that are not included in the store such as, jackets, stressballs, table cloths, and straws. Local 1, 6, 13, and 17 took advantage of this value-added option.

LOGISTICS AND DELIVERY

According to the timeline, items are expected to arrive by the third week of August; however, several locals have already received parts of their order. All items are shipped directly from the manufacturer or printer to participating locals in order to reduce costs and increase efficiency.

DISCOUNT PROGRAM

Historically, the Federation has used the International Student Identity Card (ISIC) program, which is administered in Canada by the Canadian Federation of Students (-Services), as its platform for the provision of local and provincial student discounts. ISIC was established more than 50 years ago for the purpose of creating a single, widely-recognised form of student identification for students when travelling globally.

Under this arrangement, ISIC Canada operated in BC with the help of the Federation as a program that used to be run for students, by students to help make every day purchases more affordable. The ISIC platform was useful as a discount platform because, while it was not always possible to calculate the amount of money members have saved through the lobbying victories achieved by the Federation, it was possible to quantify the potential savings members receive through the free provision of the discount card. This showed our members an immediate and tangible benefit of their membership. By working with ISIC, the discount program allowed locals and the Federation to

provide additional reach to benefit partners by showcasing their businesses and discounts, and to help our members across the province realize the benefits of a network of local savings on everyday purchases.

Sadly, and as previously reported, the ISIC program has suffered greatly due to the incompetence of its CFS managers. Mismanaged administration, failure to negotiate discounts, loss of historical and valuable national discounts, and a refusal to maintain the necessary issuing hardware across the country have effectively undermined the service nationally. Additionally, for those in British Columbia, ISIC became a service denied to member locals across the province as punishment for their dissent in the national organisation.

Dependence on the CFS in delivering the discount program has had serious implications, and for many member locals has essentially denied access to the program altogether. As per the directive given to the Executive Committee at the 36th Annual General Meeting, the Federation has endeavoured to negotiate with the CFS to be the sole issuing agent for the province, allowing participation in the program to continue. Failing this negotiation, the Executive Committee will endeavour to create a discount program with the awareness that the provision of discounts to students, no matter what format it takes, is a highly valuable service for members.

2017-18

The failures of the CFS in facilitating ISIC, resulted in member local unions having numerous challenges in issuing cards. Issues seen around the province included: hardware malfunctioning and the CFS not repairing or replacing broken components, member locals being denied access to the issuing site, and card stock and printing supplies being withheld



by the national organisation. These failures produced a massive reduction of cards issued in the province, denying members access to the over 400 discounts BC member local unions secured.

2018-19

As a result of the failures of last year, with the goal of keeping the student discount program as stable as possible, the Federation produced discount solicitation materials seeking discounts that could be accessed by both the ISIC and institutional student cards.

Discount solicitation by the Federation and member locals for 2018-19 began in April and will continue through August. The Federation created a new discount agreement, program backgrounder, solicitor guide, and solicitor agreement. A discount guide booklet for 2018-19 year discounts will be produced in time for the beginning of the fall 2018 semester.

ONLINE AND DIGITAL SERVICES

WEBHOSTING

The Federation coordinates the purchasing for domain, website, and e-mail hosting service, and through collective purchasing power of the Federation and member locals, affordable prices are secured for these digital products. Webhosting has three essential components: domain registration, domain network settings (DNS), and website hosting.

Domain Registration and Network Settings

In order for a website to be hosted, the domain needs to be registered and the domain network systems (DNS) settings need to be hosted. The Federation works with Hover – to facilitate this service.

Domains currently purchased centrally through the Federation belong to Locals 1, 2, 4, 6, 10, 13, 14, 15, 16, 17, and 20, as well as the Federation.

WEBSITE HOSTING

The Federation engages Rackspace Cloudsites Web to provide website hosting that allows member locals to use Wordpress, Drupal, or PHP websites and make them fully customizable.

The websites of Locals 1, 2, 4, 6, 10, 13, 14, 15, 16, 17, 20, and the Federation are currently being collectively hosted through this service. Feedback on the service remains positive and the websites have experienced no downtime since the migration.

EMAIL HOSTING

The Federation provides low cost email hosting managed through Rackspace as an alternative to expensive email providers that offer many additional services not needed by all locals. The service currently coordinates email hosting for Locals 4, 10, 14, 15, 16, and 20.



MOBILE APPLICATION

The Federation has been working with OOHLALA Mobile since 2011 to develop and operate a mobile phone application for use by individual members and member local unions. The application serves as a communications platform between the Federation, member locals, campus groups, and individual members, the app extends communication of local and provincial services beyond print and online advertisements.

User Agreements

As previously reported, the Federation signed a user agreement with OOHLALA that secures the applications at a reduced rate. However, the Federation's budget could not support that entire cost sustainably, as per the direction of the members, the Federation created an Internal Affairs Policy Section N: OOHLALA Partnership Service was adopted at the 36th Annual General Meeting. The policy describes the foundation of the service and the cost-sharing fee structure.

The Federation received signed user agreements from Locals 1, 4, 6, 13, 15, 16, 17, and 20. OOHLALA has been instructed to remove the remaining locals from the agreement and has given permission to pursue an agreement with respective institutions.

Usage

Throughout 2017-18, OOHLALA updated the administrative backend called Campus Cloud to have different administrative controls that improves the ability of app administrators to customize tiles and contents, provide greater capacity of club administrators to manage the club page, and allow for student feedback on services and events. The efficacy report shows that more members are using the app as a tool to find out more information about institution and local campus events and services than previous years. Further, the private messaging function is highly used by members all across the board, showing that

the app is utilized by members as a platform to communicate with peers.

OOHLALA is continuously working on further updating the Campus Cloud to increase the customizability of the app by the administrators and increase the range of attributions for greater specificity of the push notifications.

OOHLALA and Dublabs Merger

OOHLALA continues to grow since its beginnings in 2011 and recently announced a merger with Dublabs, a mobile technology service that focuses on addressing academic silos that exist in classrooms. OOHLALA has increased its capacity over the years to enhance campus life and student engagement, whereas Dublabs has grown its capacity to address academic communication issues. The merger between the two companies will create technology that comprehensively improves student engagement both inside and outside the classroom.

As long-time partners of OOHLALA, the Federation and member locals have access to the upcoming features the merger will bring. The merger will provide greater value of the app at the same price already paid by member locals. OOHLALA has confirmed that current agreements will not be affected and community managers will remain the same. The integration of campus life and academic platforms is expected to grant member locals greater opportunity for membership outreach through the app. Member locals are encouraged to speak with their community managers to explore the new features and for guidance in reaching out to institutional information technology departments to work in collaboration on community services.



INSURANCE SERVICES

BC STUDENT HEALTH CONSORTIUM

The Federation coordinates the BC Student Health Consortium with the primary purpose of using the collective expertise and combined purchasing power of participating members to secure lower rates and better coverage for individual members.

Consortium Membership

The BC purchasing consortium consists of Locals 1, 2, 4, 10, 13, 15, and 16.

Carrier Relations

The Federation continues to work with Green Shield Canada (GSC) for the health, dental, and travel components of member local union plans and does so without the need of a third-party data administrator. For accidental death and dismemberment insurance, the Federation works with Western Life Assurance.

Broker Relations

The Federation and consortium members use the services of Prosum Health Benefits Consulting (Prosum) as the broker for all insurance services provided through the Consortium.

2018-19 Renewals

The 2018-19 renewal process began in February with initial meetings between the Federation, Prosum, and Green Shield. Due to unfavourable pricing for the travel benefit component of the Consortium supported plans, the Federation instructed Prosum to seek alternate quotes across the market. This process resulted in a renewed negotiation with Green Shield, and ultimately produced a refined travel insurance component and more favourable pricing.

Once the travel benefit had been secured, renewals were able to begin and as of July 19, all renewals have been presented to respective Consortium members. To-date Locals 1, 2, 10, 13, 15, and 16 have completed their renewals.

Consortium Meetings

Consortium members met on March 25 and 26, 2018, immediately following the Federation's March Executive Committee meeting. Members reviewed developments in the service over the past year, discussed program and service enhancements delivered by the Federation's service providers, considered new services and components, and reviewed the Federation's relationship with its existing providers.

PROPERTY AND CASUALTY INSURANCE

The Federation continues to undertake work to develop a bulk purchase arrangement for various forms of property, casualty, and liability insurance. In past years, the Federation has assisted member locals in procuring services from the brokers BFL Canada and JLT Canada, both through contacts in Toronto. In 2017-18, the Federation sourced a new, BC-based provider for these forms of insurance in the Victoria office of Aon Reed Stenhouse (Aon).

Since procuring broker services from Aon, the Federation has aided member locals in realizing significant improvements to coverage and reductions premiums (in one case a near 25% savings compared with the previous year's premium). To date, Local 6, 13, 16 and the Federation have purchased coverage from Aon, with most using the carrier Northbridge who has experience with non-profit and social groups.

STAFF BENEFIT PLAN

The Federation operates a staff benefit plan, which is now in its fourth year of operation. To-date the plan covers staff working at Locals 2, 4, 10, 13, 15, and 16, as well as staff and full-time elected directors of the Federation. The staff plan displayed positive result in 2017, which produced improved pricing for 2018. The plan renews each February.



MEMBER SUPPORT AND WELLNESS SERVICES

LEGAL ASSISTANCE

The Federation, working with its health and dental insurance broker Prosum, sourced a firm to provide a free, unlimited legal assistance service to members. The firm, Sykes Assistance Services, operates a series of call-centre services, including one that matches callers to lawyers working across Canada who provide unlimited legal advice on a range of topics, in multiple languages. In addition to the over-the-phone legal advice, the service also provides participants with substantial discount on legal referrals.

Participation

The Federation onboarded this service in 2016-17 as a component of the Federation's BC Student Health Consortium's health and dental benefits plans, and it continued to operate as a component of health and dental plans in 2017-18. Locals 1, 2, 4, 10, 13, 15, and 16 currently offer the service.

Following a discussion at the March 2018 meeting of the Executive Committee about the nature of the service as one that could be offered to members who did not participate in the Consortium, Local 6 informed the Federation that the Local would like to offer the service to its members. Local 6 will begin offering the service as of September 2018.

Promotion

The Federation is working with Sykes to expand the program through increased promotion and addition of in-person legal training, especially legal advising for international students. Work on producing promotional materials is ongoing and will be distributed to member locals by the Federation.

MENTAL HEALTH AND WELLNESS PROGRAM

In 2017, the Federation began inquiring about the possibility of providing mental health and wellness services to members, either through member locals' health and dental plans, or to all individual members independent of the insurance services provided by a local. Prior to making substantial investments in developing a mental health and wellness program, the Federation was awaiting the outcome of an investigation being undertaken by the Ministry of Advanced Education, Skills and Training into provision of mental health services to students across the province. However, the BC government has not moved forward on any coordinated student mental health initiative to-date, and the demand for these services continues to grow.

Beginning September 2018, the Federation will be working with the College of New Caledonia and Local 4 to pilot test a new mental health and wellness service for members. The service, offered through a firm called Lifeworks, is a customized student version of an Employee Assistance Program (EAP). EAPs have existed since the mid-1940s and provide a range of support services designed to improve employee health and wellbeing, aid in life management issues and ultimately make employees more productive. Student versions of EAPs work in the same manner with content, counselling, and assistance designed for post-secondary students. Pending a review of the experience at Local 4, and any action by the BC government to more broadly address the issues of student mental health, the Federation will expand the service to other member locals in coming years.



34TH ANNUAL SKILLS DEVELOPMENT SYMPOSIUM

Since 1985, the Federation has held an annual skills-building symposium for member local representatives in BC. The Skills Development Symposium consists of workshops and seminars that provide elected representatives and local staff with a broad range of skills required to effectively operate a students' union. The Symposium provides participants with an opportunity to exchange information and develop relationships in an informal setting. Fully subsidized by the Federation for one participant from each member local union, and partially subsidized for the next eleven participants, the Symposium is highly accessible to member locals.

The 34th Annual Skills Development Symposium was held Friday, May 25 to Sunday, May 27 at UBC Okanagan in Kelowna. More than 100 elected representatives, volunteers, and students' union staff from 13 member local unions participated. Sessions included:

- Introduction to Post-Secondary Education in BC;
- Director's Rights & Responsibilities;

- Students' Union Finances;
- Membership Outreach;
- Working Collectively;
- Public Speaking;
- Media Relations;
- Effective Meeting Participation and Facilitation;
- Working with Volunteers;
- Navigating Institutional Governance;
- Using Social Media to Engage Members; and
- Hero's Journey (preparing delegates to overcome challenges throughout a cycle of involvement in a students' union)

Workshop facilitators included Federation staff and directors, and local staff, who are experts in the fields they presented, as well as external presenters recruited from the Federation's coalition partners. Participants had the opportunity to complete evaluation forms to rate and provide comments on each workshop and on the Symposium overall. Approximately three-quarters of participants completed the forms, and provided useful comments for the planning of next year's Skills Development Symposium to further improve the workshops.





INTERNAL AFFAIRS



EXECUTIVE COMMITTEE COMPOSITION

The Executive Committee is responsible for the day-to-day management of the Federation. The following is a list of changes within the composition of the Committee since the July 2017 general meeting:

Campaigns Coordinator

Aran Armutlu	July 26, 2017 to April 30, 2018
Amal Ahuwayshil	May 1, 2018 to present

Chairperson

Simka Marshall	July 26, 2017 to April 30, 2018
Aran Armutlu	May 1, 2018 to present

Indigenous Students' Representative

Ken Solonas	July 26, 2017 to April 30, 2018
Santanna Hernandez	May 1, 2018 to present

Representative–Local 1 Members

Valerie Arsenault	July 26, 2017 to December 9, 2017
Jenna Brook	December 8, 2017 to present

Representative–Local 2 Members

Santanna Hernandez	July 26, 2017 to April 30, 2018
vacant	May 1, 2018 to June 23, 2018
Kim Thein	June 23, 2018 to present

Representative–Local 4 Members

Mankiran Kaur	July 26, 2017 to June 23, 2018
Michelle Frechette	June 23, 2018 to present

Representative–Local 5 Members

Cole Hickson	July 26, 2017 to present
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Representative–Local 6 Members

Telka Pesklevits	June 26, 2017 to April 30, 2018
vacant	May 1, 2018 to June 23, 2018
McKenzie Hutchinson	June 23, 2018 to present

Representative–Local 10 Members

Nicole Preissl	July 26, 2017 to June 23, 2018
Joshua Ralph	June 23, 2018 to present

Representative–Local 12 Members

Kimberly Rutledge	July 26, 2017 to September 30, 2017
Amal Alhuwayshil	September 30, 2017 to April 30, 2018
vacant	May 1, 2018 to June 23, 2018
Paula Tran	June 23, 2018 to present

Representative–Local 13 Members

Chantelle Spicer	July 26, 2017 to present
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Representative–Local 14 Members

Kari Morgan	July 26, 2017 to present
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Representative–Local 15 Members

Sheldon Falk	July 26, 2017 to present
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Representative–Local 16 Members

Zahra Hashemi	July 26, 2017 to January 14, 2018
vacant	January 14, 2018 to March 24, 2018
Monica McCrea	March 24, 2018 to present

Representative–Local 17 Members

Rachael Grant	July 26, 2017 to September 30, 2017
Mitchell Auger-Langejan	September 30, 2017 to June 23, 2018
Fillete Umulisa	June 23, 2018 to present

Representative–Local 20 Members

Wendel Schwab	July 26, 2017 to March 24, 2018
Chao Wang	March 24, 2018 to present

Secretary–Treasurer

Phoebe Lo Patigdas	July 26, 2017 to present
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Services Coordinator

Sydney Sullivan	July 26, 2017 to April 30, 2018
Telka Pesklevits	May 1, 2018 to present

Women Students' Representative

Morgan Rogers	July 26, 2017 to January 11, 2018
Zahra Hashemi	January 11, 2018 to present



MEETINGS

Executive Committee Meetings

The Executive Committee met on the following dates:

July 26, 2017;

September 30 and October 1, 2017;

December 9 and 10, 2017;

January 11, 2018;

March 24 and 25, 2018; and

June 23 and 24, 2018.

