



# BCITFSA

# VOICE

*Your Association's News*

## President's Message:

# Coming Back for More



Teresa Place  
President

It is a new academic year with a new collective agreement, a new strategic plan, and a new opportunity to connect and build relationships between FSA members and their union.

At the beginning of summer your FSA collective bargaining team was eager to get back to the table. Our last bargaining days had been in January and we were anxiously waiting to hear from the Post-Secondary Employers' Association (PSEA) regarding some of our proposals. In June we regrouped and looked at what we had accomplished and what we still needed to move on. We were back at the table in early July and on July 30 we reached a tentative agreement that we could bring to the membership. Through releasing the recommended settlement to members and the ratification vote, we appreciated hearing from so many of you. The agreement was ratified by our members on September 16. Thank you for your support for the work of the bargaining team and yes, we agree, so much more is needed. Your union will continue to advocate for you beyond the bargaining table!

Alongside bargaining your FSA leadership team got ready to roll out our 2015-18 strategic plan. Through consultation, the FSA Board, Tech Reps, staff, and members identified three priorities for Members: Opportunities, Rights and Engagement. We have built a plan that brings M.O.R.E. to our members. We asked what our members needed and what an ideal member looked like. With this we created a plan with the FSA staff that includes twelve goals and almost forty initiatives and tactics to accomplish the plan over the next three years.

Our hope is that every member will benefit from one or more of our three strategic priorities. We developed this plan with your help. To make the most of it, we will need your involvement and expertise. We will come to you and we encourage you to come to us. Here are a few simple ways to be involved:

1. **Connect with your Tech Reps** and make sure they are able to attend Tech Rep meetings and have time to report out at program meetings.
2. **Attend** FSA general and annual general meetings.
3. **Invite me to a program meeting** to talk about our strategic plan, about having or being a Tech Rep and the value it adds to your area, and how the FSA can support you.
4. **Check out our website**, including our blog - often!
5. **Contact us** whenever you have a question or a concern! 604.432.8695 or [fsa@bcit.ca](mailto:fsa@bcit.ca)

**Together we will make our union stronger, our voice louder, and we can get M.O.R.E.**

# Implications of the New Collective Agreement

By Paul Reniers, Executive Director

The recent bargaining settlement between the FSA and BCIT represents a significant achievement for the union. Along with implementing the improvements that agreement brings, signing off on a five year deal has many consequences for our labour relations work. Without the opportunity to make changes at the bargaining table until 2019, the FSA has a lot of work to do on important issues not addressed by the settlement.

## HOURS OF WORK

Probably the most significant change immediately resulting from the new collective agreement will be a new regime for work outside of normal hours. The FSA managed to break the log jam that threatened to prevent departments from setting the schedules that they need to deliver their programs and that limited individual variations in hours of work. Most importantly, we did that while protecting the right of every regular and temporary employee to limit their schedules to the normally assigned hours of work (0830-1730h).

With the implementation of the new agreement, departments can agree to extend their hours of work within certain limits, provided individual employees agree to work those hours. Union agreement will only be required for weekends, split shifts, and where the majority of a shift is outside of hours. The flexibility we've been able to show at times in the past is now ensured by the collective agreement with safeguards for individuals. This new approach will also allow departments to agree to modified hours of work to meet the needs of individual employees. If your individual circumstances make an early start or a late finish really desirable, your department can consider whether a modified schedule can meet their needs as well.

All schedules for work outside of hours must be provided to the FSA at least five days before being implemented. We will be implementing a form on our website for submitting these schedules for our review.



## BENEFITS

Despite finally winning Supplemental Employment Benefits (SEB) for new parents, the improvements to the benefit package remain disappointing. We advised the employer at the bargaining table that SEB for only 17 weeks of maternity and parental leave was inadequate, as is the top-up to only 75%, and that we remain committed to seeing that benefit improved significantly. The employer's refusal to agree to implement the SEB until 2018 also creates a ridiculous situation where new parents over the next two years will be denied a benefit that the Institute already acknowledges it should be providing. Despite those significant shortcomings, we could not allow our members to be among the very few in the sector to be without any form of maternity and parental leave top-up. We also gained the benefit without losing the right of women to take up to three months of paid sick time during maternity leave and up to 18 months of total leave.

