

1- Pension Advisory Committee (PAC) Report

October 2025 Update

Jessica Adrain
jadrain@selkirk.ca

What's New With Your Pension

1. Actuarial Valuation & Funding Status

- The 2024 valuation shows the College Pension Plan remains fully funded.
- Contribution rates stay the same: 10.24% for members, 10.34% for employers.
- Assets sit at \$8.45 billion, with only a tiny \$4 million deficit, which was covered by the plan's stabilization account (still holding \$307 million after).

2. Cost-of-Living Adjustments (COLAs)

- Retirees received a 2.6% COLA effective January 1, 2025, fully matching CPI.
- COLAs have been awarded in 20 of the last 21 years. Over time, this has a big impact: a \$25,000 pension in 2004 is now worth nearly \$38,000 in 2024 thanks to COLA protection.

3. Investments & Returns

- The plan earned a net return of 10.7% in fiscal 2024.
- As of June 2025, assets are at \$8.54 billion, with a one-year return of 9.2%. The plan continues to perform strongly over 5- and 10-year horizons.
- The Board approved changes so excess investment return transfers (EIRTs) to the inflation adjustment account are now discretionary rather than automatic, to better balance risk and stability going forward.

4. Policy Changes Affecting Members

- **Concurrent Employment & Overload Pay:** The cap on contributions when working for multiple employers or taking overload work has been removed. Overload pay is now pensionable (though you can still only accrue up to 12 months of service per year).
- **Buying Past Service (Expanded Option):** Members can now purchase past service even if it wasn't from an approved leave. This includes time you opted out, service before your employer joined the plan, or even service in another employer's pension plan. Purchases are cost-neutral and member-paid.

What's a Pension Buyback?

A pension buyback is when you pay into the plan retroactively for time you didn't contribute (e.g., opted out, unpaid leave, or before your employer joined). This can boost your future pension but is fully member-paid you can use the online calculator to see if it makes sense for you.

Buyback is different from transferring service between pension plans. The College Pension Plan has agreements with other public-sector plans (e.g., Teachers', Municipal, Public Service) that allow service to be moved in or out. Transfers aren't always the best option so it's worth getting an estimate and comparing scenarios.

5. Retiree Health Benefits

- After extensive review and consultation with retirees, changes to post-retirement extended health coverage are confirmed to take effect January 1, 2026.

6. ESG & Responsible Investment

- BCI (the plan's investment manager) published its 2024–25 Stewardship Report highlighting engagement on climate change, responsible AI, and human capital management. This underscores ongoing work to align investments with environmental, social, and governance priorities.

7. Want More?

- We have also shared the full Trustee Report, so if you'd like to dive into all the details, that's a great place to start!

PAC Updates

- **Trustee Renewals:** PAC recommended reappointing Chris Burnley as Trustee for 3 years and nominating Scott McLean as a new Trustee.

Fun Fact

The pension website's retirement calculator is a great way to "test-drive" your future. Ex. Jessica decides its time to quit working and run away to a beach to teach surf lessons and bartend. But she doesn't want to do that forever, eventually she'll need retirement income. So, how much will her pension be if she quits on January 1, 2026 and starts drawing her pension at 60...?

You can run that exact scenario (and many others) with the online calculator. It's a surprisingly fun tool to play with. college.pensionsbc.ca

Help Me, Help You, and Your Friends

SCFA Retiree Contact List: We're putting together a contact list of SCFA retirees so we can stay connected, share updates, and invite them to events. I promise we won't flood inboxes, and anyone can opt out at any time.

The challenge is that we don't have a reliable way to reach many past retirees. If you know someone, please either:

- Send me their name and email, or
- Pass along my email and encourage them to connect with me directly, jadrain@selkirk.ca.
- Your help will go a long way in building stronger connections with our retired colleagues.

Too Long; Didn't Read (TL;DR)

- Your pension is secure and stable, with healthy funding and assets.
- New buyback rules and existing service transfer agreements may create opportunities to boost your future pension, check your options with the online calculator.
- COLAs continue to protect pensions against inflation.
- If you're planning retirement in the next few years, keep an eye on the January 2026 retiree health coverage updates.
- Checkout the online calculator and other resources.
- Send me your retired friends contact info, or send my info to them!

2- Non-Regular Faculty Committee (NRFC) Summit Report

Dates: October 3–4, 2025

Location: Richmond, British Columbia

1. Overview

The NRFC Summit held in Richmond on October 3 and 4, 2025, brought together local representatives, FPSE executive liaisons, and committee chairs to discuss current challenges, emerging trends, and strategic priorities for non-regular faculty across British Columbia’s post-secondary system.