72nd Semi-Annual General Meeting

The 72nd Semi-Annual General Meeting was held Wednesday, July 26 to Saturday, July 29, 2017 at Vancouver Island University in Nanaimo, BC. Sixty-one delegates from thirteen member local unions participated in the meeting.

The following workshops, briefings, and seminars were held at the meeting:

- Open Education Resources – an introduction to open education practices, which encompasses open education resources, open course development, open pedagogy, open science, and open access publishing (Kwantlen Polytechnic University professor Dr. Rajiv Jhangiani)
- Who's Winning and Why – a workshop that explored the new practice of “full spectrum campaigning”, and how to build a culture of winning in students’ unions and the Federation (New/Mode COO Shamus Reid)
- New Era in Government Relations – an overview of strategies being considered by labour groups, and priorities for public policy proposals in light of the new NDP minority government (BC Federation of Labour Director of Political Action and Government Relations Lynn Buekert)
- Engaging Youth in Municipal Politics – a panel discussion focused on ways to build

youth engagement in local governments, and increase participation in local government issues and elections (City of New Westminster Councilor Jaimie McEvoy and City of Port Moody Councilor Robert Vagramov)

- BCTF Supreme Court Ruling – an overview of the history of the BC Teachers’ Federation’s dispute with the BC Government that went all the way to the Supreme Court of Canada, including the steps taken by BCTF organizers to secure their historic win for teachers’ and workers’ rights (BC Teachers’ Federation Second Vice-President Clint Johnston)
- \$10 a day Childcare – an overview of the \$10/Day Childcare campaign, and what student activists can do to make the campaign a reality (\$10/Day Childcare Campaign spokesperson Sharon Gregson)

Much of the meeting focused on the development of a renewed campaigns and government relations plan. With the change in government to a minority BC NDP government, delegates discussed new tactics and messaging that could be more suitable for the new political reality in the province.

Former CFS-Ontario activist and current Member Services Officer for the Association of Administrative and Professional Staff at UBC Ashkon Hashemi chaired the plenary sessions.

36th Annual General Meeting

The 36th Annual General Meeting was held Thursday, January 11 to Sunday, January 14, 2018 at the Executive Hotel Conference Centre in Richmond, BC. Eighty-two delegates from thirteen students’ unions participated in the meeting.

The Federation welcomed the Honourable Melanie Mark, Minister of Advanced Education, Skills and Training, who spoke



about her vision for accessible post-secondary education. Additionally, the Federation welcomed Liberal Critic for Advanced Education, Skills and Training, who spoke about her role as Critic and the BC Liberals' perspective of the post-secondary education sector.

The Federation also welcomed Federation of Post-Secondary Educators of BC President George Davison to deliver messages of solidarity from his organization.

The following workshops, seminars, and panels were held at the meeting:

- Fight for \$15 BC – an update on the Fight for \$15 BC campaign's challenges and successes, and a review of the Fair Wages Commission report (BC Federation of Labour Director of Campaigns and Young Workers Denise Moffat)
- The Impact of Neoliberalism – an in-depth review of the fundamentals of neoliberalism, and why activists need to continue to fight neoliberal policy regimes in a changing political landscape (CCPA-BC Director Seth Klein)
- Indigenous Learners in Post-Secondary Education – an examination of the barriers faced by Indigenous students when attempting to access post-secondary

education, as well as an overview of funding structures such as the Post-Secondary Student Support Program (PSSSP) (First Nations Education Steering Committee Executive Director Deborah Jeffrey)

- International Students in British Columbia – an overview of research undertaken by the Federation regarding international students' tuition fees and the province's precariously funded post-secondary education system (Federation Researcher Dr. Laura Celeste)
- Open Education Resources – an introduction to BCcampus and Open Education Resources that included a highly interactive component for delegates to plan OER advocacy on their campuses (BCcampus Senior Manager of Open Education Amanda Coolidge and Open Education Advisor Lucas Wright)

A "Skills Boot Camp" was held directly preceding registration for the meeting; this session contained workshops on directors' rights and responsibilities, working with staff, and students' union finances for directors who have not attended a skills development weekend.

Former CFS-Ontario activist and current Member Services Officer for the Association of



Administrative and Professional Staff at UBC Ashkon Hashemi chaired the plenary sessions.

FEDERATION STAFFING

At its March 2018 meeting, the Executive Committee resolved to offer Laura Celeste the permanent position of Researcher, which she accepted.

As a part of its review of staffing requirements for the Federation, at its June 2018 meeting the Executive Committee resolved to post for the permanent position of Organizer. Jenelle Davies was hired for the position and began work on July 20. The Executive Committee is committed to conducting a full review of staffing requirements as part of a strategic forecast for the growth of the Federation.

OFFICE SPACE

For nearly ten years, the Federation was based in its wholly-owned headquarters in a strata-run office building at 1055 West Broadway, Vancouver. Over the past several years, the Federation has taken on more work with regards to services coordination, research, and federal advocacy, and as such its requirements for space have evolved. Additionally, over that time the cost of living—specifically, the cost of housing—in the immediate and surrounding area has increased dramatically, making it difficult for the full-time elected officers and staff to afford to live within a reasonable distance of the office. At its October 2015 meeting, the Executive Committee began to have preliminary conversations regarding relocating the office to a less expensive region of the lower mainland.

Throughout the 2016–17 year, the Executive Committee explored the feasibility of new office space, and several potential locations were scouted. After an extensive search, a location that met the Federation’s most important criteria was identified at 245 East Columbia Street in New Westminster. The specific office unit was made up of two

connected legal units with approximately 2,052 square feet of space. The building and units are fully accessible, with an elevator and accessible washroom.

The property is on a primary transit corridor, being located just one block from a skytrain station. It is also near highways leading to the interior, the Horseshoe Bay Ferry Terminal, the Tsawwassen Ferry Terminal, and Vancouver International Airport. This location allows many options for staff and full-time elected directors to seek affordable housing within a reasonable commute. Further, the space is located in an area of New Westminster experiencing development and change, and this will likely translate into the space producing a positive return on investment in the long-term.

At its March 2017 meeting, the Executive Committee resolved to approve the purchase of the unit pending final review of the building’s strata minutes and other internal documents, and on May 1, 2017 the Federation took possession of the unit.

The office space required significant renovation to accommodate the Federation’s requirements, which was reflected in the price of the unit and anticipated at the time of purchase. The space was previously used as a doctor’s office, and as such has rooms and offices that don’t suit the needs of the Federation. The Federation engaged Terra Housing to undertake a review of the space, develop a plan for optimum use, and oversee the renovation, which was completed February 2018. The office as renovated includes five enclosed offices, open workstations, a copy area, an enclosed storage space, kitchenette, and a mid-size meeting space.

The Federation’s operations were moved to the new office location on March 10, 2018. The move went smoothly with only minor interruptions in telephone access.

The Federation sold its office space on West Broadway in Vancouver, with a closing date of



March 15, 2018. All transactions to do with the sale of the property have been finalized.

MEMBERSHIP DEVELOPMENT

In order to resolve the long-standing dispute with the Kwantlen Student Association, the Federation and the KSA agreed to a legal settlement that included the KSA's expulsion from the Federation. In following this settlement agreement, members at the 36th Annual General Meeting resolved to expel the KSA and members at Kwantlen Polytechnic University from the Federation. While the decision was not made lightly, it was the overwhelming view of members that this was the best way to move forward in a positive direction. An open letter to members at Kwantlen Polytechnic University about the expulsion was circulated in the general meeting binders and was posted on the Federation's website.

FINANCES

2017-18 Budget Management

The Federation's budget serves as a set of revenue and expense projections adopted annually by the voting members. The Executive Committee manages the Federation's spending throughout the year in accordance with these projections.

Notwithstanding fee collection issues described in item 6. d) revenue is in line with budget projections, and spending has been kept under budget across the majority of expense categories.

Members' Equity

The members' equity currently exceeds \$4.5 million, approximately one-quarter of which is invested in the Federation's wholly-owned office space and other capital assets. The remainder is composed of cash (approximately \$1.9 million), short-term investments (approximately \$200,000), and long-term investments (approximately \$860,000).

The Capital Fund, established in the 2000 fiscal year for the purchase or upgrade of property for the Federation's operations, was depleted for the purchase of the new Federation office space. However, between the purchase and renovation of the property at 245 East Columbia and the sale of the property at 1055 West Broadway, the Federation gained approximately \$175,000, which is recommended to be restricted to begin restocking the Capital Fund.

The Disabled Access Fund, established to enhance the accessibility of the Federation for people with disabilities and/or special needs, stood at \$311,451 at the commencement of the current fiscal year.

The CFS Legal Defense Fund, established to assist member locals and the Federation in the event of legal cases being brought against them related to ongoing membership issues, stood at \$100,000 at the commencement of the fiscal year.

Implementation of Federation Fee Adjustment

In January 1994, the Federation's membership fee was set at \$3.00 per semester, pro-rated for part-time students in accordance with the practice of member local unions regarding the pro-rating of local union fees. At the same meeting, a bylaw was adopted stipulating that, beginning in 1996-97, the Federation fee would be adjusted annually by the rate of change in the Canadian Consumer Price Index during the previous calendar year. Based on the provisions of the bylaw, the fee has increased to \$4.57 per semester for the 2018-19 membership year, from \$4.49 in 2017-18.

At the January 2016 general meeting, a resolution was passed amending the Federation's membership fee to be \$8.76, adjusted annually by the rate of change in the Canadian Consumer Price Index during the previous calendar year. The existing fee structure remains in effect until such a time as the new fee is implemented at each member



local, which must be done no later than December 31, 2019. To-date, five member locals are either remitting the correct fee, or have conducted referendums or board resolutions to ensure they will be remitting the correct fee within the timeline laid out by the January 2016 resolution.

Ongoing Membership Fee Issues

Membership Fee Collection

Prior to the 2008 membership year, and for vast majority of the organization's history, all fees were paid to the Federation in its capacity as the BC office of the CFS and CFS-Services, which retained the provincial fee and corresponding national allocation, and forwarded the remainder, representing 5/12 of the total fees, to the national office of CFS and CFS-Services.

The practice whereby all fees were paid to the BC office changed in the 2008 membership year due to personnel changes and a lack of resources in the BC office. Following this date, the majority of BC member local unions directed Federation membership fees, including those of BC Federation of Students, Canadian Federation of Students, and Canadian Federation of Student-Services, to the national office. Once received by the national organization, the portion of fees owed to the BC organization, along with the corresponding national allocation, were forwarded to the BC office.

Beginning of October 2014, all disbursements to the BC office ceased. Realizing that fees were not being disbursed appropriately, the majority of BC member local unions acted swiftly to direct fees to the BC office rather than the national office. Despite the responsiveness of BC member local unions, membership fees for several locals had already been issued to the national organization. To-date, the Federation is still not in receipt of any fees from Locals 9 and 10 for the 2014-15 year, nor a portion of fees for Locals 13, 15, and 16, nor its

national allocation disbursements for the 2013-14, 2014-15, 2015-16, 2016-17, and 2017-18 years.

For the 2017-18 year, all member locals except Locals 12 and 17 remitted all membership dues to the Federation's office; former Local 9 did not remit any fees to the BC office, as outlined explained in greater detail below.

Local 9 Membership Fees

For more than a decade, until summer 2009, Federation membership dues paid by individual members at Kwantlen Polytechnic University (formerly Kwantlen University-College) were remitted directly to the Federation through the institution. In summer 2009, the Kwantlen Student Association (KSA) apparently instructed the institution to cease this practice and to instead transfer the Federation's fees to the Association.

Between August 2009 and February 2010, the Federation continued to receive its membership dues on a monthly basis through cheques issued by the Association; however, since remitting the February 2010 dues, the Association ceased remitting Federation membership dues. Furthermore, the Local did not inform the institution of the CPI adjustment for a number of years. The amount collected on behalf of the Federation is estimated to be \$3.60 per semester, the fee level from 2003.

In January 2013, CFS representatives met with Local 9 representatives to discuss the issue of outstanding membership fees. At the meeting, the Local representatives acknowledged that the Federation fees currently held by the Local must be remitted; furthermore, they acknowledged that the fee being collected since 2003 was an incorrect amount. It was also acknowledged that the difference between the amount remitted and the correct amount based on assessment of the correct fee remains outstanding and is owed by the Local. Accordingly, when fees are received, the Federation applies each fee remittance against the oldest amount owing.



On February 20, 2017, the KSA's legal counsel contacted the CFS and BCFS legal counsels stating that the local was given conflicting direction on where to remit fees for the organizations. The CFS's legal counsel responded by directing the KSA to continue to remit all fees, including the BCFS fees, to the national organization—a clear violation of the bylaws of both the CFS and BCFS.

In order to bring resolution to the outstanding fee issue, which was being used for legal posturing by both the CFS and KSA, a joint trust account was established in June 2017 to house all the CFS, CFS-S, and BCFS fees until such time as the “confusion” over fee remittance is resolved; those fees being withheld by KPU at the direction of the KSA at that time, as well as all fees collected since, have been deposited into the trust fund by KPU. The monies cannot be accessed by either the BCFS or the CFS except by mutual agreement; however, even since the Federation's expulsion from the CFS, an agreement has not been reached by which these or other disputes over monies has been resolved.

As a part of the legal settlement with the KSA reported earlier in this section, the KSA agreed to pay the amount of membership fees in dispute from the time period when they were not remitting the correct amount, as well as interest for that money.

Annual Audit

The audited 2016-17 financial statements were distributed to, and approved by, members at the January 2018 general meeting.

Preparations for the audit of the 2017-18 financial statements will begin upon the close of the fiscal year, with the goal of commencing the formal audit in November.

