

# Thompson Rivers University Open Learning Faculty Association

**Mission:** To regulate relations between employees and employers, including, but not limited to, the right to bargain collectively on behalf of the employees within the jurisdiction of the Association; and to bring about improvements in the wages and working conditions of the membership without discrimination on the basis of appointment, assignment or job security.

**Vision:** To promote the provision of the highest possible standard of open and flexible distance learning

## ***AGM AGENDA***

***May 25, 2019***

***6 pm-8 pm***

**Delta Hotel, Kamloops**

Call to Order: *Reminder: Speaker List is in effect*

In Attendance:

Calling In:

Regrets:

Approval of Agenda, May 25, 2019

Approval of Previous Meeting May 26, 2018

Business Arising from Last Meeting (President)

Treasurer's Report

Chief Steward's Report

PD Report

Motions

Election of Executive

## **Minutes of the Annual General Meeting: Saturday, May 26, 2018: Kamloops**

**Present:** 36 members attended in person plus two proxies.

- 1. The Meeting was called to order by Mark Salopek at 5.00 pm**
- 2. Mark welcomed everyone.**
- 3. Motion to approve Agenda:** Ted Fuller/Sally Bell: Agenda Approved
- 4. Approval of AGM Minutes of May 13, 2017:**

Motion: Bruce Irving/Adit Sharma: Approved

**5. Business Arising**

The tabled motion at the 2017 AGM regarding a minimum union due of \$400 was withdrawn.

Mark explained that this tabled motion was discussed by the executive and deemed to be too controversial.

**6. President's Report:**

Mark had distributed a written report and highlighted the following:

- a.** Maximizing opportunities for course development work by OLFMs
- b.** Greater involvement of OLFMs currently delivering courses in decisions regarding minor and major revisions
- c.** Encouraging OLFMs to propose new courses to increase income, especially for OLFMs not qualifying for benefits
- d.** Reducing barriers to OLFMs teaching graduate courses
- e.** Clarification of sick benefits
- f.** Preparation for bargaining
- g.** Mark's meeting with the Minister of Advanced Education in October 2017

- h. Attempt to get meeting between the Executive and the TRU deans. This was scuttled by the Provost
- i. Enhancements to the TRU portal and Moodle improvements
- j. Organizing socials for OLFMs to meet

**7. Treasurer's (general fund) Report: Marnie Wright**

Marnie circulated copies of a written report to those present at the AGM. She presented a proposed budget for 2018/19. It projected a deficit of \$17,700.00. She explained that the 2016/17 budgeted deficit did not materialize because of increased enrolments.

**Motion:** Rocky Mirza/ Susan Turner: That the proposed budget for the next fiscal year and the Treasurer's report for the general fund be accepted. Carried.

**8. PD Report: Mark Salopek**

Derek Knox sent a written report but was unable to present it because he was absent. It was presented by Mark.

**9. Chief Steward's Report: Rocky Mirza**

Rocky provided a written report. He highlighted the grievances and enquiries he dealt with during the year. This included two new policy grievances on unfair hiring practices and Internet costs and several individual grievances by OLFMs also related to unfair hiring.

- 10. Motion:** Marnie Wright/Veda Roodal Persad: **Notice of motion had been sent.** That TRUOLFA increase the annual stipend for the president from \$12,600 to \$25,200

Carried

**11. Elections: John Marasigan**

## President's Report AGM 2019

Shortly after the conclusion of the TRUOLFA 2018 AGM the President and three other members of the Executive participated in the FPSE 2018 AGM. At this event we presented two motions, Resolution 167 and 168, which were accepted by the general membership and these resolutions read:

**[167]** That FPSE will endorse legislative changes to the Thompson Rivers University Act to increase the number of senators for Open Learning equal to the number of TRU on-campus faculty senators.

**[168]** That FPSE will recommend to the Ministry of Advanced Education that it review and implement an umbrella institution for the development and delivery of open and distance learning with a unique and distinct provincial structure and legislative framework to serve the needs of Canadian and international students.

