



## President's Message

Get Involved.  
Be Heard.



Colin Jones, President

### Welcome back!

This fall is distinguished from any previous September in BCIT's almost 60-year history by feeling both very familiar and very strange at the same time. As we all adjust to the realities of this term start, I encourage each of you to make some time to regularly connect with friends and family; to draw people into your "bubble" and share your life with them. The last year has taught me that, more than ever, we need each other. Even as many of us start to feel some of our activities and interactions are returning to pre-pandemic times, it is important to remember that we are still living through a global health crisis, and we each respond and adapt in different ways. We must all be compassionate, respectful and patient— with others and with ourselves.

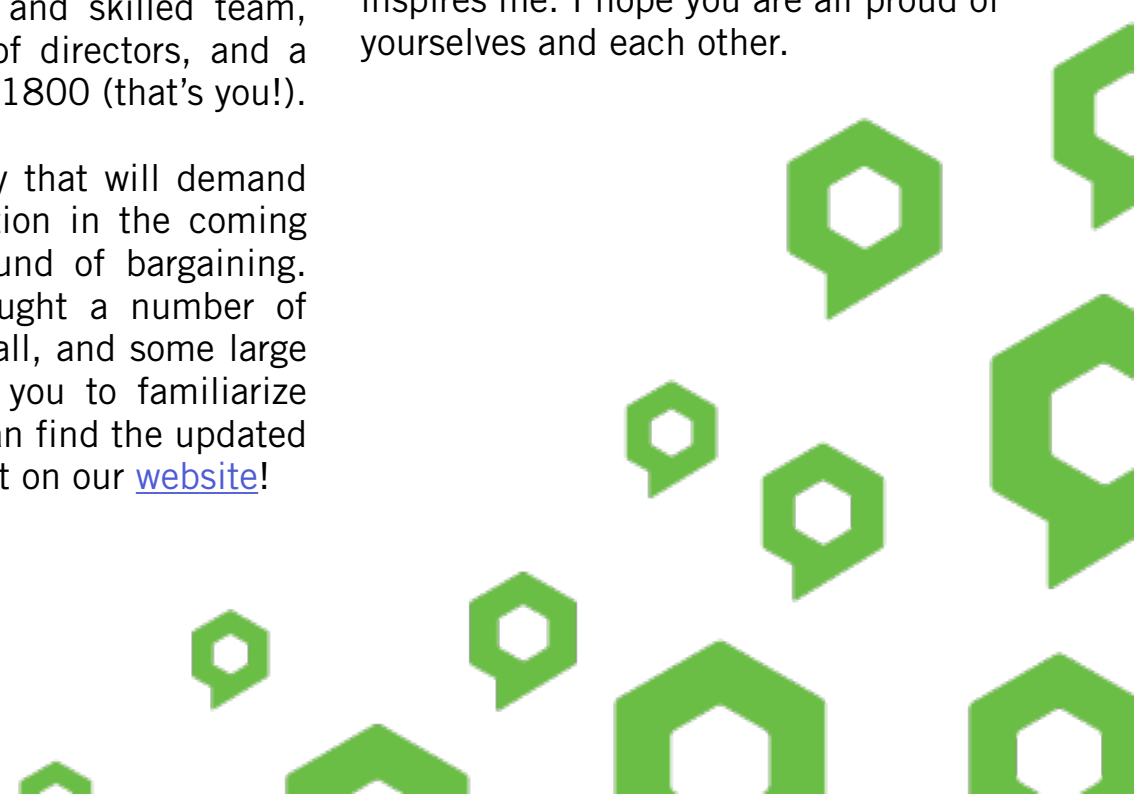
The FSA itself is in hybrid-mode, and the 2021/22 academic year will find us exploring various approaches for delivering our labour relations services, member outreach activities, and governance duties. We enter September in the first year of implementing our 2021-26 Strategic Plan (see next page) with a fully-staffed and skilled team, a dedicated board of directors, and a membership of over 1800 (that's you!).