The discussions underscored the urgency of addressing ongoing “silent layoffs,” lack of transparency in financial decisions, inequities in benefits and pensions, and the continued erosion of job security for non-regular faculty. Members also shared regional updates and reinforced a commitment to collaboration, care, and collective advocacy.

2. Purpose and Goals

The primary goals of the NRFC Summit were to:

1. Share local reports on non-regular faculty status, workloads, and institutional changes.
2. Develop coordinated strategies for the 2025–2026 bargaining cycle.
3. Identify systemic inequities in pensions, benefits, and regularization pathways.
4. Strengthen inter-local communication and representation at the FPSE level.
5. Align advocacy efforts with FPSE’s broader strategic objectives on equity and inclusion.
6. Align provincial initiatives with **Fair Employment Week 2025** and the **FPSE’s Equity Mandate**.

3. Key Themes

A. Employment Precarity and Silent Layoffs

- Reports of ongoing job insecurity across multiple institutions, often without formal announcements.

- At Capilano University, data revealed a 20% drop in faculty positions, with 49% of instructors classified as casual or limited-term.
- Langara College reported continued loss of continuing positions due to early retirement incentives and restructuring.
- Members expressed concern over the normalization of contract employment and its ripple effects on academic quality and student outcomes.

B. Bargaining and Representation

- Broad agreement on the need for a **common table** for all 18 FPSE locals to ensure consistent advocacy.
- Non-regular faculty must be directly represented in bargaining teams and committee discussions.
- Local presidents were asked to share employment data and financial forecasts to support bargaining preparation.
- A nine-point bargaining mandate will guide upcoming negotiations, emphasizing job security, pension equity, and recognition of non-instructional work.

C. Pensions, Benefits, and Financial Transparency

- Disparities in how hours and workloads are reported for pension eligibility were highlighted as a major equity issue.
- Many non-regular members risk losing up to 400 weeks of pensionable service due to inconsistent reporting.
- FPSE will continue to push for benefit parity, given that non-regulars currently receive up to 30% less in contributions.
- Access to reports such as the Ehman Report, GIC, and Senate Planning Council forecasts was identified as essential for transparency.

D. Equity, Diversity, and Inclusion

- Members emphasized that equity frameworks must move beyond symbolic policy.
- CAUT's free online training resources and the Lancaster program were identified as effective tools for EDI capacity-building.

- The committee proposed a provincial EDI policy gap analysis to assess where local implementation lags.

E. Professional Development and Career Progression

- Persistent inequities in access to **professional development funds** and renewal opportunities.
- Recommendation to collect survey data from non-regular faculty on PD barriers, renewal experiences, and research access.
- Members reaffirmed that non-regular faculty contribute significantly to teaching excellence and should be included in institutional recognition systems.

F. Institutional Corporatization and Accountability

- Discussion of the broader shift toward corporatized governance models.
- Concerns raised about outsourcing, privatization, and the loss of collegial governance.
- Calls to return to community-based educational values and resist the erosion of public education principles.

G. Fair Employment Week 2025

Fair Employment Week (FEW), to be held **October 21–25, 2025**, was discussed as a critical advocacy platform for raising public awareness about the realities of precarious academic work.

Planned Actions:

- **Storytelling Campaign:** Each local will collect and share first-person narratives from non-regular faculty, highlighting contributions, challenges, and hopes for fair employment.
- **Campus Events:** Members are encouraged to organize creative visibility initiatives such as teach-ins, information booths, and solidarity photo walls.
- **Social Media Engagement:** FPSE and locals will coordinate posts using a unified message and hashtags such as #FairEmploymentWeek, #PrecarityIsNotSustainable, and #HumansTeachHere.

- Community Partnerships: Collaboration with students' unions, labour councils, and community allies will be prioritized to frame academic precarity as a public issue, not an internal labour concern.

Guiding Message:

Fair Employment Week is not only about awareness—it is a call to collective action, reminding institutions and policymakers that fair employment is a matter of human rights and educational integrity.

4. Local Reports

- Faculty reductions due to international student enrolment decline.
- Early retirements and lack of backfilling have intensified precarity.
- Need for consistent communication between presidents and local NRFC representatives.
- Mismanaged budgets and underfunded programs leading to high instability.
- Members report confusion and inequity in the application of continuing appointments.
- Concerns over workload, student accommodations, and non-transparent financial reporting.
- Continuing education programs being outsourced to private partners, raising equity and quality questions.
- Noted deficits in financial projections and operational constraints.
- Recommendations include transparent sharing of financial data and clear language for regularization.

