



FÉUO SFUO
Fédération étudiante
Student Federation

Student Federation of the University of Ottawa
Board of Administration

Ad-hoc Committee on Student Advocacy Organizations
Report Concerning the Canadian Federation of Students

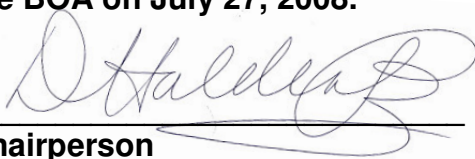


Tuesday, July 22, 2008

Members

Dean Haldenby, SFUO President & Chairperson
Seamus Wolfe, SFUO VP University Affairs
Becky Wallace, SFUO Faculty Director
Khadijah Kanji, SFUO Faculty Director
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The following is a report prepared at the request of the Board of Administration (BOA). The report and its research are within the parameters set out in the mandate of said committee. The report was prepared by all committee members and approved by the committee on July 22, 2008. Said report and recommendations are to be made known to the BOA on July 27, 2008.


Chairperson

Tuesday, July 22, 2008
Date

Executive Summary

The CFS is a bilingual organization that represents approximately 500,000 students, from over 80 student unions, which seeks to research, lobby and provide services for its members at both provincial and national levels.

Formed in 1981 by uniting several provincial and federal students' associations, the organization has two distinct parts: The Canadian Federation of Students (CFS) and the Canadian Federation of Students-Services (CFS-S). Also, CFS members are simultaneously members of a separate—but aligned—provincial wing, such as: The Canadian Federation of Students – Ontario (CFS-O).

Campaigns, services and policies are decided by members at general meetings and elected representatives and other staff are charged with facilitating the CFS strategies of: research, lobbying and action. With respect to individual students' union independence, no campaign, service or policy is mandatory and there is no limit to individual students' union creation of their own.

Since individual students are members of the CFS, they are enfranchised to make the collective decision on membership in their national-provincial organization. Therefore, in order to “federate” or “de-federate”, a referendum asking all students must take place.

The students from the Student Federation of the University of Ottawa (SFUO) voted to join the CFS in 1985. Due to perceived ineffectiveness in the mid 1990's, students from the SFUO voted to leave the CFS in 1995.

Since leaving, SFUO executives have attended several CFS general meetings and the question of membership has been addressed by the SFUO Board of Administration (BOA) three separate times. However, the question has never been re-visited for students by way of referendum.

Several concerns about CFS were raised and addressed by the committee. Although valid, the committee was not attempting to analyze whether the CFS was a flawless organization; rather, the committee attempted to decide whether the question of membership should be brought to the students of the SFUO by way of a referendum.

Recommendation

This committee recommends that the Student Federation of the University of Ottawa (SFUO) take prospective membership in the Canadian Federation of Students (CFS) in order for the University of Ottawa students to experience the organization and decide themselves whether or not to take full membership through a referendum.

Methodology

The following report is based on factual information from research attained by committee members, which is cited throughout the document.

The report is composed of the following nine sections:

- Methodology
- Executive Summary
- What is the Canadian Federation of Students
- SFUO-CFS History
- Benefits and Services of Membership
- Membership
- Recent Federation Referendums
- Recent De-Federation Referendums
- Recent Issues

This report takes into account balanced research of the Canadian Federation of Students (CFS). As members of the committee in-charge of formulating the report it was important to fulfill the requirements as mandated by the Board of Administration (BOA). As such, the committee sent out an email to all members of the Student Federation of the University of Ottawa (SFUO) requesting feedback and input.

What is the Canadian Federation of Students

The CFS is an organization that represents approximately 500,000 students, from over 80 student unions, which seeks to research, lobby and provide services for its members at both provincial and national levels.

Formed in 1981 by uniting several provincial and federal students' associations, the organization has two distinct parts: The Canadian Federation of Students (CFS) and the Canadian Federation of Students-Services (CFS-S). Also, CFS members are simultaneously members of a separate—but aligned—provincial wing, such as: The Canadian Federation of Students – Ontario (CFS-O).

History of CFS

Since 1927, upon the founding of the National Federation of Canadian University Students (NFCUS), students in Canadian post-secondary education have sought to organize themselves at both provincial and federal levels. The aim has always been to establish a unified voice and better provide services for students.

In 1981, the following organizations representing students at provincial and national levels met at Carleton University:

Association of Student Councils (Canada)

National Union of Students

British Columbia Students Federation

Federation of Alberta Students

Ontario Federation of Students

Student Unions of Nova Scotia

Saskatchewan Federation of Students

Along with several other students' unions, the participants of what was to be called the "Founding Conference" decided to unify and create the CFS with the following founding principles:

WHEREAS we, the students of Canada, recognizing the need to speak with one voice in asserting our legitimate needs and concerns, wish to express our support for one national student organization whose basic aims will be as follows:

- 1 To organize students on a democratic, co-operative basis in advancing our own interests and in advancing the interests of our community;*
- 2 To provide a common framework within which students can communicate, exchange information, and share experience, skill and ideas;*
- 3 To ensure the effective use and distribution of the resources of the student movement, while maintaining a balanced growth and development of student organizations that respond to students' needs and desires;*

- 4 *To bring students together to discuss and to achieve necessary educational, administrative or legislative change wherever decision-making affects students;*
- 5 *To facilitate co-operation among students in organizing services that supplement our academic experience, provide for our human needs and which develop a sense of community with our peers and other members of society;*
- 6 *To articulate the real desire of students to fulfill the duties, and be accorded the rights of citizens in our society and in the international community;*
- 7 *To achieve our ultimate goal - a system of post-secondary education that is accessible to all, which is of high quality, which is nationally planned, which recognizes the legitimacy of student representation, and the validity of student rights, and whose role in society is clearly recognized and appreciated.*

The participants agreed that in accordance with the principal of a democratic student movement, student unions would have to ask the students they represented if they wished to join the CFS through a referendum.¹

Since then, 109 student unions have, at some point, asked their students and joined the CFS. Due to the fact that various referendums to join and referendums to leave have happened throughout the existence of CFS, currently approximately 500,000 students from across Canada are members, represented by 84 student unions.

Principles of CFS

The CFS was formed as a framework for collaboration between students' unions for student rights advocacy and national service delivery. Throughout its existence, students' unions have determined that the guiding principles should be:

1. **Bilingual:** The CFS employs a translator and has a \$25,000 budget for translation. All plenary sessions of CFS are simultaneously interpreted by professionals.
2. **National and provincial in scope:** One of the most important lessons leading up to the formation of the CFS was that working together without national and provincial coordination was reducing the effectiveness of student organizing – especially since post-secondary education funding comes from both levels of government, while the provision is a provincial jurisdiction. As a result, CFS members are simultaneously members of a separate—but aligned—provincial wing.