A significant activity that will demand our time and attention in the coming year is the next round of bargaining. The last round brought a number of changes – some small, and some large – that I encourage you to familiarize yourself with. You can find the updated Collective Agreement on our [website!](#)

This fall, our Collective Agreement Committee is set to reconvene to begin the mountains of research required to prepare our Union to return to the bargaining table with BCIT in 2022 and we encourage all members to lend us their experience and advice as we prepare - watch for opportunities to be heard.

While I would not call Summer 2021 "restful" around the FSA home offices, each member of the team had an opportunity to step away from their commitments and enjoy a well-deserved break. As always, I want to take the opportunity to appreciate our staff and the work they perform on behalf of our members. Thank you!

Finally, I want to thank you all for the opportunity to serve in this capacity. The past year was incredibly challenging, and I certainly learned a lot, but I continue to feel honoured to work on your behalf. I am proud of the daily work done by each of you to shape a dynamic and supportive educational community. Your ability to balance the demands of your professional and personal lives with the excellence of BCIT's offerings inspires me. I hope you are all proud of yourselves and each other.



We acknowledge that the BCITFSA and its members' workplaces are located on unceded Indigenous land belonging to the Coast Salish peoples, including the territories of the Musqueam, Squamish, and Tsleil-Waututh Nations.

# 2021-26 Strategic Plan

**Vision** A dynamic and supportive educational community.

**Mission** Excellent working conditions for all members through representation, negotiation, and advocacy.

**Values**  
Integrity: We are transparent and accountable in our decisions and actions.  
Solidarity: We stand together to protect our rights and achieve collective change.  
Empowerment: We equip our members to understand and advocate for their rights.  
Equity: We recognize diversity and pursue inclusion and justice for all members.

## Reducing Inequities

### To identify and address inequities across our membership

- ▶ Identify and work to address inequities in different FSA job classifications
- ▶ Increase awareness within the membership about existing inequities
- ▶ Increase accessibility and seek to remove barriers to participation in the FSA
- ▶ Advocate for equitable access to resources, education, and technology support
- ▶ Advocate for employment security for all members
- ▶ Increase equity in BCIT hiring and retention practices
- ▶ Hold BCIT accountable for reducing inequities

## Shaping our Members' Workplace

### To ensure members have a voice in defining future working conditions

- ▶ Protect working conditions during shifts in the institutional and pedagogical landscape
- ▶ Form strategic relationships to increase our influence
- ▶ Ensure consultation as working conditions and circumstances shift
- ▶ Encourage transparency within Departments and in Departmental decision-making
- ▶ Ensure Departments exercise their rights
- ▶ Identify and advance our members priorities through collective bargaining

## Educating Members

### To ensure Departments and our members understand their rights and can exercise them

- ▶ Invest in the development of an FSA-designed "steward model"
- ▶ Develop and deliver workshops and training opportunities; partner (e.g. with affiliates) where possible for expanded capacity
- ▶ Increase understanding of Departmental rights and collegial decision-making
- ▶ Help members understand what FSA services are available, including self-service options

## Providing Service

### To enhance member engagement, manage member expectations, and ensure exemplary service

- ▶ Understand members' challenges and concerns
- ▶ Ensure FSA staff are well supported and resourced
- ▶ Ensure FSA Board of Directors is equipped to handle governance and HR responsibilities
- ▶ Define clear service objectives to address organizational needs
- ▶ Uphold our commitment to member engagement

## Board Member Profile



### Lisa Allen

From Lisa's initial work at BCIT as an FSA member working in Part-Time Studies (PTS), she has jumped into participating in the association. As an active member of the FSA's Caucus on Part-Time Studies (COPTS) and now an elected board member, Lisa brings her extensive knowledge on precarity in post-secondary work to the FSA and continuously advocates for excellent working conditions for all members.