Otherwise the changes to the benefit package largely amounts to a tweaking. We pay more as a deductible and the reimbursements are slightly increased. Most of those changes were locked-in by the provincial government in bargaining with other large public sector unions and were essentially non-negotiable. The FSA was, however, able to eliminate the lifetime maximum on medical benefits. Given our comprehensive drug coverage and the increasing cost of medical services, a chronic condition or significant injury could have resulted in members reaching the previous lifetime maximum of \$250,000.

## WAGES

The small retroactive salary payments most members will soon receive should not hide the fact that we just went for over a year without any increase at all. The provincially mandated wage increases are largely deferred to later years in the contract to save the government money. When they do kick in, they

very likely will not keep pace with inflation. Our real wages continue to fall. As salaries continue to rise for professionals outside the public service, our recruitment and retention challenges will be exacerbated. We have already seen programs at risk of not being able to function because they cannot recruit staff. The provincial wage mandate makes that all the more likely.

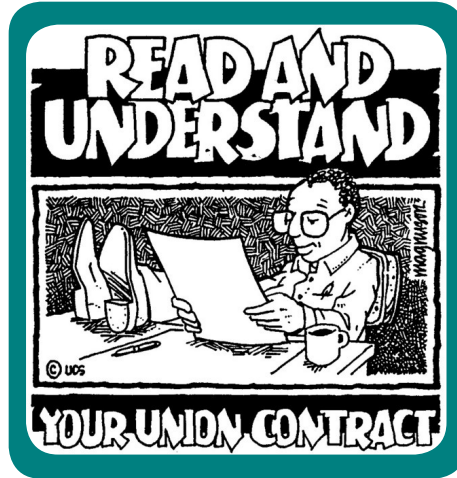
We can't wait for 2019 to change this. The FSA will seek to improve compensation as best we can. We will be looking at strategies to ensure members are fully paid for work that they already do. When opportunities allow, we will leverage our existing rights to put money in members' pockets, always with the goal of winning substantial long term improvements.

**We will continue to keep our eye on the long game**

## ACADEMIC FREEDOM

Nailing down a definition of academic freedom has been a goal of the FSA for several rounds of bargaining. Clarifying the rights of members has become increasingly important as programs move toward accreditation and more faculty and staff seek to pursue their research interests.

The new agreement finally puts us on a par with our colleagues at most universities and colleges. We have adopted language that is commonly found in other agreements in our sector and that has been endorsed by the Canadian Association of University Teachers (CAUT), the leading advocate for academic freedom nationally.



## PART-TIME STUDIES

The lack of improvements hit particularly hard in PTS, where Instructors earn 60% of their regular and temporary counterparts, they rarely qualify for benefits, have no sick leave, have no PD entitlement, and aren't paid for office hours, course administration, and co-ordination. These aren't just compensation issues. These are issues of educational quality, workplace wellness, and fairness. BCIT left them entirely unaddressed.

Any talk of 'workplace wellness' at BCIT is just noise so long as Instructors for two-thirds of our courses aren't paid if they don't show up due to illness or injury.

BCIT's plans for expanding Part-Time Studies are ambitious and based on a low-cost delivery model. We have already engaged the Institute on the status of auxiliary instruction in particular programs, on the proper use of PTS Administration contracts for program co-ordination, and across the full scope of PTS issues through a labour-management committee. The FSA is also looking at how it organizes our members in PTS so that the push for substantive changes in the next round of bargaining will be undeniable.

## RESEARCH

We identified the inadequacy of how research is addressed in the collective agreement as a major issue for this round, and so did the employer. The failure to update the collective agreement and other administrative structures to reflect research activity at BCIT has produced obstacles where there should be supports.