Both resolutions speak to the increasing demand for distance and online learning and that Open Learning faculty presently service nearly 14,000 students at TRU. In recognition of this fact it has always been our position that the Thompson Rivers Act constrained and limited the role of Open Learning faculty and we lobbied the Ministry of Advanced Education, met with the Minister of Advance Education, and other members of Cabinet to present our concerns and desire for an overhaul of the Act.

At the more recent FPSE AGM, held in Kelowna (May 13-17, 2019) we resubmitted another motion two motions in line with what we presented last year:

**Resolution 186:** FPSE will lobby and recommend to the Ministry of Advanced Education to introduce amendments to the Thompson Rivers Act to increase and broaden open learning faculty representation on the University Senate and Board of Governors to reflect the growing role of Open Learning Faculty in achieving the University's mandate.

**Resolution 187:** Preamble:

Advances in technology, greater demands for accessibility, and increasing pressure to balance education and career are leading many students to regard open learning as their first choice for post-secondary education.

Resolution: That FPSE lobby and recommend that the Ministry of Advanced Education increase funding for open learning in British Columbia to reflect the changing demographics of the province and the increase demand for open learning by local and international students.

Unfortunately, both resolutions failed to win acceptance and Resolution 186 was deferred with the recommendation that TRUOLFA in association with TRUFA lobby the province to address the imbalance in representation on the University Senate and Board of Governors and Resolution 187 was referred to President's Council for future consideration and action.

Despite these short-term setbacks we are committed to advancing the interests of Open Learning Faculty and gaining recognition for our contribution to post-secondary and distance education at TRU.

At the administrative level we have met monthly with TRU through the Labour Management Committee to address issues ranging from sick bank information, HR postings, engagement with on-campus faculty and departments, course development and hiring processes, etc. On some of these matters we have been successful and as a result of our initiative Open Learning Faculty are now able to review their Sick Fund balances on the MyTRU portal. In addition, we convinced TRU to make changes in their HR postings process so that members can obtain regular announcements of teaching and development opportunities and our goal has been to increase the work for our members and ultimately gaining health and dental benefits derived from higher earnings.

Through Labour Management we have also emphasized our sense of disconnect from the university as the majority of the membership live outside of Kamloops and do not have campus teaching appointments. Sarah Langlois, the Director of Delivery, has been receptive to our plea and through her intervention OLFMs teaching business courses are receiving regularly the SOBE newsletter. We had hoped that she would enjoy similar success with the other departments on enhancing communications between campus faculty and OLFMs but to date no other department has shown support for the initiative.

The Executive at its own initiative, under the lead of John Belshaw, undertook to establish what John referred to as 'shadow OLFM departments' which would act as a bridge between campus faculty and at distance OLFMs. While there were some initial discussions with faculty in the History Department, the idea didn't move forward and has been referred back to the Executive for re-examination and for discussion at Labour Management.

In September the Executive began planning for bargaining and between September and December 2018, when we presented our notice to bargain, we solicited information from the membership on the key issues to address during bargaining. In addition, the Executive met bi-weekly throughout October and November for full-day planning sessions to capture in collective bargaining language the feedback that we received from the membership. The critical issues the membership identified include:

- Lower income threshold for benefits
- Improved sick benefit
- Improved bereavement benefit
- Sabbatical Rights
- Education loan to pursue a tertiary degree
- Improved health benefit for items such as eye glasses
- Moving expense support
- Wage increase for seniority
- Wage increase for substitution coverage
- Higher cap on pension comparable to campus faculty
- Access to ergonomic support to address work related health issues
- Fair sharing of maintenance work done by dual OLFMs teaching online courses
- Improvement in learning system processes and functionality in Moodle and Blearn
- Right to work on the basis of seniority

The language that the Executive and bargaining team crafted in response are captured fully in the documents that we submitted to the Employer in February and I draw the membership's attention to the communication that I sent out two weeks earlier in which I summarized the key results from the bargaining. As noted in that communication, the Executive and bargaining team have started from a basic principle of attaining fairness and equity for Open Learning Faculty and this principle is encapsulated in the new article we introduced in our proposal to the Employer:

## 1.2 Fair Treatment

The Employer shall treat all Open Learning Faculty Members in a fair and equitable manner consistent with the terms of this Agreement and shall provide access to University facilities, services, and equipment on the same and fair basis as offered to TRUFA faculty and other employees of the University.