**How long have you worked at BCIT?**  
*Since August 2017—4 years.*

**What is the greatest issue facing BCIT?**  
*The workload—for both students and faculty. We have the heaviest workload compared to any of the post-secondary institutions in the lower mainland.*

**What motivates your work?**  
*Working with students is the best part of my job; I get to work with our leaders of tomorrow every day.*

**One word to describe the FSA?**  
*Community*

**What motivates you to be involved with the FSA?**  
*Having worked in higher education for nearly 20 years, and having studied higher education at the graduate-level, it's clear that there are lots of inequities in the post-secondary system in which we work. I'm motivated by these systemic inequities—and I hope to represent FSA members in a way that makes our workplace more equitable and inclusive.*

**What lesson has being on the FSA board taught you?**  
*Being on the FSA board, I've learned that the FSA board members and staff work tirelessly to represent FSA members. We're lucky to have such a strong and robust faculty and staff association here at BCIT.*

**Which living person do you most admire?**  
*Dr. Bonnie Henry: what an amazing woman! Her leadership through the pandemic and vaccine rollout here in BC has been incredible. Her poise and calm demeanor is inspiring and admirable.*

**If you could live anywhere, where would it be?**  
*While Vancouver is great, nothing beats Paris, France.*

**What is the best book you have read recently?**  
*I read Robin Wall Kimmerer's Braiding Sweetgrass: Indigenous wisdom, scientific knowledge and the teaching of plants recently on our colleague Tessa Jordan's recommendation and loved it.*

**What was your first paying job?**  
*My first paying job was as a Lifeguard on Penticton beach at a waterpark.*

**One way to make meetings better:**  
*Always always always have a purpose for your meetings—and make that purpose clear to everyone attending the meeting.*

**If you had \$1-million to give to a cause, what would you select?**  
*I'd give it to BCIT students—I'd donate the money to create scholarships for students at BCIT.*

**Do you have a non-work related passion or hobby? What is it?**  
*I love gardening. I don't even have a backyard; however, I have a small patio that's loaded with plants in pots.*

**What makes a workplace healthy?**  
*Diversity and inclusion makes for the healthiest of workplaces.*

**What most inspires you?**  
*The students I work with inspire me the most. Every term, I'm in awe of their motivation, dedication, and passion for their studies.*

**If you had to choose an occupation other than your current one, what would it be?**  
*I've always wanted to be a pilot—specifically on a float plane. Imagine spending your days flying back and forth from Vancouver to Victoria; I can't think of anything more beautiful!*

**What's your favourite place on the campus you work at?**  
*I look forward to getting back to the cafeteria in NE1. They renovated it just in time for the pandemic. So, it will be nice to get back to the newly renovated cafeteria.*

**The future of public post-secondary education is...**  
*Inclusive.*

**What is a course/class you would like to take?**  
*French; I've always wanted to speak French (so that I could live in Paris, France).*

**What could you use right now if someone would invent it for you?**  
*A time machine. I'd go back and warn everyone about the pandemic!*

## Fall 2021 Landscape



Michael Conlon, Executive Director

For those of you who are returning to campus this fall, welcome back! This is a September unlike any other in our lifetimes and we share both your concern about a full return in what is, (we all hope!) the final phase of a global pandemic, as well as your excitement about being back with your students and colleagues. We are also mindful that a number of our members have been largely working on campus throughout the pandemic.

It has been a busy couple of months for the FSA; in preparation for the fall we have been meeting regularly with the senior leadership of the Institute as well as our colleagues in other faculty associations across the country and the province. As you likely know by now, the Provincial Health Officer (PHO) has given the green light for a full return to campus\*, and that means the elimination of most of the public health measures we have all become so accustomed to since March 2020. If you have been on campus during this time, you may also notice that the signage regarding health regulations has been changed or removed and there is no longer any mandatory masking\* or physical distancing in place.

While a number of post-secondary institutions outside of British Columbia have mandated vaccinations for students in residence and several institutions have mandated vaccinations for all staff, students, and faculty there are currently no plans to do so at BCIT. Faculty and students across the province have been raising concerns about the return to campus and some are advocating for mandatory vaccinations. While the FSA urges all of our members who are eligible to become fully vaccinated before the full return to campus, it is unlikely at this point that BCIT will make vaccination a condition of being on campus. In addition, BCIT would not have the authority alone to order mandatory vaccinations given the level of control exercised by the government in managing post-secondary institutions in British Columbia. Though there has been some public talk about institutional autonomy



from the Minister, Boards of Governors in BC are controlled by government appointees who generally enforce government policy. Aside from those jurisdictional questions we will continue to monitor the situation very closely and push the government and BC to adjust policy as the situation on the ground evolves. At the time of this writing there has been a spike in cases linked to the delta variant that may well call for an adjustment to the reopening plan. In addition, as members connect with us regularly to express concerns about the return to campus we convey those to be BCIT during our weekly meetings. If you have questions about the return to campus, please see our FAQ (on our COVID-19 notices page) or contact us at [fsa@bcit.ca](mailto:fsa@bcit.ca).