The employer could not, however, get a mandate to open up the collective agreement to meet these needs. Despite hundreds of thousands of provincial dollars flowing into research at BCIT, the government remains uncomfortable with recognizing the work associated with that research activity.

No new agreement regarding research raises an unsettling question: not whether we will do research here but how we will do research here. If we have to continue as we have, without proper structures in place, without any certainty or security for the research endeavours we manage to piece together without proper supports, our research activity will be stunted and inadequate to the needs of students, industry, and faculty and staff. The rising innovation economy will demand more than that from BCIT.

## ASSISTANT INSTRUCTORS AND TECHNICAL STAFF

The provincial bargaining structure continues to frustrate the needs of members not on the faculty salary scale. Across the board percentage increases continue to widen the gulf between our lowest and highest paid members. With compensation so limited in this round, and its distribution so tightly regulated, the best we could manage for AIs and Tech Staff was a form of accountability for how short-term development leave is used.

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## Implications of the New Collective Agreement (continued from page 3)

### STRATEGY

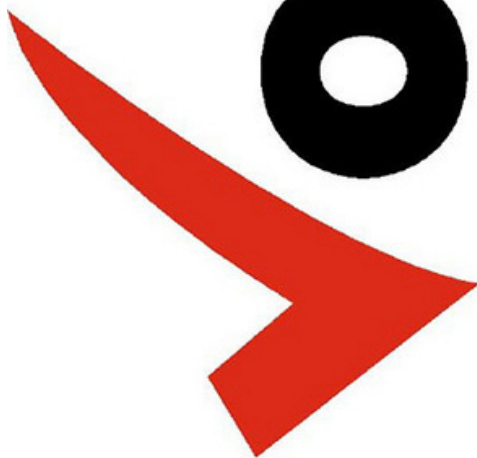
The fact that we were able to achieve much more in this round than most other unions is the result of a labour relations strategy that goes beyond bargaining. We will continue to keep our eye on the long game. From time to time, the employer needs our co-operation and agreement. With so many important issues outstanding, we cannot be ashamed of expecting more for our members in exchange for our agreement. We have also seen that refusing to settle for short term fixes to immediate problems, like hours of work issues, can result in better, lasting, and widely applied improvements in our rights.

The length of the new agreement also suggests that we will have to be more aggressive with other strategies to advance our members' interests. We have advised the employer that we will examine legal actions to pursue the rights of Post-Doctoral Fellows and research chairs. We may head to arbitration over some issues for the first time in more than five years. We are also engaging a consultant to develop a government relations strategy to help us overcome hurdles we are encountering at that level.



**The new collective agreement brings a lot of changes and came about through a huge effort on the part of the FSA. The work continues.**

**STOP**



***Are you registered to vote in the federal election? Do you know which riding you live in? Find out at [elections.ca](http://elections.ca)***

You are entitled to three (3) consecutive hours away from work to vote in a federal election. However, this will depend on the voting hours in your area and your hours of work that day. In B.C., the voting hours for a federal election are 7:00 a.m. to 7:00 p.m. If you did not start work until 10:30 that day, BCIT was not required to give you time off from work to vote because you have at least three consecutive hours for voting in the morning. Note that it is your employer who decides when time off for voting will be scheduled – probably something that should be decided before Election Day.

***Are you running in the election or considering doing so in the future?***

Article 9.10 allows for leave without pay for any member who is seeking elected office at the municipal, provincial, or federal level. If a member wins election, they are entitled to further leave without pay while holding office. A member seeking this leave must provide notice in writing to the Institute.

## Get Your Vote On

*By Teresa Place, President*

This fall's federal election takes place on Monday, October 19th. We urge all our members to consider some of the issues related to post-secondary education and to unions when you head to the polls.



