



Building on a Strong Foundation

A member service organization such as AAPS is not a “business” in the profit and loss sense of that word. We are a legal entity with the objective of providing services to our members. In that context we have “lines of service” rather than lines of business.

In all of these Lines of Service we strive to be relevant and professional. Members interested in becoming involved in one of the volunteer committees that assist in providing these services should contact the AAPS office.

The three major lines of service are:

Advocacy

Representing Members on Issues

UBC is one of the largest and most complex employers in the province. As the size and complexity of an organization increases so too do the opportunities for friction. AAPS has an outstanding track record of working with members (individually and in groups) and the University to find effective solutions to issues. Our Advocacy Representatives and staff handle countless matters each year and most are resolved informally. Only a small handful of issues necessitate the filing of a formal grievance.

Contents:

2 Message from the President **3** Message from the Executive Director
4 Advocacy **6** Professional Development **9** Communications
10 Scholarships **11** Feature **12** Volunteers **13** Looking Ahead **14** Members
16 Financials **20** AAPS Board and Staff **IBC** AAPS Members around BC

Negotiation

Negotiating the Collective Agreement

The AAPS collective agreement is actually two documents: the Agreement on Conditions and Terms of Employment (ACTE) and the Framework Agreement (FA). The FA is the document dated 1995 under which UBC first recognized AAPS as the exclusive bargaining agent of the Management & Professional staff group. The FA continues largely in its original format. The ACTE is in its fifth iteration, with the current agreement running from July 1, 2010 to June 30, 2012.

Professional Development

Enhancing Opportunities for Members

The AAPS Professional Development Program consists of an ongoing series of events that work in conjunction with UBC's offerings to enhance learning opportunities for members. The program focuses on job and life skills as well as issues of personal interest, and is delivered in the form of workshops, seminars and lectures.



A handwritten signature in blue ink, which appears to read 'Isabella Losinger'. The signature is fluid and cursive.

Isabella Losinger
President

The political signs in BC are not very encouraging at present, but that will not stop us proceeding with a full slate of bargaining proposals when we next meet with the University.

Building on our Foundation: the Past Year in AAPS

Anyone who has spoken with one of our Member Services Officers or our Advocacy Committee volunteers will appreciate the strength of our foundation. From being almost completely volunteer-run and supported, AAPS has progressed through the years to arrive at its present position of strength as a professional and responsive advocate for our members. Much of the work done by the AAPS staff, Board, and committee volunteers is “behind the scenes,” and each day brings fresh challenges in terms of the issues our members face in their jobs at UBC.

The past year has afforded the AAPS Board much-needed time to pause, regroup, and prepare for the challenges of the coming year. This has included long-overdue work completed on AAPS policies; a candid review of our effectiveness as a Board (work that is still ongoing); and a decision to redesign our website and enhance electronic communication. In all three areas, working groups consisting of Board members, AAPS staff, and AAPS members have devoted significant numbers of hours to achieve the necessary outcomes.

There were the inevitable losses and gains. Through retirement or other reasons we saw the loss of a number of Board members: Bernice Urbaniak, James Kim, Nancy Hogan, and Colette Roche. We wish them all the very best in their respective endeavours. On a more sombre note, we were deeply saddened by the passing of Rick Byers, a long serving member of UBC’s return-to-work program and valued contributor to our Disability Benefits Plan Committee. The Board has decided to re-name one of its scholarships in memory of Rick and his work done on behalf of those members who have become sick or injured.

In terms of gains, we were very pleased and fortunate to welcome Luisa Liberatore to the Member Services team. Luisa’s recruitment brought our Members Services team to a full complement of three; and you will notice in our advocacy statistics on page 05 that we were well served in increasing the number of Member Services Officers available to help our members. In the meantime, the Advocacy Committee continues to work tirelessly in providing advice and recommendations where necessary to the Board.

Members’ dues have been extremely well utilized this past year not only for advocacy but also for an outstanding professional development program. New records of attendance (and wait-lists) were attained, a sure sign that the choice of speakers and topics is responding to our members’ needs. A new electronic response system has enabled more efficient management of RSVPs for our events.

As we head into another bargaining year, 2012 will bring new challenges not the least being our efforts to address, or more pointedly, to redress the previous bargaining mandate of “zero and zero.” The political signs in BC are not very encouraging at present, but that will not stop us proceeding with a full slate of bargaining proposals when we next meet with the University.

On behalf of the Board, all the very best for the coming year.



A handwritten signature in blue ink, appearing to read 'M. Conlon', written in a cursive style.

Michael Conlon
Executive Director

As our external challenges grow more complex it is vital to look inward occasionally to ensure we have the best policies and practices to serve the membership. The work undertaken in that area this year will serve us well in the challenging year ahead.

The past year has been a time of internal change and renewal. While 2009/10 was primarily focused on collective bargaining, 2010/11 was a year in which we built on internal strengths to serve a diverse and expanding membership.

Though the aggregate size of the membership remains unchanged there is still substantial turnover. The University continues to terminate members under Article 9 of the collective agreement at a concerning rate. We have also had a number of vexing accommodation cases in which we are working with members to ensure that medically supported work place accommodations are implemented by the University.

On a happier note, our professional development program continues to expand. This year we put on close to 20 events, and we continue to expand the reach of the program with more events at UBC's Okanagan campus as well as the affiliated hospitals. We continue to canvass the membership and research cutting edge speakers to offer timely, relevant, and enjoyable PD opportunities.