¹ All information about establishment of CFS from 'Founding Conference, Canadian Federation of Students, October 14-19, 1981, Carleton University Ottawa: Minutes'

3. **Services and advocacy together:** In recognition that students need a break on everyday living costs and that students' unions can get better bargains by achieving economies of scale, the CFS operates several member-driven cooperative services (i.e. Studentphones.ca). In addition, the infiltration of profiteers into many areas of student service provision means that services are as political as ever, and students need a non-profit alternative.
4. **Referendum-based:** Since individual students are members of the CFS, they are enfranchised to make the collective decision on membership in their national-provincial organization. Therefore, in order to “federate” or “de-federate”, a referendum asking all students must take place.
5. **One member, one vote:** In order to encourage collaboration, regional empowerment, and democratic decision-making, the CFS was founded on a one member, one vote basis (akin to the United Nations' structure).
6. **Respect organizing in Québec:** Québec has a long and distinct history of student organizing. Founding members of the CFS wanted to respect that tradition and treat Québec organizations as allies in the student movement.
7. **Proper financing:** Most of the CFS' predecessor organizations regularly struggled with maintaining sufficient finances. CFS founding members wanted to ensure that membership dues were set at a level that could ensure stability and effectiveness. The Federation's membership dues have not been increased since 1993, although they are fixed to meet inflationary growth and contraction.²

The Approach of the CFS³

Research

The CFS employs full-time researchers in national and provincial offices who study and prepare analyses of government policies and trends within post-secondary education, and develop alternatives to government policy. This research is then transmitted to member student unions and general meetings to back up their work.

Lobbying

The primary purpose of the CFS is to represent students' issues and concerns to government. Contact with elected and non-elected officials and bureaucrats take place by CFS representatives regularly and members of individual student unions during ‘lobby days’, set up by CFS. CFS also employs a government relations strategy that addresses both federal and provincial representatives in different ways, such as making presentations to various government committees.

² These points are not the official principles (for those see the motion that created CFS in the section ‘History of CFS’ above); rather, these have been formulated by the authors based on research and a presentation by CFS National Chairperson, Katherine Giroux-Bougard.

³ From CFS website (<http://www.cfs-fcee.ca/html/english/about/approach.php>) accessed July 14, 2008

Action

Based on the research and experiences on different campuses, member student unions create campaigns and campaign strategies and general meetings. The idea is usually to gain widespread support for these campaigns through public awareness, mobilizations, and other forms of action.

Structure of CFS

The CFS was founded to be a vehicle by which students' unions could unite for student issues.

The structure of the CFS has been created to facilitate this idea by having the national organization with separate provincial wings. Democratically-elected members and other staff work on a full-time basis to coordinate the provincial and national services and campaigns work undertaken by more than 80 students' unions. The official policies, campaigns, and services development are set by member students' union representatives at national and provincial general meetings. Any member students' union has the ability to table a motion for discussion at the meetings. Inevitably, within this structure there have been differences of ideas for direction and some of the recent issues are elaborated upon in the section 'Recent Issues' of this report.

Although the CFS is essentially a student co-op (greater member participation leads to more effective advocacy and better services), the CFS structure respects local autonomy and independence. No CFS service or campaign is mandatory; rather, the general meetings decide what services and campaigns will exist or be undertaken and each individual students' union decides which they will partake in. Conversely, there is no limit on individual students' unions to engage in their own campaigns, services or policies.⁴

Although known commonly as – and referred to as throughout this report – the Canadian Federation of Students (CFS), the organization actually has two distinct parts: The Canadian Federation of Students (CFS) and The Canadian Federation of Students – Services (CFS-S). The confusion is easily explained because of the fact that the two parts have concurrent general meetings and are staffed by essentially the same people. Basically, they are the same organization, though separately incorporated for financial and legal reasons. CFS is the political wing of the organization and CFS-S deals with business services for federation members.

⁴ This information has been taken from the experiences of two groups of SFUO executives attending two national general meetings (2007 and 2008) as observers.

*Basic Structure*⁵

1. Members

- Every student on a campus that has run a successful referendum
- Contribute \$7.15⁶ per semester (half that for part-time students)
- Members delegate their vote at general meetings to the executives of their students' union

2. General Meetings (held twice annually)

- Representatives from each member students' union or 'member local'
- One member local, one vote
- Sub-committees (no decision making power)⁷
- Caucuses (develop various perspectives on matters addressed by general meeting)⁸
- Constituency Groups (develop different constituency perspectives on matters addressed by general meeting)⁹

3. National Executive (elected)

- National Chairperson (full-time)
- National Deputy Chairperson (full-time)
- National Treasurer (full-time)
- Provincial Component Representative (10)
- Aboriginal Students' Representative
- Graduate Students' Representative
- Constituency Representatives (3)¹⁰

4. Members

- Services Staff (6)
- Advocacy Staff (7)
- Regional Staff (7-8)
- Travel Cuts¹¹

Provincial components: each province has a provincial component with a similar structure to address provincial issues and mobilize accordingly.

⁵ From 'Presentation to the Student Federation of the University of Ottawa, September 24, 2006' by CFS available at the SFUO office

⁶ These numbers based on 2008-2009 academic year and are adjusted annual to CPI

⁷ Budget Committee, Organizational and Services Development Committee, Policy Review and Development Committee, Campaigns and Government Committee

⁸ Caucus of Colleges and Institutes, Caucus of Large Institutions, Caucus of Small Institutions, National Aboriginal Caucus, National Graduate Caucus

⁹ Students of Colour Constituency Group, Student with Disabilities Constituency Group, Francophone Students' Constituency Group, International Students' Constituency Group, Student Artists' Constituency Group, Part-time and Mature Students' Constituency Group, Queer Students' Constituency Group, Women's Constituency Group

¹⁰ Francophone Student's Constituency, Students of Colour Constituency, Women's Constituency

¹¹ 'Travel Cuts' is a separately incorporated travel service owned and run by CFS

SFUO-CFS History

Although the Student Federation of the University of Ottawa (SFUO) did not attend the Founding Conference of CFS, members of SFUO executives did begin attending general meetings by the 1st Annual General Meeting in 1982¹².

After attending every meeting since 1982, the SFUO brought the question on whether to join CFS to students in 1985¹³. The referendum passed (“Yes” 74.2%, “No” 21.7%, Null 4.1%) and the SFUO became Local 41 of the CFS¹⁴. In 1990, students of the University of Ottawa voted again to continue their membership with CFS (“Yes” 77.2%, “No” 22.8%)¹⁵.