- On June 30th, the government pushed adoption of Bill C-377, a bill that imposes onerous reporting requirements on trade unions, labour organizations, and employee associations. This bill has been criticized as unconstitutional, undemocratic, discriminatory, and an invasion of personal privacy.
- Check out the Get Science Right campaign from CAUT: [getscienceright.ca](http://getscienceright.ca). This campaign highlights the government's muzzling of scientists and politicization of research carried out by its departments and public agencies. The campaign believes that, to serve the public interest, government scientists must be free to speak publicly about their findings.
- Rising student debt levels have been identified as a major issue for many young people across the country. The Canadian Federation of Students (CFS) wants the federal government to consider implementing Newfoundland and Labrador's recent shift from loans to grants across the country. CFS National Chairperson Bilan Arte said, "without a deliberate, national plan around postsecondary education and youth employment, we are going to see this generation failed again."
- Over 11 million Canadians don't have a workplace pension. Less than 25 percent of Canadians contribute to RRSPs, which on their own are an ineffective way to prepare for retirement anyway. Consider the proposed expansion of the CPP for meeting the needs of our aging population.

We encourage members to take these and other matters affecting the post-secondary education and labour sectors into consideration when going to the polls on October 19th.

### Additional Reading

<http://www.progressive-economics.ca/2012/06/07/canadas-self-imposed-crisis-in-post-secondary-education/>

<https://www.policyalternatives.ca/newsroom/news-releases/govt-investment-postsecondary-education-more-pays-itself-study>

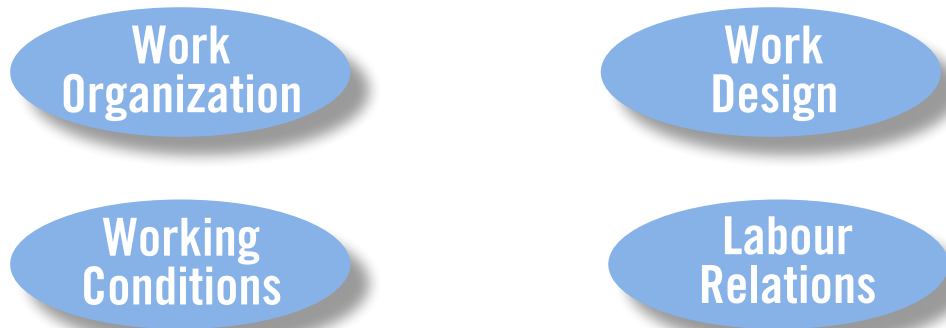
<http://www.caut.ca/news/2015/07/27/decent-work-for-a-decent-education>

# Psychosocial Risks and Work-Related Stress

*This piece reproduces excerpts of an article written by the International Labour Organization. We appreciate their permission to reprint here.*

While stress is readily acknowledged to be a common feature of modern life, defining stress, its causes, symptoms and effects is a very complex matter. It is now widely acknowledged that work-related stress is very common and that it has a high cost in terms of workers' health, absenteeism and lower performance. Although stress is not a disease, it is the first sign of a problem; if the body experiences a continuous strain, stress can cause acute and chronic changes which can provoke long-term damage to systems and organs, particularly if the body cannot rest and recover.

**Work-related stress is determined by psychosocial hazards found in:**



Yet it has been proven time and again that effective solutions exist for the prevention of psychosocial risks and work-related stress. The best of these offer a very good return in terms of reduced absenteeism, better health, improved efficiency and productivity, and lower medical and other benefit costs.

The changing world of work, the economic crisis and recession are making increased demands on workers. Globalization and associated phenomena like fragmentation of the labour market, the demand for flexible contracts, downsizing and outsourcing, the greater need for flexibility in terms of both function and skills, increasing use of temporary contracts, increased job insecurity, higher workload and more pressure, as well as poor work-life balance, all these factors contribute to work-related stress and to the burden of stress around the world, both in industrialized and developing countries.

