

DEAR MEMBERS,

Please accept for your consideration the report of the Executive Committee for the 2015-2016 membership year.

This year was a defining year for the student movement in British Columbia. As a result of a resolution at the January general meeting, the Federation changed its name to the British Columbia Federation of Students. While we remain a component of the Canadian Federation of Students, rebranding our organization gives us an opportunity to build on the provincial student movement and distance ourselves from the perils of the collapsing national organization.

Much work was undertaken to make up for the shortfall of campaign and services work on behalf of the Canadian Federation of Students. The handbook and dayplanner project was entirely run in BC this year. Member locals will have the BC-produced handbooks delivered early for the first time in over ten years. The Executive Committee also worked on developing a new swag service for member locals and those orders are being delivered up to three weeks early. All of these things prove that when working together we can provide efficient services that save both member locals and students money.

The 2015 Federal election saw a youth voter turnout increase of 30 percent, with the increase in BC even higher. While there were many other factors in play, we can comfortably take some credit for having a role in that increase. We ran a smart and advanced campaign both online and on the ground. Through the This Time We Decide campaign we collected thousands of pledges to vote from students all across the province, making it a very successful campaign for the short timeline it had.

This year we used the momentum built from the Don't Close the Doors campaign to gain valuable support from seven municipalities, bringing us to nine city council endorsements in total. The campaign has received endorsements from groups that collectively represent hundreds of thousands of British Columbians. Don't Close the Doors has given us the opportunity to strengthen relationships with new and old coalition partners through a shared goal of protecting basic education for all adult learners in British Columbia.

In 2015-2016 we watched our organization grow in more ways than one. For the first time in over a decade, we certified a new member local. The graduate students at the University of Northern British Columbia voted to join the Federation because they recognized the benefits to working together to make real change for students. The Executive Committee is happy to welcome the Northern British Columbia Graduate Student Society as the newest member local of the Federation.

The Executive Committee is proud to present this report of the work of the Federation to you.

In solidarity,

THE EXECUTIVE COMMITTEE



**CAMPAIGNS AND
GOVERNMENT RELATIONS**



SQUASH THE SQUEEZE

INTRODUCTION

With student debt just under 20 billion dollars across Canada, and with the growth of education related debt to over one trillion dollars in North America, students face financial, social, and psychological strains not encountered by previous generations. Government policy that shifts the burden of cost for post-secondary education from a progressive taxation system to a system of user fees paid by students and families is at the very cornerstone of the mounting youth and student financial crisis.

The August 2015 general meeting resolved to continue Squash the Squeeze.

The Federation employs a variety of messaging techniques to emphasize the four primary demands of the campaign.

The four main demands of the campaign are:

- reducing tuition fees,
- eliminating interest charged on student loans,
- creating of a provincial grant program, and
- increasing funding to post-secondary education.

MATERIALS

Most material production was completed during previous reporting periods. In summer 2015, all outstanding materials were distributed to member local unions in time for welcome events in September.

Design files for campaign logos were made available for member locals to place on their bulk purchase items for the 2016-17 academic year.

Campaign materials are currently being reviewed and reprinted for the 2016-2017 year. Updates include the Federation's new logo and replacing the Federation's website with that of the campaign.

Campaign leaflets are currently being reviewed with an intention to update them with more concise and digestible information. The development of local-specific postcards is being undertaken for a rollout in Fall 2016.



POST CARD DELIVERY

The primary outreach tool for the campaign is a postcard to the Minister of Advanced Education. The postcards call on government to address the issues highlighted in the campaign. There is a template message printed on the postcard and a section for members to include a personalized message about why they want government to improve about post-secondary education.

Since the inception of the campaign, 6,000 postcards to the Minister of Advanced Education have been delivered. Throughout the 2016-17 year an additional 3,000 signed postcards have been collected from across the province. The Executive Committee has set a minimum target of 10,000 postcards to be collected and delivered in total.

SOCIAL MEDIA PROMOTION

The Federation continued to promote the campaign over social media platforms during the reporting period, and focused investment in social media advertising through Instagram and Facebook platforms.

WEBSITE

Following the success of the This Time We Decide digital campaign, the Executive Committee transitioned the Squash the Squeeze website from a static website to a NationBuilder action-oriented website in March.

The website features a call for action, information about student debt and the affordability of post-secondary education, shareables, and a campaign video. It was designed to be simple, and to drive participation in the call to action. To date over 3,000 people have signed the online petition.

NEW ONLINE TOOLS

The Federation has begun testing a new series of digital engagement action tools, which are designed to allow for better interaction with campaign supporters. The tools easily allow supporters to write a letter to the editor of their local paper, or to email or tweet their Member of the Legislative Assembly (or whomever the target is decided to be). The tools come pre-populated with the required information, such as contact information for local newspapers based on the postal code that the supporter provides.

TUITION FEE INCREASES

In December 2015, it was identified that various institutions around BC were planning to implement additional ancillary fees ranging from a few hundred to over a thousand dollars. The fee amounts and purpose varied by institution. The proposed fees are follows:

- North Island College: \$5 per credit “Learner Resource Fee”
- Northwest Community College: \$25 new application fee, \$25 grade appeal fee
- Selkirk College: \$1632 per semester special education fees, \$139.27 to \$207 tuition fee increases (4.5 percent fee increase)
- Vancouver Community College: \$26 per term student fee, a variety of lab, shop and material fees ranging from \$72 per course to \$2,500 per year.
- Vancouver Island University: \$6.27 per credit “Student Services Fee”

Member locals determined that these fees were in blatant violation of the Ministry of Advanced Education’s Tuition Limit Policy, which limits fee increases to 2 percent per year. Supported by the BC office, a number of member locals took action against the implementation of the fees. This came in the form of media releases, campaign materials, meetings with administration, and meetings with the Ministry of Advanced Education.

The BC office provided a Squash the Squeeze shareable template for Locals 72 and 73 to use to promote awareness of the fees at their respective institutions.

A news release about the tuition fee increases was circulated on February 1. The release suggested the provincial government mismanages the post-secondary education system, which has resulted in colleges and universities willfully ignoring government policy. The intent of the release was to cause tension between institutions and the Ministry of Advanced Education.

On March 14, a Federation opinion editorial was published in the Vancouver Sun titled “The tale of BC’s fake tuition fee cap”. This op-ed provided background on how the two

percent Tuition Limit Policy was put in place and the many ways it has been circumvented or violated. The op-ed received a significant amount of social media attention, including 282 “likes” and 261 “shares”, with positive comments on both Facebook and Twitter. It is notable that first-time commenters engaged in discussion in the online postings of the article.

Coordinated through the BC office, many member locals sent Freedom of Information Requests to the provincial government seeking records of institutions discussing ancillary fees with the Ministry. Locals 4, 13, 61, 66, 72, and 73 sent requests; all requests have since been returned partially satisfied.

Due to swift local action, the planned fees at Vancouver Community College were dropped, including the \$600,000 student activity fee. The Local estimates that as a result of this campaign students will have avoided at least \$2.5 million in fee increases in the coming academic year. The proposed fees at Northwest Community College were also abandoned.

ADULT BASIC EDUCATION AND ENGLISH AS A SECOND LANGUAGE FUNDING

Since 2007, after significant consultation and research on the part of government, adult basic education (ABE) has been provided by BC’s post-secondary institutions at virtually no cost to individual students. Additionally, english-as-a-second-language (ESL) programs for landed immigrants, refugees, and other domestic students has been provided at virtually no cost to students for several years through a federal funding program.

In 2014, the Federal government quietly eliminated funding to the ESL funding program, and in many provinces the provincial governments absorbed the costs into their

budgets. However, on December 4, 2014, the BC government announced that it would not be funding ESL programming, and that those programs would move to a tuition fee model.

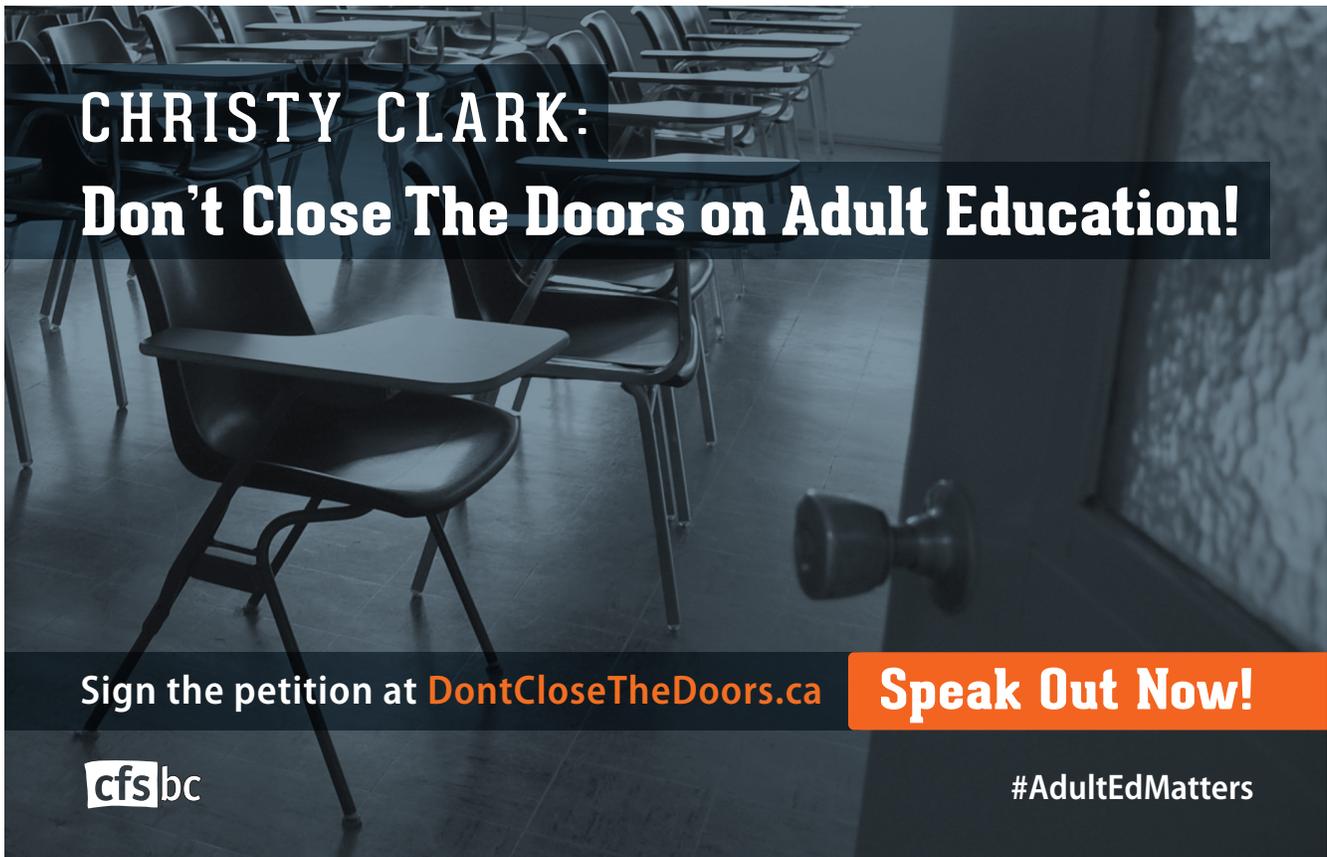
The decision was coupled with a government policy change on adult basic education that eliminated funding for the program and introduced the ability for institutions to apply fees to ABE beginning January 1, 2015. The funding cut totaled approximately \$15 million—\$6.0 million from the post-secondary system and \$9 million from school districts.

DON'T CLOSE THE DOORS

In response to ABE funding cuts, the Federation launched the Don't Close the Doors campaign in April 2015. The campaign seeks to reverse the new fees and funding cuts to ABE programs, and highlights how these changes will affect ABE students.

To-date, the online petition and postcards have gathered more than 7,000 signatures, and continues to be shared by coalition partners and concerned citizens via social media.

Support from traditional and non-traditional coalition partners has been exceptionally high for the campaign. This year, Locals 18, 61, and 72 have presented to a number of city and town councils and received endorsements from Burnaby, Courtenay, Cumberland, Duncan, Parksville, Port Alberni, and Qualicum. Many of these councils also wrote letters to either the Minister of Advanced Education or Minister of Education asking for the reinstatement of funding for adult basic education.



CHRISTY CLARK:
Don't Close The Doors on Adult Education!

Sign the petition at DontCloseTheDoors.ca **Speak Out Now!**

cfsbc #AdultEdMatters

To date the following city councils have endorsed the campaign:

- Burnaby
- Courtenay
- Cumberland
- Duncan
- New Westminster
- Parksville
- Port Alberni
- Qualicum Beach
- Victoria

Additionally, the Nanaimo Chamber of Commerce has endorsed the campaign.

Adult basic education was the focus of many member locals' submissions to the Select Standing Committee on Finance and Government Services. Additionally, many coalition partners, like the Federation of Post-Secondary Educators and BC Teachers' Federation included adult basic education in their submissions. In the report of the Select Standing Committee on Finance and Government Services, adult basic education was highlighted multiple times, and the Committee agreed on the importance of fully funding adult basic education. Despite this, the BC Government chose to not prioritize adult basic education in this year's budget.