As members, the SFUO took a very active role in the CFS, especially on issues such as policy development, bilingualism¹⁶ and contributed to the leadership of CFS. In 1995, the year the SFUO held a referendum to leave CFS, the last president of the SFUO, Guy Caron, had been elected as National Chairperson of CFS.

The mid 1990’s were turbulent times for the Canadian student movement: the federal government was cutting social transfers for post-secondary education by the billions of dollars and Llyod Axworthy was proposing radical reforms for post-secondary education. At the time, CFS was accused by the SFUO to be both too slow at reacting and too confrontational to these issues¹⁷.

During the 1994-1995 academic year, the SFUO attempted to hold a referendum to leave the CFS without giving appropriate notice. The CFS sought an injunction¹⁸ and the referendum date was changed in order for the proper time-line to be followed. A referendum was then held (“Yes” 30%, “No” 70%)¹⁹ and students of the University of Ottawa withdrew their membership in CFS.

¹² SFUO Executive, Chantal Payant, attended : *‘First Annual Meeting, Canadian Federation of Students, Charlottetown, May 25-30, 1982: Minutes’*

¹³ Grand Council minutes, University of Ottawa archives boîte # NB-910

¹⁴ Référendums depuis 1977, 1977-87, University of Ottawa archives boîte # NB-9996

¹⁵ Student Assembly minutes, March 22, 1990, University of Ottawa archives

¹⁶ For some of the first binding resolutions on bilingualism within CFS, put forward by SFUO see: *‘15th Semi-AGM, Canadian Federation of Students, November 01-06, 1988: Minutes, 88GM182 and 88GM184’*

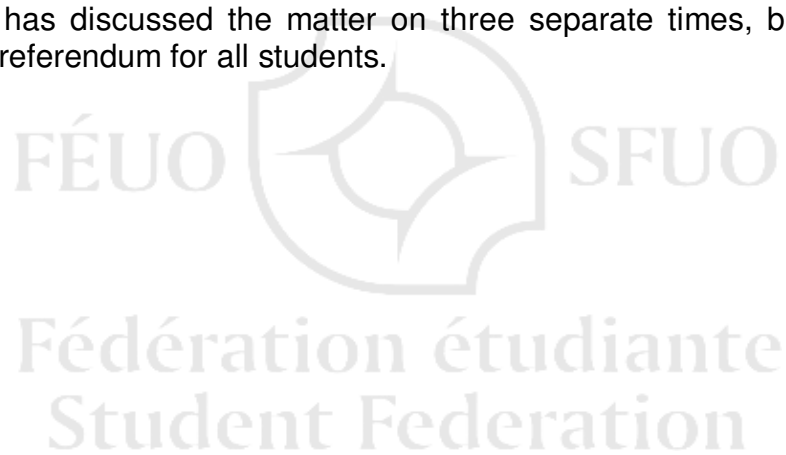
¹⁷ See : *La Rotonde*, mardi 1^{er} mars, 1994, page 3

¹⁸ It is important to note that many rumors abound about the CFS “suing” the SFUO. In fact, an injunction (not a lawsuit) was sought because the SFUO executives simply tried to hold a illegitimate referendum without giving proper notice and breaking other by-laws. See: Ontario Court (General Division), Court File No. 88989/95

¹⁹ BOA minutes 95-03-05, available in the office of SFUO President

Since withdrawing from CFS, the SFUO has sent several delegations as observers to CFS general meetings²⁰. They have also participated in some CFS campaigns, such as: “No means No”, “Access 2000”²¹ and the National Day of Action Against Tuition Fees on February 7, 2007. However, the SFUO has never contributed to the creation and development of these campaigns; nor has the SFUO contributed financially, but has willingly used the campaign materials without charge.

In 2002, a group of students attempted to turn a SFUO Town Hall meeting into a General Meeting and vote to join CFS as prospective members. Because the SFUO did not have provisions for General Meetings in its constitution, the matter was referred to the SFUO Board of Administration (BOA)²². Since then the SFUO BOA has discussed the matter on three separate times, but has never brought it to referendum for all students.



²⁰ The SFUO sent a representative to a general meeting the year after leaving CFS (1996) and has participated in a large amount of CFS general meetings thereafter. For the report from this delegation: ‘Box CFS-2’ available in the office of SFUO President.

²¹ “Access 2000” was a national campaign focusing on accessibility to education which took place 1999-2001.

²² See : ‘BOA subcommittee on National and Provincial Representation : Final Report’ (2003) ‘Box CFS-2’ available in the office of SFUO President

Benefits and Services of Membership

Monetary

All the services of the CFS are meant to help ease the cost of being an individual student and reduce costs for students' unions' initiatives. The clearest example for individual students is the \$17 International Student Identity Card (ISIC) which is included in full membership; however, the money not having to be spent on tuition fees during the tuition fee freeze fought for by CFS is also an example of monetary gain from membership.

Non-monetary

The non-monetary value is the importance of students working together on different issues. This type of value is created through effective coordination of campaigns across the country or province. Moreover, it is a powerful statement to claim to be part of the largest union of students in the country.

For the SFUO, having access to the research and lobbying efforts of the CFS could be a valuable asset. Much of this research is available without membership; however, the SFUO currently does not have any role in its direction and context.

Representation/ Research

The CFS employs full time researchers to study and prepare reports for both members and for government presentations. The stated lobbying strategy of the CFS is to work at both levels of government (federal and provincial). Both CFS and CFS-O engage in presentations to various government committees (See Annex 1).

Another tactic is direct lobbying to MPs and MPPs. Ian Boyko, Government Relations coordinator for the CFS, in his presentation to the BOA Sub-Committee explained that the CFS and CFS-O also hold "Lobby Weeks". During these weeks, CFS and CFS-O set up a series of meetings with MPs, MPPs and other government officials and invite executives of member students' unions to present their views on different issues. This clearly demonstrates the importance of lobbying within the CFS.

Along with research and lobbying comes what the CFS calls 'Mobilization.' These are efforts to demonstrate wide-spread support for the issues decided upon at national and provincial meetings. In past years this has often been seen in the form of petitions and protests (e.g. Feb 7th Day of Action Against Tuition Fees).

The CFS can claim some victories in terms of their lobbying efforts. The 2000 Ontario tuition fee freeze and the National Grants program are two things that the

CFS had been advocating for, and won. To what extent the CFS can take full credit is not tangible; however, these positions *were* adopted by the government after meetings with CFS representatives and after CFS campaigns were undertaken.