## Key Preventive Measures

A comprehensive approach by practitioners, academics and researchers to emerging risks and new patterns of prevention is necessary to face the challenges that a changing world of work is bringing. For the ILO, the key to deal with psychosocial hazards and risks in the workplace is prevention by means of:

1. implementing collective risk assessment and management measures, as is done with other workplace hazards;
2. adopting collective and individual preventive and control measures;
3. increasing the coping ability of workers by increasing their control over their tasks;
4. improving organizational communication;
5. allowing workers' participation in decision making;
6. building up social support systems for workers within the workplace;
7. taking into account the interaction between working and living conditions;
8. enhancing the value placed on safety and health within the organization.

**The full article ILO article can be found on our blog:**

[bcitfsa.ca/psychosocial-risks-ilo](http://bcitfsa.ca/psychosocial-risks-ilo)

# Psychological Safety, Health Risks & Work-Related Stress: Why should BCIT and the FSA care?

By Heather Neun, Union Counsel

Research unequivocally establishes the importance of the psychosocial environment at work and the effects of that environment for employee psychological health and safety. According to the Mental Health Commission of Canada (MHCC) ([mentalhealthcommission.ca](http://mentalhealthcommission.ca)), psychological safety includes “freedom from undue distress, harassment, aggression, or fear of speaking up”.

## New Canadian National Standard of Psychological Health & Safety in the Workplace

The ILO article on page 6 references widely accepted research that was relied on to develop the voluntary National Standard of Canada for Psychological Health and Safety in the Workplace\* (the National Standard). In commissioning the National Standard, the Mental Health Commission of Canada (MHCC) was focussed not only on preventing harm but improving health. The National Standard “attempts to help organizations move positively along a mental health continuum and closer to the ideal side. The National Standard is not about preventing mental illness, but more about preventing mental injury in the workplace (i.e. the serious harm that is being done to workers that could be prevented or significantly reduced).”

\* [mentalhealthcommission.ca/English/node/27801](http://mentalhealthcommission.ca/English/node/27801)

In Canada, 13 psychosocial factors ([guardingmindsatwork.ca/info/risk\\_factors](http://guardingmindsatwork.ca/info/risk_factors)) have been identified that affect the mental health of employees and influence their psychological responses to work and work conditions. These factors arise from the way work is organized and designed (i.e. deadlines, workload, and work methods) and the context in which work occurs (i.e. how people are managed, including relationships and daily interactions with managers, colleagues and co-workers, and clients or customers). These 13 factors also potentially cause psychological health problems. As the ILO article in this newsletter establishes, stress can manifest in reduced well-being and in ill-health, including depression and anxiety. It follows that when these potentially psychologically harmful factors are identified, interventions designed to eliminate or control them more effectively will reduce employee stress.

### What are the Psychosocial Factors?

The 13 psychosocial factors are drawn from research that identifies them as areas of fundamental psychosocial risk or hazard. Among the 13 factors are: (1) workload management; (2) involvement & influence; (3) engagement; (4) civility & respect ([ccohs.ca/oshanswers/psychosocial/mentalhealth\\_risk.html](http://ccohs.ca/oshanswers/psychosocial/mentalhealth_risk.html)).

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## Psychological Safety, Health Risks & Work-Related Stress: Why should BCIT and the FSA care? (continued from page 7)

### How is this Relevant to BCIT?

Psychosocial hazards exist in most workplaces, including BCIT, and we believe they should be identified and addressed. All too frequently, the FSA's staff observes first-hand the personal and professional costs of continuous and unmitigated work-related stress for FSA members.

In this article we explore four of the 13 psychosocial factors and two of the ILO's suggested preventive measures: measure 3, which is "increasing the coping ability of workers by increasing their control over their tasks"; and measure 5, "allowing worker participation in decision-making".



### ***Psychosocial Factor 1 - Workload Management***

According to the Guarding Minds at Work website ([guardingmindsatwork.ca](http://guardingmindsatwork.ca)), workload management exists in a workplace where work duties "can be accomplished successfully within the time available". Many employees describe this factor as the biggest workplace stressor. Research confirms that this concern extends not just to the amount of work but the extent to which employees have the time, equipment, and support to do the job well. Workload management combined with high decision-making latitude contribute to positive coping behaviours and job satisfaction. Excessive workload without opportunities for control results in physical, psychological and emotional fatigue, and increased stress and strain ([guardingmindsatwork.ca/info/risk\\_factors](http://guardingmindsatwork.ca/info/risk_factors)).