In addition to the looming return to campus it is going to be a very busy fall for the FSA. I am delighted to report that over the summer we were able to settle the complex and adversarial grievance in our Bachelor of Science Nursing (BSN) Department. We were particularly grateful that our national affiliate organization, CAUT, approved a motion to cover all FSA legal expenses beginning July 1 of this year. That, no doubt, was part of what spurred BCIT to engage in meaningful, good faith negotiations. We are also grateful for the role that BCIT's Jennifer Figner played in coming to a final resolution in negotiations with FSA President Colin Jones. We look forward to working with our members to implement the agreement. Details of the agreement and the implications on workload and departmental governance for the entire membership will be presented at the Annual General Meeting in October.

Believe it or not we are also in the process of gearing up to negotiate the next collective agreement. Our current agreement expires July 1, 2022 and I very much look forward to working with the Collective Agreement Committee (CAC) and your Chief Negotiator (Colin Jones) in preparation for our next round of bargaining.

On a personal note, in August I marked the one-year anniversary of my tenure as Executive Director and I want to thank the FSA staff, board, and Tech Reps for the warm welcome to the BCITFSA. It has been a very strange year but I think we have accomplished a lot working together and I look forward to working with you all in the months and years ahead – hopefully in person sooner rather than later!

*\*Content for this newsletter was produced in August 2021; the pandemic may have resulted in changes to the circumstances. This note has been updated only in the digital version to say that the indoor mask mandate has since been re-instituted in BC, including at BCIT.*



### **OT and Tech Staff, AIs, and Specialized Faculty**

The Collective Agreement defines a normal week of work as 35 hours for Technical Staff, Assistant Instructors, and Specialized Faculty (Article 8.5.4). The agreement states that these classifications require overtime (OT) must be paid on an hourly basis. These employees can work up to 10 hours of paid overtime per week (averaged over each term) in non-emergency situations, but if workload consistently requires more than that, it is a violation of the Collective Agreement. Overtime cannot be required of you outside of emergency situations. You can therefore refuse to work non-emergency overtime, and the Collective Agreement is explicit that refusal to work overtime cannot be considered a factor in any application for any other position or performance appraisal. If you do refuse overtime, and are subsequently ordered (we suggest you clarify this in an email) by a manager to do it in spite of your refusal, do not argue but instead contact the FSA as soon as possible.



**Best  
Practices**

## Member Profile



### Ashkon Manoocheri

Ash is a newer FSA Tech Rep, joining in Spring 2021. Without missing a beat, Ash has taken up the role and along with the other ITS Tech Reps is ably representing colleagues and keeping the Department connected to the work of the FSA. As one of our 1800+ members, Ash is part of the FSA's work towards a dynamic and supportive educational community.

**How long have you worked at BCIT?**  
*5 years.*

**What motivates your work?**  
*Change and implementation of new technologies.*

**What lesson has working at BCIT taught you?**  
*To be flexible. We have to change and adapt as our work environment evolves.*

**What is the greatest issue facing BCIT?**  
*The return to campus. After over a year of working/studying through the pandemic, opinions on the subject of remote work/study have changed.*

**One word to describe the FSA?**  
*Collaboration.*

**What motivates you to be involved with the FSA?**  
*My amazing colleagues.*

**Which living person do you most admire?**  
*My parents. I hope to one day do as much for them as they have for me.*

**If you could live anywhere, where would it be?**  
*Vancouver. Unfortunately, I may be priced out of housing at the rate things are going.*