The CFS does not lobby on behalf of individual student unions, as it considers it self an organization for the individual members. It lobbies on behalf of all of its members.

Campaigns

Campaigns of the CFS are voted on at the national and provincial meetings in which each student union gets a vote. As is the case for the Services, no student union is required to participate in a campaign of the CFS.

Current official campaigns of the CFS that include full outreach, lobbying and mobilization efforts are the following:

- Tuition Fees and Funding
- Income-Contingent Loan Repayment
- Canada Student Loan Program
- Millennium Scholarship Foundation
- Access for Part-Time Students
- Research and Graduate Funding
- Registered Education Savings Plans
- Student Loan Bankruptcy
- Private Universities and Colleges
- International Trade in Services
- Aboriginal Education
- Date Rape: No Means No
- Copyright Reform
- Students for Sustainability
- No Racism, Islamophobia, Anti-Semitism²³

All information regarding these campaigns is available online to all students in both official languages. As well all campaign material is available in both languages.

Provincial components of CFS also take on campaigns that are provincially focused (e.g. pressuring the Ontario government to enshrine students' unions rights in law – something in existence in BC and Québec²⁴).

²³ Available at: <http://www.cfs-fcee.ca/html/english/campaigns/background.php> , last accessed July 15, 2008.

²⁴ See: 'Campaigns: Student's Right to Organize', available at <http://www.cfsontario.ca/english/campaigns.php?id=10> , last accessed July 15, 2008.

The CFS also will decide at general meetings to lend its support of opposition to issues or causes by way of a statement letter or by joining coalitions such as: The Sierra Youth Coalition, National Anti-Poverty Organization, and the Canadian Centre for Policy Alternatives²⁵.

Services

One clear benefit of the CFS is its services. The simple economic power of buying with more than 500,000 people is clear. All services are optional and can be understood to be in one of two categories: benefiting individual students and benefiting member students' unions.

Listed below are the services provided to CFS membership. It is important to note that both prospective members and full members are offered all services except for the ISIC card which is reserved for Full Members.

Cell Phones

The CFS has a deal with studentphones.ca. It offers student what they claim are discounted rates. The committee did not have the resources to compare these rates with other providers to see whether studentphones.ca in fact does provide discounted prices.

Discount Cards

All members (prospective and full) get the Student Saver Discount card. It contains small discounts (5-30%) at local stores and restaurants.

Full members are given the ISIC card. This card is used for discounts on traveling (e.g. 35 % off Via Rail tickets²⁶) and other businesses that have student rates, but require proof (such as museums and hotels). It is also used as ID overseas for travel. It is a \$17 card for non members to purchase.

Homes4students.ca

Owned by the CFS. It is an online listing of rentals.

National Student Health Network

"The CFS-Services created the National Student Health Network. Established in 1985, the Federation's health, dental and vision plan assists students' associations with the design, negotiation, promotion, and administration of campus health and dental plans."²⁷

Students' Union Directory

²⁵ See: 'Coalition Partners', available at http://www.cfs-fcee.ca/html/english/links/coalition/advocacy_organizations.php , last accessed July 15, 2008.

²⁶ See: 'Student discounts with Via Rail', available at http://www.viarail.ca/students/en_etud_econ.html , last accessed July 15, 2008

²⁷ CFS website, Services.

Each Student Union is given a copy of this handbook that lists all the contacts for students' unions, student services and media at every campus across the country.

Student Work Abroad Program (SWAP)

SWAP is a CFS not-for profit program that facilitates student to work abroad. The full cost of trips and registration is not covered by membership in the CFS; rather, members are given a 15% discount on their SWAP registration fees.

Handbook & Day-planner

Each Student Union can enter in to the CFS bulk order of handbook/day-planners. This allows for a much cheaper rate than one student union could secure. Also, the handbooks/day-planners are printed with vegetable ink on post-consumer recycled paper.

Website Service

The CFS website service allows for student unions to have professional help in developing their websites. It is designed for student unions without much technical experience. With it's marketing department, this service would not greatly benefit the SFUO.

Travel CUTS

Owned and operated by the CFS, Travel CUTS is a travel service specializing in cheap fares and budget travel. Other than the ISIC card there are no direct discounts on traveling for being a member.

Orientation Bulk Order

Much like the handbook, 101 week materials can be bulk ordered with the CFS to achieve what are often higher ethical standards and lower prices. One downside is this limits the choices on certain products, as opposed to going to a private company and ordering exactly what the SFUO would like²⁸. However it does cut down the price and allow the SFUO to purchase much of its material fair trade.

One example is the Water Bottles bought for the SFUO last year:

They cost the SFUO: \$4.50 each (polycarbonate, made in China)

With the bulk order they would cost: \$1.75 (BPA-free polyethylene, union made)

All information regarding these services is available online and in both languages²⁹. Another service called myUnlimited.ca can be found at that link.

²⁸ However, the SFUO can always order specific products from any private company.

²⁹ See: <http://www.cfs-fcee.ca/html/english/programmes/index.php> , last accessed July 15, 2008.

Membership

The most important point to keep in mind regarding membership in the CFS is the fact that the membership of CFS is entirely individual. This means that the student union referendum will directly “federate” all members of the student union into the CFS. This also means that the student would then be a part of three entities, in the case of the SFUO: three federations, at that point. Those federations would be the following:

- SFUO
- CFS-O
- CFS (CFS-S)

Principally, this represents a fully federated system for individual students. Therefore, they would be members of all three federations. A similar comparison to this would be our levels of government:

- Municipal
- Provincial
- Federal

At National and General Meetings of the CFS and CFS-O the individual members of CFS and CFS-O are represented by their elected officials of the respective student population. This is usually a small delegation of the student union comprised of the President and other elected representatives.

There are two types of memberships in the CFS. These are prospective and full membership. The differences between the two memberships are essentially cost and services. These two types of membership are detailed below for in further explanation.

Prospective Membership³⁰

Prospective Membership is a temporary membership within the CFS and provides all the same services and rights of full membership with exception to the International Student Identity Card (ISIC). The prospective membership ends with a formal evaluation of its relationship through a referendum process (outlined in full membership) on joining CFS as full members.

