



BCIT FSA VOICE

President's Message:



Peter Fenrich
President

Preparing for BARGAINING



Our Collective Agreement ends on June 30, 2019, so it is essential that we are thoroughly prepared for bargaining. The FSA staff started preparing for bargaining even as the last round ended. We advanced those preparations by asking for our members from across BCIT to submit an application to be on the FSA Collective Agreement Committee (CAC).

The Board reviewed the applications and selected individuals that reflect diversity and represent a broad cross-section of the membership. Their negotiation background ranges from being highly experienced through participating on previous bargaining teams to being new to the challenges of negotiating. Those who are new to bargaining will provide fresh insights while gaining experience that will benefit us in future negotiations. Team members were able to benefit from a workshop on negotia-

tion, funded through our membership with the Canadian Association of University Teachers (CAUT). The participants completed a simulation on negotiation that was valuable to both those new to negotiating and those who were experienced.

Our future steps need your input. What changes would you like to see in the Collective Agreement? We suspect that salary and workload are issues for many of you. This needs to be confirmed. What are your other pain points? Are you having trouble attracting talent into your department? Is retaining individuals an issue? What changes are needed to both attract and retain individuals? What would make you and your colleagues more engaged in working for BCIT?

What are smaller things that would make a difference for your department or job classification? I would like to see one significant win (be-

yond an expected wage increase) for every member. Without that, one can presume that employee engagement with BCIT will decrease yet further.

To achieve gains, the CAC needs to hear about what is important to you. If you are not heard, it is less likely that we will be able to do anything for you beyond a wage increase. We will seek your feedback through surveys and outreach from the CAC.

Beyond bargaining, I would like to meet with every department and your Tech Reps about any concerns that you have. My Outlook calendar is fully up to date. Feel free to set up a meeting for any time that you see is free using the scheduling assistant tool.

Thank you for your support in the recent FSA elections. It is an honour to work for you. Simply put, I will do the best I can for you.

Gratitude & **FAREWELL**

After 12 years of contributing his knowledge, expertise, insights, and humour to the FSA, Executive Director Paul Reniers is moving on (well, up) to a position with MoveUP – with the Canadian Office and Professional Employees Union. It is with a heavy (collective) heart that we say goodbye to Paul and thank him for his tireless work and dedication to our union.

Paul has been with the BCIT Faculty and Staff Association since October 2006 serving our union for more than a decade...and that's if you don't include the four years he spent here in 1994-98 as a Grievance Officer. In his role as Executive Director he has worked with three FSA Presidents, numerous board members, even more BCIT managers, three BCIT Presidents, and hundreds of members. He has not only been the Chief Negotiator for four FSA Collective Agreements, he has also been the lead negotiator with the FSA office staff for three rounds. He has written countless articles, crafted numerous memos, and reviewed endless amounts of work. He has done this and much more while also managing the office.

We know that Paul has provided the FSA Board with support and guidance while also listening at the board table, making sure a full spectrum of ideas and strategies were heard and supported. Paul sought guidance from members, board, and staff and did his best to ensure decisions and directions were collegial and transparent. He fully believed the best outcomes were ones that a diverse group of people participated in.

Paul supported the FSA's decision to affiliate with CAUT (Canadian Association of University Teachers), in part to provide the FSA with a depth of resources in times of senior staff turnover. With bargaining around the corner, we will have the support of CAUT and access to many other faculty association peers to help guide us through this change and ensure we land on solid ground.

We will miss you Paul. We thank you and we wish you all the best. MoveUP is very fortunate to have an individual with the integrity and strong social values that you have.

~FSA Board of Directors



Executive Director's Message: A Challenging Context for a Crucial Round of Bargaining



Paul Reniers
Executive Director

The FSA is preparing to enter a critical round of bargaining, and the stakes are very high. Members are increasingly frustrated with the lack of improvements, attracting faculty and staff from industry is increasingly challenging, long-standing obstacles to meeting the needs of students remain unresolved, and some programs and activities are in crisis. Everyday we hear of FSA members assessing whether their rewarding career is worth the personal cost. Members are leaving BCIT at an alarming rate.

