

President’s Message:

Looking at Our Values

Twice a year the FSA Board of Directors gathers together on a Saturday to focus on larger tasks such as policies, procedures, strategic planning...I know, you’re asking yourself where you can sign up to join! It sounds a bit grueling after a long week but it is essential to getting a lot accomplished, and we manage to have some fun along the way. The most important element of these sessions is that we come together to build a stronger voice and a stronger union for FSA members.

On one such Saturday at the beginning of March we started the day off working to identify and articulate the values of the FSA. As individuals, most of us are able to express a sense of what our personal values are. It becomes inherently more challenging when going through this exercise for an organization – especially one that represents a diverse membership such as ours.

Why is it important for the FSA to define its core values? They form the foundation for our work and how we conduct ourselves. They govern our relationships and help clarify why we do business the way we do. They guide us in our decisions and help prioritize the work we do and the work we ask our staff to execute on our behalf. They articulate what we stand for and don’t change in response to fluctuations from outside forces.

The exercise of articulating these values is not quite complete but we are getting close. One value the FSA board is considering is ‘Solidarity’. It is a value that all unions are built upon. There is strength in numbers and it refers to the ties that bind us together. For me, Sara Ahmed said it best; "Solidarity does not assume that our struggles are the same struggles, or that our pain is the same pain, or that our hope is for the same future. Solidarity involves commitment, and work, as well as the recognition that even if we do not have the same feelings, or the same lives, or the same bodies, we do live on common ground". The FSA’s work is strengthened when our decisions recognize the common ground we share with one another, with our



students and industry partners, and with other working people.

Once the FSA Board has completed this work of developing a set of core values we will ensure that they are applied to the work we do, the positions we take, and the way we respond on behalf of members.



Teresa Place
President (ext.7558)

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Disparities

By Paul Reniers
Executive Director



As we enter into another round of collective bargaining, FSA members face many pressing needs. Our salaries are stagnant compared to those of the industries we support. The demands of our already heavy workloads continue to increase. Internal and external constraints on our work continue to grow further limiting our independence, flexibility, and job satisfaction. In the worst cases, our ability to meet the needs of students and employers is compromised.

Without doubt, wages are the biggest issue. Increases in the last couple of years have kept pace with inflation but have made up none of the buying power lost in the preceding years with no increases. When you compare our wages to the industries from which we draw faculty and staff, we are falling behind steadily and dramatically. As an example, according to the Association of Professional Engineers and Geoscientists of BC, a BCIT Instructor makes about 25% less than an engineer in the private sector with a similar level

of responsibility. Private sector engineers can also expect better benefit packages.

The bargaining mandates set by the provincial government have no regard for these disparities and provide no latitude to address the specific needs of institutions like BCIT. Two aspects of government policy make it extremely difficult to get a better deal on wages. The government insists on a firm link between the top of the faculty salary scales at all colleges, institutes, and the special purpose teaching universities. The provisions of the government's agreements with other public sector unions pretty much guarantee no other public sector union will exceed the pattern of wage settlements totalling 5.5% over 5 years.

While the upper end of our wages and benefits are being tightly constrained, the bottom end has actually been allowed to fall further behind. The FSA Faculty pay scale has a lower bottom rate and more steps than the common scale

for Faculty to which we are supposedly tied. Along with very restrictive salary placement rules under our collective agreement, FSA Faculty will often start at lower rates of pay than they might receive at another institution and take longer to get to the top of scale than their colleagues at the colleges. If we're going to be tied to the common scale at the top end, shouldn't we also get the benefits it delivers at the bottom end?

The disparities worsen when considering Part-Time Studies instruction. Other institutions also seek out Instructors who maintain strong ties to their industries. No other institution in our sector pays them on a separate salary scale that limits their pay to 60% of what a regular Instructor teaching the same course would make. That's even before factoring in the dramatic difference in paid vacation, the lack of access to PD and sick leave, and the difficulty accessing benefits. No other institution in our sector denies them access to regular employment based on years of successful service.