THREATS TO STUDENTS' RIGHT TO ORGANIZE

On October 21, 2015, Bill 41—a miscellaneous bill that changes the legislative protection

and definition of students' societies fees—was tabled. The Bill sought to make amendments to the College and Institute Act and University Act that would define which students' society fees would be mandatory, and which could be opted-out of if a member was to resign their membership. After consultation with member locals and legal counsel, the Federation sent a letter to Minister of Advanced Education Andrew Wilkinson outlining concerns with the proposed legislation.

In response to students' societies concerns, government tabled amendments to Bill 41 that made language in the original Bill more clear in regards to fee collection. Despite this, the protections for local, provincial, and national fees were to be based on regulations established by government, specifically by the Lieutenant Governor in Council.

The Ministry of Advanced Education held a conference call on November 2, 2015 to provide students' union representatives an opportunity to discuss proposed amendments in Bill 41. Representatives from a number of member locals, non-member students' unions, then-Chairperson Marshall and then-Secretary-Treasurer Davies participated in the call. During the call, the Minister assured the student representatives that the regulations would protect all students' society fees, not just the “program and services fees” that was explicitly listed in the proposed legislation. Throughout the call, the Minister and his staff asserted that consultation would occur between the students' unions and government before enacting the changes.

After the teleconference, the Federation, along with a number of member local unions, sent letters to Minister Wilkinson to emphasize the importance of protected fees and democratic processes used to manage the rate and collection of fees. The Federation also noted an eagerness to continue working in partnership with government on this issue. The Ministry sent out a request via email to many students' unions for a breakdown of membership



fees, programs, and services, as a part of a consultation process. Member local unions provided this information to the Ministry. Bill 41 with the subsequent amendments were passed in the Legislature in November 2015.

On June 22, 2016 the law firm Fasken Martineau DuMoulin LLP published an article about the impacts of Bill 41. The opinion stated that fees designated in a student society's bylaws as a capital or program and service fees would be protected under the new law, but fees related to membership, administration, or operations of the organization would not be protected. This opinion, shared widely throughout the BC post-secondary sector, re-ignited the concerns of member local unions that the new law would effectively make students' union dues optional.

Following the publication of the legal opinion, the Federation undertook additional advocacy work with Ministry staff to dispel the incorrect information in the opinion piece, and to confirm that the interpretation listed therein was not in line with the Minister's intention, as stated on the teleconference meeting of November 2015. Through these communications, the Ministry re-confirmed its intention to create a regulation to accompany the relevant legislation that would clarify the dues collection rights of students' unions.

In December 2016, the Ministry put forward regulations on students' union dues collection that further expanded the "program or service fees" definition to include "cultural, educational, political, recreational, and social activities and events" and "advocacy activities". Per the regulations, these fees fall into the category that are required to be collected and remitted, regardless of a member's resignation of their membership in a student society.

Though the December 2016 regulatory decision was a positive development in the protection of student societies' ability to collect mandatory fees, it does leave student organizations in a



more precarious position than in 2015, prior to the passage of Bill 41. Changes to the statutes governing student society fees in 2015 and 2016 replaced legislative protection for dues collection with regulatory protection, where regulatory rules can be changed at the whim of Cabinet rather than requiring an act of the Legislature. This is a significant downgrade in the security of due collection rights for students in BC, and one that the Federation should plan to address in the years to come.

CRISIS OF LEADERSHIP IN THE CANADIAN FEDERATION OF STUDENTS(-SERVICES)

The Canadian Federation of Students was founded in 1981. As the organization has evolved, many conflicts, internal and external, have impacted the group. Over the years, various segments of the membership have sought political control, dominated the National Executive, or engaged in efforts to destabilize students' democracy. As a part of the organization coming into maturity, a coalition of students' unions from British Columbia, Ontario, and other provinces successfully rooted out broadly liberal,



individualist tendencies from the leadership of the National Executive in the early 1990s.

This coalition of progressive students' unions continued to guide the leadership of the student movement in English Canada for over twenty years. Through this collaboration, the organization maintained steadfast support for organized labour, a collective model of office work, and most importantly a focus on fighting for accessible post-secondary education.

This informal coalition was dissolved without discussion or due notice by representatives of students from outside British Columbia at the October 2014 general meeting of the Canadian Federation of Students. Since that time, the national organization has radically altered its orientation towards student unity, campaign work, and services.

Throughout the 2017-18 year, member locals in BC, along with the Federation, continued efforts to bring accountability to the CFS, and to demand that their rights as members be upheld. After years of this conflict, rather than heeding its bylaws and respecting the democratic rights of member locals, the CFS National Executive submitted a proposal to the June 2018 general meeting to expel all BC locals affiliated with the BC Federation of Students. The motion was passed in opening plenary of that meeting, with delegates from BC locals voting in favour. While some details of the dispute are yet to be worked out between the CFS and BCFS, this effectively concludes the dispute with, as well as membership in, the CFS

A chronology of these events is outlined in Appendix III.





APPENDICES

APPENDIX I: MEDIA SUMMARY

EARNED MEDIA

The following list outlines the media earned during the reporting period.

DATE	OUTLET	SUBJECT
2017/08/08	Prince George Citizen	Tuition fee free ABE and ELL
2017/08/08	North Thompson Star	Tuition fee free ABE and ELL
2017/08/08	Tofino-Ucluelet Westerly News	Tuition fee free ABE and ELL
2017/08/08	Saanich News	Tuition fee free ABE and ELL
2017/08/08	Times Colonist	Tuition fee free ABE and ELL
2017/08/08	Revelstoke Review	Tuition fee free ABE and ELL
2017/08/08	Chek News	Tuition fee free ABE and ELL
2017/08/09	CFAX	Tuition fee free ABE and ELL
2017/09/04	CFAX	Tuition fee waiver for youth in care
2017/09/06	Vancouver Sun	Housing issues
2017/09/06	Times Colonist	Housing issues
2017/09/11	Voice Online	September budget
2017/10/16	The Varsity*	CFS June General Meeting
2017/11/24	The Eyeopener*	November National General Meeting
2018/01/24	The Other Press*	Vancouver Women's March
2018/02/14	Tri-City News	Minimum wage
2018/02/20	The Tyee	BC Budget
2018/02/20	The Phoenix*	International student tuition fees

EARNED MEDIA (CONTINUED)

DATE	OUTLET	SUBJECT
2018/02/04	The Phoenix*	Failures of the CFS
2018/02/26	The Varsity*	CFS breaking bylaws
2018/03/14	The Other Press*	Federal budget
2018/03/20	Prince George Citizen	International student enrolment
2018/04/18	The Varsity*	CFS motion to expel BCFS
2018/04/20	Prince George Citizen	International student enrolment
2018/04/22	Globe & Mail	International student tuition fee increases
2018/04/23	Study International	International student tuition fee increases
2018/04/24	CBC On the Coast	International student issues
2018/04/25	CBC News	International student tuition fee increases
2018/04/28	The Runner*	Expulsion of BC member locals from CFS
2018/05/03	The Globe and Mail-ON	International student tuition fee increases
2018/05/30	Vancouver Sun	Proportional representation op-ed
2018/06/04	BC Gov News	OER funding for ABE
2018/06/05	e-know	OER funding for ABE
2018/06/08	The Varsity*	Expulsion of BC member locals from CFS
2018/06/09	Coop Radio Vancouver	Proportional representation
2018/06/12	The Nexus*	Expulsion of BC member locals from CFS
2018/06/13	The Varsity*	Expulsion of BC member locals from CFS
2018/06/14	The Varsity*	Expulsion of BC member locals from CFS
2018/06/30	The Star Vancouver	Expulsion of BC member locals from CFS
2018/07/02	CBC Radio Vancouver	Proportional representation
2018/07/02	Coop Radio Vancouver	Proportional representation
2018/07/10	The Nelson Daily	Fairness for international students
2018/07/10	The Castlegar Source	Fairness for international students
2018/07/10	CBC Radio Prince George	Fairness for international students
2018/07/10	OMNI TV News	Fairness for international students
2018/07/10	Fairchild Radio Vancouver	Fairness for international students
2018/07/15	CBC News	Fairness for international students
2018/07/16	Thinkpol	Fairness for international students
2018/07/16	Study Travel Network	Fairness for international students



EARNED MEDIA (CONTINUED)

DATE	OUTLET	SUBJECT
2018/07/16	Squamish Chief	Fairness for international students
2018/07/17	Spice! Radio	Fairness for International students
2018/07/17	Academica Top Ten	Fairness for international students
2018/07/18	Study Travel News	Fairness for international students
2018/07/19	Radio NL Kamloops	Fairness for international students

* denotes student media

NEWS RELEASES AND MEDIA ADVISORIES

The following list describes news releases issued during the reporting period.

DATE	TITLE
2017/06/22	Throne Speech reverses BC Liberal funding cuts to adult basic education
2017/08/08	Adult basic education and English language learning programs made tuition-free again
2017/09/01	Government to eliminate tuition fees for youth in care
2017/09/11	Budget update demonstrates renewed commitment to PSE
2017/11/16	Finance Committee gets an earful on advanced education accessibility, makes bold recommendations for improvements
2018/01/18	StatsCan report reveals government funding on the decline
2018/02/08	BC students applaud minimum wage increase
2018/02/21	Child care investment improves access to post-secondary education
2018/02/28	Budget 2018: Trudeau Liberals continue to ignore student debt crisis
2018/03/21	Statement on International Day for the Elimination of Racial Discrimination
2018/04/04	An open letter to students at Camosun College
2018/04/12	"Students Are Voting" is more than just a campaign slogan, it happened.
2018/05/17	Students applaud BC Government investment in graduate education
2018/06/09	Canadian Federation of Students expels BCFS members
2018/07/09	BCFS releases research document on international students in British Columbia



SOCIAL MEDIA

The “British Columbia Federation of Students” Facebook page exists to promote all campaign and services of the Federation. The page currently has nearly 9,000 “likes”. The Federation also continues to engage in membership and community outreach through its Twitter and Instagram handle @TheBCFS. Posts made are in support of a wide range of issues including: proportional representation referendum, advocacy initiatives, government announcements relevant to post-secondary, public service announcements, and membership development.

Locals, directors, and staff are encouraged to like and/or share the Federation’s social media posts to ensure maximum online reach. Additionally, locals are encouraged to share local media coverage and photos of local initiative and events with the BC office so they can be shared more widely on the Federation’s social media platform.



APPENDIX II: MEETINGS

MEETING: DEPUTY MINISTER SHANNON BASKERVILLE AND ASSISTANT DEPUTY MINISTER TONY LOUGHRAN, MINISTRY OF ADVANCED EDUCATION, SKILLS AND TRAINING

DATE: NOVEMBER 6, 2017

Subject: Overview of Federation's written submission to Selected Standing Committee on Finance and Government Services, regulation of international student tuition-fee increases, funding for creation and adoption of more open education resources, elimination of interest on student loans, and up-front needs-based grants in BC.

MEETING: MEMBER OF LEGISLATIVE ASSEMBLY STEPHANIE CADIEUX, ADVANCED EDUCATION CRITIC (BC LIBERAL PARTY SURREY-CLOVERDALE)

DATE: NOVEMBER 6, 2017

Subject: Federation overview and introduction, MLA Cadieux's plan and vision for role as critic.

MEETING: DIRECTORS DARRYL SOPPER AND LAURIE BRUCKER, MINISTRY OF ADVANCED EDUCATION, SKILLS AND TRAINING

DATE: DECEMBER 1, 2017

Subject: Mental health programming on campuses.

MEETING: DIRECTORS DARRYL SOPPER AND LAURIE BRUCKER, ASSISTANT DEPUTY MINISTER TONY LOUGHRAN, MINISTRY OF ADVANCED EDUCATION, SKILLS AND TRAINING

DATE: DECEMBER 9, 2017

Subject: Mental health programming on campuses.



MEETING: DEPUTY MINISTER KEVIN BREWSTER, MINISTRY OF ADVANCED EDUCATION, SKILLS AND TRAINING ASSISTANT AND JEANNE SEDUN EXECUTIVE DIRECTOR OF THE SECTOR BUSINESS INNOVATION BRANCH

DATE: MARCH 14, 2018

Subject: On-campus student housing plan.

MEETING: HONOURABLE MELANIE MARK, MINISTER OF ADVANCED EDUCATION, SKILLS AND TRAINING (NEW DEMOCRAT, VANCOUVER-MOUNT PLEASANT)

DATE: MARCH 14, 2018

Subject: Regulation of international students' tuition-fee increases, funding for creation and adoption of more open education resources, elimination of interest on student loans, and up-front needs-based grants in BC.

MEETING: DR. ANDREW WEAVER, MEMBER OF LEGISLATIVE ASSEMBLY, LEADER OF THE BC GREEN PARTY (OAK BAY- GORDON HEAD)

DATE: MARCH 14, 2018

Subject: Regulation of international students' tuition-fee increases, funding for creation and adoption of more open education resources, elimination of interest on student loans, and up-front needs-based grants in BC.

MEETING: STEPHANIE CADIEUX, MEMBER OF LEGISLATIVE ASSEMBLY, ADVANCED EDUCATION CRITIC (BC LIBERAL PARTY SURREY-CLOVERDALE)

DATE: MAY 4, 2018

Subject: New Federation representatives' introduction, up-front needs based grants program, funding for institutions, and employee payroll tax.





APPENDIX III

SECTION A: CRISIS OF LEADERSHIP IN THE CFS (2015)

INTRODUCTION AND BACKGROUND

The Canadian Federation of Students–British Columbia is a legal entity that was incorporated in 1975 as the British Columbia Student Federation (BCSF). At the time, the students of Canada were eager to build a united student organization to serve students the country over. As leaders in this process, student activists from British Columbia advanced the notion of a single democratic organization for Canada’s students with provincial component organizations to serve similar purposes working in tandem.

In 1981 the Canadian Federation of Students was founded. As the organization has evolved, many conflicts, internal and external, have impacted the group. Over the years, various segments of the membership have sought political control, dominated the National Executive, or engaged in efforts to destabilize students’ democracy. As a part of the organization coming into maturity, a coalition of students’ unions from British Columbia, Ontario, and other provinces successfully rooted out broadly liberal, individualist tendencies from the leadership of the National Executive in the early 1990s.

This coalition of progressive students’ unions continued to guide the leadership of the student movement in English Canada for over twenty years. Through this collaboration, the organization maintained steadfast support for organized labour, a collective model of office work, and most importantly a focus on fighting for accessible post-secondary education.

CFS-ONTARIO TAKES OVER: 33RD ANNUAL NATIONAL GENERAL MEETING

The 33rd Annual National General Meeting of the Canadian Federation of Students was held October 14 to 17 in Ottawa, Ontario. Unlike previous general meetings at which election of the at-large members occurred, representatives of Canadian Federation of Students–Ontario did not participate in collective discussions among provincial components about leadership options, but rather put forward their own slate of candidates in cooperation with the Newfoundland and Labrador and Nova

Scotia provincial components. Because Canadian Federation of Students–Ontario representatives were not open and honest about their intentions, the only candidates for election, except for one independent, were those hand picked by Canadian Federation of Students–Ontario leadership and staff people. British Columbia member local unions unanimously voted against this group of candidates.