Work is being undertaken to update campaign materials for the 2016-17 year. The postcards are being updated with the new Federation logo and language that reflects the current reality. Stand-up banners with Don't Close the Doors branding are being developed for each local. A leaflet highlighting key messaging and enrolment and demographic statistics is also being developed. Additionally, tools to assist local activists, such as classroom speaking scripts, are in development and will be circulated to member locals prior to the beginning of the school year.

RESTORE ENGLISH-AS-A-SECOND LANGUAGE (ESL) FUNDING

The Federation is currently working on a strategy to include a call for restoration of ESL funding into the existing Don't Close the Doors framework. A petition to save ESL funding is being developed to be an additional component of the existing Don't Close the Doors website.

WE RIDE: STUDENT ACTION FOR PUBLIC TRANSIT

The plan for We Ride is to conduct a survey to connect with members about their goals for improved transit. From there, the Federation will create a report complete with the issues and priorities that will direct the campaign in coming years. Work to develop the campaign began in March 2016 but was deferred to the 2016/17 year to ensure the data collected was not out of date by the time the report and associated campaign were launched.

FAIRNESS FOR INTERNATIONAL STUDENTS

International students comprise a substantial portion of the enrolment at BC's public universities and colleges. As a result of an absence of regulation for non-resident tuition fees, international students pay two to five times the tuition fees paid by Canadian citizens, and institutions have come to rely on international students as a revenue stream. Member locals have achieved some success in resisting massive tuition fee increases for these members, but in the absence of provincial regulation, international students will continue to be at the whim of cash-starved institutional boards of governors.

The Executive has determined the materials for this campaign will focus on the discrimination faced by international students. Posters are currently in development, and a campaign website will be developed as a nested site within the new provincial website.

REDUCE POST-RESIDENCY FEES NOW

Residency is the term used to describe the portion of graduate education during which a student attends courses and participates in regular educational programming. After the completion of residency, many students spend multiple years affiliated with their educational institution while they prepare material for the fulfillment of their program. During the period after residency, many universities continue to charge tuition fees far in excess of any costs incurred in providing continued student status to a post-residency student. Thus, graduate students who take several years to complete their program can expect to pay thousands of dollars during post-residency for what amounts to basic campus services.

Work to update the existing campaign materials with the new logo and branding are underway, and materials will be made available in Fall 2016.

RESIDENCE RIGHTS ARE TENANTS' RIGHTS

Currently, the government of British Columbia does not regulate campus residence facilities in the same way as other tenant-landlord relationships. Rental accommodations are governed by the Residential Tenancy Act of BC, however campuses residences are currently governed by the college and university acts and offer virtually no rules to protect the

tenancy right of students. Work on building the campaign is ongoing.

FEDERAL ELECTION: THIS TIME WE DECIDE

Traditionally, campaigns to promote student engagement in federal elections were considered the responsibility of the Canadian Federation of Students (CFS), and for the 2015 federal election the CFS rolled out the It's No Secret campaign. Numerous problems were identified with the It's No Secret campaign by members, yet despite the provision of improvements at two meetings of the CFS, the CFS failed to update the campaign strategy. Concern was also raised by member local unions upon learning that the CFS's campaign was produced with scab labour, a situation that relates to the labour management issues led by the National Executive, as reported at the August 2015 general meeting.

Members at the August 2015 general meeting resolved to create a BC-specific campaign to promote youth and student engagement in the federal election. The campaign, entitled This Time We Decide, was a get-out-the-vote initiative targeting an increase in youth voter participation through a strategy of encouraging members to "vote social." The framework of the campaign focused on empowering students to get to the polls by using positive language, and avoided promotion of traditional low levels of youth voters as a means to guilt students into voting in higher proportions. The campaign language stressed the urgency of the election given the close margins in many ridings, and the potential that young voters could decide the outcome of the election.

BRANDING

This Time We Decide branding featured members from Local 18 in all materials and on

the website. As the campaign progressed, the Federation used a variety of branded personal images of members were used to show how impactful youth could be the election. Social media area-specific shareables were used as boosted posts through member local Facebook pages. This proved an effective tactic to engage members who identified more with the member local union than with provincial branding.

Feedback about the campaign branding was positive. In particular, members responded well to images of people they recognized from their own campus.

MATERIALS

The primary material for the campaign was a pledge card, which had two sections. The first section asked the individuals to fill in their personal information, and was retained for entry into the campaign database. The second section was for the individual to sign and keep as a reminder of their commitment to vote in the election. The data entry functions were made more efficient by member local unions inputting member contact information into spreadsheets that were easily uploaded into the NationBuilder campaign database. This process ensured electronic contact with

campaign participants within hours of their submission of a signed pledge card.

Other physical materials included campaign posters and “I’m Voting” buttons.

Over the course of the campaign, email was used as an outreach tool in a new way. In total, ten emails were sent to campaign supporters, including a ‘thank you’ email upon signing up to the campaign, an email with instructions on how to register to vote in the election, a message with information on polling stations, and regular campaign update emails. Campaign emails had an average open rate of 34.77 percent. Emails were sent from Chairperson Marshall, Secretary-Treasurer Davies, Campaigns Coordinator Keller-McLeod, and Research and Communications Officer Beasley to keep the emails interesting and to highlight the size of the campaign work.

SOCIAL MEDIA

Social media was used heavily to advertise the campaign across the province. This strategy allowed critical posts to be targeted directly to members in a number of different swing ridings. A series of shareable images and custom website thumbnails were created to promote the campaign online.

Social media was focused through the Federation’s Facebook page, and boosted posts were purchased on the pages of Locals 4, 18, 33, 61, 72, 73, and 75. These posts performed very well, and caused the member local Facebook pages to garner more page ‘likes’. Within the last four weeks of the campaign period the Federation’s page gained more than 700 new page ‘likes’.

PARTNERSHIP WITH VANCITY BUZZ

After the campaign’s successful launch, Secretary-Treasurer Davies met with Farhan Mohammed, editor of Vancity Buzz, an online news and entertainment website with a focus



on Vancouver. Mohammed was interested in collaborating during the campaign period to spread awareness of the campaign, and to help increase youth-voter turnout. The Federation and Vancity Buzz collaborated together on three articles, which garnered a great deal of positive campaign engagement amongst members and non-members.

MEMBERSHIP OUTREACH

Even though the campaign was highly visible online, on-the-ground campaigning on member local campuses proved the best form of membership outreach. In addition to dedicated work by local activists, Chairperson Marshall and Secretary-Treasurer Davies tabled at Locals 18, 61, 72, and 73 during the campaign period.

VOTER TURNOUT

The campaign was active until polling stations closed on October 19. In total, 6,718 pledges were signed.

Elections Canada released its report on voter turnout on February 5, 2016. The report showed that voter turnout was boosted to its highest point in 20 years. For the age demographic of 18 to 24 years, voter turnout increased by 18.3 percent, the highest amongst all demographics. For 25 to 34 years, turnout increased by 12.3 percent, making a combined total of almost 31 percent for youth voter turnout increase.

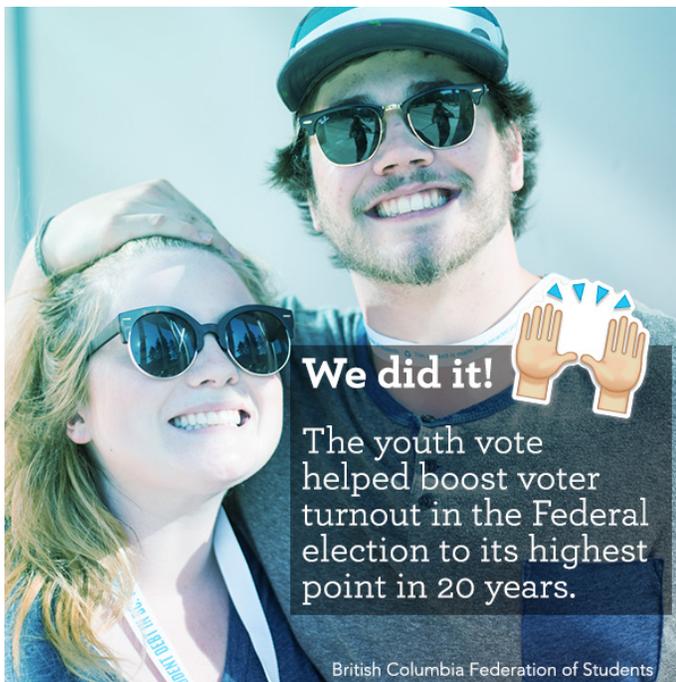
In British Columbia, the increase in young people voting was even more pronounced. For the 18 to 24 age bracket, the number of people voting increased by 24 percent; for the 25 to 24 age bracket, turnout increased by 18 percent.

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 Anti Violence Project of the University of Victoria. This education-focused campaign advocates against rape culture and sexualized violence on campuses.

On July 19 and 20, the Anti Violence Project hosted facilitator training for the campaign at the University of the Fraser Valley. The session provided a full two days of training to certify participants as workshop facilitators for the campaign. Certified facilitators are then empowered to provide the two-hour workshop that is mandatory for campaign volunteers to take. Chairperson Marshall, Services Coordinator Sullivan, and Local 18 Members' Representative Abdulla attended the training session.

Work to develop materials for use at institutions other than the University of Victoria is ongoing. It is expected that materials will be circulated in Fall 2016.





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 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.

In late March, it was announced by the provincial government that minimum wage would yet again be increased by 10 cents, effective September 1. Despite this, as of April 1 British Columbia became the province that offered the lowest minimum wage in all of Canada.

Materials branded with the BC Federation of Labour and the Federation's logo were created, including petitions and fact sheets. New materials with updated Federation branding will be distributed to member locals by the end of Summer 2016.

The BC Federation of Labour held a provincial day of action on April 15, 2016. Coordination of involvement amongst member locals in regional events was coordinated through

the BC office. Federation representatives, as well as representatives of Locals 33 and 73, participated in the Vancouver rally.

GOVERNMENT RELATIONS

SELECT STANDING COMMITTEE ON FINANCE AND GOVERNMENT SERVICES

The Select Standing Committee on Finance and Government Services is a bi-partisan committee of the British Columbia legislature established to engage in pre-budget consultations with residents and organizations within British Columbia.

On September 17, Chairperson Marshall and Research and Communications Officer Beasley gave a presentation to the Committee outlining recommendations for the budget, including the elimination of interest on student loans and restoration of funding for basic education programs.

A written submission was also submitted to the Committee, which included the following recommendations:

- Restoration of funding cut from adult basic education in 2015, and a return to tuition-free status for adult basic education programs;
- provision of additional funding to ensure that colleges and universities can sustainably operate robust adult education programs in all parts of the province;
- decrease to the income thresholds for the Adult Upgrading Grant to ensure that necessary funding is available for living and educational costs to those from low- and middle-income families;
- immediate elimination of interest charged to students during the six month grace period between completion of their studies at the

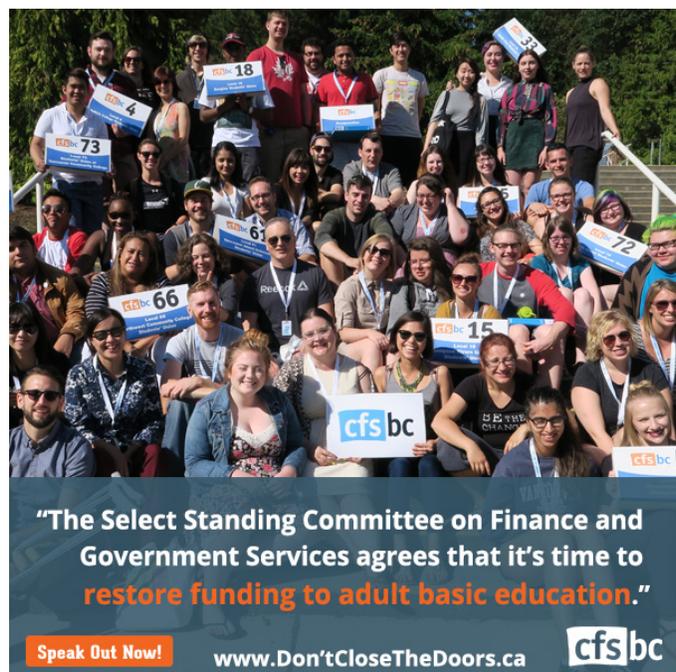
beginning of their repayment schedule; and

- commitment to the elimination of interest on all BC student loans by 2020, beginning with an elimination of all interest charges for those making less than \$35,000 per year and for those supporting dependents;
- increase in non-repayable student financial assistance options for students from low-and middle-income backgrounds through the creation of a comprehensive up-front needs-based grants program;
- reduction of tuition fees at public colleges, institutes and universities to lessen the financial burden on students and their families;
- strengthen the existing tuition fee limit policy to ensure that institutions are not increasing tuition fees beyond the prescribed limits in the form of new ancillary fees;
- increase base funding to colleges and universities by at least \$200 million starting in the 2016/17 year; and
- increase targeted funding to trades and vocational training, and reform the Industry Training Authority's Governance to include a greater diversity of educators, students and representatives of small- and medium-sized business.