From a staffing perspective, an office reorganization allowed us to hire a new Member Services Officer to join our team. Luisa Liberatore joined us in September of 2010 and she brings a wealth of HR experience to the role. Luisa has allowed us to expand our advocacy services and has taken on a full case load advising the membership on a host of labour relations challenges.

The AAPS staff also moved into a new office this past year. Though we had been in the Gerald McGavin building for five years, we were informed in March that our lease would not be renewed. Fortunately we were able to secure new space just across the street from our old office in the TEF III building. The new space is slightly larger and allows privacy for our MSOs to better serve the membership.

In addition to these changes the staff and board have also been working on improving the governance structure of the organization. An exhaustive policy review was conducted in the past year, and several policies were revamped while a number of others were newly generated. In addition to the policy review, the board also struck a Board Effectiveness sub-committee to review various board procedures.

The financial position of the organization remains strong with surpluses in the past two fiscal years. As in previous years, a significant portion of the surplus was returned to the members in the form of a *dues holiday*. Our financial position allows us the flexibility to be innovative and proactive in serving members' needs while having significant resources to defend our members' rights under the collective agreement.

I mention these developments to convey the growth and evolution of the organization. As our external challenges grow more complex it is vital to look inward occasionally to ensure we have the best policies and practices to serve the membership. The work undertaken in that area this year will serve us well in the challenging year ahead.

It has been a year of positive change and internal renewal. On a personal note, it has been my pleasure to be a part of that growth and change, working with a dedicated and committed Board as well as a wonderful hard working staff. In particular, I would like to thank our outgoing President Isabella Losinger for her leadership and commitment over the past two years.

Advocacy

We have made several internal changes in the past year to address the increased complexity and volume of our advocacy service.

Advocacy is one of AAPS' three core lines of service. As the sole bargaining agent for our members we provide ongoing advice to the membership in a variety of areas in the employment relationship. Some of our more common advocacy cases involve issues such as sick leave, performance, compensation levels, bullying/harassment, and terminations without cause.

Since a decisive arbitration decision in 2006, we have seen a substantial increase in the number of terminations without cause under Article 9 of the collective agreement. In the past year there were 104 terminations without cause. Under the terms of the landmark decision of 2006, the University can release an AAPS member for any reason except protected grounds as enumerated by the Human Rights Code of British Columbia. While a number of the terminations are for financial reasons, an increasing number are as a result of "lack of fit or suitability." The latter category is concerning, particularly where long-serving employees are suddenly deemed "unsuitable."

We are working with the University to ensure that those employees who are terminated without cause for financial reasons are hired elsewhere in the University. Many of these issues were discussed in the last round of collective bargaining and will likely be at the center of the upcoming round of bargaining. The termination process is often difficult and traumatic for employees and our professional team assists in ensuring that the members are aware of their rights through this process.

The past year has also seen a number of vexing human rights cases. Under the Human Rights Code of British Columbia, AAPS, as the bargaining agent of our members, has an obligation to participate in the accommodation process and ensure that the members' rights are respected. Under the legislation the University has a legal obligation to accommodate medically supported modifications for ill and disabled employees. However such accommodations must be reasonable and not cause the University "undue hardship." Finding that balance is often difficult, but we remain committed to working with the University to find solutions that are fair and sustainable.

While we work cooperatively with the University in a variety of areas we will, from time to time, have disagreements about the interpretation of the collective agreement. In such cases we file a grievance and follow the process set out in the collective agreement. In the past year we have filed four grievances: three have been settled and one remains outstanding. Though filing a grievance signals a formal disagreement with the University, we have been able to settle all grievances filed in the past three years without resorting to the costly remedy of arbitration.

Finally, we have made several internal changes in the past year to address the increased complexity and volume of our advocacy service. We have hired a third Member Services Officer, Luisa Liberatore, and we have changed legal counsel and now employ the firm of Black Gropper. We have been very pleased with the service and strategic advice provided by Black Gropper and look forward to their advice and counsel as we continue to serve the membership and prepare for collective bargaining in 2012.

Advocacy Issues (Reporting Period: July 1, 2010 to June 30, 2011)

Category of Issue	Category Description	Main Agreement on Conditions and Terms of Employment Article	YTD Number of Issues Handled
Appointments	Search / Selection / Offer letters	9.1.11 / 10.1 / 9.1.4 / 5.4.1 / 5.4.6	16
Attendance	Absenteeism & attendance mgmt.	10.3	
Bargaining Unit	AAPS / CUPE / FACULTY	Framework Agreement	1
Benefits	Coverage	13 / 10.3 / 14 / 3	11
Classification & Reclassification	Job Family / Grade	LOA #1 / 5.4.5 / 5.3	10
Discipline	Warning / Suspension	8 / 8.1	9
Discrimination - 13 Grounds	Human Rights Code	14.1 / 9	
Evaluation - Post Probation Period	Performance	6 / 6.3 / 8.1 / 8.6.2	6
Evaluation - Probation Period	Performance	6.1 / 6 / 6.3	12
Excluded Positions	Who is in/out	Framework Agreement 4.0	
Harassment - Personal	Bullying	14.10	11
Hours of Work	Time of day / day of week	10.4 / 10	10
Interpretations - General	Anything not listed within table	All Article	99
Leaves of Absence	Vacation & other leaves	12.1 / 12.2 / 12.4 / 12.5 / 12.5.8 / 12.6 / 12.7 / 12.8 / 12.9 / 12.3.2	23
Long Term Disability	Extend sick leave	13.5	
Pay	Appropriateness	LOA #1 / 5.4.1.2	17
Pensions	Amount, entitlement, etc.	13.1	
Professional Development	Tuition waivers / PD Fund / Study leave	12.1 / 12.2 / 13.6 / LOA #3	12
Reorganization	Dept or UBC changes	9 / 10 / 14.2 / 14.8	8
Resignation / Retirement	Voluntary termination	9.1.11 / 14.5 / LOA #2	12
Return-to-Work	Accommodation	12.3 / 14.1	7
Service	Total length of	5.2 / 11.2	1
Sick Leave	Pay, duration, qualifying for	12.3	25
Term Appointment	Date moved / Notice / Salary	3.1 / 5.1.2 / 9.2	1
Terminations Cause	Gross misconduct / Theft / Assault / Other	8	
Terminations Probation	Suitability / Fit	8 / 9 / 9.3.1	1
Terminations Without Cause	Unsuitability / Position elimination / Reorganization / Budget cuts	3.1.3 / 9	103
Work Environment - Cultural	Toxic environment	14	3
Work Environment - Physical	Safety	12.3.3 / 14.4	
Workload Overtime	Overwork / Overtime pay	10 / 10.4 / 12.9	2
TOTAL			400