The bargaining mandates set by the government for our sector have been based on the top of the Faculty scale. They have not only been inadequate at the top of the scale and insensitive to issues at the bottom of the scale, they have also entirely disregarded other pay scales. Look at AI wages versus Faculty wages as an example. When that classification was introduced in 1989, the top of the Faculty scale was \$54,095. The top of the AI scale was \$41,944, a difference of \$12,151. AIs made 82% of the Faculty at top of scale. Today, the top of the Faculty scale, including the PD Allowance, is \$88,667 and the top of the AI scale is \$66,242. The difference is now \$22,425. AIs now make almost 75% of what Faculty make. In real dollars, the gap has grown by almost 85%. Despite that gap, BCIT management has insisted that AIs can be assigned just about anything that Faculty do. AIs depend on their colleagues and good instructional practice to give them an appropriate level of responsibility. The collective agreement leaves them vulnerable. Tech Staff pay has suffered similarly although their duties are better protected.

Government constraints have not only been applied to pay scales. The government has already begun taking money out of post-secondary education. The government has set out a plan to cut grant funding after keeping it frozen for years. Despite the funding freeze, the government has also required that institutions pay back more in carbon offsets, utility costs, MSP premiums, pension contributions, and other charges remitted to the provincial government. The net effect has been that the government has been squeezing more out of post-secondary institutions while giving less. Despite a worsening fiscal picture, BCIT is now delivering 110% of the seats for which it is funded. That productivity is being delivered on the backs of the faculty and staff who see

no corresponding increase in rewards for their sacrifice. BCIT's recent budget reflects this. About 20 regular jobs with regular pay and security that happened to be vacant will go unfilled while BCIT expects to expand offerings using auxiliary employees. The cost of working at BCIT continues to grow.

The increase in pressure on faculty and staff comes where rights are less well protected in the collective agreement. AIs in some departments take on more instructional responsibilities and Tech Staff take on more responsibilities in labs. Instructors face larger set sizes and more pressure to do administration, curriculum revision and program development on top of full instructional loads. Researchers face increasing pressure to deliver funding contracts at the expense of staying current and connected in their fields. Faculty and Tech Staff in Student Services and Learner Services face more pressure to meet increasingly demanding targets at the expense of regular program revisions, short-term development, and planning.

These are the disparities we'll be seeking to address in this round of bargaining. We are looking to work with management to find ways of resolving such problems within the mandate and within BCIT's means. We must also recognize that the collective agreement can't resolve what is largely a political problem. The government's agenda of withdrawing funding from post-secondary education while increasingly relying on the skills training we provide is utterly unsustainable. FSA members will be among the first to suffer as that strategy collapses, followed by the students we teach, the industries we serve, and the economy we fuel. Achieving a more sustainable approach to post-secondary education and resolving our employment issues will require us to take action beyond bargaining.

FSA Members!

The FSA is on The Loop.

**Search for
"BCIT Faculty &
Staff Association"
and join the group!**

To Grieve or not to Grieve

By Heather Neun

Senior Labour Relations Representative

From time to time, members express apprehension and misunderstanding about grievances and how member issues get handled by the FSA. This piece attempts to answer some frequently asked questions and to clarify common misconceptions about grievances and other types of disputes.



What is a grievance?

Grievances are the more formalized disputes described in the Collective Agreement, which provides for two types of grievances of interest to FSA members: **Employee Grievances** (Art. 3.4) and **Union Grievances** (Art. 3.5) [See Figures 1 & 2 on next page: 'The Life Cycle of Employee Grievances' and 'The Life Cycle of Union Grievances']. Both types of grievances may ultimately be decided by an arbitrator, an external adjudicator who decides the matter at issue after holding a hearing and/or reviewing written submissions from both parties.

FSA members and BCIT managers bring hundreds of inquiries and disputes to our attention each year. Most of them never lead to grievances. Even when they do, the vast majority of grievances are resolved without going to arbitration.

It's an FSA priority to address concerns before they become more serious and to prevent conflicts from becoming intractable. Increasingly, the FSA has focused staff efforts on being proactive and intervening in situations in constructive ways rather than waiting until after the events have already unfolded. We also try to resolve formal grievances through efforts to discuss and clarify the issues that appear to divide the parties. This approach is usually more effective and less painful for our members. It's also better for BCIT. However, if a matter needs to be decided by a third party, the FSA won't hesitate to go to arbitration.

Members have occasionally reported that their managers are critical about the FSA's involvement in disputes. We've also witnessed the opposite situation. Some managers have welcomed and even invited our involvement because they can see that it's effective.

Don't be deterred from getting advice and support from your union!

We're here to assist you with workplace challenges, not to make things more difficult.

Figure 1 - The Lifecycle of an Employee Grievance

Employee Grievances can be filed by any FSA member, with or without FSA assistance.