On November 13, the Standing Committee on Finance and Government Services published their report on the Budget 2016 consultations. The report included a number of recommendations that have appeared in previous years including the following:

- Restore full and sustained funding to the adult basic education and English as a second language programs (as recommended in 2013 and 2014)

- Undertake a comprehensive review of the post-secondary funding formula so that regional inequities and core funding for the system as a whole are adequately addressed (as recommended in 2014)
- Increase operating grants to post-secondary institutions to address unfunded cost pressures and move to multi-year allotments for operating grants and deferred maintenance grants to help these institutions with their financial planning. (as recommended in 2014)
- Commit to a multi-year investment plan to build capacity and meet demand for urgently- required skills training. (as recommended in 2014)
- Establish a student grant program that addresses student needs and provides incentives for completion and review the interest charged on B.C. student loans and review existing eligibility requirements for student loans. (as recommended in 2013 and 2014)



The report highlighted a number of submissions about adult basic education and English as a second language programs were sent to the Committee.

A news release was issued responding to the report focusing on the Committee's recommendations for sustainable funding for adult basic education.

BC BUDGET 2016

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

BC Budget 2016 was released on February 16, 2016. Secretary-Treasurer Davies was present for the launch of the BC Budget and provided member locals with assistance in responding to media about the effect of the budget on members. A response to the Budget was coordinated with the Federation of Post-Secondary Educators of BC, including issuing a joint press release.

CORE FUNDING

Post-secondary institutions rely on core funding from the provincial government to fund their day-to-day operations. However, core funding only makes up about half of the revenue of many post-secondary institutions. This is that result of a steady decline in the share of operating funding, directly attributable to government divestment and increasing tuition fees.

The 2016 budget included no significant new funding to post-secondary institutions. Per

student funding is projected to increase in the 2017, 2018, and 2019 fiscal years, but the enrolment projections for those years are static assumptions based on the current year.

TUITION FEES

Budget 2016 projected a roughly seven percent increase in revenue from tuition fees over the previous year.

GENERAL RELATIONS WITH THE BC GOVERNMENT

LITERACY FUNDING ANNOUNCEMENT

On September 4, the BC government announced that 2.4 million dollars would be allocated to community adult literacy programs. The announcement came just short of a year after the provincial government cut \$16 million from adult education—programs that improve fundamental numeracy and literacy skills. A news release was issued linking the literacy program funding and adult education program cuts.

DATA SECURITY BREACH

On September 22, the provincial government announced the loss of a hard drive containing records of 3.4 million records of British Columbians dating back to 1986. A news release was published in response to the mishandling of sensitive data, which included the personal information information on 252,000 BC student loan applicants, including financial needs assessments. The hard drive remains missing despite the government's publication of a very detailed description of the lost unit.

HIGHWAY OF TEARS TRANSPORTATION ANNOUNCEMENT

On June 26, the BC government announced the implementation of public transportation along the notorious Highway of Tears in northern BC. In response, a news release was issued applauding the announcement and emphasizing the importance for having a fully-funded and frequently-serviced transportation route along Highway 16 that ensures the safety of northern community members.

MINISTER OF ADVANCED EDUCATION ANDREW WILKINSON

Andrew Wilkinson, Member of the Legislative Assembly for Vancouver-Quilchena serves as the Minister for Advanced Education.

On January 22, Chairperson Marshall attended a meeting between Local 72 representatives and Minister of Advanced Education Andrew Wilkinson. At this meeting, participants discussed the implementation of the \$5 per credit "Learner Resource Fee" and the future of the two percent Tuition Limit Policy. Minister Wilkinson said he was unaware of fee increases at any institution and assured the cap would remain unchanged and continue to be enforced. Minister Wilkinson requested a chart containing ancillary fee information from across the province from Chairperson Marshall. The information was provided via email after the meeting but a response has not yet been received.

GENERAL RELATIONS WITH THE OFFICIAL OPPOSITION

NDP SPOKESPERSON FOR POST-SECONDARY EDUCATION KATHY CORRIGAN

Kathy Corrigan, Member of the Legislative Assembly for Burnaby-Deer Lake, serves as BCNDP Critic for Advanced Education.

The Federation was in communication with Opposition Critic for Advanced Education Kathy Corrigan in regards to Bill 41. The Federation shared the history of student society fees in BC as well as concerns for the impact the bill would have.

Corrigan's office communicated regularly with the Federation throughout the government's budget estimates process, during which the Opposition had the ability to seek further information on budget items.

On March 29, Chairperson Marshall attended a meeting with Local 73 representatives and Corrigan. The meeting participants discussed the fees being implemented at Vancouver Community College, as well as across the province.

GENERAL RELATIONS WITH THE FEDERAL GOVERNMENT

2016 FEDERAL BUDGET

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 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, then with the final review and adoption.

Budget 2016, entitled Growing the Middle Class, was released on March 22, 2016.

STUDENT FINANCIAL AID

Budget 2016 included an increase to Canada Student Grant amounts by 50 percent for the 2016-17 academic year. This breaks down into the following:

- Students from lower-income families: from \$2,000 to \$3,000 per year

- Students from middle-income families: from \$800 to \$1,200 per year
- Part-time students: from \$1,200 to \$1,800 per year

The doubling of the Canada Student Grant program is the first budgeted increase in funding since it was first implemented in 2009. Also noted in the budget document was a change in eligibility thresholds for the grants that would take place in 2017-18, following “consultations with the provinces”.

Changes to the Canada Student Loan Program’s Repayment Assistant Plan were also reflected in Budget 2016. Currently, you must make under \$20,210 to qualify for the Repayment Assistance Plan. For the 2016-17 academic year, the threshold will be increased to \$25,000.

The document outlined an incoming change to the Canada Student Loans Program that will be implemented for the 2017-18 academic year. Budget 2016 proposed a flat rate contribution system that would require students to contribute a flat amount to the cost of their education despite financial assets and student income. Currently, students are required to estimate their income and financial assets while studying to determine eligibility for both the loans and grants program. The Federal government asserted that the change would allow students to gain “valuable labour experience” without having to sacrifice the levels of financial assistance they receive. The document contains no information on what the flat fee would be.

Budget 2016 eliminated the Education and Textbook Tax Credit starting January 2017. Tax credits from this program are currently not dispersed based on income, and therefore aren’t an effective or equitable form of financial assistance for lower and middle-income families.

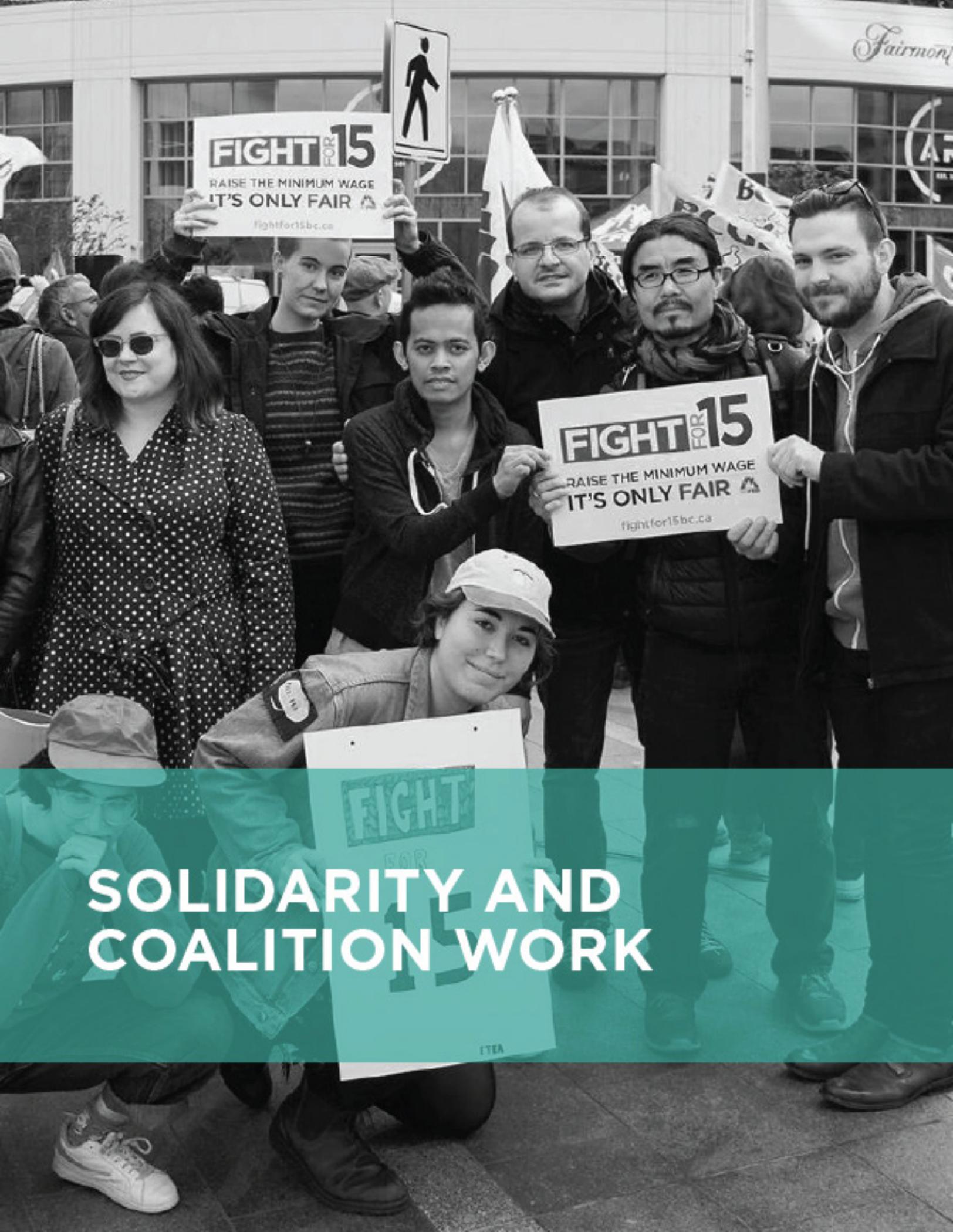
ABORIGINAL EDUCATION

Funding for post-secondary aboriginal is a federal responsibility. Status and Inuit students are able to access funding through the Post-Secondary Student Support Program (PSSSP). This program was created to cover the cost of things such as tuition fees, books, housing, and a trip home for those coming from remote communities. Funding increases to the Program have been capped at 2 percent since 1996, not keeping up with inflation or the rising cost of housing, food, and tuition fees. Furthermore, actual increases to the program have been closer to 1 percent.

During the 2015 Federal election campaign, the Liberal Party promised \$5 million in funding to PSSSP and a removal of the cap.

While providing much-needed funding to high school education—particularly for on-reserve schools—Budget 2016 failed to provide any funding for Aboriginal post-secondary students, failed to remove the cap on PSSSP, and had no provisions for Aboriginal college and university students whatsoever.





FIGHT FOR 15
RAISE THE MINIMUM WAGE
IT'S ONLY FAIR
fightfor15bc.ca

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SOLIDARITY AND COALITION WORK



BC 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. As a coalition partner, the Federation participates in various committees and working groups of the BC Federation of Labour. The Federation also attends events and actions in support of workers and labour unions.

BC FEDERATION OF LABOUR EVENTS

Federation representatives and representatives from Locals 18 and 73 attended a labour organizing event hosted by the BC Federation of Labour on June 2. The event featured Jane McAlevey, a prominent trade unionist from the United States. McAlevey's lecture focused on old and modern organizing models in the labour movement.

BC FEDERATION OF LABOUR 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 oversee the Fight for \$15 campaign and establish direction as the campaign rolls out. This year, the Group focused on a number of initiatives including campaign outreach at community events, establishing regional working groups, and planning for the 2017 provincial election.

YOUNG WORKERS' COMMITTEE

The Federation has a non-voting seat on the BC Federation of Labour's Young Workers' Committee, which is currently filled by Chairperson Marshall. The Committee meets monthly to discuss issues and campaigns relevant to young workers in British Columbia. During this reporting period, the Committee's meetings focused on planning socials for young workers, developing strategies for ways to increase young worker participation with union executives, and planning for the Committee's annual events including the Grants Law Sit In and Young Worker's School.

On April 16, Chairperson Marshall attended the annual Grant's Law Sit In, hosted by the Committee. Grant's Law is legislation that was put in place after a young worker was dragged to his death working by himself at a gas station. The law enacted the pay-before-you pump rules and also required late-night workers to work in pairs. The law has since been watered down, with those regulations removed due to pressure from businesses. The goal of the Sit-In was to bring attention to the plight of late-night workers, and to have the protections for those working alone to be replaced.