Professional Development

The decision to offer only no-fee events, coupled with a budget that had been doubled in size, allowed for an expansion in the types and volume of offerings at a growing number of locations.

This past year the Professional Development program, administered by a sub-committee of the board and Member Services Officer Jasmin Deol, reached new heights. The decision to offer only no-fee events, coupled with a budget that had been doubled in size, allowed for an expansion in the types and volume of offerings at a growing number of locations. The 2010–2011 program also included topics chosen in response to the professional development survey distributed to members in June 2010. Over 750 members provided feedback, and this feedback will also be used to determine events for the 2011–2012 program.

2010–2011 AAPS Professional Development Program Highlights:

- A total of 18 events were offered; a 28% increase from 2009–2010
- Over 1,800 members attended the events; a 63% increase from 2009–2010
- New PD topics: health/wellness, technology, and a focus on leadership

AAPS Launches PD Registration System

Due to the growth of the professional development program, AAPS launched its PD Registration system, a user-friendly portal where members can sign-in to access the calendar of events; register for events, and access handouts, session videos, presentations, and event evaluation forms. Members will now receive timely confirmation and reminder e-mails, and be able to access the wait-list for events.

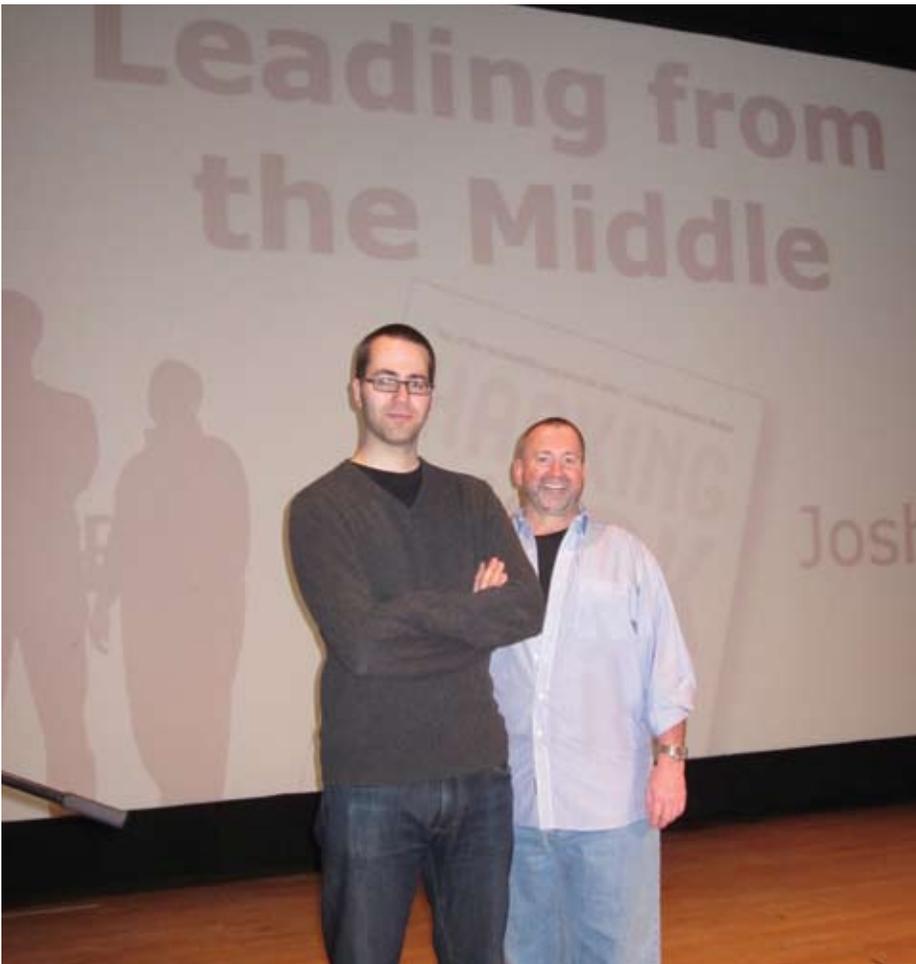
Event Formats

		%
Workshop:	8	44
Keynote:	10	56

Event Title	Description	Locations Presented	Attendance	Month
Speak Up: Speak Out – Personal Power and Respect in the Workplace	During this workshop, Erica Pinsky discussed how 95% of all workplace disputes can be resolved within the first three to five days of occurrence ... if someone speaks up, and how to engage and empower others through respectful dialogue.	<ul style="list-style-type: none"> • Okanagan • VGH • Robson Square 	97 48 23	Jul/10 Dec/10 May/11
Transformational Performance Management	During this workshop, Shauna Grinkie taught AAPS members how to engage others in outcome-focused conversations that improve performance and to become an effective leader who knows how to build and maintain effective relationships and work toward collaborative solutions.	<ul style="list-style-type: none"> • Point Grey 	96	Aug/10
Leading from the Middle – Administrators and Staffers Need to Create New Kinds of Conversations for a Hacked World	During this keynote, Bill Jensen and Josh Klein discussed how to lead from the middle in a hacked world to help our teammates and institution continuously learn and grow through change.	<ul style="list-style-type: none"> • Point Grey 	137	Oct/10
Overcoming Obstacles and Opening Doors – An Olympic Journey	During this keynote, Alexa Loo , seven-time national champion and two-time Olympian in the snowboard parallel giant slalom event shared her story about dreaming big and never losing sight of her Olympic dreams.	<ul style="list-style-type: none"> • Point Grey 	93	Nov/10



Event Title	Description	Locations Presented	Attendance	Month
Tips & Tricks for Succeeding at Challenging Conversations	During this keynote, Diana Ross shared some tools and skills, and provided a framework to prepare for and manage your most challenging conversations.	<ul style="list-style-type: none"> • Okanagan • Point Grey • VGH 	33 103 31	Nov/10 Dec/10 Mar/11
Breaking Down Barriers – Some Tips on Filing Your 2010 Tax Return	During this workshop, Arthur Azana offered AAPS members simple tax saving tips, particularly qualifying deductions.	<ul style="list-style-type: none"> • Point Grey 	87	Jan/11
The Leadership Brain – Learning to Lead with the Brain in Mind	During this keynote, Terry Small discussed how 90% of what we know about the brain has been learned in the last two years and how AAPS members can learn how to use the growing body of research on the brain to become more effective leaders.	<ul style="list-style-type: none"> • Point Grey • Okanagan 	250 32	Jan/11 Jun/11
