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# TERRITORIAL ACKNOWLEDGEMENT

The BCITFSA and its members' workplaces are located on unceded Indigenous land belonging to the Coast Salish peoples, including the territories of the x<sup>w</sup>məθkwə'əm (Musqueam), Skwxwú7mesh (Squamish) and səlilwətał (Tseil-Waututh) Nations.

# PRESIDENT'S MESSAGE: BARGAINING A BETTER TOMORROW

While it feels like we have barely had time to catch our breath since ratifying the last Collective Agreement (CA)—the terms of our employment—this fall the FSA heads back to the bargaining table. We are confronting significant challenges in this round. Life is costlier now—just look at the signs at gas stations or the cost of groceries. As wages fall behind inflation faster than at any time in over a generation, FSA members are re-evaluating the personal cost of working at BCIT. Decades of restrictive bargaining mandates directed by the Public Sector Employers' Council (PSEC) have made it harder to retain, let alone attract, the incredibly talented professionals our students deserve. Our FSA Collective Agreement Committee (CAC) and Bargaining Team (BT) will continue the union's efforts to redress these difficult realities, among others, this round. The CAC designed proposals are member driven, based upon your feedback. We have heard from you that workloads have risen, that compensation is insufficient, and that flexible working arrangements are desirable.

This round of bargaining with BCIT, our 19th, brings our union back to the table on equal footing with the employer, an opportunity that comes just once every few years. Securing better working conditions for all FSA members is our team's unwavering focus. We are driven to bargain the improvements that our members—and our students!—so desperately deserve. The support of the membership is evident and the BT feels emboldened by it, as we are by encouragement from the Canadian Association of University Teachers and colleagues working in post-secondary across Canada. Closer to home, we are supported by the BC Federation of Labour and the almost 400,000 comrades across BC's public sector also negotiating new CAs this round. As we update and modernize our CA to improve the lives of current and future members, support for our cause is strong across our campuses, the province, and country.

Finally, I want to take this opportunity to thank Kathy Kinloch for her time as President of BCIT. Kathy has been a relentless supporter of students, learning, and the Institute. We wish Kathy the very best in her retirement!



**Colin Jones**  
FSA PRESIDENT & CHIEF NEGOTIATOR



## Labour Relations Advice

# FULL AND PART-TIME STATUS

If you are an avid reader of your Collective Agreement, as we are on the [FSA Labour Relations team](#), you may have noticed that Article 8 has a mechanism whereby a full-time FSA employee may change their status to part-time. It reads, “no full-time Employee shall be changed to part-time status except by mutual agreement of the Parties and the Employee.”

Generally, we advise FSA members that a permanent reduction in their hours is not advantageous. It is preferable, in most cases, to continue requesting leaves of absence because a reduction in your full-time status will negatively affect the following non-exhaustive list: vacation accumulation, sick leave accumulation, pension, progression on the salary scale, and Article 10.3 professional development funds.

Once the reduction is complete, you will not be able to change your mind or demand a reinstatement to full-time. If you wish to return to 100% full-time (1.0 FTE) status, there is no obligation for BCIT to give that to you.

Another important consideration is your Departmental objectives plan (Article 14) and Departmental workload processes (Article 8). You should have a thorough discussion with your Department members before making the decision to reduce your hours because BCIT, once again, is not obligated to restore your position to 100% nor hire additional FTEs to cover the hours you relinquish.

Finally, the permanent reduction to part-time status is not a right but requires consent of both the FSA and the employer. If you decide to seek a reduction

in hours, first, consider the list above, for its impact on your vacation, pension, etc.; second, discuss the reduction with your Department, for its impact on Departmental planning and workloading, etc.; and then [contact the FSA](#) and BCIT HR, so that mutual agreement may be reached between the Parties and you.



**Michael Conlon**  
EXECUTIVE DIRECTOR

## STATE OF THE UNION: CHALLENGES AND OPPORTUNITIES

The past year has seen yet another cycle of pandemic restrictions, workload challenges, and efforts to return to something like the ordinary. I hope that, amid it all, you were able to find time to rest and reconnect with friends and loved ones, especially over the summer months.