The Committee also helps to coordinate the annual Young Worker's School, which for 2016 was held between June 17 to 19 at Camp Jubilee. Secretary-Treasurer Davies, Women Students' Representative Alia Hijaab, and Campaigns Coordinator Morgan Rogers participated in the School. The Federation representatives attended workshops on labour history, planning for the provincial election, and grassroots organizing, as well as making positive connections with young labour leaders from across BC.

FEDERATION OF POST-SECONDARY EDUCATORS (FPSE)

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. The FPSE has a long history of working with the Federation to further the common initiatives of students and workers.

During this reporting period, the Federation met with FPSE to discuss ways the two organizations can coordinate on future campaigns. Also discussed were relationships between member local unions and their respective faculty associations. The Federation

also discussed ways to coordinate provincial election campaign actions with FPSE.

On February 18, 2016, Secretary-Treasurer Davies gave a presentation to FPSE Local 21, a union of private ESL trainers, about international students. Davies discussed issues international students face, including a lack of services and deregulated tuition fees, and the work the Federation has done to support international students in British Columbia.

On February 20, 2016, Secretary-Treasurer Davies gave greetings to the FPSE Leadership Conference held in Vancouver. Davies discussed the importance of students working with faculty members and the current political landscape in BC.

Chairperson Marshall brought greetings on behalf of the Federation to the delegation of the FPSE annual general meeting on May 17, 2016 in Whistler. The delegates at the meeting passed a resolution to strike a committee consisting of FPSE representatives, Federation representatives, and municipal leaders to organize a day of action to be held during the 2016 Union of BC Municipalities (UBCM) convention. The purpose of the action is to highlight the effects of underfunding on post-secondary institutions and the importance of basic education and English as a second language programs.

The Federation and FPSE have applied to have a joint table at the upcoming Union of British Columbian Municipalities convention and to host a 45-minute session to discuss post-secondary education issues. The focus of this joint outreach work will be promotion of the Don't Close the Doors campaign and the restoration of funding and free-free status to adult basic education.

BRITISH COLUMBIA TEACHER'S 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 Federation has worked to develop a better relationship with the BCTF as the union is a leader in defending public education in BC. In that work, the Federation and the BCTF have a common goal.

On June 12, Chairperson Marshall attended a panel discussion hosted by the BCTF about the Trans-Pacific Partnership (TPP). The CCPA, BCTF, Open Media, and many other organizations have identified the TPP as being harmful to digital freedom, environmental laws, public education, and workers' rights. The event featured speakers from Mexico, the USA, and Canada.

From June 14 to 16, Chairperson Marshall and Research and Communications Officer Beasley attended the 12th Annual Tri-National Coalition in Defense of Public Education conference hosted by the BCTF in Vancouver. The conference featured educators from Mexico, the USA, and Canada, and had workshops on the neoliberalization of education, activism, and indigenization of curriculum.

In March, the BCTF elected a new president, Glen Hansman. The Federation immediately invited President Hansman to speak at the semi-annual general meeting, as well as sought a meeting with Hansman to discuss increased work together on education issues leading up to the 2017 BC election.

UNIFOR BC

UNIFOR represents more than 300,000 members across Canada. The Federation has ongoing yet intermittent relations with UNIFOR as there is not as many sector overlaps as

with other labour unions. Nevertheless, the Federation strives to build a strong partnership with UNIFOR as it is Canada's largest private sector union.

Chairperson Marshall was invited to speak about the This Time We Decide campaign during the UNIFOR Regional Council meeting. The purpose of the presentation was to educate UNIFOR members on the youth and student vote. The presentation was well-received, and many UNIFOR members showed an appreciation for the positive framing of the campaign messaging.

BC GOVERNMENT AND SERVICE EMPLOYEES' UNION (BCGEU)

The BCGEU is one of BC's largest private and public sector unions representing over 65,000 workers. The Federation has a long history of working with the BCGEU and was recognized by the union's Spirit of Leadership award in 2002.

Under a directive from the January 2016 general meeting, the Federation wrote a letter to support the BCGEU's call for an independent public inquiry into the Ministry of Health firings in 2012. Carbon copies of the letter were also sent to BC Federation of Labour President Irene Lanzinger and Minister of Health Terry Lake.

CANADIAN UNION OF POSTAL WORKERS

The Canadian Union for Postal Workers (CUPW) represents employees of Canada Post and private sector workers. CUPW represents over 50,000 workers across the country. Though the Federation does not have an ongoing relationship with CUPW beyond our mutual participation in the BC Federation of Labour,

the Federation has been an active supporter of CUPW members when they have been forced to strike or have been locked out by their employer.

Currently, CUPW is in negotiations with Canada Post to renew their collective agreement. One of the main issues is pay equity for their Rural and Suburban Mail Carrier bargaining units, as there is a 28 percent disparity between the two groups.



Another key issue is the corporation's demands for a two-tiered system of pensions and wages for new hires. This new plan would mean that contributions made by each worker would be set, but there would be no guarantee of the benefits received in retirement. CUPW is rejecting a pension plan that causes instability and insecurity for future generations of postal workers.

On July 5, Canada Post issued a 72-hour lock-out notice. After this point, the corporation can roll back employee rights, wages, and benefits, and issue layoffs.

On July 6, CUPW filed an unfair labour practice complaint against the corporation, in regards to Canada Post's refusal to engage in any meaningful discussion about the Rural and Suburban Mail Carrier bargaining units, and management making threats and spreading disinformation directly to union members.

At the request of CUPW, the Federation wrote a letter the federal government asking for an intervention and to order senior management at Canada Post not to lock out their workers. The Federation also created a social media shareable and purchased a Facebook advertisement to help spread a message of support for CUPW members.

MOVEUP

MoveUP, formerly COPE 378, represents primarily office, customer service and professional workers across BC, including those that work in the Emergency Roadside Services department of BCAA. BCAA workers were locked out in June 2015, after being without a contract since September 2014. The emergency assistance workers that are employed by the car-share company EVO (owned by BCAA), work 5 hours per week less than the BCAA workers and receive more pay. The BCAA Emergency Roadside Service Workers' main ask was equal work for equal pay.

The Federation has sent a letter to Paul Healy, CEO of BCAA, condemning the unfair lockout and urging him to negotiate a fair deal with the Emergency Roadside Services workers. David Black, President of COPE 378 was carbon copied on the letter. The BCAA Emergency Roadside Service Workers were locked out until December 2015.

The Federation has not worked closely with MoveUP in the past but Federation support of the workers unfairly locked out by BCAA has opened the opportunity for increased work with MoveUP in the future.

UNION OF BC INDIAN CHIEFS

The Union of BC Indian Chiefs (UBCIC) is an organization comprised of Chiefs from First Nations across British Columbia. UBCIC has been a strong advocate for Indigenous rights and title since 1969. In recent years the Federation has worked with UBCIC on common issues such as accessible education for Indigenous students and justice for murdered and missing Indigenous women.

Chairperson Marshall was invited to provide a campaign update on Don't Close the Doors at the UBCIC Regional Chiefs Meeting on September 29, 2015. Marshall discussed the progress of the campaign so far and the plans for the upcoming year, including a request for individual First Nations to endorse the campaign.

On December 10, 2015, the Federation was included on a coalition news release coordinated by UBCIC which called on the federal government to consult with the families and proper advocates during the inquiry on murdered and missing Indigenous women and girls in Canada. Other organizations on the release included Amnesty International, West Coast LEAF, and the BC Assembly of First Nations.

On April 14, 2016, the Federation and UBCIC circulated a joint statement speaking in support of the Attawapiskat First Nation. On April 11, Attawapiskat had declared a state of emergency after 11 youth attempted to take their own lives in one night. The community has suffered with over 100 suicide attempts since September 2015. The statement called

for immediate short-term action and a long term solution to the pandemic of suicides in Indigenous communities across the country. The statement has been shared not only through the Federation's networks but also over the UBCIC's list-serv, Twitter, Facebook, and Instagram. Additionally, the BC Aboriginal Caucus released a shareable in support of immediate action for the Indigenous community.

TRAC TENANT RESOURCE & 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 support efforts to expand the availability of affordable rental housing in BC. Chairperson Simka Marshall holds the Federation's seat on the Centre's board of directors.

TRAC met on September 22 where Chairperson Marshall was ratified as the newest member to the Board of Directors. Throughout this reporting period, TRAC's focus has been the launching of an educational program designed to provide training for first time renters in BC. The program, called Renting it Right, consists of two online-courses: a beginner's course and an intermediate course.

The beginner's course provides the learner with everything they need to know when looking for a place to rent. The intermediate course goes into detail about renters' rights. At the end of the training, the learner receives a document certifying their training. TRAC is planning to promote the free online courses to students in September 2016.

BC HEALTH COALITION

The BC Health Coalition is comprised of labour, community, faith and seniors organizations, collectively representing 600,00 people across BC. The organization exists to advocate for a strong public health care system in all parts of the province. Member organizations include the BC Federation of Retired Union Members, the BC Government and Services Employees' Union, the Council of Canadians, the Hospital Employees Union and the United Food and Commercial Workers' Union.

During this reporting period, the Federation contacted the BC Health Coalition to seek membership and provide support for its ongoing legal action against the privatization of public health care.

In April 2016 the Executive Committee passed a resolution to become members of the BC Health Coalition and to give a \$500 donation to support the aforementioned legal case.

LAURENTIAN STUDENTS' UNION

In February, the Laurentian Students' Union (LSU), located in Ontario, received notice that the Laurentian University-Barrie campus would be shut down due to a lack of funding. The decision was made by limited members of the institution's board of governors without prior consultation of student representatives. The University announced it had developed a series of accommodations to ensure students could finish their degrees before 2019, when the campus will be officially closed. Despite the accommodation, there will be hundreds of students that won't be able to finish their degree on time, and will be forced to either finish online, or uproot their lives and relocate to a different campus.

The Federation offered support to the LSU by developing a template shareable for the Students' Union's Facebook page, and assisting in development of media materials.

Despite student and community protests, the institution will be winding down in 2019.

UNIVERSITY OF VICTORIA STUDENTS' SOCIETY (UVSS)

During this reporting period, The UVSS held an "Education is a Right" rally at the BC Legislature on February 3. Approximately 50 people attended. Chairperson Marshall was one of the speakers at the rally.



CANADIAN MENTAL HEALTH ASSOCIATION-BC

The Canadian Mental Health Association-BC (CMHA-BC) is a voluntary organization that provides education, advocacy, research, and services for those living with mental illness.

On January 19, 2016 Secretary-Treasurer Davies participated in a video interview with Jonny Morrison, Senior Director of Policy and Research at CMHA-BC. The interview made up part of the Association's submission to government about the importance of mental health resources on campus. Some key themes discussed were the added pressure of students from low-income backgrounds experience greater life stress on top of an already stressful college or university experience; the need for sufficient counselors, the importance of training front-end staff and instructors on crisis management; and funding of community programs.

On March 11 and 12, 2016, Chairperson Marshall and Secretary-Treasurer Davies participated in the Healthy Minds | Healthy Campuses Summit. This annual conference brings together students, administrators, staff and faculty together to discuss ways to promote and support students' well-being on campus. The two days consisted of workshops about developing federal, provincial, and institutional policies to support students' mental health, developing sexual assault policy, and discussing accommodation needs. Member local representatives from Locals 4, 18, 26, and 75 also participated in the conference.

BRITISH COLUMBIA POVERTY REDUCTION COALITION

The British Columbia Poverty Reduction Coalition (BCPRC) is composed of community groups, non-profit groups, faith groups, health organizations, Aboriginal organizations, businesses, labour unions, social policy groups, and the Federation. The Coalition seeks a comprehensive poverty reduction plan from the provincial government with legislated targets and timelines to significantly reduce poverty and homelessness. The 35-member Coalition claims a collective membership of over 300,000.

The Coalition met on September 24; the meeting was primarily focused on discussing changes to the funding model for BCPRC from a donation primary model to a membership fee, to allow for more stable funding. There has also been discussion of developing a strategic vision of the coalition and engaging in more outreach work.

The Coalition met March 31, 2016 and had a member round table to discuss the provincial and federal budget and its impact on Coalition members.

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 that come together to mobilize British Columbians in support of strong public policy of the allocation of resources for the benefit of children and youth.

On April 10, 2016 the Coalition met to discuss the federal budget and its implications on child and family poverty. Secretary-Treasurer Davies provided an overview of post-secondary funding in the federal budget. Discussions

of the child tax benefit illustrated that many participant groups viewed the new measure as a positive change, but simultaneously felt that further policy changes are needed to substantially reduce child and youth poverty in Canada.

INTERNATIONAL DAY FOR STUDENTS

November 17 is International Day for Students, a global event to recognize student activism around the world. Yearly, the Organising Bureau of European School Student Unions (OBESSU) and the European Student's Union (ESU), organize worldwide days of action.

Each year, the OBESSU and ESU asked student groups around the world to stand in solidarity for free and accessible education. The theme of this year's action was Free2Learn, Free2Move, which discussed the importance of access to education no matter your socioeconomic background or immigration status.