OLFMs teaching graduate courses will be provided access to research services through the Office of Research Innovation and Graduate Studies, including the right to apply for The Open Learning Research Award funding.

As emphasized in my other communication:

'We have also sought to gain recognition of the fact that we do more than just grade papers and examinations and that with the evolution of online courses we are experiencing increasing and escalating email communications with students, growing academic integrity issues, etc. and that because of the increased work load resulting from such that there needs to be appropriate compensation for this additional work.'

The complete list and language relating to the proposals are available on the TRU HR site:

[https://one.tru.ca/sites/BargainingUpdates/\\_layouts/15/start.aspx#/SitePages/Home.aspx](https://one.tru.ca/sites/BargainingUpdates/_layouts/15/start.aspx#/SitePages/Home.aspx)

The Employer's response to all of our proposals has been that they are willing to listen to our concerns but that now is not a good time to change anything in the collective agreement and that its hands are tied by the provincial bargaining mandate.

It refuses to address the increasing workload that we are experiencing as a result of the greater demands that both local and international students are placing on us for immediate responses to their queries, increasing email communications, academic integrity resolutions, etc.

The University has taken a similar position with TRUFA on the issues of workload, benefits, precarious faculty, wage disparity, etc. and both bargaining teams are re-grouping and seeking advice from the membership on how best to move forward. I should also like to remind members that TRU over the last few years has accumulated more than \$117 million in surplus and from our perspective the University needs to release more funds to address the income shortfall that faculty have suffered under the previous provincial governments and the force of inflation. The current inflation rate in Canada is

hovering at 2% and the provincial mandate of only a 2% increase in wages hardly changes our circumstances in any major way.

The other FPSE faculty associations are approaching the decision that some form of work action will be necessary this year in order to gain concessions from the employers. Your bargaining team shares the view of the other associations and believes that the university has exploited the provincial mandate to deny all changes to the collective agreement. Should work action be required it is hoped that all associations will participate in some form or other and FPSE has accumulated a Defence Fund in excess of \$4 million to assist associations.

While we are not at the point where such action will be taken, the membership is advised of the possibility and that to maintain solidarity with the other faculty associations we will need to follow suit; as we are in the peculiar situation of sharing the same employer any action taken by TRUFA will affect us directly. In this respect it would be advantageous for both associations to coordinate work action votes and decisions.

As things stand presently, because of the impasse and the employer's representatives taking holidays, we do not expect bargaining to restart again until August or September 2019.

Respectfully submitted,

Mark Salopek  
President, TRUOLFA

## **General Treasurer's Report to the Membership**

**AGM, May 25, 2019**

As another fiscal year comes to a close, we are pleased to report that your Association is in very good financial health. We exceeded the original revenue forecast, presented at the 2018 AGM, by more than \$30,000 (operating revenue of nearly \$150,000, versus an original forecast of \$117,250). This result would not have been possible without the commitment and hard work of our membership, the excellent service you all provide to our students, and the growing demand for the courses we offer, which enables our student population to pursue their educational goals while managing busy schedules at work and at home. As documented in the President's Report, Open Learning is now a very significant contributor to the overall financial results of the university as a whole, serving as many students as the campus program, at a significantly lower cost to the university administration.

Expenses for the year tracked closely to the original forecast. The single exception is the dues we paid to our parent association, the Federation of Post Secondary Educators (FPSE). Since our dues to FPSE are calculated as a percentage of the revenue we generate for the employer, any increase in revenue results in a corresponding increase in FPSE dues. For the 2018-2019 fiscal year, dues paid to FPSE totaled \$64,539 vs. the original forecast of \$54,000.

The combination of higher than forecasted revenue plus careful management of expenses resulted in a net surplus of over \$29,000, versus the deficit of \$16,300 presented in last year's budget.