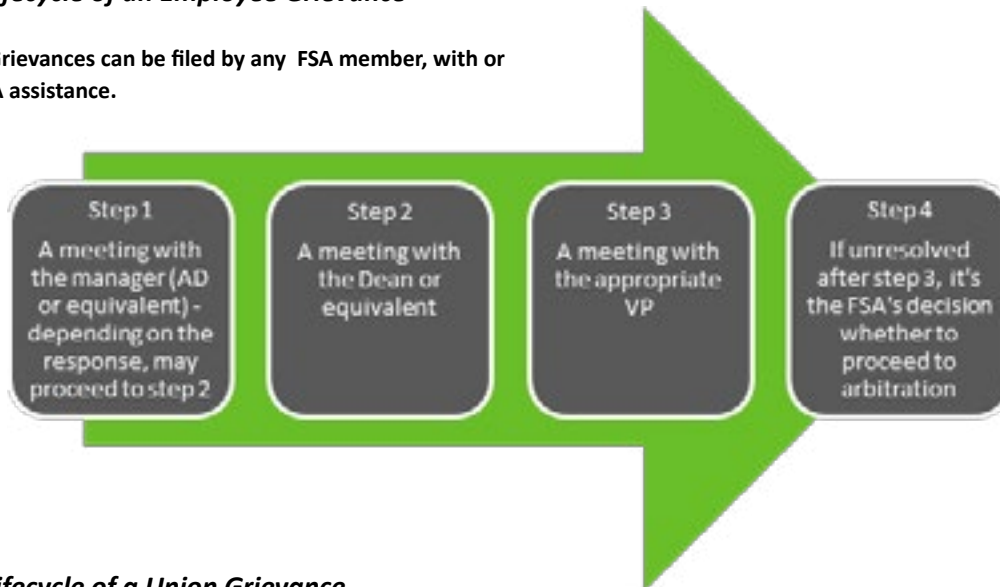


Figure 2 - The Lifecycle of a Union Grievance

Union Grievances, as the name suggests, are initiated by the Union. They can be utilized for one or more individual employees, as well as groups (e.g. departments/programs) or the entire membership.



What issues do grievances cover?

Grievances can address any difference between the FSA or a member and BCIT concerning the application, operation or alleged violation of the Collective Agreement. In recent years, we've filed grievances concerning: harassment & discrimination; improper selection processes; breaches of compensation provisions, like administrative allowances or PD provisions; and the protection of the rights of PTS instructors (known as Auxiliary Employees under Art. 4.3).

Are grievances secret?

Not necessarily. However, grievances frequently touch on private or sensitive matters, which require confidentiality. Keeping disputes confidential can also provide more opportunities to settle them. One of the parties might only agree to certain terms if the agreement promises confidentiality and non-disclosure. Upon resolution, whether we can speak publicly about a grievance depends on the terms of settlement. In those instances where the terms demand confidentiality, we cannot discuss the outcome with anyone beyond the immediately affected individuals. The Institute is similarly bound.

How long does the grievance process take?

Many factors affect the length of the grievance process. Sometimes resolution takes longer because we try to use each grievance to address any related or larger and more systemic issue. Instead of resolving each file as a one-off case, we engage with BCIT to address the factors that gave rise to the case in the first place. We think that taking more time to deal with underlying issues is a better use of our resources than dealing with each instance separately and having other members experience the same problems in the future.

Are members protected from retaliation when they file a grievance?

Both the Collective Agreement (Art. 1.7.1) and the general law protect union members who participate in legal union activities, such as filing grievances, against retaliation by the employer. Nonetheless, we know members are sometimes fearful about coming forward. It takes courage to raise a red flag in challenging circumstances. The FSA is conscious of this reality but also relies on members to keep us informed and to stand up when they see things that call out for correction. If a member is not comfortable in being identified with a grievance or a less formal complaint process, we work with the member to find alternative ways to address the situation.

Still have questions? Contact the FSA: 604.432.8695 or fsa@bcit.ca

Categories of Employees / Types of Employment

By Christine Nagy, Labour Relations Representative & Heather Neun, Senior Labour Relations Representative

Are you a Regular Employee, a Temporary Employee or an Auxiliary Employee? Is your employment at BCIT 'full time' or 'part time'? Are you on a 'yellow contract' or a 'green contract'? If you are a 'Part-Time Studies Instructor', what employee category do you fall into? What do all these terms mean? We hope this article will help clarify some of these questions for you!