It remains unclear to members of the Executive Committee why individuals from the Canadian Federation of Students–Ontario’s employ and those representing students elsewhere decided they were no longer interested in collaborating with students from British Columbia.

BC REPRESENTATIVES EXCLUDED: OCTOBER 2014 NATIONAL EXECUTIVE MEETING

The day following the 33rd Annual National General Meeting a meeting was held of the National Executive. Without notice to the members of the National Executive from British Columbia, the meeting of the National Executive was pushed back by three hours to allow for meetings to occur between members of the National Executive from Ontario, Nova Scotia and Newfoundland, and newly elected at-large members of the National Executive. Once the meeting commenced, then-National Chairperson Jessica McCormick was appointed staff relations officer.

HIRED SECURITY GUARDS AND AGGRESSIVE TACTICS: 2014 NATIONAL LOBBY WEEK

For over a decade the Canadian Federation of Students has organized a National Lobby Week to engage with federal decision makers about issues in post-secondary education. This year the National Lobby Week was held from November 17 to 25. Unlike in previous years when staff from the National Office organized the Week, most of this work was executed by staff of the Canadian Federation of Students–Ontario and private for-profit media firm

MediaStyle, including communicating with news outlets.

British Columbia participants in National Lobby Week reported that during the week they were prevented from freely accessing the national office by unmarked, private security guards watching the doors of the national office. Upon seeking entry to the office for a commonplace visit, participants were approached and interrogated by the private security officers. Participants were asked if they were, “with Jessica,” (presumably Jessica McCormick, then-National Chairperson) and asked for photo identification.

According to returning participants, the tenor of the organisers for the National Lobby Week was significantly different, leading to students’ voice being reflected differently to decision makers than in previous years. While the focus was traditionally to engage in a positive dialogue with all legislators about the need for accessible education, leading to such victories as the implementation of the Canada Student Grant Program by the federal Conservative government, this year’s the 2014 Lobby Week was more antagonistic. Participants were encouraged to boast about chiding Conservative Party lawmakers, especially when they sensed a difference of opinion regarding the politics of individual identity. A video prepared by MediaStyle and released following the Lobby Week showed participants complaining about lawmakers in a manner deemed by many former participants from British Columbia to be unprofessional.

CONTRACTING OUT OF UNION WORK TO MEDIASTYLE

MediaStyle is a for-profit Ottawa based media and public relations firm. The firm describes itself as follows:

“We’re passionate storytellers. We’re innovators in interactive and social media and we’re shaping the digital landscape. Our team uses a digital-first approach to craft strategy, create content, build



communities of action both online and off to deliver measurable results.” – MediaStyle website

In addition to preparing a number of campaign materials for the Federation, MediaStyle has been used by the at-large members of the National Executive in place of the Federation’s unionized workers. This scab labour includes the creation and execution of the Federation’s current “Its No Secret” campaign.

FEBRUARY 12 ANONYMOUS LETTER LEVELS SERIOUS ACCUSATIONS

On February 12, 2015, a letter was sent from an anonymous source to many member local students’ unions of the Canadian Federation of Students across the country. The letter accurately described aspects of what members of the Executive Committee knew to be true of the state of the national organization, including serious allegations regarding breaches of the bylaws and of the collective agreement.

Many member local unions from British Columbia sent direct messages to full-time members of the National Executive about the anonymous message, receiving no serious response for over one month. During this time, the Executive Committee deliberated on the contents of the message, but remained generally hopeful that the normal democratic process of the Canadian Federation of Students would resolve the strife described therein.

MARCH 2015 NATIONAL EXECUTIVE MEETING TELECONFERENCE: MILLION-DOLLAR DECISIONS MADE OVER HOUR-LONG CALL

The National Executive met via teleconference on March 9, 2015. The meeting deliberated on the impending settlement with the Concordia Students’ Union and Concordia Graduate Students’ Association. The two local students’ unions had engaged in a long-term legal battle to terminate their membership in the Canadian Federation of Students after holding

bogus plebiscites that failed to follow the bylaws.

During the teleconference, representatives from British Columbia voiced concerns that the settlement equated to Concordia University students buying out their membership in the Canadian Federation of Students with money that didn’t belong to them. Despite these concerns, the National Executive voted to accept a settlement that awarded over one million dollars of Canadian students’ money to the students of Concordia.

DENIAL OF REQUESTS FOR FINANCIAL AND OTHER INFORMATION

Concerned by informal discussions about the rapid souring of the relationship between management and the employees of the Canadian Federation of Students, BC Representative on the National Executive Jenelle Davies began to request financial information about the operation of the organization, as is her right as a member of the National Executive. These requests were either not responded to or unreasonably delayed. Upholding her responsibility to fulfill a fiduciary duty to the Canadian Federation of Students, Davies pressed the issue with the three full-time members of the National Executive and they agreed to limited provision of information, in person in the Ottawa office, and under the supervision of other individuals.

Despite requesting full records of the financial transactions, Davies was provided with only a small and incomplete portion of the records. National Treasurer Anna Dubinski suggested that the financial records of the Canadian Federation of Students were significantly out of date and that there had been no work to rectify the issue for months, despite it being Dubinski’s responsibility. Dubinski claimed that former National Treasurer Gabriel Hoogers had failed to maintain the financial records of the national organization, but upon investigation Hoogers provided proof that



he had both kept the records up-to-date, and personally trained Dubinski to undertake financial management work.

SIGNALLING A NEW POLITICAL DIRECTION: CONSENT CULTURE FORUM

BACKGROUND

Since 1992 the Federation has been producing No Means No campaign materials for distribution on campuses and in communities. Campaign posters, coasters, buttons, and stickers warn against the use of date rape drugs, encourage men to confront and end male violence against women, and empower women to refuse unwanted sexual attention.

At its January 2015 meeting, the National Executive of the Canadian Federation of Students, upon insistence of the three at-large National Executive members, resolved to undertake an event for students to discuss sexualized violence on campus.

At the January 2015 meeting, BC Representative on the National Executive Jenelle Davies and National Aboriginal Caucus representative on the National Executive Simka Marshall raised concerns about the proposal. The representatives' concerns included a lack of professional experience on the part of the organisers, a lack of focus and understanding on issues facing Indigenous women, the cost of the event, and the lack of direction for such an event from members at a national general meeting. Davies and Marshall asserted that such an event should be organized cooperatively with organizations that were considered experts in the field of sexualized violence, and that the Federation's activism could not replace expertise and experience when dealing with such issues.

The Forum was announced via Twitter just over a week before member locals received information packages about the event. Registration forms were mailed to most, but not all, member locals. The following text was included in the registration packages:

"Space at the forum is limited, with preference given to encourage the participation of women identified people, with special consideration for participants from traditionally marginalized communities, such as racialized, indigenous, trans women and women with disabilities. Please submit completed registration forms and fees as soon as possible in order to help guarantee participants from your local."

This condition marked a significant departure from traditional practice. When the national organization holds a national general meeting the participation of marginalized people is promoted by discounting the participation cost of delegates, not the active selection of participants by a few members of the National Executive. In changing this practice, the three at-large members of the National Executive engaged in a greater degree of interference in member local union autonomy than was practice for any previous meeting.

SESSIONS

Opening remarks were provided by then-National Deputy Chairperson Bilan Arte and then-Women Students' Representative Yolen Bollo-Kamara. Bollo-Kamara's remarks specifically referenced the interplay between the class based approach to social campaigns reflected in the Federation's work historically, and suggested that focusing on access to education was negative. The opening remarks set out that the individual issues of students from marginalized groups should be a particular focus of member local unions and the cross-Canada organization as a whole.

A session entitled "Anti-Oppression Workshop" began the main programing for the Forum, and this was provided by Lena Peters, an amateur video blogger. Peters' presentation was a brief breakdown of definitions of several forms of oppression and marginalization. Peters admitted that definitions were selected directly from websites such as Wikipedia and Urban Dictionary, and that most of the



images used were pulled directly from Tumblr, a social media website. Peters suggested that she failed to complete a post-secondary credential, and had derived her relevant education from “Tumblr Academia”.

Two sections of the Forum’s agenda were reserved for “Open Space Organising”. These segments were available for participants to run their own sessions, regardless of professional experience or whether the topic of discussion was germane to the Forum, or the Federation’s goals. Despite the serious nature of the content and the potential safety risk of having amateurs engaging in workshop facilitation about consent and issues related to sexual assault, these sessions were held on a number of topics.

Overall, participants from British Columbia reported that the sessions for the Forum illustrate that the national organization is out of its depth in engaging in a cross-Canada discussion on broad social issues. There are other organizations that employ experts to address issues of sexualized violence, and by attempting to displace these groups as an expert organization, delegates suggested the national organization is doing a disservice to its members and those established, professional organizations seeking help with a number of sensitive issues related to sexualized violence, child abuse, residential school abuse and other, connected issues.

STAFF RELATIONS

Staff of the Canadian Federation of Students–Ontario played a significant role in running the Forum, including engaging in bargaining unit work of the Canadian Federation of Students. Logistics tables, social media work, and otherwise facilitating the meeting was taken on by staff of CFS–Ontario.

MediaStyle was on hand for the duration of the event. Several employees of MediaStyle staffed the sessions of the Forum to film

participants, engage in social media work, and otherwise record the meeting. All of the work that MediaStyle engaged in would traditionally be undertaken by the Federation’s unionised staffpeople. MediaStyle did not request the consent of participants prior to filming the Forum.

ORGANIZATIONAL CULTURE

The Forum illustrated a new organizational perspective of the National Executive within the organization. Through the informational materials, speeches, and acknowledgements, it was clear to participants that the Forum was first and foremost the work of National Deputy Chairperson Bilan Arte.

Traditionally, printed welcome letters for national general meetings are addressed to delegates from the National Executive as a whole – as the meeting represents the leadership work of the whole body. The printed welcome letter from the Forum was not only in the name of only National Chairperson Jessica McCormick, National Deputy Chairperson Bilan Arte, and National Treasurer Anna Dubinski, but a picture of the three was printed alongside the document. This elevation of the three at-large members above the National Executive was a startling example of the hierarchy being created among members of the National Executive and is indicative of the way in which these three individuals are acting in place of the broader, representative National Executive.

At national general meetings of the Federation, usually the night prior to the commencement of the meeting, a meeting of the National Executive is held to establish a task list. These tasks are democratically agreed upon by the National Executive at a regular meeting. At midnight the night before the commencement of the Forum, National Deputy Chairperson Arte emailed a tasklist to members of the National Executive. The tasks included facilitating sessions on issues which



the assignees had no prior experience, and engaging in bargaining unit work of Federation staff in violation of the collective agreement.

PARTICIPANTS' CONCLUSIONS

Participants from British Columbia reported that the experience did not provide them with new skills or advance their understanding of consent culture in a significant way. No participant from BC indicated that the Forum would impact their work as a director of a students' union, as they already engage in the implementation of the No Means No campaign.

"All in all, I feel that this forum was poorly organized, disrespectful, offensive, and a huge waste of members' fees. Disappointment and anger does not even begin to cover what I feel towards this event's organizers. I look forward to seeing the costs of this event, and pray that the upcoming [National Aboriginal Caucus Annual General Meeting] and following General Meeting are not as overwhelmingly terrible." – Shayli Robinson, National Forum participant from the Camosun College Student Society

ATTEMPTS TO RESOLVE ISSUES REJECTED: APRIL 2015 NATIONAL EXECUTIVE MEETING

The National Executive met in April 2015 in Ottawa, Ontario. The meeting was attended by BC Representative on the National Executive Jenelle Davies; then-Campaign Coordinator Simka Marshall, who was at that time a member of the National Executive; then-Researcher Amanda Aziz; Internal Coordinator Steven Beasley, Bookkeeper Michael Olson, and then-Chairperson Zachary Crispin.

At the meeting participants from British Columbia made several attempts to engage directly in a dialogue about the state of the Canadian Federation of Students. It was reported by these participants that there seemed to be no openness on the part of those present from other provinces to discuss any of the concerns that had been raised to that point, nor any interest in resolution.

Then-National Chairperson Jessica McCormick, serving as the staff relations officer at a time of heightened scrutiny on the national organization's labour relations, refused to attend the meeting. While McCormick would later suggest this was due to issues of mental health, informal reports indicate that she was actively engaged in negotiations with staff and the Canadian Union of Public Employees about staff relations during the entire course of the meeting, attempting to prevent any union representatives from presenting to the National Executive.

ONGOING QUERIES FROM MEMBER LOCAL UNIONS REMAIN UNANSWERED

After the advent of the crisis, member local unions continuously requested financial and labour management information from the National Executive to no avail. Despite suggesting that information was available to any member seeking answers, those working in the national office made little if any effort to respond to the concerns of the students of British Columbia. Member locals 4, 13, 33, 53, 61, 66, 72, 73, and 75 all sent formal requests for information that went unanswered by the at-large members of the National Executive, including questions about information that the national organization is compelled to provide per its bylaws.

BC MEMBER LOCAL VOTES DENIED AT JUNE 2015 NATIONAL ABORIGINAL CAUCUS GENERAL MEETING

The National Aboriginal Caucus meets three times each year: once at the general meeting held usually held in November, once at the general meeting usually held in May, and once separately from a full general meeting. In 2015, the National Aboriginal Caucus General Meeting was held in the days preceding the 67th semi-annual national general meeting. British Columbia students were represented by seven delegations holding four additional proxies at the Caucus meeting.



For the entire decades-long history of the National Aboriginal Caucus proxy votes have been permitted to allow members present to vote on behalf of affiliates without delegates able to attend the meeting. This process is an important structure in ensuring that member local unions who cannot attend can still participate in the Federation's democracy. Within the democracy of many First Nations within British Columbia, a structure reminiscent of proxy voting exists to ensure the voice of those not present for decisions does not go unheard.

The proxy votes of several member local unions from British Columbia were acknowledged by the chairperson when the National Aboriginal Caucus General Meeting was called to order. There was some discussion at the beginning of the meeting about the validity of the proxy process, but the result was a ruling by the chairperson that the proxies were valid.

Days later, and immediately prior to the election of the Caucus' dedicated position on the Federation's National Executive, a vote was held at the behest of the Chief Electoral Officer's daughter, who happened to be a delegate at the meeting, to overturn the chairperson's earlier decision to acknowledge proxy votes. When voting on the acknowledgement of proxies, delegates were disallowed from exercising proxy votes that had already been recognized. Because the four proxies from British Columbia member local unions represented the balance of votes, the resolution to disallow the proxies was successful. The subsequent election resulted in the incumbent, Simka Marshall, receiving a plurality of votes, which triggered a second ballot.

Before a second ballot could be conducted, one of the three candidates standing for election pre-emptively stepped aside, and

publicly declared his support for the remaining candidate other than Marshall – despite there being no structural break in the voting process, nor any opportunity for Marshall to respond.