The ever increasing workloads of FSA members at BCIT are of real concern. Changes in communication technologies combined with reduced material and financial resources significantly add to the workload burden and pressures of FSA members.



### ***Psychosocial Factors 2 and 3 - Involvement & Influence and Engagement***

Greater involvement & influence and engagement in the workplace occurs when employees are authentically involved in discussions about how work is done and how important decisions are made about an employee's specific job, the department's activities or the institution as a whole. Meaningful input is associated with higher morale, increased psychological well-being, and less indifference and helplessness, job alienation, distress, and burnout ([guardingmindsatwork.ca](http://guardingmindsatwork.ca)).

In response to these three psychosocial risk factors, the ILO's suggested preventive measures make sense. Employers can successfully ameliorate them if they improve their employees' coping ability by increasing their control over their tasks and allowing workers' participation in decision-making.

A significant term and condition of FSA members' employment is the right to be consulted in the setting of departmental objectives (Article 14.1) and other matters. There is a strong tradition of collaborative and collegial decision-making at BCIT, particularly in certain programs or departments, and under certain managers. Where implemented, this principle mitigates the psychosocial risks associated with an employee's need to exercise some level of control over their workload. The opposite however is also true. Where consultation does not happen or is not authentic, the hazards for psychological safety and health come into play.

### ***Psychosocial Factor 4 - Civility & Respect***

The fourth psychosocial factor concerns what happens when there is incivility, disrespect and unaddressed conflict in the workplace. The resulting emotional exhaustion is an experience all too common in work environments, including BCIT. In addition to health problems, this type of workplace is associated with greater conflict and job withdrawal ([guardingmindsatwork.ca](http://guardingmindsatwork.ca)).

Thankfully, conflict and respectful workplace behaviour are topics that have received increased attention at BCIT, most notably through its commendable Respectful Workplace Training, which is mandated by Article 1.7.2 of the Collective Agreement. This is a positive development, particularly because the FSA believes that disrespectful conduct has been tolerated in the past.

### **Recommendations for BCIT**

- Future efforts around the Respectful Workplace initiative should focus not only on training around what is permissible, respectful behaviour, but on committing the necessary resources to ensure a sustained culture shift that addresses conflict effectively and supports changes in behaviour in a positive and proactive way.
- As the Institute continues to move in the right direction, we encourage BCIT to invest in and develop its capacity to support managers and unionized employees in addressing and preventing workplace conflict.
- We urge BCIT's leadership to conduct a close review of the psychosocial environment and psychosocial factors across the Institute and to consider implementing the ground-breaking National Standard of Psychological Health and Safety in the Workplace.



The FSA is interested in a rich and continuing the dialogue with stakeholders at BCIT. We encourage BCIT to broaden the Respectful Workplace analysis to include the broader psychosocial factors that really define how employees experience their workplace. Understanding the current psychosocial landscape and developing measures that maximize employee psychological health is a clear win-win strategy that will pay huge dividends in the advancement of BCIT's mission.

As always, the FSA encourages members to contact the Union if they have witnessed or are experiencing conduct that raises psychological health and safety concerns.

# Field Investigation in Earthquake-Affected Areas of Nepal

By Dr. Svetlana Brzev, P.Eng., and Dr. Bishnu Pandey, Ph.D., FSA Members



Svetlana taking measurements of a collapsed home in Kathmandu. Seismic design concepts were not incorporated in many concrete buildings. The size of the beam is significantly larger than the column in this frame building, violating seismic design rule. (Photo credit: Bishnu Pandey)

As structural engineering faculty members from BCIT's Department of Civil Engineering, we were a part of an engineering team that visited Nepal from June 8-20 on behalf of the Canadian Association for Earthquake Engineering (CAEE) in a post-earthquake reconnaissance mission. Our team visited several urban locations in Kathmandu Valley and numerous villages in the hilly areas of Dolakha, Sindhupalchowk and Kavre districts which were severely affected by the April 25th and May 12th earthquakes (magnitudes 7.8 and 7.3 respectively).