The dawning reality is, however, that we will not be turning the clock back to February 2020 and performing a clean exit from this pandemic. The past two-and-a-half years have exposed many of the weaknesses in our social system to light, the fabric of which now appears threadbare. Yet we are also in a moment of solidarity, innovation, and community. I am proud to say that those values have been on clear exhibition among FSA members, notably by those specializing in fields like the allied health sciences, engineering, nursing, and IT services.

The pandemic has also been a period of transition at BCIT, which includes the departure of long-time President Kathy Kinloch and the prolonged search for a replacement. This change at the top coincides with a number of adaptations

that FSA members have been making to determine what innovative roles the Institute can fill to strengthen our society and economy. It is obvious, for example, that the healthcare system is in crisis and that this is in large part driven by staffing shortages and burnout—exacerbated, though not created, by the pandemic. There have been promising signs that the provincial government is beginning to recognize that BCIT and our partners in the sector are integral to the renewal of healthcare in BC. FSA members are taking a leading role in confronting health-care challenges—among others—offering innovative, compassionate, and creative solutions to our students and the broader community.

The FSA itself is adapting too. Our Board and staff are determined to foster better working conditions for the membership coming out of pandemic restrictions. Our signature legacy, in this regard, will come from this round of collective bargaining. Yet the foundation of our daily work at the FSA is, broadly, to defend and expand your rights at BCIT. In recent months, we have given Department Rights presentations

to help members uphold the full value of Collective Agreement language on collegial governance; released a report through CARAS detailing the failure of policy to support research and graduate studies at BCIT; and expanded gains for members in Departments across BCIT, notably Bachelor of Science in Nursing. FSA representatives will also continue to lobby government on specific issues related to our members' interests and join in-sector lobbying efforts and campaigns on behalf of faculty and staff across BC.

For all the work of the Board and staff, however, it is the general membership that drives the FSA. Union priorities are uncovered, solutions enacted, because of open, multidimensional, and ongoing dialogue. We will continue these discussions in our Tech Rep meetings, general meetings, caucuses, and daily conversations—learning to represent you better.

Please contact us for professional, confidential labour relations advice at [fsa@bcit.ca](mailto:fsa@bcit.ca). We look forward to supporting you. I wish each of you a fulfilling academic year!



## Board Member Profile

# ZAA JOSEPH

Zaa Derik Gammel Joseph is a member of the Tl'azt'en Nation. He holds a BA from Capilano University and completed his Master of Arts in Professional Communication at Royal Roads University. Zaa has been an Advisor in the BCIT Indigenous Initiatives (formerly Indigenous Services) Department since 2008. He was a committee member of BCIT's Indigenous Advisory Council responsible for the first Aboriginal Strategic Plan (2010-2013), was previously a Director-at-Large for BCIT's Faculty and Staff Association (2013-2019) and sits on the Canadian Association of University Teachers (CAUT) Equity Committee and Aboriginal Post-Secondary Education Working Group (2018-present). Zaa was seconded to participate with Indigenous Initiatives and Partnerships to build the BCIT Indigenous Vision (2018-2019). Zaa is the co-founder of Diversity Circles at BCIT. He organizes and facilitates workshops, continuing to build internal and external relationships. He recently joined the FSA Bargaining Team for 2022. Zaa would love FSA Indigenous faculty and staff to come together regularly for coffee and tea—please reach out to join this and speak about other ideas for the success of our membership

### **How long have you worked at BCIT?**

I started at BCIT in the fall of 2008 on a .5 contract. Coming up to 14 great years!

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

The values and advocacy around member rights, working stronger together and voicing Indigenous, EDI and student service-centred issues and related topics have drawn me into volunteering and staying involved.