3. Professional Learning and Free CAUT Courses

The committee reaffirmed the importance of professional learning that is equitable, accessible, and responsive to the needs of non-regular faculty. Many contract instructors lack access to paid professional development or release time, making external opportunities critical for ongoing growth.

Members highlighted the Canadian Association of University Teachers (CAUT) as a key resource, offering free online courses and workshops that address equity, academic freedom, and labour rights. Courses such as *Bargaining for Equity*, *Academic Freedom and*

the Law, and Health, Safety, and Well-Being for Academic Staff provide valuable, flexible training accessible to all members of CAUT-affiliated associations.

Locals were encouraged to share these opportunities widely and to recognize participation in CAUT programming as eligible professional development activity. Promoting these free courses supports capacity building, strengthens advocacy, and ensures that non-regular faculty have equal access to professional learning that sustains both individual and collective well-being.

5. Recommendations

Strengthen the Common Table Framework to include consistent representation and equitable negotiation power for all locals.

Develop a Non-Regular Employment Database to monitor trends and provide real-time data for advocacy.

Conduct a Provincial EDI Gap Analysis to identify areas for improvement in inclusion and accessibility.

Create Professional Development Equity Guidelines ensuring equal access to PD funding and renewal opportunities.

Advocate for Pension Equity through standardized reporting and increased employer contributions.

Promote Community-Centred Governance Models to resist corporatization and prioritize educational integrity.

6. Action Plan Overview

Area	Lead / Responsible	Key Deliverables
Data and Reporting	Pierre / Local Presidents	Data request template and shared spreadsheet
Bargaining Coordination	FPSE Executive / NRFC	Nine-point mandate and provincial strategy
Pension and Benefits	FPSE HR / Pensions Committee	Common pension advocacy framework

Professional Development	Local PD Committees	Survey and PD equity report
Equity and Training	Executive Liaison / Equity Officers	CAUT training rollout and policy gap review
Communication	Amy Tucker / Committee Chairs	Monthly updates, OneNote tracking, and volunteer list

7. Closing Remarks

The Richmond NRFC Summit reaffirmed a shared commitment to building a fairer, more transparent, and inclusive post-secondary education system. Participants expressed collective resolve to transform the culture of precarious employment through advocacy grounded in relational care and solidarity.

Remember “**precarity is not sustainable,**” calling on all members to continue the work of aligning practice with purpose ensuring that every educator, regardless of contract status, is seen, valued, and supported.

For thought:

Communication and Visibility:

Begin implementing including name tags, profiles, and storytelling features for a campaign.

Mid-Term Priorities (Winter 2026)

- Launch the **Provincial Non-Regular Faculty Survey**.
- Present the **Common Table Framework** to FPSE Executive Council.
- Share an interim **Financial Transparency Report** on university budgets and staffing.
- Host the **First Virtual NRFC Roundtable** to continue collaboration across locals.

Long-Term Vision

The NRFC commits to transforming systemic inequities through sustained action, collective bargaining, and community-based leadership.

Our vision is clear: secure, equitable, and dignified work for every educator in British Columbia's post-secondary system.

3- Learning from the Aunties of DRISC: Fall GM Report

Danica Weager here, one half of the representation from Selkirk for the Decolonization, Reconciliation, and Indigenization Standing Committee. It is an honour to be appointed to this role shared with my wonderful colleague, Melissa Dorey. This August I had the pleasure of attending my first DRISC meeting in person at the FPSE office on the ancestral, traditional, and unceded territories of the x^wməθk^wəyəm (Musqueam), Sḵwxwú7mesh (Squamish), and səliłwətał (Tseil-Waututh) Nations.

In preparing for this meeting, I was able to chat with Elizabeth Ferguson to seek advice ahead of time. She shared beautiful words of encouragement and wisdom to help me get started with DRISC in a good way. She shared that this year is about being a good listener at the table, but to not be "too quiet." I took this advice to heart and was welcomed with open arms by the DRISC committee. The impact our sister Elizabeth Ferguson has made and the positive ripple effect she has had on the post-secondary landscape was clear right away. It warmed my heart, and it made me feel like I've known the committee members for years. It felt really good to honour Elizabeth in this way and her presence and good energy was definitely felt in the meeting. We hope to do her proud!