This year, the Federation joined the call to action, as the only Canadian organization, and participated in social media actions. The Federation made a shareable inviting members and non-members to use the hashtags #Free2Learn and #Free2Move to highlight the importance of education.

VANCOUVER PRIDE

The Federation participated in the Vancouver Pride Parade as a part of the multi-union float coordinated by the BC Federation of Labour on July 31, 2016. As in previous years, representatives from Locals 18 and 73 also participated along with Federation representatives. 3,000 handheld fans branded with anti-homophobia and pro-education messages were distributed to parade spectators. The Federation's message of "free love and free education" was well-received by the more than half a million spectators.





FEDERATION SERVICES



The Federation assists with the operation of several services to make students' lives, and students' unions' work, easier. In the past, provision of services were administrated through the Canadian Federation of Students-Services (CFSS), but implementation of those services fell to the BC Executive Committee.

Due to a series of failures on the part of the National Executive of the CFSS, members in British Columbia directed the BC Executive Committee undertake service coordination and provision on behalf of BC member local unions. Under this direction, the Executive Committee has undertaken work this year building and strengthening services that can be administrated in British Columbia.

Over the course of the 2015-16 year, the Executive Committee launched a service to facilitate the bulk purchase of swag; created a service to ease domain registration and web/email hosting; and returned the members' handbooks on time. The Federation also created a student health and dental plan network independent of the one operated by the CFSS, which can better focus on the needs of BC members.

MEMBERS' HANDBOOK & DAYPLANNER SERVICE

The Members' Handbook and Dayplanner Service was created by the British Columbia Federation of Students in the late 1990s with the aim of improving the overall quality of student dayplanners and reducing the unit costs of handbooks, particularly for small member locals, through economies of scale.

The handbooks consist of a local-specific section, a section about the Federation, and common calendar and time management pages. The quantity produced has allowed for better quality paper, colour pages, and fewer advertisements, while achieving savings in writing, editing, design, printing, and binding costs. The savings have enabled some students' unions to greatly reduce advertising in their handbooks. In addition, the books have always been produced using a unionized printer, and are produced using recycled paper and vegetable-based inks.

As participation among students' unions outside of British Columbia grew in the early 2000s, Federation agreed to allow the CFSS to assume overall management of the service. The BC office maintained responsibility for providing edited, properly formatted text, images, covers, advertisements, and blocking instructions to the national office for BC locals' handbooks.

2015-16 PARTICIPATION

In January 2015, member local unions in BC began to express concern about the capacity of the CFSS to produce a high quality handbook in a timely manner, given the numerous staffing changes and missed deadlines in the national office. Concern increased when it was learned that the CFSS had failed to sign a contract with a printer in a timely fashion. The Federation's long-standing printer Mitchell Press was chosen to print the BC member local books, and in the end the national organization chose the same printer for the rest of the service participants.

For 2015-2016, custom versions of the handbook were printed for thirteen students' unions in British Columbia. The total number of units printed was 48,764. All books arrived on campus on time or early; feedback about the updated design of the common calendar section and overall quality of the product was positive.

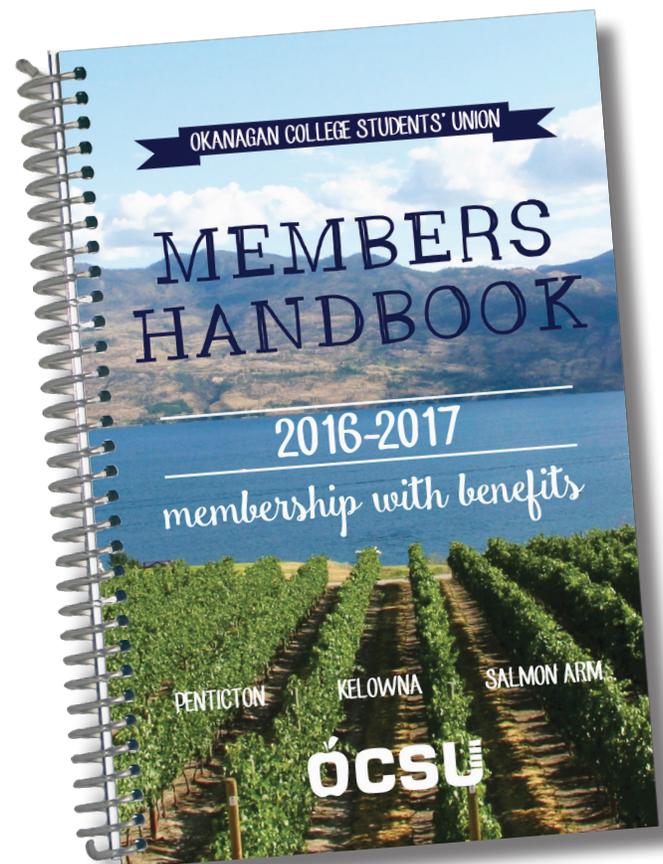
2016-17 PRODUCTION

In early 2016, the Federation learned that the national organization intended to issue a request for proposal to find a new printer for the project. This decision to switch printers was not made democratically by the National Executive of the CFSS, and was without consultation with provincial components. Additionally, no contract was—or has been, to-date—presented to or ratified by the National Executive for the project. The implications of moving from the long-time printer would affect

the cost of the books and shipping, and would eliminate the intangible benefits of Mitchell Press' knowledge of the project. Given the national organization's intention to leave the Members' Handbook and Dayplanner Service, the Federation also put out a request for proposal to review options in British Columbia.

Following the examination of the proposals and a short negotiation, Mitchell Press was chosen as the printer for the 2016-17 production. Mitchell Press has years of experience with the service, and understands the complexities of producing and shipping so many different versions. The price of the project increased slightly, due to mostly the loss of past economy of scale, but also due to the low value of the Canadian dollar.

To offset and reduce costs, advertising space was sold to Green Shield Canada, OOH LALA Mobile, the Federation of Post-Secondary Educators, and the BC Federation of Labour.



As in past years, the handbook contains information on current issues in post-secondary education in British Columbia, campaigns, and other important information for members. A sticker page was provided as an optional add-on, and was used by all member locals. A locally sourced design firm was contracted to design a more modern content layout, calendar section, sticker page, and common covers for use by member locals.

Custom versions of the handbook were printed for thirteen students' unions in British Columbia. This marks the fourth year that the non-member local union Northern Undergraduate Student Society at the University of Northern BC participated in the service. The total number of units printed was 48,505. Handbooks have already been arriving on campuses, three weeks ahead of schedule.

SUSTAINABLE SWEATSHOP-FREE SWAG

Orientation and welcome week activities are an important opportunity for students' unions to promote services, campaigns, and events to members. By purchasing materials in bulk through the Federation, participating member locals receive significant savings while ensuring that their materials are ethically manufactured, environmentally friendly, and high-quality.

Historically, member local unions have used the Ethical Purchasing Network of the CFSS to procure these items. However, due to continuous failures of launching a year-round store, damaged products, and poor service provision on the part of the National Executive, delegates at the August 2015 general meeting tasked the Executive Committee with building a service for BC member locals.

BC BULK PURCHASING PROGRAM

In April, the Federation began investigating the creation of a service that would meet the needs of BC member locals. Fairware, a BC based company that specializes in sustainable and ethical promotional item procurement, was approached. Fairware was a natural choice for the Federation because of its strict guidelines that include purchasing materials that are ethically made with sustainable labour methods and materials.

To facilitate easy ordering, Fairware set up an online store that allowed member locals to place their order and upload artwork.

This year, 11 member locals and the BC office participated in the new service, with a collective order of over \$110,000. The materials ordered are as follows:

t-shirts	1,970
sweaters	145
toques	868
rain ponchos	150
tote bags	919
water bottles	17,500
pens	23,400
highlighters	9,800
notebooks	1,550
USBs	1,100
lanyards	1,850
buttons	3,800
sunglasses	2,900
cutlery sets	1,100

In addition, member locals were able to purchase items not included in the bulk purchase program, such as metal water bottles and jackets. Locals 33 and 75 took advantage of this value-added option.

To save on the cost of shipping, the Federation and Fairware organized products to be shipped directly from the manufacturer when ready; this has also ensured early delivery times and reduced the overall cost of the service. Items

will be delivered no later than August 19, and many items have already arrived on campuses at the time of this report. Final invoices will be sent out in September.

Work to create a year-round or fall bulk purchase option is ongoing.

STUDENTS' UNION WEBSITE SERVICE

The Canadian Federation of Student-Services has run a website and email hosting service since 2005. However, over the past several years the service has been plagued with issues. Adeptio Solutions, the London, Ontario based company that CFSS contracted to manage the service, failed to keep up-to-date with the advances in server technology, and member locals' websites and email accounts were hosted on old servers that could not handle the workload. As result, member locals experienced numerous outages, and system failures. Additionally, the server used by CFSS were not secure, and were prone to hacking such that if one member local union email account had a weak password, the entire email network would be compromised and shut down.

In 2013, Adeptio CEO Rick Telfer (now CFSS staff) began the process of migrating all member locals off the failing Federation server onto a new cloud-based web and email-hosting service with Rackspace, an industry leader in cloud-based website and server hosting. However, to this day he has failed to complete the migration process, leaving many member locals on the failing servers.

Additionally, the CFSS website service had a number of failures in its response time to technical questions. To get help, one had to email a ticket to Telfer, who would then forward it to whichever contractor could answer the

question. This added level of bureaucracy led to the failure of tickets being answered in a timely fashion or, sometimes, at all.

As a result of these consistent failures, some member locals with the organizational capacity left the service in the 2013-14 year.

Domain, website, and email hosting is much more affordable and less complicated now than in 2005, and so the needs of the service have changed. Member locals no longer need a central managed server, as purchasing space on cloud servers is much more affordable today than in previous years. Instead, member locals have expressed an interest in collectively purchasing email, domain, and webhosting, as well as have access to full technical support.

This year, the Executive Committee launched a service that offers domain registration and management of domain settings, webhosting, and email hosting.

WEBSITE HOSTING SERVICE

There are three aspects to the Federation's website service: registration of the domain, the domain name system (DNS), and website hosting.

The Federation has contracted the company Hover to provide domain registration and DNS hosting. Hover offers 24/7, 365 days a year customer service including a live web chat.

For webhosting, the Federation has secured a cloud webhosting package with Rackspace. Rackspace was chosen for webhosting because of its security protocols, and 365 days a year customer support.

Currently the CFSS webhosting service controls the domain registration and DNS settings for Locals 13, 18, 33, 66, 61, and 73. Work is ongoing to migrate all domains and DNS to a BC-based account in the Federation's name. Domains that have been migrated

successfully are cfs.bc.ca, ocsu.ca, nisu.ca, and selkirkstudents.ca.

The migration process has been heavily impeded by the refusal of CFSS staff to approve the necessary transfers. Rick Telfer has allowed numerous requests to timeout over the past year, increasing the workload in the BC office when attempting to migrate domains. Instead of releasing all the domains when requested, Telfer has only released the domains of some locals, after months of emailing back and forth. He also allowed domains like selkirkstudents.ca to not be renewed which caused days worth of email and website downtime for Local 4.

The Federation asked Hover to facilitate the transfer of domains, which legally belong to the member locals. Work on the migration is ongoing, and locals without functioning websites have been prioritized.

Locals 18 and 66 opted to purchase new domains through the service rather than wait for the release of their old domains. Work is ongoing to get both domains up and running before September.

EMAILS

To replacing the issue-plagued email service of CFSS, the Federation has secured its own email hosting solution for Locals through Rackspace. Email hosting includes mailboxes with 25 gigabytes of storage, unlimited forwarders, and mailing lists.

The Federation is currently hosting the email for the BC office as well as Locals 18, 66 and 72. Locals that are interested in this hosting solution can contact the BC office.

PARTICIPATION

Many member locals have expressed an interest in transferring their websites and email hosting to the Federation's service, and have

expressed discontent with the CFSS service, or have already left it.

Though there are many locals who want to participate in the service, Telfer's refusal to release the locals' legally owned domains has significantly slowed down the process. The BC office will continue to communicate with CFSS to fully liberate the domain hosting services to the Federation's control. Once that is complete, the BC office can assist member locals that wish to leave the service, or give the domains over to the local for full control.

EXTENDED HEALTH AND DENTAL INSURANCE

The National Student Health Network is the buying consortium for health and dental insurance coordinated by the Canadian Federation of Students-Services. The primary purpose of the consortium is to use the collective expertise and combined purchasing power of its members to secure lower rates and better coverage for individual members. The buying consortium was created in the mid-1980s in response to the proliferation of campus health and dental plans that were generally expensive and failed to cover many of the drugs and services commonly used by students.

In the 2014-15 year, BC members of the Network severed their relationship with the Federation's broker, Morneau Sheppel, due to numerous service failures and an assessed poor return on commission paid. In this past year, BC members of the Network took the additional step of leaving the CFSS Network to create their own BC-based student health and dental purchasing consortium. This step was taken in recognition that the bulk of the service received by BC member local unions was received from the BC office.