**What is the best thing you have read or watched or listened to recently?**  
*The Value of Simple by John Robertson*

**What was your first paying job?**  
*Low voltage wiring for newly built houses.*

**One way to make meetings better:**  
*Coffee and donuts never hurt.*

**If you had \$1-million to give to a cause, what would you select?**  
*Any cause focused on climate change.*

**Do you have a non-work related passion or hobby? What is it?**  
*Riding my motorcycle during the summers. We live in a beautiful part of the world and I love riding out to see all that BC has to offer. I also enjoy falling while trying to snowboard during the winters.*

**What makes a workplace healthy?**  
*Communication and collaboration.*

**What most inspires you?**  
*My future.*

**If you had to choose an occupation other than your current one, what would it be?**  
*Carpentry has always been something I planned on taking up once I retire. I've always wondered if I would've preferred it as an occupation.*

**What's your favourite place on the campus you work at?**  
*Nice try, I won't be giving away my prized location for others to take over.*

**The future of public post-secondary education is...**  
*Ever-changing.*

**If you could learn something new, what would it be?**  
*Drums, guitar, or the bass.*

**What could you use right now if someone would invent it for you?**  
*Time travel has always been appealing.*

## Part-Time Studies & Dealing with Plagiarism

Dealing with student academic integrity issues is time-consuming at the best of times but even more so for FSA members who work solely in Part-Time Studies (PTS). The FSA recommends that all teaching Departments to hold a meeting with PTS faculty to discuss issues related to academic integrity (and make sure you pay the instructors to attend that meeting!). Work with PTS faculty to ensure that they are familiar with the [new online reporting form](#) for plagiarism and other academic misconduct issues. Reach out to the [BCIT Learning & Teaching Centre](#) to arrange a training for PTS faculty on TurnItIn software.



Best  
Practices

## How do I obtain Article 10.5 PD Leave?

### A brief introduction

FSA members often qualify for Professional Development (PD) funds. But if you fall into one of two categories, you may also be entitled to access PD leave with pay. The categories of members who may obtain PD leave with pay are:

- Regular Faculty
- Specialized Faculty, Assistant Instructors, and Technical Staff

These groups access PD leave under Article 10.5 of the Collective Agreement. In contrast, PD funds fall under Article 10.3. For those who teach solely into Part-Time Studies (PTS), there is a similar, newly established PD fund—see the textbox for more info. The following Q&A is designed to help you better understand the process and access PD. And it is worth noting that, while not perfect, FSA members have access to excellent PD leave relative to our provincial and national comparators.

### *So how do I get Article 10.5 PD leave? It is not entirely clear to me reading the Collective Agreement.*

First you need to know to which committee to apply.

If you are Regular (teaching) Faculty, you can apply to one of four committees:

- Business PD Committee for those that teach in SOB+M
- Engineering, Electronics and Computing Studies PD Committee for those that teach in Engineering, Computing, Technology Professional Program, Electronics or the School of Construction and Environment
- Academic Studies Committee for those that teach in the School of Computing and Academic Studies but who do not fall under the bullet above—the “non-computing” side of SOCAS, in other words
- School of Health PD Committee

If you are Specialized Faculty, Assistant Instructor, or Technical Staff the process is much simpler - you can only apply to the Super PD Committee (or its real but less used name, the Other Staff Super Committee). The good news is you get paid PD leave; the “bad” news is, it’s not any more “super” than the PD granted to Regular Faculty. The word super is meant to describe the large number of non-teaching members—thus, a super committee with super volunteers who dispense regular PD leave.

### *What general criteria do the PD committees look at for determining if my PD will be approved?*

The Collective Agreement provides general criteria for obtaining PD leave and associated backfill costs (see Article 10.5.3). It requires demonstrating that the PD leave is of benefit to the applicant and BCIT. This will include showing how the PD request promotes “leadership in technological education”; how it helps the applicant “maintain currency, flexibility and professional competence”; and how it “augments the professional development” of the applicant (Article 10.5.1).

In your application, moreover, you should show how your proposed PD activity is relevant, from your point of view, to your “current or possible future role at the Institute, or its relevance to BCIT’s concerns” (Article 10.5.3.7).

Note there are other requirements, such as having a minimum of one year’s service to BCIT, etc. The best way to find these is to read the FSA Guide regarding Article 10.5 PD leave, available on our website under the Member Education section. The second best way is to carefully read through Article 10.5.3.