A second vote was held which resulted in a tie between Marshall and her opponent. Upon the announcement of the tie, Canadian Federation of Students-Services employee David Etherington entered the Caucus meeting room and removed a delegate representing a member local union in Nova Scotia. Delegates from British Columbia witnessed Etherington pressuring the Caucus delegate from Nova Scotia to vote for Marshall's opponent. When the delegate from Nova Scotia returned, an additional vote was held with the result that Marshall was defeated by a single vote.

CONCLUSIONS OF BC DELEGATES

BC member local unions have been traditionally well-represented in the National Aboriginal Caucus because there exists a broad culture of Indigenous student representation in BC students' unions, which is not present elsewhere in Canada. Upon reflection, BC delegates to the National Aboriginal Caucus concluded that the reversal of the previously adopted proxy votes represented a strategy to undermine the ability of BC Indigenous students to seek representation through the Caucus structure. This conclusion is supported by the overly clumsy way the management of proxy votes was handled, and the very obvious way regional Federation staff from Nova Scotia and Ontario and then-National Deputy Chairperson Bilan Are were interacting with the electoral process.

After the meeting, locals 33 and 53 sent letters to the National Executive expressing the anger and frustration felt by their Indigenous members over the denial of their voting rights. Neither local received a response.



BULLYING IN PLACE OF ANSWERS: 67th SEMI-ANNUAL NATIONAL GENERAL MEETING

The 67th semi-annual national general meeting of the Canadian Federation of Students was held from June 4 to 7, 2015 in Gatineau, Quebec.

RESOLUTIONS

Member local unions from British Columbia submitted several motions to the 67th Semi-Annual General Meeting intended to resolve some of the outstanding issues with the political direction of the national organization. While a small number of these resolutions were adopted, a majority were not.

The following resolution, served by the Selkirk College Students' Union, intended to force then-National Chairperson Jessica McCormick, then-National Deputy Chairperson Bilan Arte, and Treasurer Anna Dubinski to fulfill their responsibility to communicate with other members of the National Executive. Despite the fact that the resolution calls for action to be taken that should otherwise be taken as matter of course (and as per the bylaws and governing legislation), the resolution was defeated in closing plenary. The resolution read as follows:

Whereas the Canada Corporations Act provides that directors of a federally incorporated society be provided financial documents, and other documents, upon request; and,

Whereas the National Executive Code of Ethics expresses the desire "that members of the National Executive conduct themselves with integrity that is beyond reproach and in a manner that adheres to good disclosure practices, in accordance with all applicable legal and regulatory requirements"; and,

Whereas Standing Resolution 20, article 3.b. "Communications" notes that the at-large representatives shall "endeavour to keep all other National Executive members informed of external and internal issues arising nationally within the Federation; and

Whereas National Chairperson Jessica McCormick, National Deputy Chairperson Bilan Arte, and Treasurer Anna Dubinski have failed to uphold this section of the Standing Resolutions; and

Whereas National Chairperson Jessica McCormick, National Deputy Chairperson Bilan Arte, and Treasurer Anna Dubinski have failed to uphold both the legally standard and democratic standard noted above in regards to the questions of BC Representative on the National Executive Jenelle Davies, and possibly others; and

Whereas there is no hierarchical structure that exists on the National Executive, with each member being equal to one another; therefore,

Be it resolved that at-large members of the National Executive refrain from withholding information from other members of the National Executive; and,

Be it further resolved that every email the BC Representative on the National Executive has sent to National Chairperson Jessica McCormick, National Deputy Chairperson Bilan Arte, and Treasurer Anna Dubinski since September 2014 be answered with a full and complete answer to each question, including any requested documents; and

Be it further resolved that follow-up questions by the BC Representative on the National Executive be answered in a full and complete manner.

INTERPERSONAL INTERACTIONS

Delegates reported nearly universal frustration with the organization of the general meeting, social interactions with delegates from other provinces, and the demeanour of those meant to protect participants from personal attacks.

It was suggested by several participants that Lena Peters, the anti-harassment officer appointed by opening plenary, exercised the power of the position with exceptional bias and lack of due process. Peters was reported to have told those with complaints of harassment that they should change their actions, rather than pursue remediation with those accused. British Columbia delegates also complained



that Peters' conveyed personal opinions about complaints, rather than conducting non-biased investigation of complaints and generating fact-based analysis.

Delegates from British Columbia were repeatedly referred to as racists, both directly and indirectly. It was suggested by many delegates from other provinces that disagreement with the actions of the National Executive constituted harassment and abuse, despite the general meeting being the structural forum to discuss such a disagreement. Further, no reports suggesting delegates from British Columbia engaged in any behaviour resembling an attempt to silence, disempower, or otherwise limit the participation of racialized delegates.

"It was clear that I did not have enough intersecting identities in my tool kit to warrant any voice in this forum." – Jessica Sandy, North Island Students' Union delegate to the 67th Semi-Annual National General Meeting

During National Chairperson Jessica McCormick's opening remarks it was suggested by McCormick that the psychological impact of executing her role in the preceding months had been significant for her. McCormick suggested that her personal psychological distress prevented her from executing her duties as the National Chairperson and affected her actions as staff relations officer. McCormick never suggested that she requested to be relieved of her duties during her physical absence, nor ceased undertaking her work as staff relations officer. When a delegate from British Columbia requested that McCormick provide information about her actions as the National Chairperson and staff relations officer, the delegate was shouted down by delegates from other provinces without any intervention by the plenary speaker or anti-harassment officer.

This is only one example of a pattern of behaviour experienced by British Columbia

delegates throughout the meeting. Hiding behind personal issues or political sensitivities, at-large members of the National Executive avoided serious and important questions throughout the general meeting and side-stepped accountability for improperly exercising the administrative and management authority that only the National Executive wholly assembled has the authority to execute. BC delegates were left to conclude that this tactic was an obvious attempt to avoid accountability for decisions made without authority.

ELECTIONS

Elections were held at the meeting for representatives of constituencies and caucuses on the National Executive.

After two votes to secure a clear majority for the position, the Women's Caucus voted to submit for ratification by plenary Local 75 delegate Shayli Robinson for the position of Women's Representative on the National Executive.

The National Aboriginal Caucus met many times over the course of the general meeting. At each meeting, delegates from British Columbia demanded a re-vote for the Caucus' representative to the National Executive with the recognition of proxy votes, which was initially agreed to. However, during the last meeting of the Caucus, delegates from other provinces asserted that no re-vote would take place. National Deputy Chairperson Bilan Arte was ejected from the Caucus meetings after several delegates voiced that she was making them uncomfortable and unable to participate. Despite suggesting that she was willing to exit the meeting if her presence caused discomfort for Indigenous delegates, Arte returned to participate in the Caucus' last session to assist efforts to undermine the electoral process.



CLOSING PLENARY

During closing plenary a document entitled “Report of the National Executive” was presented to delegates for adoption. BC Representative on the National Executive Davies arose in deliberation and noted that the document was both never considered by the National Executive and not accurate. Despite this, the at-large members of the National Executive insisted that plenary consider the document. The document included negative and inaccurate characterisations of the Executive Committee’s actions. Delegates from British Columbia questioned the National Executive about the content of the document, regularly receiving a vocal negative response from delegates from other provinces.

Despite the agenda for the general meeting having been adopted by opening plenary, the plenary speaker entertained a resolution to recess closing plenary and hold an impromptu meeting of the Women’s Caucus. During the meeting of the Caucus, delegates from outside of British Columbia, mostly from Ontario member locals, berated those from British Columbia for perceived slights, asking questions of the National Executive, and for the content of the resolutions submitted.

“The preferential treatment by the national executive toward Ontario delegates was blatantly and offensively obvious throughout this emotionally charged meeting. At one point a “triggering” word was used by a BC delegate (a word, I might add, that had been used many times in the meeting until that point) and the entire right side of the room erupted with verbal and even physical aggression toward the speaker. One Ontario delegate lunged at the speaker, spitting expletives and threats at her. Her conduct was not deemed out of order, and despite being physically aggressive she was not reprimanded by the chair for her behaviour or asked to leave the room in the interest of maintaining a safe environment.” – Chelsea Grisch, Okanagan College Students’ Union delegate to the 67th Semi-Annual National

General Meeting and participant in the impromptu Women’s Caucus meeting

After the bullying and unwarranted attacks on British Columbia’s delegates participating in the impromptu Women’s Caucus meeting, delegates expressed that they felt the meeting to be an unsafe space. After consulting with representatives of each delegation present, members of the Executive Committee agreed that no one should be asked to continue to participate in the general meeting. Consequently, delegates from each British Columbia member local union walked out of the general meeting, and reconvened elsewhere as a provincial component to discuss what had transpired. This was the only time in the near 35-year history of the Canadian Federation of Students that delegates from British Columbia universally left a meeting.

DELEGATES’ CONCLUSIONS

From the outset of the general meeting, delegates from British Columbia member local unions were particularly keen to exercise their democratic role to inquire about the work of the Federation and set the organization’s agenda. This approach was based on the assumption that the Federation operated with several principles of democracy:

- established democratic infrastructure including separation of the authority to decide, execute, and scrutinise actions;
- universal participation and ability to vote, including active participation;
- protection of minority rights including the freedom to a voice within the democracy, protection from oppressive decisions of the majority, and liberty to express perspectives that are irrelevant to the democracy’s proceedings without concern that those perspectives will impact deliberation; and



- due process including the ability to appeal democratic decisions on the basis that they violate other democratic decisions, established internal rules, or law.

A vast majority of British Columbia delegates reported that the assumption that protection of minority rights and due process were in effect was mistaken. During the meeting, the Federation's leadership failed to answer basic questions about the operations of the organization, there were substantiated reports of election fraud, and the established rules of order were ignored.

"To put it simply: every delegate from British Columbia was subjected to at least some extent of slander and verbal abuse during the course of the weekend. Those who were not of a typically marginalized demographic were dismissed as speaking from positions of privilege regardless of the validity of their statements, and those who were faced hostile personal attacks in constituency group meetings normally respected as safe spaces for discussion of matters affecting individuals marginalized by race, gender, and orientation. The abusive actions condoned by Arte and McCormick were blunders in judgement of the worst kind I have encountered in my time working with the CFS and need to be addressed whether with or without input at the national level." – Reilly Walker, Northwest Community College Students' Union delegate to the 67th Semi-Annual National General Meeting

Many member locals' delegates recommend that participation in general meetings of the Canadian Federation of Students be considered with exceptional caution in the future.

JULY 2015 NATIONAL EXECUTIVE MEETING

The National Executive met in July 2015 in Ottawa, Ontario. The meeting was attended by BC Representative on the National Executive Jenelle Davies and then-Researcher Amanda Aziz.

Much of the deliberation of the National Executive at this meeting was in-camera thus no record is available to British Columbia members. The Executive Committee has not been contacted by the National Executive to address the questions being raised by members in British Columbia, or the behaviour of delegates at the most recent general meeting.

Despite nearly a year of questions about finances and the announcement of an undisclosed bank account at the most recent general meeting, no financial report was provided to the National Executive at the meeting.

BC Representative on the National Executive Jenelle Davies left early, suggesting that the meeting degenerated into ad hominem attacks against herself.

EXECUTIVE COMMITTEE RESPONSE

From the outset of the crisis of leadership in the Canadian Federation of Students, the Executive Committee has deliberated on the issue at each meeting. During much of this time members of the BC office collective urged caution and the provision of the benefit of the doubt regarding interactions with the National Executive. This approach was intended to allow the National Executive to resolve its failings in regular democratic fashion and limit public discussion of issues internal to the student movement so that there be a reduced impact to political campaigns and service delivery on which individual members rely.

After the extreme changes to the Canadian Federation of Students evident at the April 2015 National Executive meeting and the 67th Semi-Annual National General Meeting, the Executive Committee began to deliberate on a formal organizational response. This response seeks to address not only the misdeeds and breaches by the National Executive, but also the apparent departure from the organization's long-standing



progressive politics evident in the behaviour of both members of the National Executive and delegates to the national general meeting from outside of British Columbia. The Executive Committee's deliberations led to the submission of several resolutions to this general meeting for consideration by the students of British Columbia, including an affirmation of commitment to the founding principles of the Canadian Federation of Students and the censure of those most radically undermining the same.

It is important to note that none of the at-large members of the National Executive have contacted the Executive Committee about the outstanding issues and concerns expressed by British Columbia member local unions. No BC member local union has been contacted by any of the three at-large members of the National Executive about their decision to walk out of the 67th semi-annual national general meeting. Further, no member local, nor the Executive Committee, has been contacted by any of the at-large members of the National Executive about the motions served with notice to the 68th semi-annual general meeting.

Regardless of the outcome of British Columbia students' struggle to maintain democracy in the Canadian Federation of Students, the Executive Committee is resolute that the focus of the student movement must continue to be the ultimate goal of a universally accessible system of public post-secondary education.

"The focus of CFS-BC continues to be the representation of students on issues like reducing tuition fees and making education more accessible, and on the provision of high-quality services."

– Chairperson Simka Marshall, in response to media inquiry about the Executive Committee's recommendations



APPENDIX III

SECTION B: NO ANSWERS AND NO DEMOCRACY (2016)



NATIONAL GENERAL MEETINGS

Due to the overwhelmingly negative experiences at the June 2015 national general meeting, most BC member locals were unwilling to send delegates to national general meetings throughout the 2015-16 year. In total, 11 delegates from six BC member locals attended the Fall 2015 general meeting. Several other locals assigned those in attendance to vote on their behalf via a proxy designation. Member locals served motions yet again in an attempt to find a resolution to the ongoing democratic and structural problems plaguing the organization. Seemingly as a result of these motions, those BC delegates in attendance were the subject of ongoing harassment and intimidation throughout the meeting. The motions served were soundly defeated with little or no discussion.

Even fewer BC delegates attended the June 2016 general meeting. A total of 7 delegates representing five BC locals were in attendance.

NATIONAL EXECUTIVE MEETINGS

In place of continuing the struggle at national general meetings, several BC member locals have focused their attention this past year on continuing to demand, primarily through email, the financial and related information that the CFS/CFSS management had been refusing to provide.

This effort has been led by Secretary-Treasurer Davies, who also had the opportunity to repeat the demands in-person at quarterly board meetings and during shorter teleconference meetings. She was joined in this effort between November 2015 and June 2016 by Chairperson Marshall, who was elected as the College and Institutes Caucus Representative on the National Executive for second half of the 2015-16 membership year.

At the August 2015 BC general meeting, a motion was adopted that directed a letter be sent to the joint CFS/CFSS National Executive detailing the common concerns of the BC member unions. This letter was sent in early October, 2015.

The letter was first discussed by the National Executive at its October 2015 meeting. At the conclusion of the discussion National Chairperson Bilan Arte was directed to write a response. In January, when Davies reported that the BC member unions had still yet received a response, Arte committed once again to issuing a response to the BC locals at her first opportunity. At the April National Executive meeting, Davies again raised the matter that BC member unions had still not received a reply. As of the start of the August 2016 BC general meeting, BC member locals have still not received the courtesy of a response.