I Like Me! – Helping Children Develop Self-Esteem	During this workshop, Kathy Lynn discussed the growing importance of childhood self-esteem in our society and how AAPS members can deal with the difficult and abstract concept of self-esteem and implement a blueprint for success.	<ul style="list-style-type: none"> • Point Grey • Point Grey 	54 60	Feb/11 Jun/11
The 10 Pound Shred – High Intensity Training Zone-Get Fit Fast!	During this keynote, Tommy Europe shared his top ten ways to help AAPS members get started towards a healthier lifestyle and how 30 to 45 minutes a day can produce amazing results in only 31 days.	<ul style="list-style-type: none"> • Point Grey 	290	Mar/11
Coming to Terms with Technological Turmoil	During this keynote, Steve Dotto shared an honest, thoughtful and whimsical view of technology with AAPS members, including how the adoption of technology is affecting every facet of our society, from personal and family issues, through to the workplace and the environment.	<ul style="list-style-type: none"> • Point Grey 	159	Mar/11
Influencing Without Authority	During this workshop, Russel Horwitz taught AAPS members how to develop the ability to positively influence people in such a way that others willingly alter their thoughts and plans.	<ul style="list-style-type: none"> • Point Grey 	62	May/11
Authentic Leadership – Building Cultures that Attract, Retain, and Inspire Greatness	During this keynote, David Irvine inspired AAPS members to learn the true source of leadership power, and to discover the keys to building a productive and sustainable culture.	<ul style="list-style-type: none"> • Point Grey 	147	May/11
			Total	
			1802	



Photos from PD events this year

Communications

We are focusing on our members being able to access the information they need in the most efficient manner.

**By Co-Chairs Jamie Hall
and Preeti Gill**

The Communications Committee once again had a busy year as it continued to update and modernize the entire range of AAPS communications materials in order to keep members informed of pertinent issues and new opportunities.

The reporting year began with a reworking of the AAPS **Orientation presentation** given to new members joining the University and the Association in order to better highlight the main services that AAPS offers as well as relay important details about members' employment at UBC.

We continued to enhance the quarterly newsletter, **On the Radar**, which is now read by an impressive 50 percent of our membership. With the assistance of Member Services Officer (MSO) Jasmin Deol, we have worked to improve the newsletter's look and feel and make it easier for readers to get to the information that most interests them. Alongside the traditional updates and announcements, each issue of **On the Radar** also now features more in-depth articles by MSOs Luisa Liberatore and Sharon Cory, highlighting specific workplace issues and the terms of our agreement.

The **Annual Report** continues its evolution in terms of both its content and look and feel, and we hope you agree that year by year it is increasingly professional and engaging, and provides a suitable and useful summary of our annual activities.

As the reporting year was coming to a close, a sub-group of the Communications Committee, with direction from the Board and Executive Director Michael Conlon, began the process of renewing the AAPS website. The evolution of website design and visitor expectations is continuous and fast-paced, and the old site, created more than five years ago was in need of a visual and structural overhaul. We are working with a local design firm and programmer to create a more engaging site that continues to be a rich source of information, and we are focusing on our members being able to access the information they need in the most efficient manner. AAPS intends to preview the new site at the October (2011) AGM. One benefit of the new system is that the site can continue to evolve to meet member needs, using a robust content management system. The Communications Committee welcomes member feedback on the new website and indeed any of its communications activities.

Please contact the AAPS Office to provide any comments or suggestions. For a listing of the committee members please see page 12.