CONSORTIUM PARTICIPATION

The BC purchasing consortium consists of Locals 4, 13, 33, 61, 72 and 73, who were each previously members of the National Student Health Network. Consortium membership will increase in 2016/17 as Local 53 voted to join as of September 1, 2016.

BENEFIT PROVIDERS

The Federation continues to work directly with Green Shield Canada for the health, dental, and travel components of member local union plans, and does so without the need of a broker. In July 2015, the Federation met with Green Shield Canada regarding the strengthening of the relationship between the Federation and the insurance provider in the context of the instability of the national organization, and was able to secure a direct relationship between the Federation and the carrier without the necessity to work exclusively through the CFSS.

Though the health, dental, and travel insurance components of the Federation's plans are not brokered, the Federation does utilize a broker for the accidental death and dismemberment components of the plan, as well as individual products like plan continuation options or individual plans. The Federation's broker for these products is Prosum Health Benefits Consulting, a small boutique brokerage based in Toronto, that also brokers the staff plan for BC member local unions.

The Federation's relationship with its service providers remains positive and by all accounts the Federation receives positive service from each of Prosum and Green Shield Canada. Despite this, the Executive Committee has considered moving back to a fully brokered plan model, using a larger-scale firm than the current broker, Prosum. Consideration of this option will be a focus for the coming year as participating member local unions will need to

consider the service levels required by member locals, the predatory nature of the marketplace, the reduced size of a BC-only purchasing block as compared to a national one, as well as the potential for increased plan enhancements that a brokered plan may provide.

CONSORTIUM MEETINGS

JANUARY 2016

The Health and Dental Consortium meeting was held on January 17 at the Coast Tsawwassen Inn in Delta. The meeting discussed preparations for 2016-17 plan renewals, received presentations from the Federation's broker and carrier, and discussed the development of new service components.

AUGUST 2016

The Health and Dental Consortium is scheduled to meet at the 70th Semi-Annual General Meeting to review the 2016-17 renewal process and discuss development of the consortium model.

STAFF PLAN

The Federation continues to operate its newly formed staff benefit plan, which about to enter its third year of operation. To-date Locals 13, 33, 61, 72, and 73 have joined the plan, which also includes the Federation staff and full-time elected members the Executive Committee. Local 4 is set to join the plan pending the completion of their enrolment forms. The plan is due for renewal in February 2017 and a report on plan performance will come forward to the following meeting of the Executive Committee.

NEW INITIATIVES

The Federation is constantly working to improve the service provided to member local unions and individual members. Some of the major initiatives of the past year include the following:

LEGAL ASSISTANCE

The Federation worked with its broker, Prosum, to offer a new legal assistance service as part of the 2016-17 renewals. The service provides free over-the-phone legal advice to plan members on a very wide range of topics. If a plan member requires additional legal representation, the service refers plan members to lawyers who can take on that member as a client, and that member receives 25 percent off the lawyer's standard rates. The service costs \$0.13 per student per month and is being proposed to member local unions for the 2016-17 year as a trial for permanent inclusion in plans.

Unfortunately a challenge arose late in the plan renewal process whereby Green Shield Canada indicated that it was unable to collect the fee for this new service component. Working collectively, Prosum, Green Shield, and the Federation determined that the fee for the legal assistance service could be collected by increasing the Federation's fee from 2.00% to 2.65%. This fee collection model will likely result in a shortage of revenue against which the cost of the service can be billed, and any shortfall will be covered by the Federation.

ONLINE DISPENSARY

Over the past several years the Federation has been working with its broker, Prosum, and CharterRX, an online dispensary, to develop a discount for plan members on prescription and over-the-counter medication. It is anticipated that this discount will be in place for September 2016.

INTERNATIONAL STUDENT IDENTITY CARD

The International Student Identity Card (ISIC) was established more than 50 years ago for the purpose of creating a single, widely-recognised

form of student identity card for students when travelling abroad. Since that time, the ISIC has also evolved into be a domestic student card in many parts of the world.

The Federation, along with its predecessor organisations, has been the Canadian agent for the ISIC since the early 1960s.

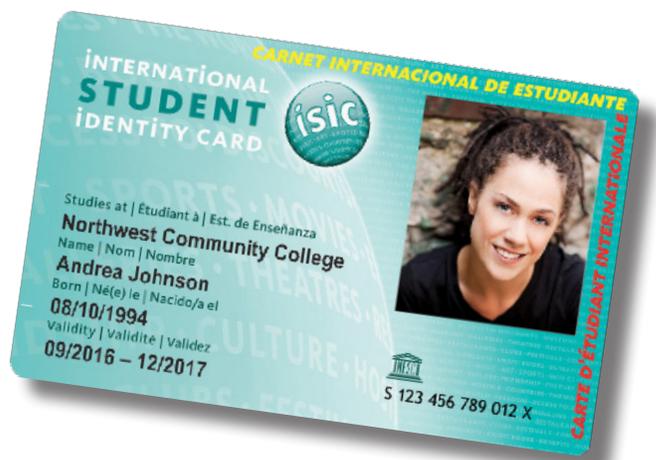
Since the formation of the Canadian Federation of Students-Services in 1981, the ISIC has been available as a benefit of membership to members who meet the eligibility criteria. The card is available to non-member students for a \$20.00 fee.

The Federation's discount program is the most tangible, easy to recognise benefit of membership for most members. While it is not always possible to calculate the money members have saved through the lobbying victories achieved by the Federation, it is possible to quantify the potential savings members receive through the discount services.

CARD BENEFITS

The benefits associated with the ISIC are a result of the combination of efforts made at various levels:

- local discounts secured by member local unions;
- regional and national discounts secured the Federation; and
- international discounts secured by ISIC Global.



2015-16 DISCOUNTS

More than 580 discounts were offered to ISIC holders across the province, including discounts at Pacific Coastal Airlines and Dominos Pizza.

Discounts that are national in scope have traditionally been solicited by the National Executive of the CFSS. In 2015-16, a number of national discounts were advertised to members at National General Meetings including discounts at The Body Shop, SoftMoc, and Topshop. After a year of asking for more information on the discounts, it was finally ascertained that none of those discounts had actually been renewed by the national organization.

2016-17 DISCOUNT SOLICITATION

As of the printing of this report, the Federation has secured over 580 discounts for BC members. Highlights of discounts solicited this year include: 25 percent off at Pacific Coastal Airline, 10 percent off at Staples Copy Centres, up to \$250 dollars off Apple computers at Simply Computing, and 15 percent at Pacific Coach Buses. There are a variety of new discount providers this year, with an expansion in destination discounts in Victoria, Tofino, Squamish, and Whistler.

It has been reported that ISIC Global has secured a discount with Microsoft. The discount is up to \$250 dollars off the purchase of a Microsoft Surface tablet. No information has been sent out about this discount by CFSS, but work is being done to attain this information from ISIC Global so that it may be distributed to members.

The National Executive has not reported securing any discounts for 2016-17.

ISIC SOLICITATION MATERIALS

The BC office developed a suite of discount solicitation materials for the 2016 discount solicitation season, including an ISIC

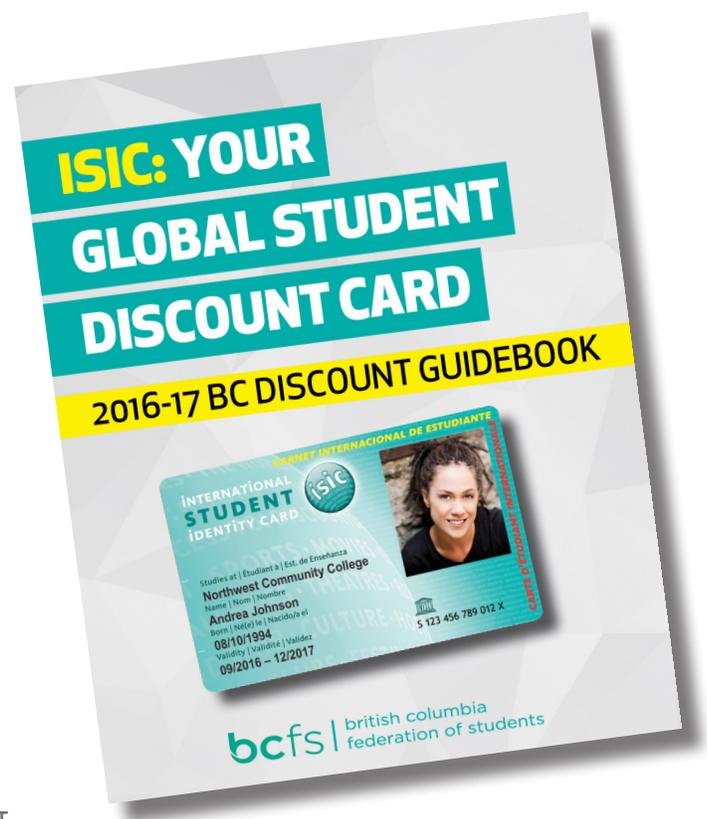
backgrounder, OOHLALA backgrounder, ISIC contracts, and multiple listing contacts. Each material was updated to include information specific to British Columbia and was circulated to member locals in March 2016.

Once again, the BC office created a solicitor information kit for the 2016-17 soliciting year. Materials included a solicitor guide and contract. A training presentation was also developed, designed to help train local directors, staff, and hired students. This presentation was given at the Skills Development Weekend, as well as to Locals 18 and 33.

ISIC DISCOUNT MATERIALS

Historically, CFSS has produced all ISIC promotional materials including the discount guide, posters, rave cards, and social media shareables. However, CFSS has failed to produce these documents for the last two years.

Given that, the Federation has produced an ISIC discount guide for distribution on



campuses that details all discounts in British Columbia, as well as other promotional materials such as posters and rave cards. The BC office has designed customizable posters, rave cards, and shareable graphics to promote local businesses.

Work to create a 2016-17 version of the BC ISIC Benefit Guide has already been undertaken and it is expected that the guide will be distributed to member local unions in time for fall welcome events.

2015-16 ISIC DISTRIBUTION

Distribution of the ISIC in British Columbia continues to face issues. The new direct-to-card printers allow for a much faster production of the ISICs; however, the availability of cards was unsatisfactory to meet demand. For September 2015, CFSS staff only issues 2,800 cards to BC member locals, despite that being the busiest time of year for production. With such a small amount, a number of member locals ran out of cards in the middle of orientation week. In total, the Federation has only been issued 6,300 cards for BC members for the 2016-17.

Despite these numerous challenges, ISIC distribution has still increased by approximately 24 percent over last year. More than 6,000 cards were distributed to members and non-members in British Columbia in the 2015-16 year.

OOHLALA MOBILE APPLICATION

In 2011, the CFSS entered into a partnership with OOHLALA Mobile Inc., developer of the OOHLALA mobile application, to adapt the application for use by the Federation, its member locals, and its individual members in order to:

- provide a medium to promote campaigns and campus events directly to members;

- connect individual members with local discounts; and
- allow members to communicate with their peers on their campus.

APPLICATION USAGE

OOHLALA has provided the Federation with a detailed report of the mobile applications successes over the last academic year. This report contains survey data from individual users, as well as usage data for the year. Overall, results from 15,000 students across 77 organizations show that 91 percent of students would recommend the app to their peers, and 75 percent of first year students said the application helped them get a good start at their institution. Users reported mostly using the application to gather information, talk to classmates, and engage with clubs.

As of April 2016, the application has been downloaded over 8,090 times in British Columbia with 6,336 registered users. Of BC users, 93 percent say they would recommend the application to their peers, and 78 percent feel the app provides them a voice at their institution.

Events have grown to be a larger part of the application this year, where 85 percent of students felt the events listed on the app were relevant and 73 percent said that they used the application to inform themselves of extracurricular activities.

In BC, OOHLALA events have been viewed over 7,800 times, services have been viewed over 10,500 times, and clubs have been viewed over 451,640 times.

The option to add a custom tile to the home screen has been a useful tool for the Federation. Despite only being active on the application for one month, the This Time We Decide campaign tile was the fourth most clicked tile of the year.

Currently Locals 13, 18, 33, 53, 61, 72, 73, and 75 utilize OOHLALA applications. Locals 3, 4, and 15 are investigating launches in September 2016.

FEATURE DEVELOPMENT

The application underwent a series of updates throughout the year to increase stability and usability of both the phone applications and administrator control panel.

Some features added this year were a global search function, the ability for administrators to limit application access to different users, the ability to add custom tiles, and the ability to join a club from the application.

OOHLALA is working on a series of updates to the application scheduled for completion by the end of August. The main focus of the upgrade work has been to improve the orientation programming, with the main goal of increasing adoption rates of those who participate during orientation weeks. Additionally, OOHLALA will complete a feature that allows students' unions or sub-organizations on the app (such as clubs) to sell event tickets. The Federation is working with OOHLALA to investigate whether or not that feature could be used to handle small payments locals take for things such as ISIC or locker sales.