### **What lesson has being on the FSA board taught you?**

I was lucky to be on the FSA board from 2013—2019 and learn the ropes from great faculty and FSA staff. I truly enjoy engaging, listening and learning from members. Sharing best practices and creating change with the FSA Equity Policy and other initiatives aligns strongly with my personal and professional values. Providing support to Diversity Circles projects over the years and seeing it funded

through BCIT has been a great journey, where I've built relationships across unions, the post-secondary sector, industry, and employees at BCIT. As I now (re)join the board on a one-year placement, I look to continue to listen to our members and learn more through volunteering on the Collective Agreement Committee and Bargaining Team.

### **Which person do you most admire, living or dead, and why?**

Family first, always.

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

Returning to the bush of my First Nation, Tl'azt'en Nation, and building a cabin alongside the lake is a long-term goal on either FT or PT basis. This is an important healing path for me, to reconnect on reserve in my traditional Dakelh territory.

**What is the biggest issue facing BCIT?**

Acknowledge Indigenous and equity-seeking faculty and staff and properly resource associated

projects and teams. People that face discrimination and racism head-on, whether through training others in prevention strategies or having lived experience, need to have leave time and proper resources to do so.

**What's an issue you're passionate about?**

Supporting people struggling with mental health and addictions. Learning more, supporting others to learn, including teachings surrounding trauma-informed practice.

**What is the best thing you've read or watched recently?**

*Reservation Dogs* on Disney Plus.

**What was your first paying job?**

Paper route.



**One way to make things better at BCIT:**

Acknowledge the institutional memory that our members have. Those that have been here for some time know BCIT the best.

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

Biking.

**What makes a workplace healthy?**

Regular check-ins with the team, open and clear discussion and visioning of what the faculty and staff Department teams need on a consistent basis.

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

Pro skateboarder.

**What's your favourite place on campus?**

BCIT Sweatlodge Grounds (beside SE30)

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

Space to implement creative, insightful projects that support the whole person/student/employee at BCIT.

**If you could learn something new, what would it be?**

Something tech and ceremonial related.

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

Flying bike.

**What's one thing that you'd like the members reading this to know about you?**

I am approachable, open to learn, and not afraid to make mistakes.

**What's the most important thing for the FSA membership to know about working at BCIT?**

Many people just like you on campus are open to connecting. You are not alone.

**Would you like to add anything?**

Thanks to FSA members, FSA staff, FSA Board, Colin and Shannon for your support. See you at the coffee spot.



## Member Profile

# MATTHEW ROCKALL

Matthew Rockall has a BA in Geography, a Certificate in Technical Writing, and a Masters in Environmental Education and Communication. An instructor in the Communication Department, he currently teaches business and technical communication courses into the Schools of Business, Computing, and Energy. Currently, Matt does most of his teaching at the DTC, commuting from his home on the Sunshine Coast, where he lives with his wife Debbie, and their two sons, Finnegan and Solomon.

### **How long have you worked at BCIT?**

I started as a full-time day-school instructor in December, 2007, but my very first contract was in 2004. I was hired by Thorsten Ewald to develop the first iteration of Comm1110 for the fledgling Technical Writer Certificate program. However, when that course didn't have sufficient enrolment to run in the first term of the Tech Writer program, Thorsten asked if I would teach Comm 1103, Intro to Business Communications. This was my first introduction to teaching in the BCIT Communication Department. I guess I did okay because they invited me back! In 2007, Samantha Patridge, a former colleague, came to observe my teaching one night and suggested

I apply for a day-school position. These two people changed the course of my life, as I went from full-time technical writer to full-time instructor.

### **What motivates your work?**

I am probably most motivated by the feeling that I am helping students get by in the world, enhancing their ability to succeed through better communication.

### **What lesson has working at BCIT taught you?**

BCIT has taught me many things, but lately I have become increasingly aware of the power of positivity as a teaching tool. It's more powerful and effective to highlight what students are good at, and how to build on those strengths, than it is to highlight their flaws and errors. This is a bit counter-intuitive

for the grammarian in me but I have seen the positive impact of accolades as well as the deflation that comes from negative critiques.

### **What is the greatest issue facing BCIT?**

I think the greatest issue is the stagnation of wages relative to the cost of living, particularly housing, in the Lower Mainland and BC as a whole. And climate change, because we just have the one planet.