Other highlights of the year included:

1. During the summer of 2018, the employer withheld the annual professional development contribution, negotiated in the current collective agreement, for nearly two months. Fortunately, we were able to successfully lobby to obtain the cheque by the end of August, and no PD applications were delayed.
2. In October, we purchased a second GIC for \$30,000 from our bank, RBC. The first one-year GIC (\$60,000) matured in December, providing us with over \$1000 in interest, and we rolled the funds over for another 12 months. We now have a total of over \$90,000 invested in one-year cashable GIC's that mature at different points in the annual budget cycle. The funds are safely invested at 1.25 to 1.5% annual interest, paid at maturity, and we can access the funds at any time should we need them.
3. Two on-going grievances were not resolved by the end of the fiscal year, and the costs in executive time and legal fees must be transferred to the 2019-2020 budget.
4. Our bargaining team for the new Collective Agreement began engaging with the employer in the last two months of the fiscal year. To keep expenses for bargaining as low as possible, the bargaining team is using Skype for the early stages of the negotiations rather than meeting with the employer on site or in Vancouver. In the later stages of bargaining, however, some extraordinary costs will be necessary to finalize the agreement (e.g., travel to Kamloops, and/or renting a meeting room in Vancouver, with the costs split with the employer).

The positive results for the last fiscal year came at a very opportune time, as bargaining years are always challenging, and we must watch expenses closely. The attached pro forma budget for FY 2019-2020 shows a slight deficit, due primarily to the increase in forecasted costs for bargaining. We have projected revenue at \$137,000, which is \$20K higher than last year's forecast, and \$12K below last year's actual result. With the exception of FPSE dues, which track to the higher revenue, and the bargaining budget, which must account for the deferred settlement of existing grievances as well as the costs of negotiating the new collective agreement, all expenses are forecast to be similar to actual costs in the previous fiscal year. We have included a very small increase of 2 percent in the stipends paid to the members of the executive; this is in line with the 2 percent wage increase in the Provincial Mandate. With the approval of the membership, this increase will be added to the stipends for the executive starting in June, 2019. Attachment A shows the current stipend paid for each of the executive positions (including the .3% economic Stability Dividend which was added to the stipends effective with the May payments) and the proposed stipend amounts with the 2 percent increase.

It is certainly our hope that with everyone's commitment to serving our students well, we will have another strong year on the revenue side and be able to report a surplus to you again in 2020.

Respectfully submitted,

Marie Low

General Treasurer

**THOMPSON RIVERS UNIVERSITY OPEN LEARNING FACULTY ASSOCIATION  
GENERAL ACCOUNT (Through 4-30-19)**

Reported by: Marie Low

Bank Balance (Chequing) 75,959.73

GIC 1 (12/18)  
61,047.47

GIC 2 (10/19) 30,000

Fund Balance 167,007.20

				<b>Proposed 2019-2020 Budget</b>	
				<b>1-Apr-19</b>	
				<b>31-Mar-20</b>	
	<b>This Month</b>	<b>Budget YTD</b>	<b>Actual YTD</b>		
<b>Revenue</b>					
Members Dues	6850.51	11,417	6851	\$	<b>137,000.00</b>
Interest	0	833	0	\$	<b>1000.00</b>
<b>Total</b>	<b>6850.51</b>		6851	\$	<b>138,000.00</b>
<b>Expenses</b>					
FPSE Dues	7858.54	5083	7,859	\$	<b>61,000.00</b>
Honoraria	4000	4,100	4,000	\$	<b>49,200.00</b>
Negotiations & Grievances	304.68	833	305	\$	<b>30,000.00</b>
Travel (incl. AGM exp)	0	125	0	\$	<b>1,500.00</b>
Office Expenses*	0	92		\$	<b>1,100.00</b>
Banking	18.50	42	19	\$	<b>500.00</b>
Teleconference	62.67	67	63	\$	<b>800.00</b>
Accounting	0	108	0	\$	<b>1,300.00</b>
Other**	625.00	208	625	\$	<b>2,500.00</b>
<b>Total</b>	<b>12,869.39</b>	<b>10,658</b>	12,871	\$	<b>147,900.00</b>
<b>Expense Surplus (Deficit)</b>			<b>(2213)</b>	\$	<b>(9900.00)</b>