We know that successive provincial bargaining mandates have greatly aggravated our working conditions. To achieve short-term cost savings, the previous governments have disregarded what we need to ensure the continued quality and effectiveness of our educational programs. The current provincial mandate might not be much different.

The province and the BCGEU have already renewed major public sector contracts that are due to expire next year. They have established a pattern of 2% per year over the next three years, below the rate of inflation. The agreements provide small amounts of additional money to the lowest salary scales and to a small number of positions where recruitment is a significant issue. The parties also agreed to some changes relating to equity, sustainability, and improving access to services.

Whether and how this template will apply to our negotiations remains to be seen. We know that salaries in the sectors from which BCIT hires are going up 3% a year on average. Increases less than that won't help the growing number of departments that struggle to recruit and retain faculty and staff. Our rules for placing new hires on the salary scales are archaic and a significant barrier to recruitment. Our benefits are inadequate by current standards. The increasing reliance on Part-Time Studies (PTS) and the on-going failure to meet the needs of PTS Instructors makes BCIT more reliant on a workforce with less reason to feel attached to and appreciated by the Institute.

Within this challenging context, the FSA Collective Agreement Committee is busy shaping our bargaining proposals based on the priorities that members are sharing with us. Through our work with CAUT and the BC Federation of Labour affiliates and a strong government relations strategy, the FSA has done more than ever to prepare a strong foundation for bargaining. As always, the needs and interests of our members and their commitment to our educational programs will guide the FSA's bargaining efforts.

More than ever, our students need BCIT and the provincial government to invest in our faculty and staff and to address longstanding employment issues. As FSA members struggle to hang-on, BCIT is struggling to hang-on to our members. We can't wait another three years to tackle these issues.



Disability: What You Need to Know About the Law of Accommodation



George Talbott
Labour Relations
Representative

Many of us are going to experience a disabling medical condition, even if it is just transitory. When that happens, the law protects us at work.

The duty to accommodate is a doctrine fashioned by the courts in their development of constitutional and statutory human rights law. It protects disabled workers' rights to dignity and equality, and encourages the integration of the disabled into the workplace where possible. The law in this area can, if necessary, override collective agreement provisions, union jurisdictional lines, and employer policies and practices. This, though, is not common. Usually disabled employees are accommodated within the existing formal structures at work.

Know your RIGHTS

Employers, says the Supreme Court of Canada, are required to make all attempts short of “undue hardship” to reintegrate disabled employees, regardless of whether the medical concern is mental or physical. What does “undue hardship” mean? There is no easy answer. An institution like BCIT—with significant size and resources—is likely going to have to go much further in meeting the duty to accommodate than, say, a neighborhood's grocery store owned and run by a family. The Institute, for example, may have the resources to alter job duties, moving tasks around within a department, reduce an employee's hours, or alter buildings, computers, or equipment to make them accessible. A small family-run store may not have the capacity to go as far.



The legal obligation to accommodate disabled workers is not strictly borne by BCIT alone, though they own the lion's share. It's a broad requirement placing obligations on the union, the employee asking for an accommodation (who must share relevant information regarding their medical restrictions with BCIT), and ultimately their coworkers as employees of BCIT.

Co-workers need to be sensitive to the changing work environment when a colleague is accommodated. In many cases, an employee may not wish to reveal the existence of a disability, and there is no obligation to do so. Instead, co-workers may see a colleague return from a leave of absence and working fewer hours. These changes may be temporary if it is a condition that may improve over time or permanent if it is not. Colleagues may see no other outward signs that an accommodation is happening.

Unexplained or new changes in the work environment can produce interpersonal tension. Sometimes at the FSA, we see members who should be treated respectfully being alienated by those who are not aware an accommodation is occurring or do not wish to adjust to changes made to support a disabled member. Gossiping, alienating, or lobbying the disabled employee to take up more work have occurred. In one case, employees asked an FSA member to give up office space, which was provided specifically to accommodate an undisclosed medical condition.