Being a Regular Employee means you have been hired 'without term' or end date, and your employment at BCIT is "continuous" (see Art. 4.1.1). You may have heard this described as 'day school work', which has historically meant that you work within "day school hours of work" (Art. 8.1.1) in a program not considered to be "in Part-Time Studies". A Regular Employee can be employed on a full time or part time basis, depending on the person's full time equivalent (FTE).

Being a Temporary Employee means you have been employed to fill a **temporary vacancy** that is itself not permanent or ongoing, and which will last for a specific stated term (see Art. 4.2.1). A common type of temporary vacancy is a backfill for a Regular Employee who's on a term specific leave from BCIT (Art. 4.2.2.1). Other scenarios are temporary vacancies that arise because the existing staff cannot reconfigure to address a temporary and unanticipated need for increased staffing or because of a temporary increase in workload or a shortage of expertise in the area (Arts. 4.2.2.2 and 4.2.2.3). As with Regular Employees, a Temporary Employee can be employed either on a full time or part time basis, according to their FTE. The employment of Temporary Employees is also sometimes described as 'day school' or 'green contract' work. Temporary Employees who meet the criteria in the Collective Agreement will regularize as a Regular Employee (Art. 4.6).

Auxiliary Employees are employed on an hourly and term

contract basis, meaning that there are start and end dates to the term of work. This type of employment is sometimes referred to as 'yellow contract' work. Auxiliary Employees are described in Art. 4.3 and a 1999 Memorandum of Agreement (memag) according to the type of work performed, and include the following categories:

- a) Instructor and Laboratory Assistant (sometimes called "teaching assistant") in BCIT's Part Time Studies (PTS) programs (Art. 4.3.1);
- b) Curriculum development (Memag 99FSA15);
- c) PTS administration (Memag 99FSA15);
- d) Marker (Art. 4.3.2);
- e) Student Employee (Art. 4.3.3); and
- f) Guest Lecturer (Art. 4.3.4).

Student Employees are hired to work as a "supplementary work force" to assist Faculty, Assistant Instructors, Technical Staff or researchers. See Art. 4.4 for a fuller description of the role played by Student Employees and limits on the sort of work that can be assigned to them.

Guest Lecturers are hired to augment course content under the supervision of the regular course instructor. See Art. 4.5 for a fuller description of their role.

Employment is confirmed in a contract (sometimes called a ‘yellow contract’) for the number of hours specified. The rates of pay for all of these Auxiliary Employee groups are set out in Articles 15.7 (Student Employees and Markers), 15.8 (Instructors/Lecturers and Lab Assistants), 15.18 (Curriculum Development), and 15.19 (PTS Administration).

Some remaining issues and vexing questions:

1. The FSA and BCIT sometimes disagree about the correct classification of employee category. The default position is that all bargaining unit work will be performed by Regular Employees unless the work specifically falls under another category of employment in the Collective Agreement (Art. 4.1.2). Whether a particular assignment or piece of work or course should be “regular” or “temporary” versus “auxiliary” can be unclear and if in doubt, it never hurts to ask the question.
2. Another contentious area is the scope of “PTS administration” work done by Auxiliary Employees. The FSA has objected to contracts where the work performed went beyond that scope or seemed akin to what Regular Employees sometimes do as Program Heads or “PTS Coordinators”.
3. Between contracts, Auxiliary Employees may not be viewed as BCIT employees and are also sometimes seen as having no Collective Agreement rights. In fact, Auxiliary Employees who instruct (i.e. “PTS Instructors”) do have specific rights, and in particular, the “right to normally be rehired” (Art. 5.2.5.2.7). They may also have a right to receive health and welfare benefits if they meet the eligibility criteria (Art. 16.14). The latter may also be true for Auxiliary Employees contracted to do curriculum development work (Memag 01FSA01).


Take Away:
If you’re unsure about your rights as an Auxiliary Employee or a Temporary Employee, contact the FSA.

Direct all FSA inquiries to: fsa@bcit.ca or 604.432.8695

Call Out!

Help the FSA prepare to celebrate its 50th Anniversary in 2014/15! We are looking for:

1. Names of FSA members who are also BCIT Alumni
 - In honouring our past we want to acknowledge Alumni who have returned to the BCIT community as FSA members. If you, or one of your colleagues, are one of these members please let us know!
2. “FSA Lightbulbs”
 - We want to celebrate some of the innovative ideas that FSA members have had over the past five decades that have become integral to the BCIT community. Help us identify the parts of BCIT that came about through a “lightbulb” idea of an FSA member. Some examples include the Learning Commons and Presentation Idol. Know of other “FSA Lightbulbs”? Send them our way.