The process to become a prospective member is as follows:

- Vote of student association board or executive to apply for prospective membership
- Letter is sent from the student association to the CFS and CFS-O requesting prospective membership

³⁰ Canadian Federation of Students: <http://www.cfs-fcee.ca/downloads/Bylaws.pdf>, accessed on July 14, 2008

- The student association is given full access to CFS campaigns and services
- The member local associations of the CFS vote on application for prospective membership at the national and provincial general meetings of the CFS and CFS-O respectively.
- After acceptance of prospective membership full voting rights are extended to the student association

Fee

The cost to the student association to join as prospective members is at most five percent of a full membership fee. The fee can be reduced or waived by a vote of the members of the CFS or by the National Executive. For the SFUO this would mean at most a projected expense of \$20,071 (08-09)³¹ from the general budget.

Full Membership³²

Rights of full members:

- Access to all services, campaigns, materials, resources including the ISIC card for full-time students
- Voting position on the Ontario Executive Committee for the SFUO
- Full voting rights at national and provincial meetings of SFUO

Referendum Process to Federate

After ratification of prospective membership in the CFS, the student association is committing to hold a referendum on the question of whether or not to become full members in the CFS. Normally within a year's time of the commencement of prospective membership, the student association holds that referendum. The authority to join the CFS rests only with the individual members of the student association.

The vote to join the CFS is administered by the *Referendum Oversight Committee*, which is made up of two members appointed by the CFS and two members appointed by the student association. It is the committee's mandate to:

- Establish and post the notice of referendum
- Establish the rules of the referendum
- To set-out the campaign period and rules
- Ensure that the rules are being adhered to
- Administer the logistics of the vote (e.g. establish polling stations, voting hours)
- Establish any other rules and regulations for the vote

³¹ UO Enrollment numbers 2007-2008 x CFS rates x 5 percent

³² Canadian Federation of Students: <http://www.cfs-fcee.ca/downloads/Bylaws.pdf>, accessed on July 14, 2008

The committee composition ensures that both the student association and the other members of the CFS are involved in conducting the vote. The referendum vote will not take place until such time as all committee members agree to the entirety of the referendum.

The following are particular referendum prerequisites outlined in the CFS constitution³³ in order to federate:

- Only individual members and representatives of the prospective member association, representatives of the CFS and representatives of the CFS member local associations shall be permitted to participate in the campaign.
- Campaign materials shall include all materials developed specifically for the referendum campaign.
- Materials produced by CFS that promote campaigns and services of the CFS shall not be considered as campaign materials unless they include specific content about the referendum.
- The CFS website shall not be considered a campaign material unless it includes specific content about the referendum.
- The CFS's annual report, financial statements, research and submissions to government shall not be considered a campaign material.
- Campaign materials shall not be misleading, potentially libelous or false.

The result of the vote is then sent to the CFS. If the vote is successful then following will take place:

- Full prospective membership rights and services continue
- The membership fee will not begin to be collected until the next available collection period
- The member local associations of the CFS vote on application for full membership at the national and provincial general meetings of the CFS and CFS-O respectively.

Fee

The membership fees for the CFS are the following (based on 08-09):

Full-time students

CFS National Fee: \$3.90 per semester per full-time student

CFS Ontario Fee: \$3.25 per semester per full-time student

Part-time students

CFS National Fee: \$1.95 per semester per part-time student

CFS Ontario Fee: \$1.63 per semester per part-time student

³³ Canadian Federation of Students: <http://www.cfs-fcee.ca/downloads/Bylaws.pdf>, accessed on July 14, 2008

Withdrawal Process³⁴

The authority to leave the CFS rests only with the individual members of the student association. The only manner to initiate a referendum to de-federate is through petition,³⁵ which requires ten percent of student association's signatures.

The following are stipulations for withdrawal.

GENERAL

- A vote on de-federating may not be held between:
April 15 and September 15; and
December 15 and January 15.
- Notice of a vote on de-federating must be delivered CFS not less than six months prior to the vote
- Notice of the vote must include the exact dates and times of voting
- In the case of a withdrawal referendum incorporating a mail-out component, the exact date of the referendum shall be the date the ballots are mailed to the individual members

CAMPAIGNING

- Only individual members and representatives of the member local association, representatives of the CFS and representatives of other CFS member local associations shall be permitted to participate in the campaign

QUORUM

- Quorum for the vote shall be that of the member local association's or five percent (5%) of the individual members of the local association, whichever is higher

The vote to leave the CFS is administered by the *Referendum Oversight Committee*, which is made up of two members appointed by the CFS and two members appointed by the student association. It is the committee's mandate to:

- Establish and post the notice of referendum
- Establish the rules of the referendum
- To set-out the campaign period and rules
- Ensure that the rules are being adhered to
- Administer the logistics of the vote (e.g. establish polling stations, voting hours)
- Establish any other rules and regulations for the vote
- Adjudicate all appeals

³⁴ Canadian Federation of Students: <http://www.cfs-fcee.ca/downloads/Bylaws.pdf>, accessed on July 14, 2008

³⁵ Canadian Federation of Students: <http://www.cfs-fcee.ca/downloads/Bylaws.pdf>, accessed on July 14, 2008

The committee composition ensures that both the student association and the other members of the CFS are involved in conducting the vote.

OUTSTANDING FEES

- The member local association must remit all outstanding CFS fees not less than six weeks prior to the date of referendum

PERIODS BETWEEN VOTES

- In order for a de-federation referendum to take place, a member local association may not have held a de-federation referendum within the previous twenty-four months



Recent Federation Referendums

The following is information about the experiences of various student unions that recently joined the CFS – the referendum process, and the experiences thus far.

1) University of Toronto (UTSU) – (Mississauga, Scarborough & St. George campuses)³⁶

During a tri-campus referendum, on Nov 5-7, 2002, 5400 full time and 800 part time students voted. This was the largest voter turnout in recent history, and twice the number who voted in the last student administrative council election.

At the time, it was expected that student fees would have to increase to about \$12.54/year/person and \$6.28/year/person for full-time and part-time students respectively.

The results: St. George 55 per cent in favour, U of T at Mississauga 77 per cent and U of T at Scarborough 87.8 per cent. Overall, 63.9 per cent of ballots cast were in favour of membership in CFS

2) University of Toronto Mississauga Student Union (UTMSU)³⁷

UTMSU joined CFS as a separate local in May 2008 (ratified in June 2008). University of Toronto Mississauga (UTM) students were represented by CFS prior to this date through the University of Toronto's UTSU Local 98.

Over the past few years, the UTM campus dynamics had changed significantly and UTM had become extremely progressive. Due to UTM's different campus dynamics, it became important for UTM students to have their own local for a stronger voice and a stronger representation. Since UTM students were represented by Local 98 in the past, it required UTMSU to provide justification as to why UTM students need their own local at CFS.