### ***Does each PD committee have its own unique requirements?***

Each PD committee follows the Collective Agreement's criteria, as described above. But many committees have elaborated on the types of information they would like to see and how it should be structured when applying.

For example, the Engineering, Electronics and Computing Studies PD Committee (referenced above), has specific recommendations on applying for a work experience PD leave, an academic PD leave to study at an institution of higher learning, to do research, or self-directed studies.

The Super PD Committee, as well, has documents available in a joint Sharespace page (see the text box) and, like the PTS PD fund, publishes its own Terms of Reference and procedures. The Super PD application form also requests the applicant to “describe how and when will you share the learnings gained from participating in this activity with your colleagues, client groups, BCIT community.”

### ***What if I have other questions?***

So if you want to know, for example, if paid PD leave time can be broken into blocks (it can), or the maximum amount of time one can be on leave (12 months), or any other concerns: consult the FSA guide on Article 10.5 PD leave, mentioned above, or contact us at [fsa@bcit.ca](mailto:fsa@bcit.ca).

### ***Where to find my PD Committee's documentation?***

Most of the PD Committees, including the Super PD Leave Committee and the new PTS PD Fund Committee have a joint BCIT Sharespace page (“BCIT Committees & PD Funds”). The exceptions are the School of Business—which usually sends out an email from the Dean's assistant with relevant documents—and the School of Computing and Academic Studies, which has its own separate Sharespace page for its Academic (“non-computing”) Studies folks. Additionally, the School of Health Sciences keeps its PD leave documentation on The Loop, and not in Sharespace. The FSA is not responsible for BCIT's documentation practices and all of this is subject to change by BCIT.

If you still have questions, don't hesitate to contact your Director or Dean's assistant, a knowledgeable FSA colleague in your department, an FSA Tech Rep, or the FSA office at [fsa@bcit.ca](mailto:fsa@bcit.ca).



## Staff Profile



### Andrea Matthews

After more than 20 years as an FSA member, Andrea joined the FSA in June 2021 in a new (temporary but important!) capacity. Andrea ably stepped into covering the parental leave period of the FSA's Junior Labour Relations Rep and is bringing her years of experience as a member, a former Tech Rep, and an advocate for fair and excellent working conditions to the FSA office team!

**How long have you worked at the FSA?**

*Two months – but I've been teaching at BCIT since 1998.*

**What motivates your work here?**

*Curiosity and the desire to help improve working conditions for my BCIT colleagues. I've been an active member for the FSA for years and also have an interest in labour issues as well as a background in conflict resolution. This position pulls these together for me – plus I get to learn more about BCIT and how it works, and hang out with a very smart group of people.*

**One word to describe the FSA?**

*Engaged*

**What lesson has working at the FSA taught you?**

*Patience and humility. Just when I think I understand this institution and its processes, I discover another department that I've never heard of before.*

**What motivates you to be involved with the FSA?**

*I spent time on picket lines as a kid – my dad was the president of his local teaching association – and learned all about advocacy and solidarity. At BCIT, I see all kinds of ways that we can make our work here better, more meaningful, and more equitable. The FSA is one route to making that happen.*

**Which living person do you most admire?**

*Margaret Atwood, for her literary output and sly sense of humour. AOC for her fearless advocacy. Noam Chomsky for all that and more. You said three, right?*

**If you could live anywhere, where would it be?**

*An off-the grid cabin in the woods somewhere in BC, with enough space for a garden, stacks of books, my kids, and my dog.*

**What is the greatest issue facing the labour movement?**

*Ever-increasing use of contract workers and the growth of the "gig" economy; the need to reckon with all kinds of structural inequalities while still working in solidarity towards the common good.*

**What is the best book you have read recently?**

*My favourite novel of the pandemic: "Hamnet and Judith" by Maggie O'Farrell. It's the heartbreaking and beautifully-written fictionalized story of Shakespeare's wife and children. I love that Shakespeare is never referred to by name - he's always "the Latin tutor" or "the husband". Favourite nonfiction – "Ester and Ruzya: How My Grandmothers Survived Hitler's War and Stalin's Peace" by Masha Gessen.*