These behaviours may lead to allegations of harassment and discrimination and ultimately to discipline, including termination for the most serious or chronic of cases. The FSA encourages members that have concerns about changing work conditions revolving around one employee to speak to their manager or contact us.

Increasing workload is a common concern amongst coworkers when a disabled employee is accommodated. However, the Institute has the resources to backfill for absent employees or those working reduced hours. Other mechanisms exist to reallocate workload or delay projects. Anyone experiencing an untenable increase in workload should speak to their manager, and consider use of a workload dispute in Articles 8.8 or 8.9. The FSA can assist with this. Members should exercise caution: personal attempts to shift work on to a colleague or lobby members to take on more work than they were assigned, may run afoul of an employee's human rights.

Disabled individuals need not share their medical conditions or the measures taken to accommodate them. This gap in information may leave questions about why these individuals are exhibiting difficult or unusual behaviours. The FSA encourages all members to support their coworkers by charitably assuming the best intentions when colleagues appear to be struggling with work or co-workers.

Did you know
**that BCIT has recently hired a
Disability Management Specialist
in their Human Resources department?
The FSA looks forward to working
with them toward providing the Institute
a more structured approach to the
management of disability.**

MEMBER PROFILE

Holly Munn is a PTS Instructor in the School of Computing & Academic Studies in the Communication Department. Holly has jumped right into the FSA community and has joined the FSA Caucus on Part-Time Studies (COPTS).

How long have you worked at BCIT?

Just over one year.

What motivates you to be involved with the FSA?

I'm eager to help BCIT better serve its learners and instructors, while remaining viable.

What is the best book you have read recently?

Presence by Anne Cuddy. She did an amazing TED Talk.

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

I believe in the power of connecting with people so I'm active in my Chamber of Commerce, Community Centre Board and with the Minerva Foundation. I also ring church bells at the Holy Rosary Cathedral – I don't mean pretty handbells, my bell weighs about 600 pounds.

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

The Downtown Campus instructor's lounge.



What motivates your work?

Teaching people to communicate effectively gives them power over their life. That's an amazing thing to be able to share!

Which living person do you most admire?

German Chancellor Angela Merkel – aside from being a female world leader who holds her own, I admire the huge stand she made for refugees in her own country.

What was your first paying job?

McDonalds at Richmond Centre where I became the #1 Fry Girl in Richmond. That was a long time ago!

What makes a workplace healthy?

A commitment to building a great work culture. A toxic workplace is much harder on an employee's physical and mental health than not having a gym or serving salad.

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

...bright. I think we're recognizing that learning is a lifelong endeavour and there is a role for institutions like BCIT to help people continue that journey. The challenge is funding everyone's learning in a fair way that makes it accessible to all.

One word to describe the FSA?

Supportive.

If you could live anywhere, where would it be?

I love living in Richmond, but otherwise, I would love to live in Buenos Aires -- I love the music, tango, food, wine, climate and people of Argentina.

One way to make meetings better:

A chairperson that keeps the meeting on track. I'm the person rolling my eyes when a meeting goes on a long tangent relevant to two attendees and no one else in the room.

What most inspires you?

All my grandparents started out very poor and worked very hard. Somedays when I'm tired of looking at my computer or standing in a class, I think of how hard they worked and am inspired to work even harder.

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

I'd love to take Dave Doroghy's Sports Marketing 1119. I worked with Dave at the Vancouver 2010 Olympic and Paralympic Winter Games and he always had amazing stories and ideas.

What lesson has working at BCIT taught you?

Don't stop learning.

What is the greatest issue facing BCIT?

Change. Our students expect us to be a leading-edge technological institution and we need to be nimble and keep up.

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

The Minerva Foundation. They do tremendous work supporting leadership in women and girls and do great work supporting reconciliation.

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

I'm a part-time, Part-Time Studies Instructor – I also manage BrandFreek Communications, a firm offering corporate writing and editing support. I'm glad I don't have to choose.