According to Wasah(current President), there was no debate on campus in this regards as UTM students were already represented through Local 98 and were happy to have a stronger representation through their own local instead (since they felt they were not represented to their highest potential through Local 98 due to different campus dynamics).

UTMSU's experience with CFS has always been positive, as CFS provides a platform for a stronger student voice and representation. The CFS

³⁶ University of Toronto Magazine article written Nov 14, 2002 (by Steven de Sousa)

³⁷ Wasah Malik, current President of University of Toronto Mississauga Student Union (UTMSU).

representatives are always willing to help as well. It is too early to comment on the difference in the experience in a span of one month, but due to UTM having its own local, CFS representatives visited UTM to give a presentation on the services and campaigns they will be providing the UTM students.

3) Ryerson University

“Two years ago the Continuing Education Students Association of Ryerson (CESAR) joined the CFS. The board of CESAR voted unanimously to join the CFS for two reasons. The first was to ensure that we had a voice in Canada's largest student organization and the second was to gain access to the many cost-saving services that the CFS provides both to our members and our students' association. The process of joining the CFS was easy and [accommodating]. The Rules Committee helped to establish open communication between CESAR and the CFS to establish and implement fair rules but also to facilitate all the logistical aspects of the vote. Another positive aspect of the referendum process was having individuals from other Toronto-area unions helping during the referendum. These individuals had first hand knowledge and experience with the current campaigns and services (reading about it and hearing directly from other students). CESAR is the largest part-time student association in the country with 16,000 members, so we were definitely pleased to have the extra help to get the word out to all of our members. The end result was a 94 percent Yes mandate and a voter turnout 300 times larger than in any referendum previously conducted by CESAR.

Since joining the CFS, CESAR has been better [equipped] to represent our members, both on and off campus. Services such as the day planner/handbook and the website service have saved us thousands of dollars. The structures of the Federation allow us to participate fully in all aspects of the organization at both the national and provincial level and overall our experience since joining has been nothing but positive.”³⁸

4) Dawson College

“The Dawson Student Union became prospective members of the CFS at the May national general meeting in 2007. We had already taken part in the CFS day of action in February and had been working with CFS member schools for most of that school year.

Once we were prospective members, we started using the CFS services like the orientation materials, the handbook, and some of the 07-08 exec went to the Skills weekend. By the time the new year started, we were already giving out CFS material and even decided to sign up with Studentphones.

³⁸ Letter from Gail Olivia, CESAR

The referendum process was pretty easy to get started. I was a member of the Oversight Committee and worked with the representatives of the CFS to make sure that the DSU procedures were respected by the rules of the referendum. We scheduled the dates and then worked together to make sure that everything ran smoothly. We had an official “Yes” and a “No” campaign and the oversight committee did a really good job of making sure that both sides were treated fairly.

We also had a lot of help getting the word out to Dawson students from CFS representatives and some students from other students' unions in Montreal and even Ontario who came to share their opinion about working within the Federation. To be honest, the whole process went pretty well. Most of the students actually thought that we were already members of the CFS and were excited to be able to keep the services and campaigns going and especially to be able to get the ISIC for free.

We ended up get a solid voter turn-out, with 77% voting in favour. It was great to know that after all that, the Dawson Student Union now has a voice in deciding the services and campaigns that we'll take on in the future.”³⁹

5) University of Manitoba Students' Union

“Thanks for the email, and I hope I can be of assistance to you (Mitch forwarded me your email). Although I wasn't around when UMSU first joined the Federation, our Executive Director Cathy was the Vice-President at the time, and thus has intimate knowledge of the events that led up to the referendum and our union joining.

Like your union, the UMSU Council set up a committee to review external representation and advocacy in the 2004-2005 academic year. To that year, the students' union had been pretty inactive on many issues, and a review was undertaken to determine if we had the right kind of representation, and to investigate membership in the CFS. We spent a lot of time throughout the summer of 2004 investigating what the CFS does (both in Manitoba and across Canada), including formal and informal discussions with the other students' unions in Manitoba.

In November of that year (2004), we decided to join as a prospective member to further investigate the organization. We attended both the following November 2004 and May 2005 national general meetings, sending different people to the meetings to fully get a feel for what the organization was about. We then processed to hold a referendum in October of 2005 on full membership in the CFS. Because our experience had been positive and the reports back from

³⁹ Information Source: letter from Charles Brenchley, Dawson Student Union

delegates who attended meetings were positive, the Council at the time voted to endorse the yes side of the referendum in support of membership.

Despite what you read on some agenda driven blogs, the referendum was actually incident free and had one of the highest turnouts of any election or referendum UMSU had seen in recent history. Quorum for the referendum was set at 5%, and the turnout ended up being about 18%, with over 86% of students voting in favour of joining. There was both a yes and no side registered, and quite a healthy debate took place on campus.

But I think what was the most positive was that the Council had participated in the meetings, utilized the services and participated in some CFS events prior to holding the referendum so that people could fully understand what the organization was and thus the debate could be about actual issues rather than rumours and misinformation.

In terms of our experience thus far, I have only been the President since May of this year, however, I sat on UMSU Council last year. It is important for us at UMSU to be working with other student unions within the CFS given the government in Manitoba is constantly trying to divide students' unions based on size and play us against each other. So, it's been extremely important to be (almost) totally united in the province.

Also, we have had a number of excellent experiences in with the services the CFS offers, one example being with our health plan. We switched over to the National Student Health Network after joining, and our students' union ended up saving hundreds of thousands of dollars. We have also saved money on the handbooks. So, I guess you would say that our experience has been extremely positive! We have definitely seen a shift in the province in terms of student influence since UMSU (the largest union in the province) joined the CFS. UMSU was actually named one of the top ten lobby organizations in the province (with the backing of the national student organization) by the largest newspaper, the Winnipeg Free Press.

[...]