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 August 2015 general meeting:

ABORIGINAL STUDENTS' REPRESENTATIVE

Shayli Robinson August 11, 2015 to present

CAMPAIGNS COORDINATOR

Madeline Keller-MacLeod August 11, 2015 to April 31, 2016

Morgan Rogers May 1, 2016 to present

CHAIRPERSON

Simka Marshall August 13, 2015 to present

REPRESENTATIVE-LOCAL 03 MEMBERS

vacant August 13, 2015 to present

REPRESENTATIVE-LOCAL 04 MEMBERS

Joy Lindstrom August 13, 2015 to October 24, 2015

Abisola Alade October 24, 2015 to present

REPRESENTATIVE-LOCAL 13 MEMBERS

Yang Yang August 13, 2015 to present

REPRESENTATIVE-LOCAL 15 MEMBERS

Amber Storvold August 13, 2015 to present

REPRESENTATIVE-LOCAL 18 MEMBERS

Derek Gounder August 13, 2015 to May 27, 2016

Iman Abdulla May 27, 2016 to present

REPRESENTATIVE-LOCAL 26 MEMBERS

vacant August 13, 2014 to present

REPRESENTATIVE-LOCAL 33 MEMBERS

Chelsea Yuill August 13, 2015 to April 22, 2016

Alia Hijaab April 22, 2016 to July 9, 2016

Lemon Reimer July 9, 2016 to present

REPRESENTATIVE-LOCAL 53 MEMBERS

Kayla Swaenepoel August 13, 2015 to October 24, 2015

Mico Mieke-Moffat October 24, 2015 to present

REPRESENTATIVE-LOCAL 61 MEMBERS

Alec Patterson

August 13, 2016 to April 22, 2016

Phoebe Lo Patidgas

April 22, 2016 to present

REPRESENTATIVE-LOCAL 66 MEMBERS

Shae-Lyn Desousa

August 13, 2015 to December 12, 2015

vacant

December 12, 2015 to January 14, 2016

Dominic Magee

January 14, 2016 to present

REPRESENTATIVE-LOCAL 72 MEMBERS

Jamie Lund

August 13, 2015 to April 22, 2016

Sheldon Falk

April 22, 2016 to present

REPRESENTATIVE-LOCAL 73 MEMBERS

Harpal Malhi

August 13, 2015 to October 24, 2015

Christian Avendano

October 24, 2015 to December 12, 2015

Kay Vandervalk

December 12, 2015 to July 9, 2016

Shaima Jaff

July 9, 2016 to present

REPRESENTATIVE-LOCAL 75 MEMBERS

Andrea Eggenberger

August 13, 2015 to July 9, 2016

Rachael Grant

July 9, 2016 to present

REPRESENTATIVE-LOCAL 86 MEMBERS

vacant

August 13, 2015 to present

REPRESENTATIVE-PROSPECTIVE MEMBER LOCAL UNION NORTHERN BRITISH COLUMBIA GRADUATE STUDENT SOCIETY

Dhruv Desai

August 13, 2015 to October 24, 2015

Ananya Bhattacharya

October 24, 2015 to present

SECRETARY-TREASURER

Jenelle Davies

August 13, 2015 to present

SERVICES COORDINATOR

Sydney Sullivan

May 1, 2016 to present

TREASURER

Sherry McCarthy

August 13, 2015 to April 30, 2016

WOMEN STUDENTS' REPRESENTATIVE

Ruab Waraich

August 13, 2015 to April 30, 2016

Alia Hijaab

May 1, 2016 to present

MEETINGS

EXECUTIVE COMMITTEE MEETINGS

The Executive Committee met on the following dates:

- October 24 and 25, 2015;
- December 12 and 13, 2015;
- January 14, 2016;
- April 22 to 24, 2016;
- May 27, 2016; and
- July 9 and 10, 2016.

68TH SEMI-ANNUAL GENERAL MEETING

The 68th semi-annual general meeting was held Thursday, August 13 to Sunday, August 16 at Vancouver Island University in Nanaimo, BC. Fifty-two delegates from nine member local unions and one prospective member students' union participated in the meeting.

The Federation welcomed Chief Stewart Phillip to bring greetings from the Union of BC Indian Chiefs and to speak about Indigenous organizing.

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

Protecting Members' Rights – an overview of common breaches to students' rights, and best practices in representing students as they proceed through systems of academic and general appeals at our institutions (Local 18 staff Tracy Ho and Local 61 staff James Bowen)

BC's Open Textbook Initiative – a presentation on the need to move away from traditional (closed) textbook practices towards online and open options (Kwantlen Polytechnic University professor Dr. Rajiv Jhangiani)

Generation Squeeze – an introduction to the growing campaign that fights to combat generational inequality (University of British Columbia professor Paul Kershaw)

Poverty in British Columbia – an introduction to poverty in BC and government policies that could be implemented to tackle it (Campaigns and Communications Assistant for the BC Poverty Reduction Coalition Gil Aguilar)

Federal Election Organizing – a review of the dynamics of an election campaign with specific focus on the races to watch in British Columbia, and a discussion of the development of a federal election campaign (NewMode staff Glyn Lewis and Secretary-Treasurer Jenelle Davies)

Adult Basic Education in BC – an overview of adult basic education in BC including delivery models, funding, student assistance, and an analysis of ABE student demographics (Chairperson Simka Marshall and Federation staff Steven Beasley)

Mastering Social Media – a review of popular social media platforms with a focus on how to construct effective online messaging, use an online voice, and other tactics to improve post reach (Secretary-Treasurer Jenelle Davies and Local 61 staff Michael Olson)

Much of the meeting focused on preparations for the upcoming federal election including the creation of a campaign strategy that would encourage members and young people to vote in the election.

Former Federation Chairperson Shamus Reid chaired the plenary sessions.

34TH ANNUAL GENERAL MEETING

The 34th annual general meeting was held Thursday, January 14 to Sunday, January 17, 2016 at the Coast Tsawwassen Hotel in Delta, BC. Fifty-five delegates from ten students' unions and one prospective member students' union participated.

The Federation welcomed BC Federation of Labour Secretary-Treasurer Aaron Ekman and

Federation of Post-Secondary Educators of BC President George Davison to deliver messages of solidarity from their respective organizations.



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

Student Mental Health – an introduction to Healthy Minds | Healthy Campus, a campaign of the Canadian Mental Health Association (CMHA Senior Director, Policy, Research, and Planning Jonny Morris)

Federation Development – a world café style group discussion on key elements of the Federation, including campaigns, government relations, services, internal structures, and membership development (Chairperson Simka Marshall and Federation staff Steven Beasley)

The BC Political Landscape – an overview of the political landscape in BC from both sides of the political spectrum leading up to the 2017 general election (former BC Federation of Labour President Jim Sinclair and former BC Liberal Government Communications Director Brad Zubyk)

Digital Activism – a panel discussion on how to use digital campaigns to achieve a positive campaign result with a focus on how

list building and management can lead to digital mobilization (OpenMedia Executive Director Steven Anderson, BC Federation of Labour Director Denise Moffat, and former NDP Digital Director Michael Roy)

Let's Get Consensual – an introduction to the campaign developed by student groups at the University of Victoria to combat the prevalence of rape culture and sexualized violence on campuses (University of Victoria Students' Society Directors Kenya Rogers, Bronte Renwick-Shields, and Brydon Kramer)

Speaker Harsha Walia – an inspiring presentation on her social justice work, successful activist tactics, and intersectionality of issues

Former Federation activist Amanda Aziz chaired the plenary sessions.

35TH ANNUAL GENERAL MEETING

The 33rd annual general meeting is tentatively scheduled to be held Thursday, January 12 to Sunday, January 15, 2017 at the Coast Tsawwassen Hotel in Delta, BC.

72ND SEMI-ANNUAL GENERAL MEETING

The 72nd semi-annual general meeting is tentatively scheduled to be held Thursday, August 10, to Sunday, August 13, 2017. The Executive Committee will finalize the dates at its meeting in the late spring or early summer of 2017.

FEDERATION STAFFING

In October 2015 Internal Coordinator Steven Beasley was granted a one year leave of absence.

At its January 2016 meeting, the Executive Committee ratified the hiring of former BC Representative on the National Executive and Local 61 Executive Director Michael Olson as the Internal Coordinator.

In April 2016 Steven Beasley returned early from his leave of absence, and assumed the role of Research and Communications Officer. In June 2016 he was again granted a one-year leave of absence.

The Federation applied for the Canada Summer Job Student Grant—a youth employment initiative of the federal government—for two positions. A grant was awarded for one of the positions, and in June 2016 the Federation hired Courtney Campbell as a Services Outreach Coordinator.

FEDERATION WEBSITE

For a decade, the Federation’s website (www.cfs.bc.ca) was hosted through CFSS hosting services. Due to the failures of the service reported earlier in this report, as well as the overall change in direction of the national organization, the BC office began to seek full control over its domain in October 2015.

CFSS staff Rick Telfer delayed transfer of the domain, website, and hosting for months. Once the Federation finally regained control, the CFSS ceased all services immediately, including deleting the website data for cfs.bc.ca, and refused to give the files to the BC office.

The Federation began the process of finding a new web development firm, to help construct a new BCFS website (www.wearebcstudents.ca). After receiving quotes from four webdesign firms that specialized in Wordpress, SquareSpace, and Nationbuilder, the firm Forge and Smith was awarded a contract.

Forge and Smith is a firm based in New Westminster that specializes in custom Wordpress templates and designs. Forge and Smith is a full service firm with in-house web and graphic designers as well as communications specialists. They were also selected because they offer full technical

support throughout the duration of the website’s life, as well as free training for all those who need to manage the site.

Work to complete the website is ongoing. Currently, the Executive Committee has reviewed and approved a draft site. The site will contain sections for campaigns, services, policy and research, about the federation, and membership including access to minutes of meetings. The next step is for the graphics to be added, and then the content. The website is expected to be completed by September 2016.



OFFICE SPACE

The Federation owns its headquarters in a strata-run office building at 1055 West Broadway, Vancouver. The headquarters have been at this location since 2010. Over the past six years, 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.

MEMBERSHIP DEVELOPMENT

32ND ANNUAL SKILLS DEVELOPMENT WEEKEND

Since 1985, the Federation has held an annual skills-building symposium for member local representatives in BC. The Skills Development Weekend 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 Weekend also provides representatives with an opportunity to exchange information and develop relationships in an informal setting. The Weekend is fully subsidized by the Federation for up to twelve participants from each member local union.

The 2016 Skills Development Weekend was held Friday, May 27 to Sunday, May 29 at Sun Peaks Resort near Kamloops. Nearly 90 elected representatives and students' union staff from 12 member local unions and one prospective member students' union participated. Representatives from the Nicola Valley Institute of Technology Student Society also participated in the Weekend. Sessions included:

- Director's Rights & Responsibilities;
- Students' Union Finances;
- Membership Outreach;
- Public Speaking;
- Campaign Organizing;
- Organizing with Social Media; and
- Strategic Planning.

In an effort to provide more diverse programming, multiple workshop options were provided during some time slots. Feedback from participants about this change was positive.

Workshop facilitators included past and present Federation activists with expertise in the fields on which they presented, as well as experts recruited among coalition partners. Participants were presented with evaluation forms that indicated the participants benefited from the skills, information, and personal contacts gained. The forms provided useful comments for the planning of next year's Skills Development Weekend to further improve the workshops.

NORTHERN BRITISH COLUMBIA GRADUATE STUDENT SOCIETY

At the 2014 August general meeting the Northern British Columbia Graduate Student Society (NBC GSS), representing graduate students at the University of Northern British Columbia, was granted prospective membership by plenary. At the 2015 August general meeting a resolution was passed to renew their prospective membership for the 2015-16 academic year. During this time the NBC GSS utilized Federation campaigns and services, and held a seat on the Executive Committee.

On March 2 and 3 a referendum on membership in the Federation was held amongst the University of Northern British Columbia graduate students. In total, 15.7% of graduate students voted in the referendum.

The official results were: 73 in favour of membership; 13 opposed to membership; and 2 spoiled ballots.



NAME CHANGE

At the January 2016 general meeting, delegates voted unanimously to change the Federation's name to British Columbia Federation of Students. On April 14, 2016 the Registrar of Companies officially approved and certified the change.

FINANCES

2015-16 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 7. d) revenue is in line with budget projections, and spending has been kept under budget across the majority of expense categories. Of particular note, costs for the January general meeting, legal and referenda were below projection. As in previous years, wages and benefits costs were also short of projection, due in large part to a leave-of-absence.

MEMBERS' EQUITY

The members' equity currently exceeds \$3.8 million, approximately one-third of which is invested in the Federation's wholly-owned office space and other capital assets. The remainder is composed of cash (approximately \$170,000), short-term investments (approximately \$1,500,000), long-term investments (approximately \$700,000) and operating capital (\$320,000). Approximately \$817,000 of the Federation's net assets are restricted due to their allocation to either the Capital Fund or the Disabled Access Fund.

The Capital Fund, established in the 2000 fiscal year for the purchase of property for the Federation's operations, was depleted as a result of the purchase of real property; however, at the January 2013 general meeting, members resolved to earmark \$500,000 as an end-of-year transfer to the Fund. To-date, no additional contributions have been made to the Fund.