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

Remember the time-turner in Harry Potter that allowed Hermione to take all those courses? I'd like one of those please.

For this feature, the FSA borrows from Marcel Proust (and others who have popularized the French author's questionnaire), as a way for you to get to know our members, board members, and staff.

OPPORTUNITY. SECURITY. RESPECT.
MAKEITFAIR.CAUT.CA BCITFSA.CA/FEW



Workload Disputes

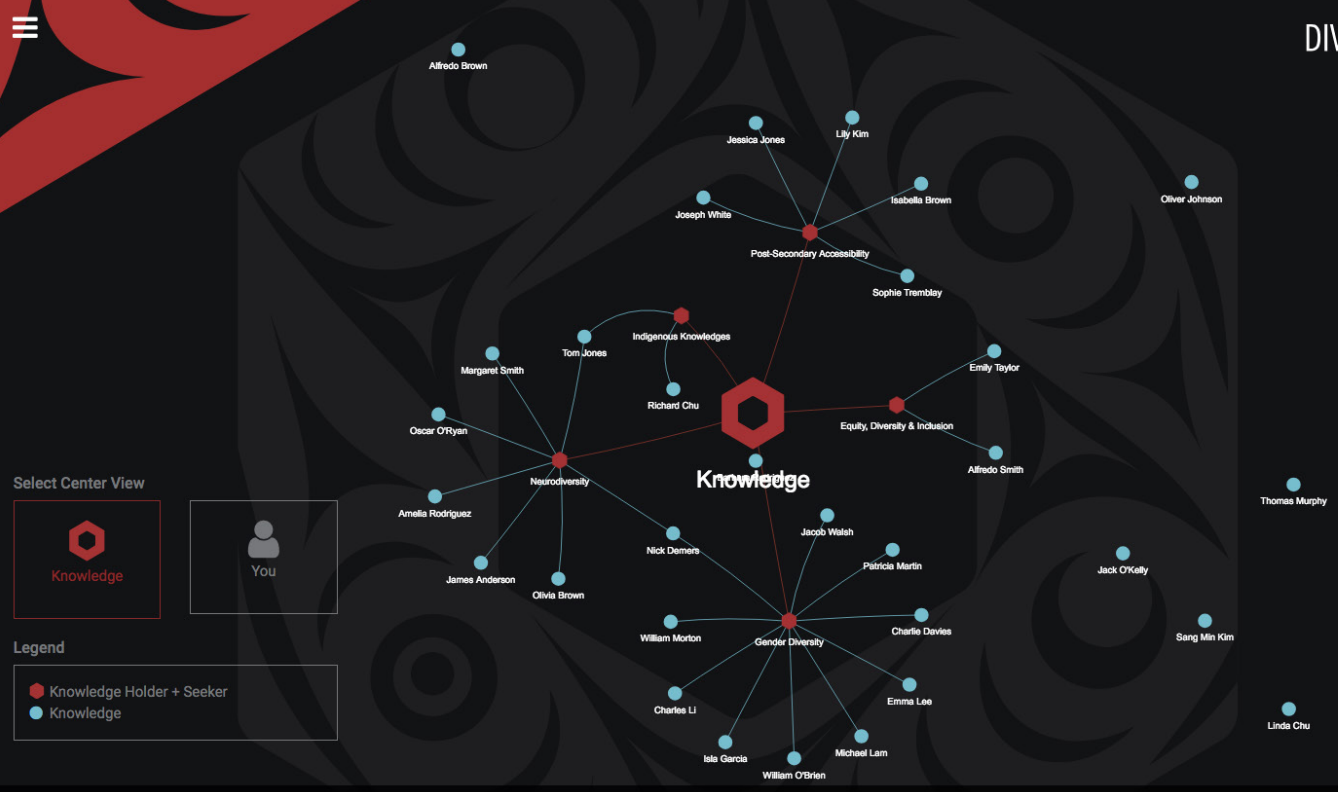
Over the last year, the FSA has seen an increase in members using collective agreement provisions to dispute excess workload assignments. Article 8.8 and 8.9 (for instructional and non-instructional staff respectively) provide three levels of dispute resolution. The Workload Dispute Process gives members the opportunity to challenge workloads that are unfair, inequitable, or unreasonable whereas the grievance process is used for issues like excess contact hours or overtime.