**What was your first paying job?**

*As a young teenager I did some editing and photography for the community newspaper my dad worked for on the Sunshine Coast. I was paid in food. First job for cash – babysitting. So much babysitting!*

**One way to make meetings better:**

*Be clear on the purpose for meeting, set (and stick to) time limits on agenda items, and generate meaningful action items.*

**If you had \$1-million to give to a cause, what would you select?**

*Any organization that's working towards holding governments at all levels accountable for meeting carbon emission reduction targets and supporting people in making everyday changes to combat the climate emergency without shaming or terrifying them into passivity would get my money.*

**Do you have a non-work related passion or hobby? What is it?**

*Lots! Trail running with my dog, reading about 20th century Russian history, personal writing projects, hanging out with my kids.*

**What makes a workplace healthy?**

*Collaboration, flexibility, respect, accountability, and transparency*

**What most inspires you?**

*My kids (all four of them).*

**If you had to choose an occupation other than your current one, what would it be?**

*Besides teaching COMM or labour relations? Conflict coach – empowering people to solve their own conflicts. Or something hands-on, where I can be outside, read, and cook for a living. That's a thing, right?*

**What's your favourite place on the campus you work at?**

*Ahhh... it's been so long. The trail beside Guichon Creek, the popular reading section in the library, my favourite table at the Rix, my faculty office in SW2...*

**The future of public post-secondary education is...**

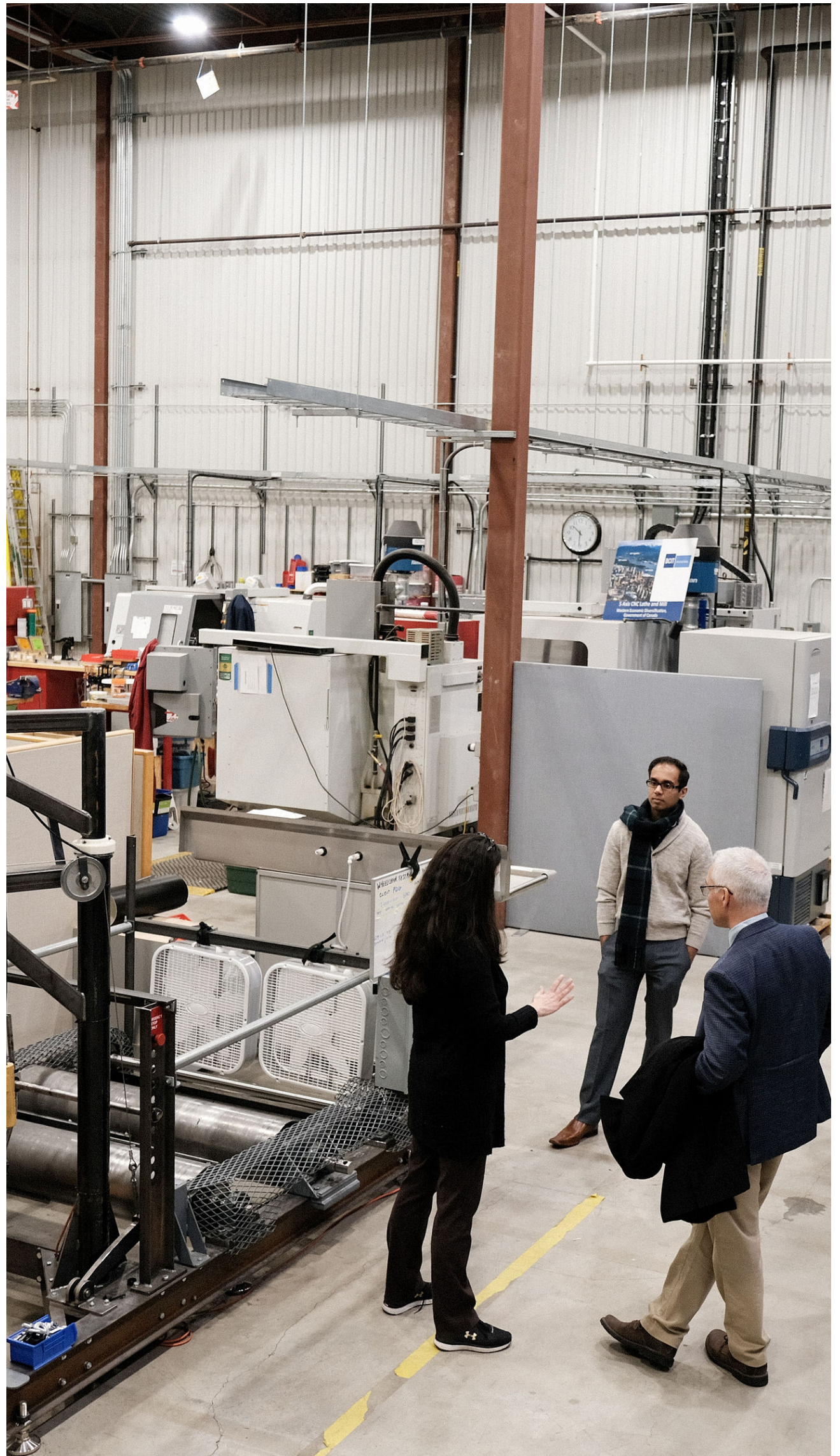
*In flux and beleaguered with so many forces at play – demographic trends, reduced government funding, casualization of the academic workforce, creeping privatization. If we can keep our eye on the public good as our primary interest and not allow institutions and individuals to be pitted against one another in a neoliberal battle for survival, we might be ok.*