Submit responses to Kyla Epstein, FSA Member Engagement Officer at kepstein@bcit.ca

Notice: Changes to the College Pension Plan

By Paul Reniers
Executive Director

The College Pension Plan, to which most FSA members belong, is undergoing some changes. In exchange for providing stronger inflation protection for retirees, early retirement benefits are being made less generous. Effective January 1, 2016, early retirement benefits will now be calculated on the basis of a 3% reduction in benefits for each year prior to age 65 rather than age 60 as is currently the case. A bridge benefit will remain in place for retirees until the age of 65. At the same time, the lifetime benefit calculation will now be based on 2% of all earnings rather than on 1.7% of earnings below the Yearly Maximum Pensionable Earnings (YMPE), resulting in some improvement in benefits after age 65.

These changes are disappointing for members considering early retirement. BC's public pension plans have discovered, however, that plan members like the idea of early retirement more than they actually take advantage of it, and retirement ages are rising particularly in the colleges sector where pension plan contributions tend to begin at a later age. Given these dynamics, early retirement benefits are relatively expensive to maintain.

With people tending to retire later and live longer, the College Pension Plan has chosen to reinforce benefits after age 65. In addition to changing the contribution calculation, the plan will direct 5% of any negotiated pay increase into cost-of-living protection for retirement benefits effective April 1, 2014. As the wages of working members of the plan go up, so will the security of the inflation adjustment benefit which is not a guaranteed part of the plan.

Unfortunately, the FSA was not consulted about this change. The FSA did, however, co-sponsor the plan member survey which was considered by the plan trustees in making these decisions so FSA members were included in that study. The Municipal Pension Plan, which about 180 of our members are enrolled in, does consult with us and they are facing a similar decision.

No action is required by members. More information will be available closer to the implementation date. To read the full content of the communique provided by Pensions BC go to: <http://www.pensionsbc.ca/> Click on 'College Pension Plan' and go to 'News' for the Feb 14, 2014 Board Communique – "The College Pension Plan is being simplified and modernized."

1st FSA Annual Art Contest

At the end of February, we launched the first year of our Annual Art Contest to decorate our newly renovated office and to highlight some of the talent from within the FSA membership.

Submissions were due on April 4th and we are delighted to have received some wonderful entries from our members.

Selection will be taking place as this newsletter goes to print and we will be unveiling the pieces at our office reopening (see page 11 for event details) on May 21st.

We want to take this opportunity to thank everyone who submitted a piece this year and encourage members to consider submissions for next year's contest!



Member Profile: FSA Members in the LTC

Each newsletter we highlight some of the incredible work done by FSA members. When we explored profiling a member in the Learning and Teaching Centre (LTC), we couldn't pick just one so we decided to profile all the IDCs (Instructional Development Consultant) as a whole. We sat down with the IDCs as a group to find out what they do and what we may not already know about Consultants.



LTC IDC Department - Front: Youdan Zhang, Bonnie Johnston, Cathy Griffin, Peter Fenrich Back: Brian Thom, Michelle Kearns, Lynda Beveridge, Dwayne Harapnuik Missing: Rosario Passos

What does your Department do?

We support faculty development and instructors across BCIT who are working on program proposals, program reviews, major changes, and course development. We have the opportunity to design and develop learning materials and curriculum – from entire credentialed programs to small pieces of individual courses. A favourite part of our work is to teach instructors how to teach. For example, this is done through Instructional Skills Workshops, Small Group Instructional Feedback, and feedback based on classroom observations. We can offer just about anything our colleagues need to strengthen their teaching.

What's the most exciting part of your Department's work?

Supporting instructors is what makes this work exciting; from working one-on-one on teaching skills to supporting entire programs. The variety of our work is fascinating – every day can be a different adventure and we are constantly learning from the interesting and knowledgeable people we get to interact with. Every project is distinctive and it is rewarding to hear about how the support we've provided has made a difference. We have the chance to learn a little bit about everything, from automotive to nursing to business, and we consistently encounter the most talented and passionate people who are working to do what's best for their students. Working to support online teaching – either solely online or blended – is also incredibly interesting.

Representation. Negotiation. Advocacy.