Formal response or not, it has been clear to Davies, Marshall, and BCFS staff who have been at the National Executive meetings that Arte and the rest of the National Executive have no intention of acknowledging the validity of the BC member unions' concerns. Every time Davies has raised the issue of BC members concerns, the reaction from the majority of the National Executive has ranged from scorn for the members "ignorance" to accusations that Davies is simply representing her own view rather than the views of the BC member unions.

In fact, the notion that the BCFS elected leadership is unrepresentative of its membership has been a regular theme at National Executive meetings. It has been used throughout the past year by the three at-large National Executive members and their supporters on the board to try to discredit Davies in her role as "messenger" for the BC member unions. Whether they actually believe it or whether it is a tactic, is irrelevant. It has the effect of shifting the focus of the discussion so the actual concerns being raised by the BC unions, through their representative(s), are never addressed. With the topic successfully avoided and the meeting adjourned, the at-large National Executive members return to

running the national organization without any scrutiny or accountability.

Generally speaking, the dysfunction within the National Executive has gone from bad to worse since first reported on a year ago. Not only does BC Representative Davies continue to have all her requests for information denied, she is also now being denied the right to submit written reports to the board explaining BC members concerns. Meeting after meeting, Davies' written reports—the submission of which are a requirement of the position—are presented, and meeting after meeting the vote to approve the report is tabled to the subsequent meeting. In each instance, one or more of the full-time executive members object to the criticisms being leveled by BC member unions (as directed by provincial general meeting or Executive Committee meeting). Once the objection is made, the reports have been immediately tabled without debate as if these full-time members have final authority to decide what is true and what is not, what is fair criticism and what is not, and what is reasonable to discuss and what is not.

For the most part, the undemocratic and destructive way in which the full-time National Executive members are now operating has been accepted by the other members of the National Executive. Because of the purge of veteran employees and the turnover in most positions on the National Executive, most institutional memory has been lost. The new National Executive members are not aware that this is contrary to the way in which the National Executive should function and has functioned historically. The understanding that the at-large members manage CFS/CFSS on a day-to-day, week-to-week basis at the direction of the rest of the National Executive has been lost. The current members of the National Executive, with the exception of the BC Representative, appear to have fully accepted the centralization of power amongst the full-time members in the Ottawa office



and the dilution of the National Executive's role to little more than a consultative body.

THE RISE OF THE "EXECUTIVE AT-LARGE"

In fact, the three full-time members have now branded themselves as the "Executive At-large", regularly using the term in meetings and reports and on the joint CFS/CFSS website as if this structure exists, even though no such term appears anywhere in the Bylaws, operational policies, or standing resolutions of the organizations. Nevertheless, most of the other members on the National Executive have adopted, as part of their uncritical obedience to the at-large members, that final authority must rest with the "Executive At-Large".

In most cases, by its failure to assert its constitutional authority the National Executive is leaving a void that allows the full-time members to fill by virtue of their roles as the day-to-day managers of the national organization. However, there are some responsibilities that the National Executive is contractually bound to fulfill, including its responsibility as the Employer as defined by the collective agreement with the unionized employees. Despite this explicit contractual responsibility, none of the hirings, discipline and dismissal, or grievance decisions has been brought to the National Executive approval. When this violation was raised by the BC Representative Davies at the most recent National Executive meeting, the solution was not to correct the practice. Instead, the National Executive adopted a motion "never" to ratify employee hiring in the future. It is noteworthy that the motion should have been ruled out-of-order not only because it violated an existing contract with an external organization and, therefore could not be acted upon, but also because negative motions are not permitted under Robert's Rules of Order because they are nonsensical.

The National Executive structure, consisting of at-large directors and representatives

of the provincial federations, was designed with intention to ensure that each province's members had direct input on all matters, including operational ones. The new centralized power of the "Executive At-large" means that one provincial federation, who has the largest membership and thus control of elections at general meetings, effectively runs the organization without input or consideration other than from those whom they choose to consult. As a founding federation of CFS/CFSS, the BC Federation of Students would never have agreed to this structure as a condition of membership.

SURPRISE CHANGES TO STAFFING AND MANAGEMENT STRUCTURE

As with local board structures, the National Executive is the body that is technically the Employer; it appoints a Staff Relations Officer and the three full-time members who work in the Ottawa office oversee the day-to-day management of the staff.

In mid-June 2016, Secretary-Treasurer Davies was alerted to a job posting by the CFS for the position of Executive Director. This posting came as a surprise not only because the position has never existed in the staffing/management structure of the organization, but also because the National Executive had not once had a discussion about the position.

At its July 2016 meeting, the National Executive ratified the hiring of Toby Whitfield. BC Representative Davies raised concerns about the complete lack of consultation of the Employer in the decision to create and post for the position.

At this same meeting, it was revealed that some of the "interns" that had been hired over the course of the previous 18 months had been converted to permanent staff. This had apparently happened as long as 12 months prior to the meeting with no report to, or approval of, the National Executive. The



rationale continued to focus on the newly-asserted powers of the “Executive At-Large”.

QUESTIONING THE BCFS STATUS AS PROVINCIAL COMPONENT

Throughout the history of the CFS/CFSS, staff of provincial components have participated fully in National Executive meetings, including having speaking rights and being invited to participate in in-camera sessions.

However, at the July 2016 National Executive meeting, National Chairperson Arte asserted that BCFS employee (and former member of the National Executive) Michael Olson would not be allowed to speak at the meeting nor would he be allowed in the in-camera sessions. The reason provided by Arte was that Olson works for an “external organization”. When pressed for further explanation, Arte asserted that the BCFS is no longer the provincial component of the CFS/CFSS. She said that members’ decision at the January 2016 BC general meeting to change the name of the provincial organization meant that the BCFS could not be the component. Additionally, she said that the addition of a member local union that was not a member of the national organizations (that being the NBC GSS), and the resulting incongruence of membership, excluded the BCFS as a provincial component.

It was not explained why this arbitrary decision conflicted with historical situations in which incongruence between provincial and national federations has existed. Arte did not explain why employees of the Ontario Federation of Students, a non-congruent provincial organization, were able to attend every meeting and in-camera session without restriction between 1981 and 1992 (at which point its membership became congruent). Nor did she explain how, over the years, CFS/CFSS had various provincial components with names such as Students’ Union of Nova Scotia and Newfoundland and Labrador Federation of Students.

This assertion by Arte had not been precipitated by any discussion of the National Executive or general meeting, nor was there any further discussion after the restriction on participation by BCFS staff.

MEMBERSHIP DUES AND PROVINCIAL FUNDING

A central effort during the past year was on getting information with which to determine precisely how monies were being spent by CFS/CFSS. The information would help determine if, amongst other things, the national organization was favouring CFS-Ontario, and, conversely, acting in a prejudicial manner against CFS-BC/BCFS. Circumstantial evidence indicates that CFS and CFS-Services had been providing extraordinary funding to CFS-Manitoba, CFS-Newfoundland, and CFS-Nova Scotia, in addition to the extraordinary funding already being provided to CFS-Ontario.

At the same time, CFS and CFSS has yet to transfer to BCFS a penny of the provincial allocation owed it by CFS/CFSS’ statutes or even answer enquiries concerning whether there is any allocation that remains owing to BCFS from the 2013-14 membership year. In all cases, even requests for a basic accounting of funds owing has been denied. Additionally, although most if not all members locals are no longer remitting fees to the CFS/CFSS, at least until information requests are properly answered, several locals submitted combined to CFS/CFSS and BCFS fees to CFS during the 2014-15 membership year. Despite requests by the Federation and by Davies for the BCFS fees—or at the very least, an account of those fees—none has been provided.



CONCLUSIONS

As someone once said, there can be no democracy without the information needed to form judgments and cast informed votes. Without it, ignorance prevails.

Within the CFS, ignorance is now prevailing. Those who have the information share it only with those who share their goals. Those who want it--BCFS and its member unions--are denied it. Most other member locals either don't understand what they are missing or content to accept the current state of the CFS

The fiscal year ending June 30, 2013 is the last year for which CFS and CFSS have had their financial statements audited. In other words, it has now been close to one-third of a decade since a fiscal year of the CFS and CFSS has been audited. Among the members of the National Executive, only BC Representative Jenelle Davies has expressed deep concern.

Should BCFS and its member locals simply walk away from CFS/CFSS, it would leave CFS-Ontario with the benefits of the BCFS' contributions over more than three decades? Certainly a more equitable solution would be for the BCFS to demand an unwinding of the original partnership with a proportionate share of the more than \$10 million that it helped to accumulate through membership and services fees during the past 35 years.

The current irreparable state of the relationship was not BCFS' doing. It was the reckless and self-interested actions of CFS-Ontario that have led to this state. CFS-Ontario should not profit at the expense of BCFS for driving BCFS from the CFS through its oppressive actions. The dissolution of the partnership with fair distribution of a proportion of assets back to BCFS as a founding provincial federation may be the most fair outcome.



APPENDIX III

SECTION C:

NORMALIZING OPPRESSION AND BANNING DISSENT (2017)



INTRODUCTION

The 2016-17 year saw a continuation of the same theme from the previous years; namely, the centralization of power, contempt for BC representatives and member locals, and the further deterioration of services and campaigns. While speaking about unity and attempts and reconciliation, the actions of Chairperson Arte, Deputy-Chairperson Roy, and Treasurer Veitch continued to undermine member locals' autonomy and subvert the role of the BC component and National Executive.

NATIONAL GENERAL MEETINGS

2016 ANNUAL GENERAL MEETING

Member locals continued to be uninterested in subjecting their representatives to the experience of a national general meeting during the 2016-17 year. In total, eleven delegates attended the Fall 2016 general meeting from nine member locals; a further two locals assigned those in attendance to vote on their behalf via a proxy designation.

The plenary and sub-committees of the general meeting were facilitated poorly (and incorrectly), which resulted in hours of wasted time. The Organizational and Services Development Committee was only able to discuss 25 percent of the motions referred to it by plenary, despite the facilitators skipping the presentation and discussion of services. The remainder of the motions went back to plenary without recommendations from the Committee.

In the Budget Committee, Treasurer Veitch attempted to have two audited financial statements, one of them including a summary of a forensic review, approved with a single motion. After an uprising from the Committee members, Veitch relented and allowed the business to be considered separately. Ultimately, due to a high amount of discussion and debate, delegates were only able to review both audits by having the Committee convene for a third unscheduled meeting.

Despite assertions from previous elected officials such as former Chairperson Jessica McCormick and former Treasurer Anna Dubinski that a written report of the forensic review of the so-called “secret bank account” would be provided to members, Treasurer Veitch told the Committee that no such report would be provided. Understandably, this caused confusion and many delegates voiced serious concerns about what appeared to be an obviously attempt to suppress information. In the end, the Budget Committee served a motion to the closing plenary that the National Executive provide a full written report on the forensic review to members prior to the next general meeting. This motion was approved at the closing plenary.

As a result of egregious mismanagement of time in Closing Plenary a series of motions that had been served for discussion at the meeting were not discussed or voted on—they were tabled to the next general meeting.

2017 SEMI-ANNUAL GENERAL MEETING

For the June 2017 general meeting, several member locals chose to send a larger delegation than they had for the previous few meetings. In total, 27 delegates attended from 10 member locals.

Even before the meeting began, member locals experienced serious setbacks regarding their democratic rights and rights to participate in the meeting. Three member locals from BC submitted motions with proper notice for

consideration at the meeting. All three locals received a confirmation of receipt of their motions from Treasurer Veitch. However, when the second notice package was delivered with the draft plenary agenda containing motions submitted, the motions from these locals were absent. No communication had been received prior to this time regarding the motions, and it wasn't until local representatives contacted the national office that they were acknowledged. Several days after the second notice package was received in BC, each of these three locals received letters from the CFS' legal counsel Todd Burke, claiming that the motions were “out of order”, “inappropriate”, and in some cases “defamatory”. This action taken by the full-time directors, to direct legal counsel in this way, is a direct violation of the bylaws and member locals' rights. Regardless of Mr. Burke's opinion, the only way a motion can be ruled out of order is by members at the general meeting. Further, some of the motions referenced the inappropriate actions of the full-time elected members of the National Executive, and one called Mr. Burke's own actions into question regarding his recent attempts to assist the CFS in illegally collecting BCFS membership fees. Though Mr. Burke refused to disclose on whose behalf he was operating, surely those providing him direction were in a conflict of interest, as he may also have been.

Several member locals provided detailed feedback about the general meeting. Low points of the meeting included the following examples of oppression tactics used against BC member local unions:

- The National Chairperson Bilan Arte's use of her opening remarks as a bully pulpit to encourage delegates to shame those from BC member local unions over efforts to bring accountability to the organization, a clear attempt to make the general meeting an unsafe space for BC member local association representatives;



- The manipulation of plenary to limit questions for the National Executive, and the obvious intentional omission from the reports of the national executives on internal, financial, legal and membership issues;
- The misrepresentation of the use of funds from the 'secret bank account' as non-core activities of the Federation, and attempts to characterize the use of those funds as illegal while simultaneously refusing to investigate the supposedly illegal activities;
- The refusal to acknowledge and report on the end recipients of the funds from the 'secret bank account' when the information is readily available and a number of those individuals remain employed or elected within the CFS/CFS-Services;
- The manipulation of the elections at the National Aboriginal Caucus meeting in May at which the rules of election were broken to favour a candidate chosen outside the Circle of First Nations, Métis and Inuit Students (this is the second such occurrence of electoral fraud within this Caucus in two years);
- The manipulation of the elections of the Students' with Disability Constituency Group through the recruitment of delegates who do not participate in the Constituency Group to attend the final meeting of the Group to simply block a delegate of Local 98, the University of Toronto Students' Union, from being elected to the National Executive;
- Attempts by the Chief Returning Officer to interfere with the ability of scrutineers from doing their job of taking notes about potential discrepancies, errors or process violations during the vote count;
- The continual allowance by the Plenary Speaker and sub-committee meeting chairs of dilatory and improper amendments to motions as a means to thwart the progress of the meeting to delay consideration of resolutions by BC member locals unions seeking to deal with the internal operations of the organization;
- The allowance by Organizational and Services Development Sub-Committee Chair Gayle McFadden of improper motions to re-order the agendas adopted by Plenary to avoid discussion of Federation services, and to set a priority for the consideration of resolutions before the committee out of the first-served, first considered protocol on which the CFS's democracy is based; and
- The overt and obvious use of identity politics as a means to subvert attempts to hold the CFS accountable for the corruption and inaction that characterizes the last quarter decade of the organization's existence.
- The exclusion of Colleges and Institutes Caucus Representative Bridgette Cameron from the National Meeting. This included no at-large executive member or CFS staff following up with her regarding registration, her removal from the national email list-serv before her term concluded, and Chairperson Arte not responding to her queries about meeting.