The Workload Dispute Process starts with a formal complaint to the department, which must respond with written reasons. Almost all complaints are resolved with some workload adjustment made at the department level. If the department response is not satisfactory, the process then advances to the Dean. Failing an appeal to the Dean, the next step is a workload dispute panel, equally made up of union and management representatives from other departments. The panel's findings are copied to the Dean and the Vice President, Academic, who must explain how the workload dispute will be remedied.

While the process provides for individuals or groups of members bringing their own complaints forward, please contact the FSA for guidance using this mechanism and to keep us abreast of workload issues in your department.



Best Practices



- EXPLORE KNOWLEDGE
- Neurodiversity ▼
 - Gender Diversity ▼
 - Indigenous Knowledges ▼
 - Post-Secondary Accessibility ▼
 - Equity, Diversity & Inclusion ▼
 - Show All

Select Center View

Knowledge

You

Legend

- Knowledge Holder + Seeker
- Knowledge

We're launching a digital knowledge map!

We want you in it. As part of wrapping up the SSHRC-funded portion of Diversity Circles, we are launching a digital knowledge map to connect people and their knowledge to each other. This map builds a bridge into the next phase of Diversity Circles! Diversity Circles recognizes that supporting an increasingly diverse student body requires more resources, awareness, and new knowledge. This map will bring people and knowledge together.

Diversity Circles is not just about helping our students realize their strengths and gifts, it is also about all of us fully using and sharing our own strengths and gifts. This map seeks to honour you, your knowledge, and the value of connections.



Upcoming Event: What Now? Achieving Gender Diversity in Engineering & Technology

November 16, 2018
11:30am-1pm
BCIT Burnaby
Town Square A/B

Register: diversitycircles.com/events/what-now-gender-engineering-technology

BOARD PROFILE

Peter Fenrich is a long-time FSA member working in BCIT's Learning & Teaching Centre and has been an active FSA Tech Rep. In June 2018 Peter joined the FSA board of directors in the role of President.

<p>How long have you worked at BCIT? 33 years.</p>	<p>What motivates your work? I enjoy helping people.</p>	<p>One word to describe the FSA? Supportive.</p>	<p>What lesson has working at BCIT taught you? Most people are genuinely caring and nice.</p>	
<p>What motivates you to be involved with the FSA? It enables me to help people. The FSA has supported me in difficult situations in the past.</p>	<p>Which living person do you most admire? Jayne Fenrich (my wife).</p>		<p>What is the greatest issue facing BCIT? Attracting and retaining industry experts.</p>	
<p>What is the best book you have read recently? I tend not to have favourites. I enjoy historical fiction (e.g. James Michener).</p>			<p>If you could live anywhere, where would it be? Other than here, New Zealand.</p> 	<p>If you had \$1-million to give to a cause, what would you select? Free the Children. I mainly donate to causes in developing countries because their needs are so much greater.</p>
		<p>What was your first paying job? I delivered flyers for 75 cents per hour when I was 13. After a year, I got a whopping 5 cent raise.</p>	<p>One way to make meetings better: Keep them on topic and short. (I know, I cheated and said two things.)</p>	
				
<p>Do you have a non-work related passion or hobby? Photography. It also relates to work that I do as an instructional designer.</p>	<p>What makes a workplace healthy? Open communication, transparency, trust, and caring for each other.</p>			<p>What most inspires you? Thinking/hoping that my life's work helps to make the world a better place.</p>
<p>What's your favourite place on the campus you work at? Guichon Creek.</p> 	<p>The future of public post-secondary education is... both exciting with potential and worrisome with respect to budget limitations.</p>	<p>What is a course/class you would like to take? Anthropology.</p>		

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STAFF PROFILE

Debbie Kinequon joined the FSA in October 2017 in the role of Operations Assistant. Since arriving, Debbie has built connections within the FSA office and with the broader BCIT community.