It was a huge gift to sit at the table with the strong members of this committee. The collective knowledge of this group is remarkable and it feels exciting to be doing this good work. I look forward to sharing more about the anti-racism workshop that DRISC has been working on and updates to shared governance work.

I learned about one of the early projects of DRISC: [Whose Land Is It Anyway? A Manual for Decolonization](#). *Whose Land Is It Anyway? A Manual for Decolonization* provides a variety of Indigenous perspectives on the history of colonialism, current Indigenous activism and resistance, and outlines the path forward to reconciliation." Perhaps you will find this helpful in your work.

All my relations,

Danica

4- Disability Management Committee Report

Jennifer Reid MSW RSW

Jreid1@selkirk.ca

I have had the privilege of being the SCFA representative on the joint union-management Disability Management and Rehabilitation Committee for the past 4 years. As a long-time social worker, I came to this committee with experience in supporting folks to navigate systems of support while facing health challenges which has helped me in this committee work. Access to Short Term (STD) and Long Term (LTD) is a part of the health benefits in our SCFA collective agreement to support members who need to take extended time away from work to address serious mental or physical health issues. I meet with Selkirk HR Disability Management coordinator every 6 weeks to get updates on open STD and LTD claims of SCFA members. This is an opportunity to identify members who may benefit from extra support and ensure ongoing compliance with collective agreements. I also attend biannual FPSE committee meetings for updates on Disability Management Committees at other colleges, to identify any emerging trends in disability claims and to receive education and training related to DMRC work. One of the emerging trends provincially is an increase in disability claims related to mental health concerns. This trend is not currently reflected here at Selkirk but I am continuing to monitor this, particularly given the current uncertainty within the post-secondary sector and the potential impact on the mental health of SCFA members.

I am available to answer any questions members have about accessing disability benefits and can provide information, support or advocacy for members who are on leave. Please feel free to reach out with questions or concerns.

For this committee update, I wanted to share some of the roles and responsibilities of key stakeholders when making a disability claim for members who may not be familiar with the process:

Employee Responsibilities

- Notify Supervisor and HR Disability Management Coordinator of your need to access longer term sick leave and then provide updates if it becomes a STD claim
- Provide proof of illness (doctors note) during sick leave longer than 5 days and then update documentation for STD or LTD
- Ensure regular communication with Manulife case manager with any updates while on leave
- Respond to requests for information or updates from Manulife in a timely manner

- Actively participate in return-to-work planning, this involves connecting with your healthcare providers, Manulife case manager and potentially your supervisor and Selkirk HR Disability management coordinator.

Supervisor and Employer Responsibilities

- Supervisor contacts HR Disability Management Coordinator if an employee will be absent for longer than 5 days.
- Contact between the supervisor and employee should not be for regular updates on employee's health status during a leave, any questions about length of leave should be directed to Selkirk's HR Disability Management Coordinator.
- Provide modified work options for temporary health issues when possible
- Selkirk's HR Disability Management Coordinator provides employees with information about STD and LTD processes, can be a liaison between Manulife case managers and supervisors and is involved in the decision making about how to manage vacancies during employee leaves.

Manulife

- Adjudicate all short-term and long-term disability claims.
- Assist in difficult sick leave claims.
- Ensure timely and accurate payment to employees

DMRC SFCA representative

- Meets regularly with Selkirk HR Disability Management coordinator
- Provides employee advocacy, education and guidance to SCFA members during disability claims and return to work planning.
- Ensures confidentiality and compliance with agreements by the employer and Manulife
- Attends biannual FPSE meetings for provincial DMRC updates and ongoing education

5- Women and Gender Equity Committee Report

Provided by Theresa Southam, Committee Member

The Women and Gender Equity Committee (WGEC) seems to be struggling provincially. Mahtab Nazemi who was the fearless leader of WGEC for years has resigned - she was frustrated with FPSE's responses to recommendations made by WGEC. They are trying to find a new chair. At our college level, the Gender Equity Working Group continues to be active. It consists of Marla Gonzalez (coleader of group), Chantal Lortie, Holli Norbeg, Katie Comrie, Kristen Murrell (on maternity right now), Marissa Carrasco, and Sarah Sommerville.

The Gender Equity Working Group has applied for and received approval for Common PD from both SCFA and BCGEU. We are intending to do an event related to increased awareness of sexual orientation and gender identity. We have been in initial talks with a member of the Ktunaxa who might host such an event in March!