Scholarships

The AAPS Scholarship has helped significantly with the academic related costs of my son's studies.



AAPS Scholarship recipient Christopher Rodgers with his father and AAPS member David Rodgers

Interviewed by Lisa Allen
Administrator, Creative Writing
Program Arts Faculty

For the second consecutive year, Christopher Rodgers is the recipient of the AAPS Scholarship.

"This scholarship has provided monetary support for my current studies and will help me achieve my future academic goals," explains Rodgers who is entering his third year in the Bachelor of Science Program on UBC's Vancouver campus. Majoring in cell biology and genetics, he plans to continue his medical research in graduate school after he graduates from UBC in 2013.

Rodgers is no stranger to receiving awards for his academic achievements. His impressive list of accomplishments includes the Governor General's Bronze Medal in his grade 12 year for being the top academic in his class and the Gold Duke of Edinburgh Award from Prince Edward in 2010. Being able to add the AAPS Scholarship two years in a row to his list of achievements is something Rodgers is very appreciative of: "I feel very honoured and privileged to have received this scholarship two years in a row – it represents a significant acknowledgement of my academic achievements."

David Rodgers is the recipient's father who has worked as the Manager of Technical Services in Building Operations in the Technical Services Department at UBC for the past three years. He adds, "I am very appreciative of AAPS for recognizing my son with this scholarship, it has helped significantly with the academic related costs of his studies."

Two scholarships of \$4,500 each are offered by AAPS. One scholarship is in memory of Rick Byers, who was appointed to the AAPS Board in 2009. Apart from his service on the Board, Rick was also a key participant on AAPS' Income Replacement Plan Working Committee. Rick's work on this committee was informed by his many years of experience in worker rehabilitation. His knowledge, empathy, and understanding assisted the committee in adopting a new Disability Benefits Plan.

Both scholarships are for students beginning or continuing studies at UBC, either at the Vancouver or the Okanagan campus. Applicants should be either children of AAPS members, spouses of AAPS members or AAPS members themselves who, in the past several years, have credit courses equivalent to a full course load and are proceeding to a year of full-time studies. In the event that there are no qualified applicants in the preceding categories, the award is made to a qualified student in any program. No candidate may receive the scholarship for more than two years. The award is adjudicated by Student Financial Assistance and Awards.

Feature

Much of the Board's success — and indeed that of AAPS itself — is due to the hard work of our people.



Interviewed by Isabella Losinger
with files from Michael Conlon

When I caught up by phone with Bernice recently she told me she was just on her way to Paris.

“So, retired life is good, is it?” was my question. “Yes, indeed,” replied Bernice.

“And how long had you been planning for this retirement?” was my next question. “Well, since I was about 50,” she replied.

By her own admission Bernice spent some years planning for her retirement from UBC. A long-service employee, Bernice was well known in the AAPS community as well as in the UBC community at large. Bernice served as Past President of the AAPS Board just prior to her retirement, having completed two years as President.

Bernice's service to AAPS, most notably in advocacy roles, started when we were in our infancy, with minimal staff and a vast workload shouldered by a dedicated group of volunteers serving on the Board and in various committees. By the time Bernice left in May 2011, AAPS had evolved to a professionally managed association with three dedicated Member Services Officers, an Office Manager, and an Executive Director. As the AAPS office had evolved so had the AAPS Board and its committees. It is only in recent years that we have had to hold elections for the six member-at-large positions: In earlier days, it was a struggle to recruit the necessary number of members to serve on the Board.

This year marks another transition point in AAPS' history. A sub-committee established by the Board in early 2011 to review Board effectiveness has recommended changes to the terms of Board members and the Board Executive. The purpose of the proposed changes is to ensure the Board's continuity, while encouraging as many members as possible to consider running for Board service. Staggering the terms of the six member-at-large positions, and increasing some of the terms to two years (rather than one year), would maximise Board effectiveness by providing members a longer opportunity to contribute as significantly as possible. There is an appreciable learning curve for every new Board member, and a longer term of service will ensure that each Board member can participate as effectively as possible within the timeframe of their term. Many critical debates and

conversations held at the Board level, require an in-depth and strategic understanding of the issues at hand. That being said, the Board is greatly enhanced by as diverse a participation as possible from the membership: there are many “UBCs” represented on the Board (depending on where specifically one works), and the varying perspectives are invaluable in arriving at decisions that most fully reflect the needs of the membership at large.

Which brings us back to Bernice's legacy. Much of the Board's success—and indeed that of AAPS itself—is due to the hard work of our people. An enjoyable retirement is well deserved, Bernice, and we in AAPS have you to thank for your contribution to the strong foundation upon which we now stand.

Volunteers

We wish to acknowledge and give thanks to the many volunteers who have helped AAPS in the last year.