Let me know what else I can provide you with. It would be great to have students at the U of Ottawa join. We truly believe that being united under one banner is the best way to organize, and we have certainly seen that in Manitoba. It's just a shame to see that there are lots of students' unions out there that who don't see the benefit of working together, no matter how hard it can sometimes be to agree on things.”⁴⁰

⁴⁰ Jonny Sopotiuik, President, University of Manitoba Students' Union (UMSU)

Other new CFS locals

The following is list of some of the other unions the committee tried to contact because they have recently joined the CFS. Unfortunately, the following could not be contacted:

- The Grad Students' Union of Memorial University of Newfoundland
- Laurentian Association of Mature and Part-Time Undergraduate Students
- University of Windsor Organization of Part-Time Students
- Association Etudiante de la Cite Collegiale
- Laurentian University of Graduate Students' Association
- University of Saskatchewan Students' Union
- University of New Brunswick Graduate Students' Association



Recent De-federation Referendums

University of Victoria Graduate Students' Society (UV-GSA)

Contact: Nicole O'Byrne, Chair, UV-GSA

Issues that led to the referendum being called: ⁴¹ The Committee referred to CanLii⁴² (free legal research database), de-federation and federation policies and an issue published in the March 27, 2008 edition of the University of Guelph student newspaper, *The Ontarion*.⁴³

Recent results involving CFS on CanLii:

April 14, 2008 – CFS vs. National Sciences and Engineering Research Council of Canada – follow-up on research misconduct complaint filed against the University of Toronto on behalf of a student ⁴⁴

August 27, 2007 – CFS & University of Saskatchewan Student Union vs. Robin Mowat – A majority of students voted to join CFS in a referendum in 2005; Mowat applied to have the results of this referendum nulled; CFS appealed that decision ⁴⁵

April 18, 2007 – CFS-BC vs. Greater Vancouver Transportation Authority – CFS and BC Teachers' Federation (BCTF) filed a complaint against Translink because the buses allow commercial advertising but not political advertising ⁴⁶

Main points from *The Ontarion*:

Most of the points treated by *The Ontarion* are disagreements between Kwantlen Students Association (KSA) and CFS-BC where the KSA argues that CFS-BC's members involved in the de-federation process were too slow and stalling the process. *The Ontarion* summarizes the complaints of these student unions as "a pre-occupation with control of local student government, poor financial oversight and the use of litigation to keep members and the press from expressing criticism" however they did not provide any specific examples or supporting documentation.

⁴¹ From email correspondence

⁴² CanLII is a non-profit organization managed by the Federation of Law Societies of Canada. CanLII's goal is to make Canadian law accessible for free on the Internet (canlii.org).

⁴³ Beneteau, G. CFS: The Fractured Federation Lawsuit, mystery campaigners and leaked documents mar referendums. *The Ontarion*. 2008/03/27.

⁴⁴ Canadian Federation of Students and National Sciences and Engineering Research Council. Federal Court. 2008/04/14.

⁴⁵ Canadian Federation of Students and Robin Mowat and University of Saskatchewan Student Union. The Court of Appeal for Saskatchewan. 2007/08/27

⁴⁶ Canadian Federation of Students v. Greater Vancouver Transportation Authority. Court of Appeal for British Columbia. 2007/04/18.

CFS-BC feedback on University of Victoria Graduate Students' Society⁴⁷:

Unlike in Ontario, there are very few institutions in BC that have significant numbers of graduate students. Outside the University of Victoria, UBC, and SFU, grad students number in the dozens at those institutions that offer graduate studies. The leadership over the last couple years at the UVic Grad Students' Society has been pre-occupied with internal challenges (such as pub losses) and pet projects, and has not shown much interest in working together with other members on core issues, such as tuition fees, grants, etc.

In the past, when this has been the case, the undergraduate University of Victoria Students Society (Local 44, CFS) has been able to fill the void and ensure that graduate members have been engaged in the campaigns work and able to access services. However, the undergraduate society has also been pre-occupied with challenges, such as a fairly bitter and drawn out battle over military recruitment in the Student Union Building and other issues. As a result, graduate members have not been very engaged with the broader student movement for some time, and ultimately this disassociation was too profound to repair during a short referendum campaign, while also engaged in a campaign at SFU.

Date of Referendum: March 18 to 20, 2008

Question: Are you in favour of maintaining your membership in the CFS?

Results: 254 NO; 192 Yes (Discontinued membership)

Simon Fraser Student Society

Issues that led to the referendum being called: ⁴⁸ According to a current board representative, most of the motives for the anti-CFS organizers are personal and stem from having their motions rejected by other CFS member student societies at general meetings. It was noted that the key organizers pushing to disaffiliate from other CFS members didn't agree with the broader goals of the CFS, like reducing tuition fees, while the anti-CFS people that did claim to support those goals argued that it wasn't necessary to unite with other student societies to accomplish lower fees etc.

Since the motives of the organizers were not shared by the majority of SFSS members, the anti-CFS campaign is accused of providing misinformation about CFS and CFS membership. For example, the campaign claimed they could re-direct CFS membership fees to other areas, such as parties and clubs funding.

CFS-BC Feedback on Simon Fraser (SFU):⁴⁹

SFU remains a member institution, though the Simon Fraser Student Society (SFSS) held a vote in March 2008 under a process unilaterally developed by the SFSS Executive, and has now taken the CFS and CFS-BC to court to try and have that vote recognized as a legitimate vote to discontinue membership.

⁴⁷ Email correspondence with Shamus Reid, BC-CFS Chairperson

⁴⁸ Natalie Bocking: External Relations Officer, Simon Fraser Student Society

⁴⁹ Email correspondence with Shamus Reid, BC-CFS Chairperson

The campaign that has been waged by the leadership of the Simon Fraser Student Society to convince members to disaffiliate is characterized by a very anti-union ideology and a belief amongst many involved in the campaign that BC's high tuition fees are not a problem. Much of the campaign rhetoric has revolved around SFU being different from the college members, who make up a large portion of the membership of CFS-BC, though without providing any insight into the perceived differences.

Paradoxically, another complaint was the CFS-BC being Ontario-centric, and weighted toward large universities in Ontario. That being said, much of the campaign in the fall focused on trying to paint the CFS-BC (and to a much lesser extent, the national CFS) as corrupt through misrepresenting certain events. Some of this is clarified when addressing the case at Kwantlen (*see below*).

Kwantlen Student Association (contacted but never replied)

Since the KSA did not reply the following claims used by the KSA campaign to discontinue membership were obtained from their website, including but not limited to "The CFS is ineffective at lobbying for students" and "The CFS is not accountable to Kwantlen students".⁵⁰

CFS-BC feedback on Kwantlen:

The roots of the referendum at Kwantlen are very similar ideologically to Simon Fraser, and in fact the leadership of the two student associations collaborated on campaign strategy and tactics. The Kwantlen Student Association also unilaterally established a parallel process to conduct a vote, but did so early enough that the Federation was able to have the courts intervene and re-establish a process consistent with the Federation's bylaws on membership referenda.

Like SFU, the KSA Board used campaign posters throughout the fall semester to insinuate that the Federation and its leadership are corrupt, without providing any evidence. By the time of the actual referendum campaign in the spring, the campaign devolved to trying to convince members that each Kwantlen student was wasting \$7.50 each semester by being a member.