A Local 6 (CFS Local 18) delegate, Aran Armutlu, was elected as the College and Institutes Representative on the National Executive.

NATIONAL EXECUTIVE MEETINGS

In 2016-17, the trend of disempowering the National Executive continued. The majority of the National Executive continues to support the thwarting of their authority and responsibility by the three full-time directors, which is a clear example of oppression against those directors representing a minority view point.

One tactic used by the full-time directors and their supporters is to simply fail to call meetings. Between July 2016 and January 2017, the National Executive only met once, and that



was by teleconference. The meeting lasted less than one hour.

In 2016–17 National Executive met in-person in January, April and July. At each of these meetings the sections on the agenda dealing with internal affairs were organized to occur either after the participants from British Columbia arrived, or after the BC participants were required to leave in order to catch scheduled flights. At the January 2017 meeting of the National Executive, representatives from British Columbia attempted to reconcile the fees in dispute and the National Executive set date of February 24 as time by which the National Treasurer was to have reached out to the Federation in BC to initiate the process. This deadline was missed by two months, as Treasurer Veitch only contacted the Federation days prior to the April meeting of the National Executive, virtually ensuring no progress on the issue could be made in time for that meeting. This was one of a number of failed attempts in reconciling the accounts, as the National Executive is not interested in solving the dispute in good faith.

The National Executive met on April 19 to 21. At this meeting National Executive Representative Davies was forced to continually defend herself against baseless attacks that she was acting in bad faith in representing BC member locals unions. Continually throughout the meeting the full-time directors and their supporters on the National Executive attacked Davies, and accused her of failing to fulfill her role, and misrepresenting BC member locals to the National Executive. Each time Davies attempted to have a substantial discussion about the internal affairs issues at the heart of BC member locals' grievances, other members of the National Executive refused to entertain consideration of those issues.

The National Executive met on July 24 and 25, and the meeting closely resembled the patterns outlined above at the April 2017 meeting. Again Davies was forced

to respond to rounds of unfounded and harassing accusations regarding the way in which she was executing her position of BC National Executive Representative. As in April, the internal affairs section of the meeting was scheduled at a time when the meeting organizers were aware that the representatives from BC could not attend (in fact the whole meeting was scheduled at a time to limit participation from BC representatives). In response to further unfounded attacks on her character and job performance, Davies attempted to open a discussion on the many issues BC member local unions have raised over the past quarter of a decade. A motion from the Women's Representative to amend the agenda to enable members from BC to participate in the discussion of internal affairs was defeated by a simple majority of the National Executive, a further example of the culture of oppression that exists at meetings of the National Executive.

ATTEMPTS TO UNDERMINE FEDERATION AND MEMBER LOCAL AUTONOMY

ECONOMIC OPPRESSION

As reported in the Internal Affairs section of this Report, BC member local unions began voluntarily remitting their full membership fees to the Federation in the late fall of 2014 and early spring of 2015. At the time of this change, the national organizations owed the Federation more than \$700,000 in unremitted fees and national allocations, at it seemed apparent that the illegitimate withholding of fees from the Federation was in direct retaliation to BC member local unions' actions at the October 2014 national general meeting.

Beginning in the winter of 2015, the Federation issued a letter to each member local union seeking that Federation fees be paid directly to the Federation, and not sent to the CFS/CFS-Services. Simultaneously, a letter was issued by CFS/CFS-Service issued a letter



to BC member locals demanding that funds collected on behalf of the BC Federation of Students be paid to the national organizations. Both the unjustified withholding of monies owed to the Federation, and attempts to steal the Federation's fees are clear examples of the CFS/CFS-Service's attempts to economically oppress the Federation.

Further evidence of the economic oppression of the BC Component, the CFS/CFS-Services has specifically sought to intercede in the ongoing legal dispute between the Federation and Local 9, the Kwantlen Students' Association. Consistent with the information above, the Federation sent a letter to the president of Local 9 requesting that BCFS fees be remitted to the BC office instead of being remitted to the CFS and they were being up until that time. In response, Local 9's legal counsel contacted the CFS to seek clarification of the remittance of membership fees—particularly in light of the July 2016 announcement by Chairperson Arte that the BCFS was not the provincial component of the CFS. Instead of acknowledging the BCFS's sole and legitimate right to its fees, CFS' legal counsel laid claim to those fees (and also reaffirmed the BCFS' status as the provincial component).

The CFS relied on its bylaw that asserts that any "applicable provincial fee" shall be remitted to the national organization; however, as their legal counsel is or should be aware, this could not apply to separately incorporated provincial components such as the BCFS and CFS-Ontario. The BCFS is not governed by the CFS bylaws any more than the CFS is governed by the BCFS bylaws.

The Federation's legal counsel then also responded, asserting again that all BCFS fees should be remitted to the Federation's office in Vancouver.

In response to the conflicting direction from the CFS and BCFS, the KSA's legal counsel

demanded that the two organizations come to an agreement or else they would take legal action. In early 2017 the KSA's legal counsel filed interpleader proceedings in order to compel the CFS and BCFS to litigate the fee dispute. Instead, at the BCFS' suggestion, the parties agreed to open a joint trust account into which Kwantlen Polytechnic University would remit membership dues. The trust account was opened in early June 2017, but by the time of this report, no accounting for dues had been received.

UNDERHANDED ORGANIZING

On January 30, CFS National Deputy Chairperson Anne-Marie Roy and National Treasurer Peyton Veitch arrived at the Castlegar campus of Selkirk College, with no prior communication with the Local. The two proceeded to the cafeteria and without identifying themselves began to have conversations with members about the member local. The conversations included asking members to sign petitions supporting free education, telling members about the Canadian Federation of Students, and directly attacking the Local's leadership. Members reported that the Veitch and Roy told them that the Local's leadership "didn't care" about reducing tuition fees, an objectively false statement, in a clear attempt to undermine the democratically elected leadership of the Students' Union.

After being confronted by elected students at the Castlegar Campus, Veitch and Roy traveled to several regional campuses of Selkirk College, and then continued their defamation tour in Kelowna, where they visited Okanagan College. They again did not inform the member local union that they were coming, nor did they advise the Local upon arriving. It was only after local representatives confronted them directly that they agreed to engage with the Local. In a meeting with Local representatives, Veitch and Roy heard directly from elected students at Okanagan



College that students in the Okanagan stood behind the representation provided by BC Representative on the National Executive, and they reiterated, on behalf of their members directly, Davies' demands for financial accountability, a return to the democratic structures of the bylaws, and the immediate end to oppressive tactics being used against BC member local unions.

The National Executive failed to report on any of these member local interactions in their report to members at the 2017 Semi-Annual General Meeting.

MEMBER LOCAL PETITION PROCESS

As of the publication of this report (July 2017), the following member locals have submitted petitions seeking a referendum on membership:

- Camosun College Student Society;
- Douglas Students' Union;
- College of New Caledonia Students' Union;
- North Island Students' Union;
- Northwest Community College Students' Union;
- Okanagan College Students' Union;
- Selkirk College Students' Union; and,
- Vancouver Island University Students' Union.

This section is provided for information.



APPENDIX III

SECTION D:

EXPULSION OVER

DEMOCRACY (2018)



INTRODUCTION

The 2017-18 year saw a continuation of the same behaviours from those working in the CFS national office: centralization of power, removal of the democratic rights of members, and illegitimate repudiation of the organization's bylaws and other rules. As in the past four years, BC member local associations worked collectively to assert their rights, challenge corruption, and demand accountability for the abusive behaviour members in BC have suffered. Rather than address the clear evidence of wrongdoing, or reform corrupt behavior, the organization instead chose to expel BC member local associations, a move that was executed at the 73rd Semi-Annual National General Meeting.

The following account is an updated installment of the ongoing history of the dispute between BC member local associations and the CFS, and as with past chapters in this story, serves to ensure that BC members have a clear account of the issues.

Though the specific dispute with BC member local associations has ended with the expulsion of those locals, the move to sever BC has not solved the ever-increasing amount of problems facing the CFS. Rather, this move has provided a huge boost to those who seek to control the organization outside its democratic structure to do so with less organized resistance.

STAFFING

EXECUTIVE DIRECTOR HIRING: REPLACEMENT OF TOBY WHITFIELD

After serving in the role officially for only fourteen months, Executive Director Whitfield announced his intention to quit via a post on Facebook on September 15, 2017 (it was very clear that Toby Whitfield had served as the de facto Executive Director for years prior to his "official" hiring). Only subsequent to the Facebook post, which also promoted a job posting for Whitfield's replacement, was his employer informed via an email from Treasurer Peyton Veitch to the National Executive. BC Representative Davies and College and Institute

Representative Armutlu raised concern with the posting being issued publicly without discussion amongst or approval from the National Executive, and further, raised concerns about the posting only being active for nine days. Davies highlighted that Whitfield's departure was an opportunity for the National Executive to review the position after 14 months of its existence to assess if it had filled the need for which it was created.

The objections and input provided by British Columbia members of the National Executive were ignored. The position was filled in October by Justine De Jaegher, who previously served as CFS Campaigns Coordinator for less than a year, and before that as a director of the Graduate Students' Association at Carleton University.

NUMEROUS STAFF DEPARTURES AND NEW JOBS CREATED

Throughout the 2017-18 year, those working in the national office of CFS followed their corrupt tradition of job creation and staff shuffles without discussion amongst or approval from the employer, the National Executive. The directors who work in the national office unilaterally and illegitimately created a Director of Services position without discussion amongst or approval from the National Executive, despite the documented reduction of service use among member locals. Previous ISIC Benefits and Discount Coordinator Corey Grist was given the position. At his first meeting as the Director of Services, Armutlu asked Grist how many locals participated in the health and dental service, a question to which Grist could not provide an answer.

Over the last three years, the staffing of the CFS has increased from 9 positions to 17 (excluding part-time and contract employees). These staffing changes have occurred despite the fact that the CFS has reduced its service profile, campaign work, and membership development work. There has never been any discussion amongst the National Executive

regarding the workload needs of the office, assignment of tasks, hiring protocols or authorities, or accountability for work undertaken.

GOVERNANCE

NATIONAL EXECUTIVE MEETINGS

Continued abuse of power by those working in the national office, combined with the high turnover of National Executive members, led to a shift in the function of the National Executive. Since the Executive has been stripped of almost all decision-making in the management of the organization or its political direction, it has become a body that receives selective and limited reports of the work being done on its behalf by those stationed in Ottawa.

On the many occasions that BC directors Davies or Armutlu asked questions about the management of the organization—foundational issues like staffing to finances—they were denied that information by the self-ascribed "Executive At-Large." Sadly, the other directors did not appear to understand or recognize the need for that information to be shared, nor appeared to have been informed of their rights and responsibilities as directors.

The National Executive is meant to meet quarterly; historically those meetings have been scheduled for three days with a total of about twenty or more hours of discussion depending on the length of the agenda. This year, the Executive met for as long as nine hours and as little as five. Meetings that were two days in length were peppered with long, unscheduled breaks, and one National Executive meeting was scheduled for just a single day.

The most glaring example of the new perceived role of the National Executive was when a notice to expel the BC Members was presented by Chairperson Coty Zachariah there was only an eight-minute discussion on the topic. The bulk of that discussion was Davies moving an amendment. Only one



director spoke to the motion to expel 1/3 of the organization's membership. This lack of consideration is evidence that the National Executive has lost all governance and management capacity, that certain members of the National Executive (those from BC) were being excluded from discussions of important topics that occurred off-line and outside the meeting, or perhaps both conditions were occurring concurrently.

FUTURE OF CFS GOVERNANCE

To finalize the stripping of power from the National Executive, the "Executive At-Large" and staff of the organization successfully executed a reduction in National Executive and general meetings.

At the June 2018 national general meeting, Treasurer Veitch presented a budget and led a discussion of reducing general meetings by half, from two to one meeting per year. He further proposed reducing National Executive meetings to two in-person meetings per year. This suggestion was justified by the reduction in revenue due to the expulsion of BC member locals. This argument, coupled with the pattern of hiring decisions, creates a very clear view of the agenda of those working in the national office: remove the role of elected students at member locals and the role of the elected students on the National Executive, and replace these functions with friends and insiders hired as staff people.

Instead of having a proper motion and discussion at the appropriate committee (Organizational and Services Development Committee), the budget was presented to Budget Committee with the removal of funding for one general meeting, and the allocation of funds for only two in-person National Executive meetings. The budget was adopted with these proposals in direct contradiction of CFS bylaws that mandate a minimum number of meetings per year.

Circumventing proper decision-making and the duly empowered governance structures of the organization further strips away democratic rights of members and centralizes power with those stationed in the national office.

DECERTIFICATION PETITIONS

Over the last three years, member locals have attempted to exercise their rights of self-determination within the structure of the CFS by submitting petitions calling for a vote on decertification in accordance with the CFS bylaws. Each local had a different experience communicating with the CFS, but one commonality between the locals' communications was that the CFS was demanding the local remit outstanding fees six weeks before any scheduled referendum dates.

Though the CFS bylaws do state that fees need to be remitted before a referendum can take place, the CFS was purposefully ignoring the fact that they knew fees had been remitted by members and were being held in trust outside of the Local with the Federation. This move disregards the members' rights for a referendum since they remitted their fees as individuals and as local unions.

Petitions were submitted by the following locals:

- Camosun College Student Society;
- Douglas Students' Union;
- College of New Caledonia Students' Union;
- North Island Students' Union;
- Northwest Community College Students' Union;
- Okanagan College Students' Union;
- Selkirk College Students' Union; and,
- Vancouver Island University Students' Union



SERVICES

ISIC STUDENT DISCOUNT PROGRAM

As illustrated in the services section of this report, since the dispute between BC member locals and the CFS began, ISIC has been used to punish member locals for dissenting against the CFS leadership.

In September 2017, a notice appeared on the ISIC issuing site stating that there would be a new issuing website, with no further information about access or timelines. On September 12, Davies received a request for training session to be held for the new site on September 25. Unfortunately Davies was not available at the time prescribed, and no alternative was provided. Davies raised concerns about waiting until September to train the component on the new issuing software given that the implementation of which had already negatively impacted the ability to issue cards in the province.

Secretary-Treasurer Patigdas corresponded with ISIC Coordinator Picton through an e-mail exchange on September 14 to schedule a time and date for training soon after the September Executive Committee meeting. A response was only received from Picton on September 23 after a follow-up from Patigdas, stating that the CFS-S has no intention to set-up training dates until signed discount agreements were provided to the national office.

Historically, discount agreements for ISIC discounts in BC have been stored in the Federation's office to allow for access in managing the benefit partners throughout the year. All information on the benefit partners is provided as per ISIC global compliance to both the CFS and ISIC global through their website. The CFS wanted access to the contracts to undermine the involvement of the Component; this is evident by the actions taken by the CFS in which they attempted to contact BC discount providers. In one example, the CFS renegotiated a less valuable discount

with Pacific Coastal Airline just to have contact with the company to claim the discount as their own, despite Local 17 building the relationship with that the company for a number of years.