AAPS Internal Committees: (Italicized names indicate that, as of August 2011, the participant has either left the University or left the volunteer position)

Committee:	Role:	Participants:
Advocacy	Review advocacy issues and advise the Board on labour relations challenges with the University. Evaluate and advise the Board on grievances filed with the University.	Catherine Alkenbrack, Anne-Marie Fenger (Chair), <i>Nancy Hogan, Merry Meredith, Daryl Stowe, Bernice Urbaniak, Moya Waters, Damian Duffy</i>
Communications	Work with the Board and the Executive Director to ensure good communication between the Board and the members of the Association. Give input to the website and help produce the Annual Report.	Lisa Allen, Preeti Gill (Co-Chair), Jamie Hall (Co-Chair), Denise Lauritano, Wendy Ma, <i>Dominique Yupangco</i>
Board Nominations	Seek out new members to join the Board. Collect and process the nominations. Present the successful candidates at the AGM.	Michael Shepard (Chair)
Orientation Presenters	Provide a brief presentation on AAPS and the Agreement on Conditions & Terms of Employment to new AAPS members.	<i>Patti Parker, Colette Roche, Chris Skipper</i>

External Committees: (These committees have Representatives from all the UBC Employee Groups)

Return to Work	Steer the Return to Work Program for ill and injured workers. Over-see the workplace accommodations policy.	AAPS Representative: Jacqueline Smit
Health & Safety	Required under the Workers Compensation Act of BC, this committee plays a critical role in ensuring the health and safety of UBC employees and also fulfills an important oversight role at the University.	AAPS Representative: Eilis Courtney
Employee & Family Assistance	Ensure that UBC faculty and staff are aware of the services provided by Human Solutions, our EFAP service provider, and to ensure easy to find access to these services.	AAPS Representative: Adam McCluskey

If you would like to become an AAPS Volunteer please contact the AAPS Office.

Looking Ahead

The consultation process for this round of bargaining will begin in earnest in the fall of 2011. We will consult widely with the membership at a variety of locations.

As the recognized bargaining agent for management and professional staff at UBC, one of AAPS' core lines of service is negotiation. The collective agreement is the binding framework that structures the working relationship between UBC and AAPS members. The collective agreement covers virtually every aspect of the working relationship from salary, sick leave and holidays to promotion, termination and the grievance process.

Because we are the recognized bargaining agent for our members, negotiations with the University fall under the auspices of the Public Sector Employers' Council (PSEC). PSEC is a government controlled body that sets the mandate for public sector bargaining in British Columbia. This structure is unique to British Columbia and provides a distinct advantage to employers in that the actual bargaining process is circumvented by the PSEC mandate. Public sector employers in British Columbia are essentially relieved of the vexing challenge of negotiating wages with unions and associations.

In the last round of bargaining PSEC established a two-year mandate of 'net zero', meaning there could be no new compensation and any changes to the agreement had to be 'zeroed out' by changes elsewhere in the agreement. The two-year net zero mandate was discouraging for those working in the public sector given that inflation over that same period was over 3%. Unfortunately, the possibility that the net zero mandate will be extended for another two years does exist.

The current collective agreement with the University expires June 30, 2012. In the last round of bargaining the core issues addressed with the University involved job security, professional development and benefits. In terms of job security, there was a lively discussion about Article 9 and whether the University was paying market value for the unparalleled flexibility they have in releasing employees. On the professional development front there was discussion about the administration of the plan as well as a small enhancement traded from a benefit for retiring members. Finally, on benefits there was a wide ranging discussion about the state of the benefits plan. While the discussion was productive and respectful, little progress was made in any of these core areas. Pending consultation with the general membership, it is quite likely that all three areas will be issues in the 2012 round of bargaining.

The consultation process for this round of bargaining will begin in earnest in the fall of 2011. We will consult widely with the membership at a variety of locations. There will also be an online portal for suggestions and feedback.

Members

Size of Job Families

(number of members in each family)

603	Information Systems & Technology
490	Research & Facilitation
348	Administration
311	Student Management
194	Educational Programming
168	Development Office
147	Accounting
117	Information Services
110	Nursing
63	Building Maintenance
62	Human Resources
61	Facilities Planning & Engineering
49	Business Development
46	Conf, Accom, Cerem & Events
42	Marketing & Sales
40	Scientific Engineering
36	Business Operations Management
30	Statistical Analysis
29	Cooperative Education
27	Unassigned Health Professional
25	Health Safety & Environment
25	Museum
25	Unassigned Athletic Coaches
24	Editorial & Production Services
23	Industry Liaison
17	Counsellors & Psychologists
17	Media Services
15	Investment, Finance & Insurance
15	Supply Management
15	Graphic Design & Illustration
13	Athletics & Recreation
12	Residence Life Management
11	Genetic Counsellor
11	Institutional Analysis
10	Security
7	Clerk to Board or Senate
5	Forest Management
5	Unassigned
2	Drug & Poison Information
2	Horticulture

Salary Distribution

(number of full-time members in each annual salary range)

thousands

2	\$30 to \$40
268	\$40 to \$50
624	\$50 to \$60
707	\$60 to \$70
549	\$70 to \$80
264	\$80 to \$90
147	\$90 to \$100
92	\$100 to \$110
53	\$110 to \$120
26	\$120 to \$130
20	\$130 to \$140
14	\$140 and up

Member Earnings (not including benefits)

Average Earnings	\$69,891.06
Members Counted (full-time only)	2767

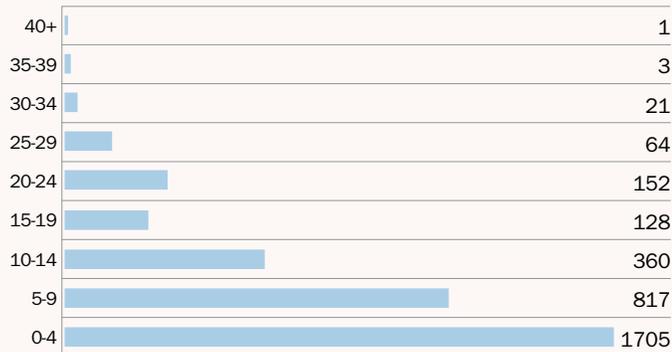
Age Distribution

(number of members in each age range)