**Surplus vs. Actual Revenue:** \*Office expense includes website renewal and maintenance \*\*Includes FPSE Committee attendance @\$100 per meeting and FPSE AGM registrations

**Thompson Rivers Open Learning Faculty association**

**Appendix A to Treasurer's Report to 2019 AGM**

**TRUOLFA Monthly Stipend Payments with .3% Stability Dividend and Proposed 2% Increase**

<b>Position</b>	<b>Current Amount</b>	<b>With Stability Dividend (Start May 1)</b>	<b>+2% (AGM Proposal)</b>
President	\$2100.00	2106.30	\$2148.43
Vice President	546.49	548.13	559.09
Meeting Secretary/Chief Steward	349.26	350.31	357.32
Treasurer	271.65	272.46	277.91
Pro-D. Treasurer	194.03	194.61	198.50
Membership Scy	194.03	194.61	198.50
Directors	77.61	77.84	79.40
<b>NEW MONTHLY TOTAL</b>			<b>4057.35 (monthly)</b>

**Report of Chief Steward: Rocky Mirza**  
**AGM 2019**

Here is a list of grievances and related concerns of OLFMs which I dealt with during my 2018-19 term as Chief Steward.

**1. OL-17-03: Policy Grievance, Internet costs:**

We attempted through Labour Management to get the employer to review what we are paid for providing internet service for our students based on LOU # 2. LOU # 2 states that the bi-weekly rate of \$23.21 will be reviewed by both parties on October first each year. Initially, the employer indicated a willingness to undertake this review and even see if it could find a way of making this a non-taxable expense. However, the employer dragged its feet and much later reneged on that promise. It said that internet payment was governed by the terms of the stabilization fund whereby any increase requires an equivalent cost saving elsewhere. We argued that the employer had bargained LOU # 2 in bad faith and launched a grievance. After step 3 we informed the employer on December 21, 2017 that we will be proceeding to arbitration. Having received no response, we asked the employer on March 19, 2018 to send us the contact information for their lawyer. In the meantime, our FPSE rep took some time off. This delayed the grievance going to GARC for approval by FPSE. That was done in April by our substitute rep, Leslie Burke-O'Flynn. GARC approved the arbitration. On April 17, Leslie informed us that the file will go to FPSE's lawyer, Jamie Baugh. Jamie will arrange with the employer's lawyer to choose an agreeable arbitrator and set dates for arbitration.

While we did not include a review of the bi-weekly rate of \$16.00 for the use of our computers, explicitly in the grievance, we brought that to the attention of the employer during our LM and grievance meetings. We informed Leslie of that. More recently, we have complained about the employer's refusal to supply OLFMs with printers. We do not see our LOU #2 as agreeing to providing our own printers. As we began preparations for bargaining we decided to put this grievance into abeyance. We will try to resolve this matter through bargaining. If we fail we will proceed to arbitration.

**2. OL-17-06: Policy Grievance: Hiring of Course developers and consultants External to the Bargaining Unit.**

**Background**

We have observed that since the merger the employer has been misusing our separation of development from delivery in our long standing CAs to hire increasing numbers of external faculty for course development. OLFMs have limited avenues for developing new courses. We send our new course suggestions to Sarah who passes these to the deans. Sarah is dependent on the deans taking this forward. Once an external faculty is appointed to develop the course, the faculty often applies to deliver the course. The external faculty has a decided advantage in terms of qualifications, teaching experience and having developed the course. That external faculty now becomes a bona fide OLFM with the same rights and privileges as all OLFMs.

Since our merger, OLFMs have lost most, if not all, of our academic oversight role in the university. We have no departments, no department chairs, no associate deans and no deans. We are not invited to department meetings. There is little doubt in our mind that the unstated goal of the so

called “One-TRU” policy is total campus control of OL and phasing out of academic oversight by OLFMs. It is for this reason that we launched this grievance with the intent of removing the artificial separation of development from delivery not found at any traditional university including TRU campus. If we do not win this grievance, only those of us lucky to be grandfathered before the merger with sufficient students will survive.