Date of Referendum: April 18 – 20, 2008

Results: 56% YES; 44% NO (**Continued CFS membership**)

Percentage of student population that voted: 13.3%

⁵⁰ KSA Referendum April 18 – 20. [Website] Defederation campaigners. Address: www.kusa.ca

Recent Issues

This Committee has also studied some specific cases that were brought to its attention by students in response to a general email asking for input in this committee's work and through its research.

Douglas (College) Students Union

One issue that was raised was the involvement of the CFS with one of the member student unions, Douglas (College) Students Union. The Douglas Students' Union (DSU) is a member of the CFS' National Student Health Network (NSHN) student health and dental insurance buying group.

During the winter 2005 semester, the DSU did not transfer the premium it had collected for health and dental insurance to the NSHN's broker. By the time the problem was brought to the attention of the NSHN in late May 2005, the insurance provider had paid out more than \$300,000 in claims for which it had not received premium.

One of the ways the NSHN consistently has the lowest rates is because it has negotiated much lower risk premiums on health and dental plans. However, when a member of the NSHN does not fulfill its responsibilities the ability to maintain these reduced rates are threatened. In such a situation the NSHN buys the debt, and carries it, opposed the provider. The NSHN buys the debt, not for a percentage of its value, but for goodwill, on behalf of the 30 plus other members of the buying group⁵¹. As such, the CFS agreed to the request by the NSHN broker to "buy" the debt from it/the provider until the funds could be recovered from DSU. Contrary to several media reports, at no time was any money loaned, transferred, or promised to DSU. At the time of this report, the entirety of the outstanding premium has been paid by DSU.

This Committee has established that the CFS acted in the best interest of its members by acting swiftly to protect the integrity of the health plan consortium. Moreover, the situation was distorted by several individuals with the intent of discrediting CFS.

Referendum Issues

Several University of Ottawa students raised concerns over the rules for referendums to federate or de-federate. The most common concerns surrounded perceived difficulties in holding referendums to de-federate or "unfair" referendums to federate.

In analyzing the concerns of referendums to de-federate, it was found that by far

⁵¹ This information has been taken from SFUO executives attending CFS Organizational and Services Development Committee as observers during CFS AGMs (2007 and 2008).

the biggest problems arose when students' unions executives or boards unilaterally decided to pull out of CFS or set referendum time-lines⁵². Basically, the most serious issues happened when students' unions refused to follow the rules/by-laws created by the CFS membership at general meetings. Also, arguments based on the idea that CFS resources over-power student's ability to analyze information critically during referendums are proven false when looking at the recent referendum of the University of Victoria Students Society (UV-GSS). The UV-GSS is a very small students' union, with limited resources. Yet, when the UV-GSS followed the referendum rules and allowed a legitimate debate and referendum, its members decided to discontinue membership with the CFS – a decision respected by the CFS.

The concerns raised about referendums to federate surrounded the provision that members of the CFS have the ability to engage in the referendum on campus and what materials were allowed during the referendum. On the topic of CFS members having the ability to be on campus during the referendum, the committee found this to be a fair practice – how can students be informed if they are not able to talk to, ask questions to or debate with members of the organization they must decide whether they would like to join or not? Also, since the CFS holds a stake in the outcome of the referendum, it is only logical they participate in it. Moreover, practically speaking, since all graduate students at the University of Ottawa are members of CFS, it would actually be impossible not to have members of CFS on campus during any referendum taking place on campus.

On the topic of what materials are allowed during any referendum: both “yes” and “no” committees are given the same spending limits, set by the referendum committee. The concerns were that during referendums materials for CFS services and campaigns are often already on campus or given out during the referendum.

Although the committee did acknowledge the merits of these concerns, it was noted that since students on a campus holding a referendum would have to be members of CFS (prospective or full), they would have to have access to information about the services and campaigns they were part of. Also, it would be logistically impossible to somehow remove all materials produced by CFS (such as “Reduce Tuition Fees” buttons or “No means No” drink coasters) from campus during a referendum. Importantly, current CFS referendum by-laws are very detailed for material that directly attempts to sway students, one way or the other, on the specific question of CFS membership *must* be deemed referendum material and counted as referendum costs.

The committee also noted a discrepancy in the quorum rules for referendums to federate (no set quorum) and referendums to de-federate (five percent quorum). However, it was also noted that the referendum committee would be free to set

⁵² The SFUO attempted to do this in 1994. When the SFUO followed the rules, students were able to make their own decision to leave – a decision respected by the CFS.

quorum and that SFUO referendums and general elections rarely drop below ten percent. Also, a motion had been submitted to CFS at the last general meeting to fix this discrepancy, by creating the same quorum for referendums, at the next general meeting in December 2008.

Other

Other situations were raised where CFS was involved in legal proceedings with other student organizations. Considering the size of the organization and its multiple contractual agreements, the occurrences of such legal procedures are not particularly frequent. Moreover, in many cases, the actions taken by the CFS were aimed at remedying a breach of a contractual obligation from the other party. It appears to this committee that, not unlike at the SFUO, ensuring the respect of the contractual obligations is standard practice for non-profit organizations.



Annex 1

Recent Reports By CFS*

Statement on Copyright Reform (Apr. 2008)

Submission to House of Commons Committee on Science and Technology (Apr. 2008)

Public Risk: Private Gain (Jan. 2008)

Strategy for Change: Money does matter (Oct. 2007)

Submission to the House of Commons Standing Committee on Finance (Aug. 2007)

Submission to the House of Commons Standing Committee on Finance (2006)

Submission to the House of Commons Legislative Committee on Bill C-2 (the Federal Accountability Act) (2006)

Submission to the House of Commons Standing Committee on Finance (2005)

Income Contingent Loans: Inequality and Injustice on the Installment Plan (May 2005)

Testimony to the Standing Committee on Human Resources (Bill C-5) (2004)

Lower Tuition Fees for Lower Student Debt: Submission to Ontario Review of Postsecondary Education (Oct. 2004)

Submission to the House of Commons Standing Committee on Finance (2004)

Joint Submission to the Prime Minister on Education (Dec 2003)

Submission to the House of Commons Standing Committee on Finance (2003)

Submission to the House of Commons Standing Committee on Finance (2002)

Increasing the Burden: Loan Repayment Schemes to Privatize Higher Education Costs (Jan. 2002)

Submission to the House of Commons Standing Committee on Finance (Aug. 2001)

Submission to the Advisory Committee for Online Learning (Sep. 2000)

Analysis of federal mini-budget (Oct. 2000)

Brief on General Agreement on Trade in Services (Oct. 2000)

*All available in French and English: <http://www.cfs-fcee.ca/html/english/research/index.php>