Why does your Department believe it is important to be involved in the FSA?

It is about having our rights protected and receiving communication from a different source about what is happening across the Institute. The FSA supports all of its members and advocates with one voice for our collective interests. The FSA is also available to members who are facing a problem and need an advocate or someone to intervene to resolve the problem. This allows the members to get on with their work while a situation is being handled.

We have a collegial relationship with the subject-matter experts we work with and being faculty members adds to the credibility of our work.

What does your Department think the FSA should focus on in the years ahead?

- Improving the learning environment and supporting teaching excellence
- Bargaining and benefits
- Workshops about the Collective Agreement
- Discussion and clarification regarding time commitment and workload for online instruction and the workload for Program Heads
- More joint BCIT-FSA initiatives that jointly work to improve things for everyone, such as working with the Performance Development System coordinator
- More cross-campus social networking - fun stuff!

What you might not know about the IDC team:

- Four people are active in growing and building community gardens
- Languages spoken include: English (including Southern, US, and Cockney) French, Portuguese, Mandarin, German, and "Text"
- We have lived and/or taught in: USA, England, Australia, China, Nigeria, France, Portugal, Scotland, Germany, Brazil, Philippines, Bahamas, India, Zambia, Lesotho, and Trinidad
- One of us rides our bike every day – even in the winter snow
- One of us has a black belt in taekwondo
- Our past professional experiences include: corporate worksafe training; kindergarten teacher; recreation leadership; industry training; ambulance services; sciences; computer systems; executive leadership; digital arts; clinical counsellor; and industrial design

Learn more about the work of the IDC and the entire LTC at: <http://www.bcit.ca/ltc/>

FSA Elections

By Kyla Epstein
Member Engagement Officer

The 2014 BCIT FSA elections have come and gone. FSA by-laws state that in “years evenly divisible by two” that the President and Vice-President are elected and that the other seven Directors-at-Large and the Director-Associate Member are elected in “years not evenly divisible by two”. The 2014 elections were held for the President and Vice-President as mandated but we also held two by-elections for Director-at-Large positions. Two board members stepped down recently, one mid-term and the other effective upon completion of the first year of his term (June 1st).

The call went out to FSA members for nominees for these roles and at the close of nominations, one submission for each role had been received. The results brought us the return of two incumbents – Teresa Place (Med Lab, School of Health) will be returning as FSA President and Silvia Raschke (Technology Centre, Applied Research) will continue as FSA Vice-President. We also welcome two new faces to the board - Dave Shaw (Mechanical Engineering, School of Energy) and Kenzie Woodbridge (Web Services, ITS), who are both currently serving on the FSA Collective

Agreement Committee and your bargaining team. We congratulate all four of the successful candidates and are looking forward to working together to represent the voices of the FSA membership.

We would also like to take this opportunity to express our gratitude to our two departing directors, Alistair Calder (IT Services) and Taco Niet (Mechanical Engineering), for their dedication, enthusiasm, and commitment to the FSA. Their knowledge, participation, and good humour will be missed!



Kenzie Woodbridge



Dave Shaw

Board Member Profile: Ted Rutledge



For the past three years, Ted Rutledge has been volunteering his time to represent Part-Time Studies on the FSA Board of Directors. Prior to Ted stepping forward, the FSA had no directors from Part-Time Studies for several years. Ted makes time to participate in the FSA on top of full-time work in the healthcare sector and part-time teaching contracts. With Ted on duty, the FSA Board is constantly reminded of its

responsibilities to PTS members.

What is the most exciting part of your work right now?

I enjoy being part of the rapidly changing face of post-secondary education. Faculty, students, lectures, subjects, knowledge, technology, locations, opportunities and the need to quickly adapt to the needs of our students and their future employers keep me on my toes.

What motivates you to be involved with the FSA as a board member?

As one of ten board members – and the sole FSA Board Director of Associate Members – I am driven by the opportunity to change the way Part-Time Studies (PTS) and other associate FSA members are recognized and treated at BCIT. The trend in North America is to hire more PTS faculty in post-secondary institutions, and with this, the dynamics and balance of working at BCIT will continue to shift. At 30% now, indications are that PTS faculty (also known as

‘Auxiliary Employees’ under Art. 4.3 - see page 6 of this newsletter - *Categories of Employees*) can expect to be the majority of FSA members in a number of years. I want to be part of PTS taking a greater role in our relationship with BCIT: this includes achieving equality, recognition, job security and compensation.