In the grievance we argue that the employer’s separation of delivery from development is artificial, violates our academic freedom and treats OLFMs unfairly relative to TRUFA faculty. We point to clauses in our CA which support our claims to both delivery and development work, both for new courses and revisions. We further argue that the employer’s separation of minor and major revisions is also artificial and not clearly defined. We argue that OLFMs should be at the heart of both delivery and development, initiating and overseeing all aspects of course development and maintenance. The employer should only hire an external candidate for development if a qualified OLFM cannot be found. The employer should not use qualifications exceeding what is required, such as extensive research, to exclude qualified OLFMs. More importantly, the employer must consider the special qualifications and experience of the OLFM in both delivery and development. Hiring external candidates unfamiliar with the specific needs of OL courses, such as length, number of assignments, workload for both OLFMs and students, is to be discouraged. Ignoring the strong connection between good content and expert delivery abilities is a grave mistake currently made by the employer on a massive scale. Overloading delivery with extensive video clips, internet references, audio over print and the latest high-tech gizmos only serve to reduce the time spent by students on the course material. **If an external candidate is hired that person must become an OLFM for the duration of the development and pay union dues to TRUOLFA.**

After step 3 we informed the employer on March 27, 2018 that we will be proceeding to arbitration. We asked the employer to provide us with the contact information of their lawyer and the employer did not respond. Leslie took our grievance successfully to GARC in April and sent the information to FPSE’s lawyer on April 17, 2018. Jamie will contact the employer. As with the previous grievance we have put this grievance into abeyance until bargaining is completed.

### **3. OL-17-06: Policy Grievance: Breach of Article 6.7 2) iii of TRUOLFA**

**2014-2019 Collective Agreement, where one of the Selection Advisory Voting (SAC) members did not meet the stated criteria for voting members for the Hiring of Open Learning Course Developers/Writers and Consultants/Reviewers for the following 7 OL: MBA courses: BUSM 6011, 6031, 6041, 6051, 6061, 6071 and 6081.**

TRUOLFA has repeatedly expressed concerns to the employer that the make-up of the SAC for the hiring of course writers and consultants for both new courses and major revisions are increasingly not conducted according to Article 6.7 Course Development Work Assignments of the (TRUOLFA Collective Agreement, 2014-2019, pp. 19-21). TRUOLFA strongly objects to the appointment of a non-teaching, MBA coordinator, as the subject matter expert on all 7 of the above 7 BUSN SACs on the grounds that, based on the information that we have on voting member’s credentials and teaching status at TRU, this person is not qualified to be the subject matter expert from the BUSN department, or a cognate department, for any of the above graduate level 7 BUSN courses. This clearly violates Article 6.7 2) iii of the TRUOLFA Collective Agreement.

We continued to participate in the hiring of these developers and reviewers, but under protest. We warned the employer that if our grievance was successful all of the hires for these 7 courses will be null and void. Once again we discontinued this grievance after step 2 to see if we could resolve it through bargaining

#### **4. Individual grievance: CMNS 4241 hiring**

The OLFM who had applied for the course writer position for this course and was not hired complained that the one other candidate who was hired had claimed to be an OLFM but was not. We took the grievance to step 2. When the step 2 grievance was denied the OLFM agreed not to advance the grievance to step 3.

#### **5. Enquiries**

I have been contacted by many OLFMs who had concerns. In most cases these were resolved to the satisfaction of the OLFMs. In a few cases the OLFMs were disappointed but agreed not to move to step 2 of the grievance stage.

**Report of the Professional Development Fund Treasurer  
April 1, 2018 to March 31, 2019**

**2019 AGM**

At the close of the last fiscal year (March 31, 2019) we had 59 OLFMs participating in the Professional Development (PD) Fund. This represents about 25% of our members whose applications were approved during that period. The Fund is in good financial health and is topped up annually by TRU-OL as per our Collective Agreement; an amount equivalent to 1½% of total OLFM regular salaries. Applications are dealt with quickly and application forms and procedures are on the TRUOLFA website. The PD Fund committee consists of two OLFMs (John Patterson and Derek Knox) and one employer representative (Sarah Langlois). Sarah has been especially helpful with us in reviewing and approving applications.