**What is a course/class you would like to take?**

*Permaculture/sustainable landscaping design or poetry writing.*

**What could you use right now if someone would invent it for you?**

*For me – more time in the day. For BCIT – faculty dorm-style hoteling space so that folks can commute in for a few days a week and avoid the high cost of local real estate.*



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## Mission

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## Contact Us

### BCIT FACULTY & STAFF ASSOCIATION

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 [twitter.com/bcitfsa](https://twitter.com/bcitfsa)

 search: 'BCITFSA Group'

[loop.bcit.ca/groups/BCIT-FSA](http://loop.bcit.ca/groups/BCIT-FSA)  
BCIT internal only

## Affiliation Spotlight: BCFED Provincial Committees



Being a representative for the BCITFSA on a BC Federation of Labour (BCFED) Standing Committee or Working Group is a great way for our members to meet colleagues from across the BC labour movement and to connect around issues that are important to you. Find out more about the committees/working groups, and existing vacancies, at [www.bcitfsa.ca/bcfed/](http://www.bcitfsa.ca/bcfed/).

# The FSA TEAM

*At the time of publication*

## BOARD

**Colin Jones**

*President*

**Shannon Kelly**

*Vice President*

**Terry Gordon**

*Treasurer*

**Trish Albino**

*Director-at-Large*

**Lisa Allen**

*Director-at-Large*

**Sandra Amador**

*Director, Associate Members*

**Michelle Beauchamp**

*Director-at-Large*

**Holly Munn**

*Director, Associate Members*

**William Oching**

*Director-at-Large*

**Judy Shandler**

*Director-at-Large*

## STAFF

**Michael Conlon**

*Executive Director*

**Maria Angerilli**

*Operations & HR Director*

**Kyla Epstein**

*Member Engagement Officer*

**George Talbott**

*Senior Labour Relations Representative*

**Kristie Starr**

*Labour Relations Representative*

**Michael Thompson**

*Labour Relations Representative*

**Andrea Matthews**

*Junior Labour Relations Representative (Temporary)*

**Pierre Cassidy**

*Information Officer*

**Marnie Rice**

*Operations Assistant*

*Currently on leave:*

**Steve Kwon**

*Junior Labour Relations Representative*

**Christine Nagy**

*Labour Relations Representative*

**Tess Rebbitt**

*Labour Relations Representative*

## Contribute to the FSA Voice!

Do you have news or a story that you think other FSA members would be interested in?

Consider contributing to the FSA Voice! Contact us at 604.432.8695 or [fsa@bcit.ca](mailto:fsa@bcit.ca)