How does the FSA support your work at BCIT?

My three years of volunteering and working with the FSA board show that my energy and input are valued in the FSA’s plans. Incremental improvements for associate members are being made and greater opportunities lie ahead. I have seen firsthand that the FSA acts in the best interests of all its members.

Is there anything you’d like to see change as an FSA member?

I would like to see the removal of the two-tiered system regulating the rights, benefits and treatment of PTS versus other staff at BCIT. Active participation from PTS faculty in the FSA is the best way to make these changes: only by being directly involved with the FSA can members hope to improve the rights and working conditions for all FSA members.

What are you reading right now?

Happy, Happy, Happy: My Life and Legacy as the Duck Commander and Si-cology 1: Tales and Wisdom from Duck Dynasty's Favorite Uncle.

Staff Profile: Christine Nagy



Christine Nagy joined the FSA office as a Labour Relations Representative in 2008. We knew she had a wealth of labour relations experience from working on both the union and management side. We didn't fully appreciate at first the passion she has for BCIT and the work of our members. Since that time, she's become our 'go-to' person for knowledge about details on terms and conditions of work.

What is the most exciting part of your work right now?

I find my work exciting every day! The variety and complexity of members' issues keeps me challenged and coming back for more. I'm looking forward to the implementation of the FSA's new membership database, and its integration with the labour relations component of my work. This move will significantly streamline the records management side of serving our members better.

Why do you think the FSA is a vital part of the BCIT community?

FSA members form a large part of the BCIT community, and their knowledge and expertise is utilized across the

entire campus, throughout all schools and divisions. I know members work at BCIT because they want to be part of shaping and educating a professional and qualified workforce. This, along with the organization's representation and advocacy, makes the FSA a vital link in the BCIT community.

What surprises you when working with members?

During my meetings with FSA members, I've always been impressed with their high level of dedication to BCIT and the students. Their passion for education, technology, and research is evident through their commitment on the job. My days are never boring, as every time I've met with members, I learn something new. I love learning about their issues, being their advocate, and helping to guide them into solutions.

What keeps you busy when you're not at work?

When I'm not at work, I like to spend time with my family and my dog. I also knit, golf, practice yoga and enjoy light hiking activities. I've just finished a three-year stint as shop steward for my union (CUPE), and am serving as a director on my homeowners' association board.

FSA Office Reopening!

You are invited to celebrate our office reopening with the BCIT Faculty & Staff Association.

Following renovations, our first annual art contest, and a complete organizational rebrand, we are inviting FSA members and special guests to join us for this special event.

Wednesday, May 21, 2014

9am-11am

Opening Remarks, Art Unveiling & Smudge at 10am

BCIT Burnaby Campus - SE16-116

Refreshments will be served.



BCIT
Social Committee
"Friday @3" presents

Music Bingo
Friday, May 9th
Professor Mugs Pub

Rounds will begin at
2:30, 3:30 & 4:30pm

Upcoming Events

April 23

2:30pm General Meeting

May 14

2:30pm Tech Rep Social

May 21

9am-11am FSA Office Reopening
4pm Board of Directors Meeting

June 4

4pm Board of Directors Changeover

August 27

4pm Board of Directors Meeting

September 10

2:30pm Tech Rep Meeting

September 17

4pm Board of Directors Meeting

October 8

2:30pm Tech Rep Meeting

October 22

4pm Board of Directors Meeting

October 29

2:30pm Annual General Meeting

Contact Us

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The BCIT Faculty and Staff Association Team



Board of Directors

Teresa Place, President

Silvia Raschke, Vice-President

Steve Finn, Treasurer

Taco Niet, Recording Secretary (*outgoing May 31st*)

Derik Joseph, Director-at-Large

Shannon Kelly, Director-at-Large

Joe Newton, Director-at-Large

Dave Shaw, Director-at-Large (*missing above - incoming June 1st*)

Kathryn Stewart, Director-at-Large

James Rutledge, Director, Associate Members

Kenzie Woodbridge, Director-at-Large (*missing above*)

Staff Members

Paul Reniers, Executive Director

Heather Neun, Senior Labour Relations Representative

Christine Nagy, Labour Relations Representative

Tess Rebbitt, Labour Relations Representative

Sascha Swartz, Labour Relations Administrative Analyst

Kyla Epstein, Member Engagement Officer

Maria Angerilli, Executive Assistant

Marian Ciccone, Office Assistant