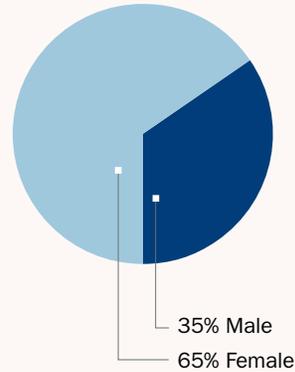
70-75	2
65-69	21
60-64	133
55-59	235
50-54	320
45-49	450
40-44	549
35-39	531
30-34	593
25-29	369
20-24	47

UBC Service Years

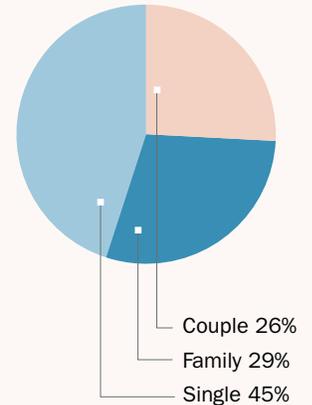
(number of members in each years of service range)



Gender

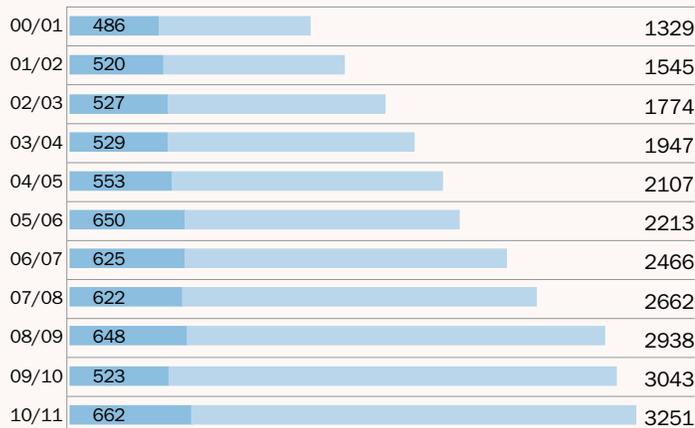


Family Status



Membership Growth

(number of members in each fiscal year)

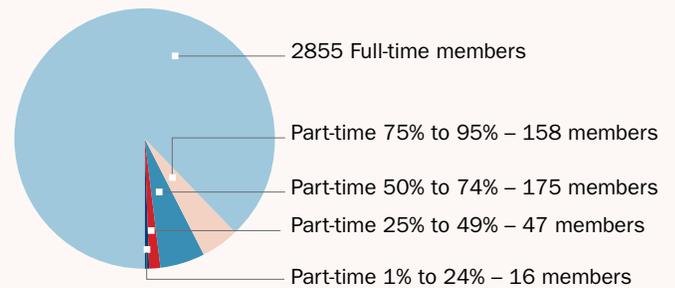


■ New members ■ AAPS members*

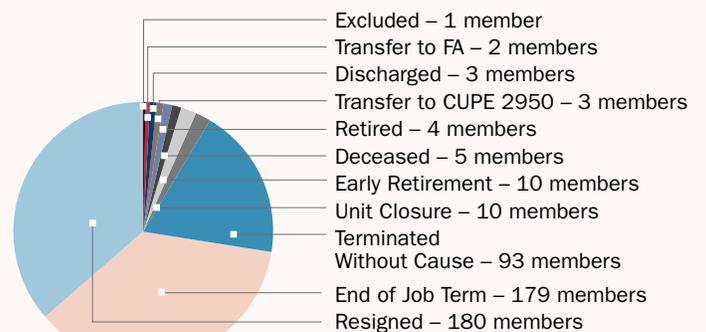
* New members who have joined AAPS, also includes short-term and temporary positions.

As of June 30, 2011 there were 70 M&P non-members. Non-members are those who were given the opportunity to opt out of AAPS when it was first formed in 1995. Since then membership in AAPS has been compulsory for new hires under the AAPS Bargaining unit.

Full time vs Part time



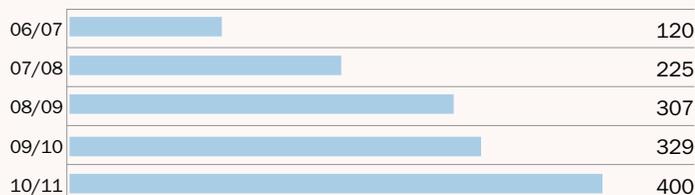
Reasons for Members Leaving during 2010/2011



Total – 490 members

Number of Membership Advocacy Issues

(number of issues in each fiscal year)



Financials

Financial Report

The financial position of the organization remains robust. The 2010/11 year ended with a moderate surplus, all of which was added to the Contingency reserve fund. The surplus is largely a product of higher than anticipated revenues and the fact that there were no arbitrations in the last fiscal year. It is prudent to budget for at least two arbitrations given the cost of court proceedings. Arbitration often involves complex and defining issues in the employment relationship. Fortunately we were able to resolve all outstanding issues in the past year without resorting to the costly remedy of arbitration.

In addition, two personnel issues impacted the budget this year; though we had budgeted for the new MSO position for the entire year, the position was only filled in September; second, a reorganization of the office resulted in lower than anticipated personnel costs.

The net result from the financial strength of the organization is that it allows us to allocate substantial funds for arbitration and enhances our ability to defend our members' rights. As in past years, a substantial portion of the surplus was returned to the members in the form of a *dues holiday*.