How long have you worked at FSA?

One year.

What motivates you to work at the FSA?

Being helpful to staff and members.

What motivates your work?

A sense of accomplishment

Which living person do you most admire?

At this point in my life, it would have to be my daughter – she is the most intelligent, goal-oriented, witty, amazing person with the most positive zest for life.

One word to describe the FSA?

Helpful.

What lesson has working at the FSA taught you?

The importance of a union – so that members/staff can focus on their jobs, other than work place issues.



What is the greatest issue facing BCIT?

I'll have to work here a little longer to decide!

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

Helping those that have less.

What is the best book you have read recently?

None in particular, I have been reading plenty about self-improvement.

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

Being a great parent.

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

I like going for walks in the trees around our building (SE16).



What was your first paying job?

Orange Julius.

What makes a workplace healthy?

Laughter.

The future of public post-secondary education is...one of the most important things we can focus on as a society.

If you could live anywhere, where would it be?

Anywhere exotic and safe.



One way to make meetings better:

If I knew, I would tell you!

What most inspires you?

My children.

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

Courses that focus on social justice.

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

Nurse.

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

A technology that could transform the lives of those who are poor and have less.



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Intellectual Property and PTS Courses

Article 5.2.5.2.8 gives the first right to teach a course to the individual who authored the course if they were not being paid to do so by BCIT. Article 7.4 ensures that an employee who ‘creates, develops, acquires or introduces’ course materials retains ownership over them. When BCIT pays someone to author a course, BCIT might claim ownership over the materials. In those cases, BCIT may also deny the creator the right to use the materials at other institutions or online.

Instructors who plan to develop and introduce a new course, whether on their own or under contract with BCIT, first should obtain a written understanding with the Associate Dean that acknowledges that the course, and all of its associated materials, will belong exclusively to the author. Course authors should expect adequate compensation for any rights over course materials claimed by BCIT. When being paid to develop a course, authors should also insist that the agreement clearly sets out any rights that they retain over the materials.

Contact the FSA if you have any questions about the ownership of course materials. Note also that the Canadian Association of University Teachers (CAUT), of which the FSA is a member, provides information on copyright on their website: copyright.caut.ca/resources. They are currently lobbying Parliament for changes to the Copyright Act on behalf of all post-secondary educators.



**Best
Practices**

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 Kyla at 604.432.8569 or kepstein@bcit.ca

Upcoming Events

Nov 3 Board of Directors Meeting
9:00am-4:00pm
TBD

Nov 7 Tech Rep Meeting
2:30-4:30pm
Town Square D

Nov 16 Diversity Circles Workshop
11:30am-1:00pm
Town Square A/B

Nov 21 Diversity Circles Lunch & Learn
12:30-1:30pm
SA Council Chambers

find out more on bcitfsa.ca/calendar

Contact Us

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search 'BCITFSA Group'

loop.bcit.ca/groups/BCIT-FSA
BCIT internal only

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, Tsleil-Waututh, and Squamish Nations.

the FSA Team *at time of publication*



Peter Fenrich
President



Vnit Nath
Vice-President



Terry Gordon
Treasurer



Chas Bains
Director, Associate Members



Karl Hildebrandt
Director



Zaa Joseph
Director



Shannon Kelly
Director



Nancy Knaggs
Director



Paul Mills
Director, Associate Members



Silvia Raschke
Director



Paul Reniers
Executive Director



Jude Morrison
Sr. Labour Relations Rep



Heather Neun
(On Leave)



Christie Nagy
(On Leave)



Tess Rebbitt
Labour Relations Rep



Jaza Sandhu
Labour Relations Rep



George Talbott
Labour Relations Rep



Kyla Epstein
Member Engagement Officer



Maria Angerilli
Operations Director



Debbie Kinequon
Operations Assistant