

PART-TIME STUDIES (PTS) AND THE FSA

FSA Right to be Rehired

Instructors in Part-Time Studies, or PTS (now Flexible Education), have the right to normally be rehired after having been properly selected and appointed (Article 5.2.5.2.7).

Rates of Pay

Rates of pay can be found in the above Collective Agreement articles. Rates are inclusive of vacation and holiday pay. (Articles 15.7, 15.8, 15.18).

Pension

PTS Instructors are eligible to participate in the College Pension Plan, to which the employer and employee make contributions. Details are available on the College Pension Plan page of the Pensions BC website (Article 16.9).

Health and Welfare Benefits

PTS Instruction and Curriculum Development contracts count towards an employee's eligibility for basic medical, extended health, and dental coverage with monthly premiums paid by BCIT. (Article 16.14, MemAg 01FSA01)

- You must have accrued 250 instructional contract or curriculum development contract hours between June 1 and May 31 in any year.

Important: All other types of PTS contracts (for example, marking) do not count towards this entitlement.

- You must apply in June (BCIT will not contact you) and coverage begins July 1. To continue this coverage, you must maintain:
 - 150 instructional or curriculum development contract hours in subsequent years (June - May);
 - Not experience a break of five (5) consecutive months with no contract hours credited.

Sick Leave

PTS Sick Leave is for eligible FSA Instructors/Lecturers in PTS who are unable to teach due to an illness. BCIT contributes \$25,000 per year to this fund, which is available on a first come, first serve basis.

Employee Category

PTS employees are categorized as “Auxiliary Employees” under the Collective Agreement (Article 4.3).

All BCIT “PTS employees” with the following types of contracts are FSA members and are covered by the FSA-BCIT Collective Agreement:

- Instructor
- Lab Assistant
- Marker
- Curriculum Development
- PTS Administration (“work that involves the administration, coordination or organization of PTS activities”)

The Collective Agreement and Memoranda of Agreement (MemAg 01FSA01) set out “PTS employment” rights such as: types of PTS work, rates of pay, benefit eligibility, a grievance process, and the right to “normally be rehired” for instructors.

PTS Parking

Some lots on the Burnaby campus are designated for use by PTS employees on weekdays after 4:30pm. Parking in these lots is on a first come basis for PTS employees who have a parking permit. Including in Lot 8 between SE1 and SE6 and Lot 24 at the northeast corner of NE1 (Article 7.8.3).

Professional Development (PD)

The fund is for FSA members in Part-Time Studies (PTS), including Instructors/Lecturers, Lab Assistants/Demonstrators, and members on Curriculum Development and Administration contracts. It provides \$210,000 annually for use by members on these employment contracts, unless eligible for Article 10.3 funds, towards professional development.

Instructional Development

Instructional development activities for the improvement of teaching are available to PTS instructors. Ongoing professional development opportunities are organized through the Learning & Teaching Centre. Don't miss the annual PTS Instructors PD Day. Both are funded through the Instructional Development Fund (Article 10.2.3).

Grievance Procedure

You have the right to challenge decisions made about your employment at BCIT and the right to representation by the FSA in raising employment issues. If you believe you have been treated unfairly, please contact the FSA (Articles 3 & 20.3.2).

Representation in Discipline Procedures

If your performance or conduct is challenged by BCIT, contact the FSA to obtain advice and representation (Article 19).

Participation in the FSA

PTS members are eligible to:

- Participate as members in FSA meetings, activities and committees;
- Vote in FSA elections and contract ratification processes; and
- Run for election for the position of Director (Associate Members) on the FSA Board of Directors