Michael Conlon

September, 2011

Auditors' Report

To the Members of the Association of Administrative and Professional Staff of the University of British Columbia

We have audited the statement of financial position of the Association of Administrative and Professional Staff ("the Association") of the University of British Columbia as at June 30, 2011 and the statements of operations and changes in net assets and cash flows for the year then ended. The financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Management's Responsibility for Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Association as at June 30, 2011 and its financial performance and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Other Matter

The financial statements as at and for the year ended June 30, 2010 were audited by other auditors, who expressed an opinion without reservation in their report to the Members dated September 8, 2010.

De Visser Gray LLP

Independent Registered Chartered Accountants
Vancouver, British Columbia, September 21, 2011

Please note:

For full Financial Statements including the listing of the referenced notes please visit: www.aaps.ubc.ca/events_gm_10-27-11.html

Statements of Financial Position

As at June 30, 2011

	2011	2010
ASSETS		
CURRENT		
Cash	\$ 146,351	\$ 262,779
Term deposits and accrued interest (Note 2)	1,114,496	869,078
Accounts receivable	594	-
	<u>1,261,441</u>	<u>1,131,857</u>
TERM DEPOSITS AND ACCRUED INTEREST (Note 4)	250,000	250,000
CAPITAL ASSETS (Note 3)	26,373	21,329
	<u>\$ 1,537,814</u>	<u>\$ 1,403,186</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 90,021	\$ 55,476
NET ASSETS		
Contingency reserve fund — unrestricted	1,197,793	1,097,710
Dissolution reserve fund (Note 4)	250,000	250,000
	<u>1,447,793</u>	<u>1,347,710</u>
	<u>\$ 1,537,814</u>	<u>\$ 1,403,186</u>

Commitment (Note 6)

Please note:

For full Financial Statements including the listing of the referenced notes please visit: www.aaps.ubc.ca/events_gm_10-27-11.html

Statements of Operations and Changes in Net Assets

Year ended June 30, 2011

	2011	2010
REVENUE		
Member dues	\$ 936,238	\$ 871,346
Interest income	18,068	20,199
	<u>954,306</u>	<u>891,545</u>
EXPENDITURES		
Board		
Advocacy Committee	7,038	6,520
Communications Committee	13,234	11,072
Professional Development Program	72,524	36,160
Executive Board	18,454	22,115
Finance Committee	7,960	8,466
General meetings	8,369	7,609
Negotiation Committee	8,076	6,952
Volunteer recognition	2,769	3,002
AAPS Scholarships & Bursary	13,500	13,500
Consulting	12,675	-
Administrative		
Office and rent	108,992	68,467
Wages and benefits	508,554	415,257
Legal	25,789	10,954
Amortization	5,580	5,619
Arbitration	40,709	11,620
	<u>854,223</u>	<u>627,313</u>
EXCESS OF REVENUES OVER EXPENDITURES	\$ 100,083	\$ 264,232
NET ASSETS — Beginning of year	1,347,710	1,083,478
NET ASSETS — End of year	\$ 1,447,793	\$ 1,347,710

Please note:

For full Financial Statements including the listing of the referenced notes please visit: www.aaps.ubc.ca/events_gm_10-27-11.html

Statements of Cash Flows

Year ended June 30, 2011

	2011	2010
NET INFLOW (OUTFLOW) OF CASH RELATED TO THE FOLLOWING ACTIVITIES:		
OPERATING		
Excess of revenue over expenditures	\$ 100,083	\$ 264,232
Non-cash items included in operations:		
Amortization	5,580	5,619
Write-off of property and equipment	8,381	-
Interest accrued on term deposits	(5,973)	-
Changes in non-cash working capital items:		
Accounts receivable	(594)	77,824
Accounts payable and accrued liabilities	34,545	(71,623)
Cash provided by operating activities	142,022	276,052
INVESTING		
Purchase of term deposits	(239,445)	(296,155)
Purchase of equipment	(19,005)	(10,064)
Cash provided by investing activities	(258,450)	(306,219)
DECREASE IN CASH FLOWS DURING THE YEAR	(116,428)	(30,167)
CASH — Beginning of year	262,779	292,946
CASH — End of year	\$ 146,351	\$ 262,779

Please note:

For full Financial Statements including the listing of the referenced notes please visit: www.aaps.ubc.ca/events_gm_10-27-11.html



Standing: Margaret Leathley, Nancy Hogan, Bernice Urbaniak, Rick Byers, Colette Roche, Ellis Courtney, Preeti Gill
Sitting: Lily Fung, Daryl Stowe, Isabella Losinger, Robert Tudhope, Jacqueline Smit

This past year we said goodbye to five board members who left UBC for various reasons. All five gave so much of their time and were very dedicated to furthering M&P representation while they were on the AAPS Board. Special thanks to Nancy Hogan, James Kim (absent from photo), Colette Roche, Bernice Urbaniak, and the late Rick Byers (see AAPS Scholarships article on page 10).



Luisa Liberatore, Petra Ormsby, Sharon Cory, Jasmin Deol, Michael Conlon

AAPS Members around BC

(as at June 30, 2011)



While the highlighted sites represent the main areas where AAPS members are based, there are also members in other Lower Mainland locations, British Columbia, and across Canada.



AAPS 2011/12 General Meeting Dates

Annual General Meeting October 27, 2011
Spring General Meeting April 25, 2012

This Annual Report has been printed on post consumer paper using vegetable inks. Electronic copies were distributed to 920 members at their request, saving 11,040 sheets of paper.





AAPS

208 – 6190 Agronomy Road

Vancouver, BC, V6T 1Z3

T 604.822.9025

F 604.822.4699

www.aaps.ubc.ca