The Disabled Access Fund, established to enhance the accessibility of the Federation for people with disabilities and/or special needs, stood at \$317,262 at the commencement of the current 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 \$4.43 per semester for the 2016-17 membership year, from \$4.38 in 2015-16.

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.

ONGOING MEMBERSHIP FEE ISSUES

MEMBERSHIP FEE COLLECTION

Prior to January 2015, 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 in October 2014, 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, Canadian

Federation of Students-BC is still not in receipt of any fees from Locals 26 and 33 for the 2014-15 year, nor fall fees for Locals 61 and 73.

Further, some amounts from other member locals, which are lower than expected, may be under budget due to accrued fees payable owed to Canadian Federation of Students-BC being withheld by the national organization. For these reasons, fee collection for the 2014-15 year is lower than expected.

For the 2015-16 year, Locals 3, 4, 13, 15, 18, 33, 53, 61, 66, 72, 73, and 75 directed fees to the provincial organization.

LOCAL 26 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 26 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.

The Federation has not received membership fees from Local 26 for the majority of the 2014-15 year and the entirety of the 2015-16 year.

ANNUAL AUDITS

The audited 2014-15 financial statements were distributed to, and approved by, members at the January 2016 general meeting.

Preparations for the audit of the 2015-16 financial statements will begin upon the close of the fiscal year, with the goal of commencing the final audit in November.

STUDENTS' RIGHT TO ORGANIZE

BACKGROUND

Until 1994, no legislation existed in BC that provided for the right of college and institute students' unions to have their membership dues collected. Prior to 1994, students' unions were continually under threat, as institutions could cease to collect their dues solely at the whim of the administration.

SECURING AMENDMENTS

As a result of significant membership organizing and a consistent lobbying strategy, the Federation was able to achieve legislated protection of the right of students to organize as an outcome of a BC government review of governance within the college and institute system in 1992.

From the outset of the BC government's 1992 review, then-Minister of Advanced Education,

Training and Technology Tom Perry stated that all principles established during the review would apply to any future legislative change concerning universities in British Columbia. In early 1993, the Committee undertaking the review submitted its report. Included in the report's "General Principles" was the following recommendation: "The relationship between student associations and the institutions should be legislatively clarified outlining students' rights to organize under the provincial Society Act; the obligation of the institution to collect associations' fees on their behalf; and the accountability of student organizations."

In early 1994, the College and Institute Act was amended, in part, to increase the rights of students to organize. Unfortunately, the new provisions included clauses allowing a college or institutional board to cease collecting students' union dues if the union failed to comply with the Society Act of BC, if the union failed to submit audited financial statements to the board, or if, in the opinion of the board, the union was managing its finances in an unsound manner. Despite the Federation's last-minute efforts, the Federation was only able to get one offending clause deleted—a clause which would have allowed an institutional board of governors to conduct union de-certification votes. The Federation has maintained its position that the union is accountable to its members, not to the institution's board of governors, and that such clauses permit an institution to undermine the union if it disagrees with the union's political or advocacy aims.

In December 1998, the Federation submitted a proposal for minor amendments to each of the relevant acts to provide adequate provisions for fee collection. The Federation and its legal counsel prepared the proposal in consultation with Ministry officials and legislative counsel for the Ministry. In January 1999, the Federation

met with then-Minister of Advanced Education, Training and Technology Andrew Petter to discuss the proposal. Petter raised a number of minor concerns with the Federation's proposals; despite these concerns, he said that the legislation should proceed during the spring legislative session. During the last two weeks of June that year, the Ministry met with college and university administrators and governing board members to advise them of the amendments. As the Federation had anticipated, administrators reacted poorly to the legislation. Further discussions with the Ministry led to minor changes to the draft legislation that addressed the most significant concerns of administrators while maintaining the effect of the legislation. On July 8, 1999, Bill 97-Miscellaneous Statutes Amendments Act (No. 3) was introduced. The Act amended the University Act and the College and Institute Act to include the same provisions for students' right to organize and collect fees in each act.

The Amended University Act and College and Institute Act

The 1999 amendments to the University Act and the College and Institute Act, legislated in Bill 97-Miscellaneous Statutes Amendment Act, specify that increases in membership fees must be approved in a referendum vote, and specify the circumstances in which a board of governors can cease collecting the students' union membership fees. The amended Acts also specify that a board of governors must collect fees on behalf of a local, provincial, or national students' union. The Acts require each students' union to provide the institution's board of governors with annual notice that includes:

- the amount of the membership fee to be collected;
- indication that the financial statements have been made available to the membership; and

- assurance that the union remains in good standing with the Registrar of Societies.

Provided that these requirements are fulfilled, an institution's board of governors is obligated to collect and remit the membership fee to the students' union. The amended Acts define the limited reasons that a board of governors may cease to collect or remit membership fees. Prior to the amendments, the college or university was empowered, but not required, to collect fees on behalf of the students' union. The amended Acts specify that a board of governors may cease to collect or remit fees only if the students' union fails to:

- make available to its members annual audited financial statements and a report on those financial statements;
- inform the board in writing that the requirements set out in subparagraph (i) have been met; or
- if the students' union is struck off the register in accordance with section 71 of the Society Act.

In the two years following the implementation of the legislation, a number of institutions attempted to contravene the provisions of the relevant Act. In each case, with the involvement of the Federation's legal counsel, the institutions ultimately agreed to follow the Act.

THREATS TO STUDENTS' RIGHT TO ORGANISE

During the Liberal Party Convention held October 2002, then-Advanced Education Minister Shirley Bond said that the BC government intended to undertake a review of legislation mandating the collection and remittance of students' union dues. She also said that the government was considering amendments that would have the effect of making students' union membership optional on an individual basis.

The Federation immediately condemned the review proposed by the Minister as an attempt to silence critics of the BC Liberal government and to undermine the right of students to democratically determine how they are represented. The Federation was successful in focusing significant media attention on the Minister's comments and generating public support for its position.

As a result of the Federation's immediate and effective response, no such review was initiated and between October 2002 and April 2004 there were no indications that the BC Liberal government would advance its proposal to undermine students' rights to organize. However, following the February 4 Day of Action, Premier Gordon Campbell convened a meeting of all public post-secondary institution presidents in Vancouver. It was reported to the Federation by a number of attendees that the Premier had berated the presidents for not adequately promoting the BC Liberal government's policy of tuition fee increases. At the meeting, the Premier mused that his government may seek to prevent students' unions from collecting membership fees by amending the legislation that protects students' right to organize. Reportedly, to his surprise, the Premier did not receive any significant support from the institutional presidents in attendance.

On October 21, 2016, 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 the concerns voiced by students' societies, the government tabled amendments to Bill 41 that made language in the original Bill more clear with 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 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, and Chairperson Marshall and 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, the law firm Fasken Martineau DuMoulin LLP published an article about the impacts of Bill 41. The opinion states that fees that are designated in bylaws as a capital or program and service fees will be protected, but fees related to membership, administration, or operations of the organization are not protected. This opinion is not in line with the understanding of the legislation from conversations with government, locals, and non-member students' unions.

Ministry staff have confirmed that this interpretation is not in line with the Minister's intention, as stated on the teleconference meeting. While the regulations have not yet been set, the Ministry asserts that the consultation process was the email asking for a breakdown of fees, and that this process is complete. A timeline for the implementation of the regulations has not been provided by the Ministry.

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

The Canadian Federation of Students was founded in 1981. As the organisation 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 organisation 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 organisation maintained steadfast support for organised 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 organisation has radically altered its orientation towards student unity, campaign work, and services. A chronology of these events is outlined in Appendix II.



APPENDICES

APPENDIX I: MEDIA REPORT

EARNED MEDIA

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

DATE	OUTLET	SUBJECT
2015/08/19	CBC Radio	Campus food banks
2015/08/26	CBC Radio	UBC Board of Governors
2015/08/26	The Province	Campus food banks
2015/09/04	Check News	Adult literacy
2015/09/04	Powell River Peak	Student debt
2015/09/09	Global News	Academic honesty
2015/09/15	24 Hours	This Time We Decide launch
2015/09/15	CKNW	This Time We Decide launch
2015/09/15	Global 1	This Time We Decide launch
2015/09/15	News 1130	This Time We Decide launch
2015/09/15	Breakfast Television	This Time We Decide launch
2015/09/15	Evolution FM*	This Time We Decide launch
2015/09/15	Georgia Straight	This Time We Decide launch
2015/09/15	New Westminster Leader	This Time We Decide launch
2015/09/17	The Province	Adult basic education
2015/09/18	The Nexus*	Student poverty
2015/09/22	CKNW	Missing student data
2015/09/22	CBC Radio	Missing student data

DATE	OUTLET	SUBJECT
2015/09/23	Chilliwack Progress	Youth voting
2015/09/23	The Nexus*	Youth voting
2015/09/29	CKNW	Green Party platform / Student debt
2015/09/29	AM 730	Green Party platform / Student debt
2015/09/28	Vancity Buzz	Youth voting
2015/10/01	Prince George Citizen	Voter ID requirements
2015/10/05	CBC Radio Victoria	Youth voting
2015/10/06	Vancity Buzz	Youth voting
2015/10/07	Castlegar News	All-candidates forum
2015/10/14	Vancity Buzz	Youth voting
2015/10/15	The Nelson Daily	Youth voting
2015/10/15	BCIT Broadcast News	Federal Election
2015/10/17	The Navigator	Advanced voter turnout
2015/10/20	Vancity Buzz	Youth voting
2015/12/02	The Nexus*	Adult basic education
2015/12/04	The Navigator*	Finance Committee
2016/01/22	Academia	The state of the national organization
2016/02/03	The Nexus*	The state of the national organization
2016/02/16	Yahoo News	Tuition Fees
2016/02/16	News 1130	BC Budget
2016/02/16	CFOX	BC Budget
2016/02/16	CKNW	BC Budget
2016/02/16	CBC	BC Budget
2016/02/16	Voice of BC	BC Budget
2016/02/17	News 1130	BC Budget
2016/02/17	The Nexus*	Tuition fees
2016/02/26	News 1130	Ontario grant program
2016/02/26	News 1150	Ontario grant program
2016/02/27	CKNW	Ontario grant program
2016/03/02	The Martlet*	The state of the national organization
2016/03/03	Vancouver Sun	Ancillary fee increases
2016/03/03	Vancouver Sun	Ancillary fee increases

DATE	OUTLET	SUBJECT
2016/03/03	CBC	Ancillary fee increases
2016/03/03	VI Today	Ancillary fee increases
2016/03/03	CKPG	Ancillary fee increases
2016/03/03	The Tyee	Federal election
2016/03/04	Vancouver Sun	Ancillary fee increases
2016/03/06	The Navigator*	Federal election
2016/03/08	CFOX	Ancillary fee increases
2016/03/08	Over The Edge*	The state of the national organization
2016/03/13	Vancouver Sun	Ancillary fee increases
2016/03/15	Vancouver Sun	Tuition Fee Limit Policy (op-ed)
2016/03/16	The Nexus*	Federal election
2016/03/16	The Nexus*	BC Budget
2016/03/22	AM730	Federal Budget
2016/03/22	CBC Radio	Federal Budget
2016/03/26	The Tyee	Federal Budget
2016/03/28	The Varsity*	The state of the national organization
2016/04/05	The Navigator*	Federal Budget
2016/04/06	The Navigator*	Federal Budget
2016/05/11	The Nexus*	PSSSP
2016/05/13	Times Colonist	Sexual assault policy
2016/06/15	The Nexus*	State of the CFS
2016/06/21	Prince George Citizen	Highway of Tears

* denotes student media

NEWS RELEASES AND MEDIA ADVISORIES

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

DATE	SUBJECT
2015/07/27	City of Victoria joins students in fight to save adult education
2015/09/04	Literacy funding overshadowed by adult education cuts
2015/09/15	Campaign aims to get BC post-secondary students to the polls
2015/09/22	BC government mishandles sensitive student data
DATE	SUBJECT
2015/11/16	Students applaud Finance Committee recommendation to reinstate funding to adult basic education
2015/12/10	Coalition Honours Families and Advocates as Canada Launches National Inquiry into Murdered and Missing Indigenous Women – BCFS, UBCIC
2016/02/01	New Fees Highlight Mismanagement of Post-Secondary Education
2016/02/09	Throne Speech ignores students
2016/02/16	BC Budget fails students, communities – BCFS, FPSE
2016/02/26	Ontario Liberals promise free tuition while BC Liberals increasing fees
2016/03/22	Federal budget makes education slightly more affordable for some
2016/03/22	Trudeau government fails to keep election promise to Indigenous learners
2016/04/14	Statement on Attawapiskat Emergency – BCFS, UBCIC
2016/04/15	BC Liberals fall even further behind on affordable education
2016/07/16	Students hail announcement of bus service along BC's Highway of Tears

APPENDIX II

SECTION A: CRISIS OF LEADERSHIP IN THE CFS

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 programming 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 II

SECTION B: NO ANSWERS AND NO DEMOCRACY

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.