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

Dedicated.

### **Which person do you most admire, living or dead, and why?**

As a class, virtuoso musicians, for their determination and skill. Beyond this, astrophysicists who seek to unlock the secrets of the universe.



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

Here, on the Sunshine Coast. I wouldn't mind a house on the water with a view of the elliptic and a dock for my boat, but I wouldn't necessarily move off the coast for that. It's lovely here.

**What is the best thing you have read or watched or listened to recently?**

I went to see Brian Cox talk about black holes and quantum mechanics at the Orpheum.

**What was your first paying job?**

My first paying job was delivering Le Droit, a French-language newspaper, in my local Ottawa neighbourhood.

**One way to make meetings better at BCIT:**

A virtual attendance option, and recorded, to allow asynchronous follow-up for those that can't make it.\*

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

Sailing (which involves both sailing and working on a sailboat!)

**What makes a workplace healthy?**

Kind, supportive colleagues, decent pay, and a reasonable scope of work.

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

Sci-Fi writer, jazz musician, marine biologist, sailing tour skipper, scuba diving instructor, YouTuber, who knows? So many possibilities!

**What's your favourite place on the campus?**

There is a quiet grassy hillside out the back of SW9 that is quite pleasant on a sunny day.

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

Optimistically, going to be aimed at ensuring a qualified skilled labour force to grow the economy while tackling the imperatives of sustainability, adaptation, resilience, and restoration. I think schools and programs will increasingly compete for relevance to the lives of tech-savvy and mobile students.

**If you could learn something new, what would it be?**

If money was no object, how to fly a plane.

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

An effective global carbon collector.

**What's one thing that you'd like the members reading this to know about you?**

That I'm trying.

**What's the most important thing for the FSA membership to know about working at BCIT?**

Patience is a virtue.

**Would you like to add anything?**

I am an SJW, which is to say a social justice worrier. I worry about climate catastrophe, fascism, propaganda, populists, the rise of anti-scientific rhetoric, and the decline of critical thinking and higher learning. However, as faculty in a post-secondary institute I believe we collectively constitute an important leverage point for change, mitigating some of these negatives, and fighting for the greater good. I'm proud to be a small part of that effort.

*\*Member Engagement Officer note: these options will be available in the 2022/3 academic year for general and Tech Rep meetings*



## Staff Profile

# JACKIE PIERRE

FSA JUNIOR LABOUR RELATIONS REPRESENTATIVE

Jackie Pierre has been an activist since birth and a union activist since 2011. She grew up in East Vancouver in a very union focused home. Both Jackie's grandparents and her mother worked in healthcare and her father was a longshoreman—so lots of labour talk at home! She started as a Steward after having her own workplace issues, which progressed into several leadership roles. Jackie has previously sat as the Chair for the Workers of Colour Committee, the Provincial Women's Committee, and was on the Component Executive with the BCGEU. In addition to all of those roles, she also had the privilege of training members to become workplace stewards. Jackie worked as a Staff Representative with the BCGEU for three years and is now enjoying her tenure as the Junior Labour Relations Representative at the FSA.

Outside of work, Jackie is a single mom to two amazing girls, Simone (19) and Sophia (14), and a sweet Chihuahua named Tammy (10). She is currently attending KPU in an effort to obtain her BA in Sociology and eventually go to law school.

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

Seven months as of September 15, 2022.

### **What motivates your work here?**

My drive to ensure fairness and equality in the workplace.

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

Post secondary is a whole other world. Oh, and collegial governance.

### **What motivates you to be involved in the union movement?**

To bring about change for women and workers of colour in the workplace.

### **Which person do you most admire, living or dead, and why?**

My Grandmother. She always taught me to stand up for what is right and to speak up when I see something wrong. She has pushed through adversity and discrimination throughout her life and always comes out on top.

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

Jamaica is where my roots are. We have a family home in the countryside that I would be more than happy to live in (given I have someone to cook for me because that is not something I do, lol).

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

That's a huge one. I think the greatest issue would be the attack on the labour movement and the general willingness to believe bad ideas about unions.