Last fiscal year's annual allotment from TRU-OL was \$90,830.32 and was banked on September 6, 2018. The total amount paid out to OLFMs during this period was \$87,819.62. In addition, we have a commitment of \$36,579.51 for approved PD activities that will occur after March 31, 2018. Our PD Fund bank balance at March 31, 2019 was \$74,848.38.

Some examples of our member's PD activities during this period include:

- Festival of Learning, BC Campus, Vancouver, May 28-30, 2018
- PhD defence, Darmstadt University, Darmstadt, Germany, December 14, 2018
- Presentation at the Western Case Writers Assn, Salt Lake City, Utah, March 7-10, 2018
- 2018 WHA conference in San Antonio, Texas, October 17-21, 2018
- 31st World Congress on Advance Nursing, Madrid, Spain, August 16-18, 2018
- BCSLS Congress 2018, Sidney, BC October 26-28, 2018
- UBC CPD Residential Care Refresher, Predator Ridge, Vernon, BC, October 19-21, 2018
- MBTI Certification Program, Vancouver, BC, August 13-16, 2018
- PD seminars sponsored by CPA of BC in Vancouver, Nanaimo and Victoria, June to December, 2018
- Int'l conference on modern research management, economics & accounting, Munich, Germany, Oct 19-21/18
- 6th World Conference on Research Integrity, Hong Kong, June 2-5, 2019
- 2018 Symposium on the Scholarship of teaching and learning, Banff, November 9-10, 2018
- Sacramento Mts Spectroscopy Workshop, Las Cruces, Nm, February 22-24, 2019
- Western Case Writers Association conference, Rohnert Park, California, March 6-8, 2019

**2019 TRUOLFA AGM**

- AIS Educator Association Conference, Denver, Colorado, June 19-23, 2019
- 3 D Analysis of Cyber-Systems Attack in Noida, India, December 14-15, 2018
- Clue International Conference on Education, Maui, Hawaii, January 1-5, 2019
- Hawaii International Conference on Education, Honolulu, Hawaii, January 5-8, 2019
- AERA Conference, Toronto, April 5-10, 2019
- International Conference on Applied Physics and Mathematics, Amsterdam, June 8-10, 2019
- Open Education Conference, Phoenix, October 30-November 1, 2019
- American Education Research Association annual meeting, Toronto, April 5-9, 2019
- Dolomites Winter Finance Conference, Brunico-Bruneck, Italy, February 13-14, 2019
- NAFSA 2019 - Global Leadership, Learning and Change, Washington DC May 24-29, 2019
- Sage 50 - Productivity Tips and tricks Boot Camp seminar, Burnaby, February 22, 2019
- 8th Global Conference on Contemporary Educational Issues, St. Petersburg, Russia, August 29-31, 2019
- Canadian Nurse Educator Certification Program, Module 2, January 17 to March 17, 2019
- Western Case Writers Assoc. conference, Rohnert Park (Santa Rosa) California, March 6-7, 2019
- Southern Literary Tour, March 18-28, 2019, southeastern USA
- San Diego Angel Conference, San Diego, March 15-16, 2019
- PhD defence, Darmstadt University, Darmstadt, Germany, December 14, 2018

The PD Fund Committee would like to encourage all OLFMs to consider using the fund to help support their professional development activities. All procedures and forms are on the TRUOLFA website. We look forward to receiving your applications.

Respectively submitted,

Derek Knox

PD Fund treasurer

**Motion 1 for approval at AGM: May, 2019**

The Executive recommend that Proposed 2019-2020 Budget as outlined in the General Treasurers Report be adopted.

**Motion 2 for approval at AGM: May, 2019**

The executive recommends that TRUOLFA create an annual OL Bursary by using \$10,000 of our union dues to provide 10 Scholarships of \$1,000 each for 10 successful applicants, one from each of the 9 schools at TRU and one from any school. At the end of each fiscal year, if our total revenues exceed our budgeted revenues we will add a portion of that excess to increase the annual amount of \$10,000.