During the late summer and fall of 2017, Secretary-Treasurer Patigdas requested materials and cards from the CFS numerous times, only to have those requests outright denied. Member locals were encouraged to ask for those materials themselves and some locals were denied where others reported receiving materials and cards.

In one example, the Local 16 was informed that they would not even receive access to the ISIC website until they facilitated the return of all benefit partner contracts to the CFS, even for discounts outside of the City of Vancouver. That Local immediately discontinued the program, encouraging their members to email Picton directly to obtain cards. Members reported that their requests went unfulfilled.

ISIC issuing in British Columbia has been continually hampered by the refusal of the CFS to deal fairly and professionally with the Federation and their continual attempts to deny cards to BC member local unions.

NATIONAL GENERAL MEETINGS

CFS MOTIONS AT THE BC GENERAL MEETING

As reported in Part C, member locals experienced serious setbacks regarding their democratic rights and their rights to participate in meetings and the organisation. At the previous national general meeting, three member locals from BC submitted motions with proper notice for consideration at the meeting. All three locals received a confirmation of receipt of their motions from Treasurer Peyton Veitch. However, when the second notice package was delivered with the draft plenary agenda containing motions submitted, the motions from these locals were absent. No communication had been received prior to this time regarding the motions, and it



wasn't until local representatives contacted the national office that they were acknowledged. Several days after the second notice package was received in BC, each of these three locals received letters from the CFS' legal counsel Todd Burke, claiming that the motions were "out of order", "inappropriate", and in some cases "defamatory". This action taken by the full-time directors to direct legal counsel in this way is a direct violation of the bylaws and member locals' rights.

In response, members served those motions with amendments to the 72nd Semi-Annual BC General Meeting to be served by the Component to the next CFS general meeting.

The motions included:

- Censuring Treasurer Veitch for his unlawful direction to the Kwantlen Student Association to cease remitting fees to the Federation, and the termination of CFS legal counsel Todd Burke for providing that legal advice.
- Censuring Treasurer Veitch for his allowance of member local unions delinquent in meeting delegate fees to participate in the national general meetings and overturning his previous election which he won by seven votes.
- Calling for action to be taken against the disparity of fees paid by the York Federation of Students (who pay half the fee of other member locals) and a demand of apologies of Chairperson Bilan Arte, Deputy Chairperson Anne-Marie Roy, and Treasurer Veitch for failing to take action and threatening to sue BC member locals for raising this concern.

The motion regarding the York Fees was of particular importance because since 1994, the York Federation of Students failed to hold a referendum, mandated by members in 1992, to increase their fees from \$2.00 to \$3.00 per student per semester. As of 2018, CFS

members pay \$4.43 per semester whereas York members only pay \$2.00. This disparity is indicative of the CFS refusing to ensure their bylaws are being upheld at locals who are not dissenters all the while knowing that members at smaller rural schools and elsewhere are subsidizing the participation of York which is a large, urban university.

36TH ANNUAL NATIONAL GENERAL MEETING

The BC Component motions noted above were submitted by then-Chairperson Marshall in advance of the motions deadline for the November 2017 annual general meeting, and CFS Internal Coordinator Laura Rashotte confirmed receipt. More than twenty days later, the Federation received correspondence from CFS lawyer Burke asserting the motions were 'dilatory' and thus were 'out of order' and would not be included in the motions package. This is notable because the response from Burke was different from his response to the motions in the summer: he was no longer asserting that they were in any way defamatory.

The CFS has no authority in its bylaws, neither in its bylaws nor in Robert's Rules of Order, to have a handful of individuals in the national office rule motions out of order, especially when such directors (like Treasurer Veitch) are in a direct conflict of interest in regards to the content of the motions. The motions calling for action to be taken on issues such as the unlawful actions of Treasurer Veitch, or the purposeful mis-collection of a member local's fees are substantive and worth discussing at the meeting. Further, member locals have an explicit right to serve such motions and that right is clearly articulated in the Canada Not-for-Profit Corporations Act, an act that has direct jurisdiction over the CFS.

Hours before the general meeting started, the National Executive met to discuss pre-meeting logistics and tasks, as it normally does. Deputy Chairperson Kiddell announced, as a final



item, discussion of motions served by the BC Component and asked that BC Representative Davies, College and Institute Representative Armutlu, and Federation staff Olson leave the room because they were allegedly in a conflict of interest.

Davies informed the National Executive that they needed to follow the proper process of declaring a director in conflict of interest and that it was her belief that they were in no such conflict. Treasurer Veitch reasserted that there was a conflict and moved a motion to eject the representatives from BC from the meeting. Other directors stated they were uncomfortable, some abstained from the vote and others voted against, and the vote failed. After the vote failed, Deputy Chairperson Kiddell called for a 'revote', which passed by one vote. BC Representatives were neither allowed the opportunity to explain the rationale of member locals, nor allowed to debate in the procedural issue of the National Executive having no authority to rule motions out of order at a general meeting.

Member locals continued the practice of sending small delegations and proxy votes to the 36th Annual National General Meeting, as the meetings continued to be as hostile as previously reported. In total, twenty delegates attended the November 2017 meeting from ten locals, a further two locals assigned those in attendance to vote on their behalf via a proxy designation.

Because, the motions served by the BC Component were not included in the motions package, BC delegates decided to hand the motions out to members before the start of Opening Plenary. As the motions were being handed out, some members of the National Executive were directed to collect the motions back from members. At the start of the meeting, Treasurer Veitch stated the motions contained defamation—an obvious lie as this was not a claim made by the CFS lawyer—and then threatened delegates with legal

action if they attempted to retain copies of the documents.

Delegates again raised the issue of the excluded BC motions in Opening Plenary as a point-of-order. Treasurer Veitch informed the plenary that BC did in fact serve motions, but that legal counsel reviewed the motions and stated that they contained "defamation" and that the National Executive had a fiduciary obligation to not have those motions served. Though it was pointed out by a BC delegate that this was contrary to the legal letter sent to Chairperson Marshall. Veitch stood his ground.

The three at-large directors in the national office using their perceived power to rule motions out of order and also failing to take action on the issues contained with the motion is a breach of the fiduciary responsibility the CFS National Executive has to its members.

Several member locals provided additional detailed feedback about the general meeting. Low points of the meeting included:

National Chairperson Zachariah used his opening remarks to encourage delegates from across the country to shame those from BC member local unions over efforts to bring accountability to the organization, a clear attempt to make the general meeting an unsafe space for BC member local representatives.

Treasurer Veitch refused to answer any substantive questions about the CFS budget or audit in either the sub-committee or plenary sessions. Using Trump-style deflection tactics, Veitch repeatedly told plenary and the Budget Committee that BC member locals owed fees as a response to a variety of questions about organizational accountability. Veitch refused to discuss the fee issues at the York Federation of Students, and refused to acknowledge that the CFS began illegally withholding the Federation's fee in 2013.



In addition to the now regular manipulation of the plenary sessions in order to limit questions for the National Executive, a new tactic of abusing privilege motions was added at this general meeting. When members from BC rose to ask questions about the organization's operations, baseless points of privilege would be called to limit the democratic participation of those identified as dissenters. Clear examples of this trend were points called to object to the way members were standing or sitting at microphones waiting to speak, and points called to object to which microphones were being used by BC delegates (delegates from outside BC attempted to restrict BC members to using a single microphone as though microphones were allocated by geography).

The National Executive Report again had intentional omissions on internal, financial, legal, and membership issues, and as such is a fraudulent document misrepresenting the state of the organization to members. These intentional errors could constitute a breach of the directors' fiduciary obligations to the membership.

Several portions of the meeting were organized to be unsafe spaces for BC member local representatives, including the Racialized Constituency Group, Queer Constituency Group, International Student Constituency Group, Women's Constituency Group, and the Circle of Metis, Inuit, and First Nations Students. This weaponization of space was a product of obvious organizing by members of CFS-Ontario and members of the National Executive with the aim of limiting participation of BC members.

Workshops held at the meeting were wildly substandard and illustrated the immaturity and lack of qualifications amongst those running the organization. This was best exemplified by a workshop titled "Current Issues in Post-Secondary Education" that taught only a single

set of tactics to disrupt a vote of a university or college board of governors. There was no discussion, in that or any other workshop, of topical education issues like the faculty strike in Ontario, advanced education policy changes among provinces, or new current federal government initiatives. Considering the cost per hour to attend the meeting, these pointless amateur workshops were an enormous waste of member resources.

At no point in the meeting were there any CFS staff or National Executive members, other than those from BC, attempting to intervene when CFS statutes were being ignored, manipulated, or undermined. This resulted in a number of objections from the floor in all sessions, as long-time delegates, whose knowledge of the rules exceeds those in leadership positions, attempted to use meeting procedure to re-establish order.

The meeting was called to order without a clear evaluation of whether quorum was present. The meeting was called to order by Chairperson Zachariah, who then began with a roll call of members to establish quorum before the welcome remarks/anti-oppression workshops. This did not follow the meeting's agenda. During the roll call, members in the room were fraudulently calling "present" for member local associations not in attendance. It is unknown if this tactic was to avoid delaying the meeting due to late travel or whether it was used to buy time in order to have additional member local representatives added to the meeting. By the time the objections of BC member representatives were acknowledged and a second roll call was held, quorum was present.

The role of the Plenary Speaker was again used at this meeting as a tool to limit participation of member locals. Plenary Speaker Shawn Philip Hunsdale, an individual with a long history of participation in the CFS and who had been a delegate to a general



meeting as recently as 2015, showed no memory of CFS structures, rules, or practices.

The CFS' paralysis extended through the general meeting and again left the organization with a long list of unfinished business. For the third consecutive meeting, only a portion of the motions served were discussed and motions dating back to 2016 remained outstanding. The Organizational and Services Development Committee (OSD) only debated a handful of motions, with the remaining majority sent to Closing Plenary without recommendation because the Committee ran out of time. The Closing Plenary was also unable to discuss any part of the OSD Report because of time constraints. The inability of OSD and Closing Plenary to complete its business, and the outstanding motions referred to the Committee 13 months prior, serve as evidence that the organization is unwilling or unable to deal with its internal issues.

The meeting featured the overt and obvious use of identity politics as a means to subvert attempts to hold the CFS accountable for the corruption and inaction that characterizes the last quarter decade of the organization's existence. Furthermore, these abuses of legitimate issues were used to belittle, undermine, bully, and abuse members of the very communities that identity politics are meant to defend and empower. Accordingly, the actions of the National Executive, and their supporters among the staff and membership are not only abusive to BC members but deeply abusive and destructive towards the very communities they purport to defend and empower.

EXPULSION FROM THE CANADIAN FEDERATION OF STUDENTS

On April 6, Chairperson Zachariah sent an email to the National Executive with a proposed motion from the "executive at-large" to expel all BC Federation of Students member local associations from the CFS and to expel the BCFS as the BC component. He stated that the motion was "not meant to be punitive but mutually beneficial" and that he ran on a platform of bringing unity to the student movement. He also stated this motion would allow "both organizations [to] focus one hundred percent of [their] efforts on campaigns and services rather than internal conflict"

The motion was the first item of business at the April 2018 National Executive Meeting and, as reported, only received eight minutes of discussion which included an amendment by Davies. The motion included moving a recommendation from the National Executive to the 2018 National General Meeting to expel all Federation members and empower the Chairperson, Deputy Chairperson, and Treasurer to negotiate terms of working together with regards to the ISIC program. The motioned carried unanimously.

The motion was placed on the Opening Plenary agenda of the June 2018 National General Meeting. BC members sent a total of seventeen delegates and held three proxy votes. The motion was presented after the adoption of the agenda of Opening Plenary and Chairperson Zachariah expressed the rationale of supporting to expulsion to allow both organizations to refocus on campaigns and services work. Two delegates spoke in favour of the motion, expressing similar sentiments. The motion carried unanimously and, after a point of order, delegates from member locals who were members of the Federation were asked to leave.



The CFS has retained the Kwantlen Student Association and College of the Rockies Students' Union, the latter of which has not existed for 17 years, as members because they are not members of the BCFS. When Davies asked Treasurer Veitch why they didn't just include those two locals as well, he stated that they "would be dealt with another time."

It should be noted that during the parts of the meetings at which BC delegates were present, the same behaviours outlined at the 2017 annual general meeting persisted. These included using external speakers purportedly recruited to speak about select topics using their position as expert speakers to provide comment on internal issues, and to attack groups within the membership.

In the hours after the expulsion, the Federation published an open letter to members about the expulsion. The letter was posted on the Federation's website, and member locals were encouraged to share it on their social media platforms.

LAST STEPS

Though member locals have been expelled from the CFS, there remain two main issues to settle between the Federation and the CFS: participation in the ISIC program and the settlement of fees in dispute and associated expenses.

Since the expulsion, the Federation has attempted to negotiate terms of continuing the ISIC program. Federation Representatives Olson and Davies met with CFS Executive Director De Jeagher and Services Director Grist to discuss implementation of the ISIC program in British Columbia. Federation Representatives then drafted a list of requirements for successful implementation in BC. The CFS wanted to retain the ability to sell the ISIC to non-Federation member locals in the province with no financial benefit to the Federation despite the fact that the Federation and BC member locals would be exclusively

responsible for investing funds to the development of the program. The Federation presented a counter offer and, despite multiple attempts to communicate, has not received a response by the time this report was printed.

The second issue is that of the BC fees in dispute between the parties. This includes Federation fees illegally held by the CFS, fees held by the Federation that the CFS has attempted to claim after undertaking actions that repudiate membership and following a prolonged period of refusing to provide services, and fees held in trust that require both parties to consent in order to disburse. Though Treasurer Veitch has stated to members, to BC Representative Davies, and to media that the CFS has no intention of attempting to collect funds held by Federation, these statements lack supporting action to affirm this position. Further, the CFS has not stated its position on Federation fees from BC member locals that have been unlawfully withheld since 2013.

The Federation is committed to act in good faith and find closure for these last two remaining issues in the best interest of members in British Columbia.

MOVING FORWARD

Expulsion was not the ideal result of the past four years of seeking democracy and reforms within the CFS; it would have been a benefit for all members across Canada to have the concern of dissenting members taken seriously and their concerns addressed appropriately. It would have been for the benefit of all members to retain the larger membership of the CFS and work collectively to make post-secondary education in Canada more accessible and affordable. However, the CFS has chosen to remove the largest contingent of dissent to avoid doing the hard work of addressing the culture of distrust and corruption. In the process they have sacrificed the very purpose of the organization.



It is important to remember that the CFS is not the only vehicle to fight for a system of equitable, accessible, high-quality education in Canada and that BC members can and will work together through the Federation for that change. Member locals and the Federation will continue to find allies inside and outside of British Columbia to fight for an education system that serves us all without the oppressive nature of the CFS. The history of the student movement in Canada shows that structures come and go, but that progressive activism is a constant throughout the decades. That progressive activism will continue in our Federation and we will open our doors to other student groups who share our vision and are willing to do the hard work to make that vision a reality.