**What is the best thing you've read or watched recently?**

I watch a lot of reality TV, and read a lot of true crime, so it's all pretty bleak, lol.

**What was your first paying job?**

I used to do a lot of jobs through Service Canada and the Summer Jobs Program when I was younger and those were all paid (I've washed walls, counted people on an escalator, etc.) but my first real job was good old McDonald's! I worked there for almost two years.

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

I like to clean and turned that into a business in 2021 through the pandemic. Other than that, I like to enjoy nature and like going for hikes if my hips and knees allow it or just sitting on a beach. As an introvert, I enjoy a lot of alone time!

**What makes a workplace healthy?**

Respect and accountability.

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

Lawyer.

**What's your favourite place on campus?**

There are so many options, but my most coveted discovery on campus is the breakfast counter next to Tim Hortons. The pancakes and hash browns are to die for!

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

Since I was a kid, I always wondered why cars don't have toilets, and at my old age I am still wondering and could probably use it even more today than I needed to back as a child.

**What's one thing that you'd like the members reading this to know about you?**

I am passionate about my work, member education, and member engagement within the union and want to help you the member fully utilize your union.

## Labour Relations Advice

# SENIORITY

The word **seniority** generally carries a great deal of weight in unionized workplaces. But what is it, exactly, and how does it apply to FSA members?

When dealing with various aspects of employment—which worker chooses their vacation first or the order of layoffs—unions have fought for the principle of seniority. At its most basic, seniority means that longer serving workers accrue additional benefits.

Seemingly in line with this history, the definition of seniority in our Collective Agreement (CA) states that “[r]egular Employees will accrue seniority based on service time...” (Article 7.3.1). In other words, the longer you have worked at BCIT, the more seniority you will have—although this does not include auxiliary employment, such as that of instructors in Part-Time Studies (PTS).

Yet history takes detours. Where seniority meets **collegial**

**governance** at BCIT, you find a preference for the belief that everyone is equal and deserves an equal vote; equality typically comes ahead of seniority within our CA. So, for instance, these items are not decided by seniority: planning vacation, distributing workload, planning and implementing a Department’s operations.

A senior member of the FSA has no more right to vacation planning than their junior colleague. Similarly, for claims on overtime, there is no requirement that BCIT offer extra paid work to the most senior employee in their Department. With respect to Departmental planning and distribution of work, seniority is once again not the driving factor (see Articles 14 and 8.8 - 8.9). Instead, Article 1.8.5 states that “[e]ach member of the Department shall participate in deliberations and decision with a single voice and a single vote.”

This is democratic language. Where the CA bestows powers upon a Department, it is expected that each person in that Department shall deliberate and have equal say in the outcome. This is true in both teaching and non-teaching Departments of regular members. Vacation planning, to give one example, should be accomplished by deliberation and voting, if necessary. To give another, senior regular instructors that have taught a course for many years may lose that course through Departmental deliberations and be assigned new courses to teach. As long as the member was given a fair opportunity to deliberate and to vote, there is no violation of the Collective Agreement.

READ MORE:



## Board Members

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PRESIDENT / CHIEF NEGOTIATOR

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VICE PRESIDENT

**Terry Gordon**  
TREASURER

**Trish Albino**  
DIRECTOR (ON LEAVE)

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**Zaa Joseph**  
DIRECTOR

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**William Oching**  
DIRECTOR

**Judy Shandler**  
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**Maria Angerilli**  
OPERATIONS AND HR DIRECTOR

**George Talbott**  
SENIOR LABOUR RELATIONS REPRESENTATIVE

**Kristie Starr**  
LABOUR RELATIONS REPRESENTATIVE

**Michael Thompson**  
LABOUR RELATIONS REPRESENTATIVE

**Jackie Pierre**  
JUNIOR LABOUR RELATIONS REPRESENTATIVE

**Pierre Cassidy**  
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**Matt Greaves**  
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**Marnie Rice**  
OPERATIONS ASSISTANT

## Staff on leave

**Christine Nagy**

**Tess Rebbitt**

## 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.





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