In total, more than 600,000 buildings were affected by the earthquakes and more than 8,700 people died. Kathmandu witnessed damage to several heritage buildings including UNESCO world heritage sites. Most of the deaths in Kathmandu and rural parts of Nepal were due to crumbling of vulnerable unreinforced masonry housing. However, some reinforced concrete buildings also collapsed and/or performed poorly in the earthquake. The earthquake caused more than 53,000

classrooms to be fully or partially destroyed. Had this earthquake happened during school time, thousands of school children would have been killed and injured. It was, however, observed that some schools with simple seismic upgrading showed excellent performance with no damages.

The main factor that contributed to collapse or severe damage of buildings in Nepal was inadequate seismic engineering input or lack thereof in design and construction. The enforcement of the building code seems ineffective due to several reasons, including lack of institutional capacity and engineering human resources. Along with the team we presented our observations and recommendations for post-earthquake reconstruction to more than 150 senior Government of Nepal officials. Our team worked closely with a four-member Nepalese engineering team led by National Society for Earthquake Technology (NSET). BCIT and NSET teams will continue to work jointly on a research study intended to identify earthquake damage indicators for low-rise

masonry and concrete housing in Nepal. The findings of the study are expected to be helpful in reducing seismic risk in Nepal and other countries with similar construction practices.

After the CAEE mission was completed Bishnutwo US scholars conducted a rapid assessment of earthquake damage to school buildings and communities. The investigation showed which school buildings were damaged and why. Where safer school construction projects occurred, it explored whether these projects helped communities understand how to build safer communities and social capital around disaster risk reduction.

The team surveyed selected schools in four earthquake-damaged districts. We assessed the following three types of schools: typically constructed public schools, schools with a disaster-resistant design or retrofit, and schools that included community engagement as part of its school safety construction project. In addition to school damage assessment and assessment of nearby houses, our team interviewed school staff and management committees, parents, and lead masons involved in school construction. This assessment, including the technical outcomes and the social impacts, showed both successes, which can be used as models moving forward, and notable shortcomings that can be improved in the post-earthquake reconstruction of schools. The findings were presented to Government of Nepal officials, donor agencies including World Bank, Asian Development Bank, USAID, and other humanitarian agencies such as UNICEF, Save the Children, and IFRC. The summary report of the assessment can be downloaded at [preventionweb.net/go/45421](http://preventionweb.net/go/45421).

We found it heartrending to visit collapsed buildings and meet homeless families living in shelters. At the same time we found it rewarding to be able to provide advice and interact with people who managed to maintain a positive spirit in such a difficult situation. Our team also interacted with the chief official of the local government in the remote district Dolakha. The visit was a testament to the social aspect of engineering, a profession intended to serve communities and society at large. One of the important lessons was that quality of construction and enforcement of building codes are necessary prerequisites for earthquake safety of buildings and infrastructure. We will share findings of our visit to Nepal with BCIT faculty and students in Fall 2015. FSA members can contact us directly to find out more about their experiences.



Bishnu conducting a damage assessment of school buildings and earthquake impacts to communities in Sangachowk of Sindhupalchowk district. All of the masonry buildings and some concrete buildings in the village were destroyed in the earthquake. (photo credit: Rob Freidman)

## Call Out!

Do you have news or a story that you think other FSA members should know about? Consider contributing to the FSA Voice!

Contact Kyla at [kepstein@bcit.ca](mailto:kepstein@bcit.ca)

## Member Profile: Mary Kay Thurston



*Mary Kay Thurston has been an active FSA member for almost 30 years and is a strong voice and advocate for her colleagues. One of her great skills as an instructor and a union member is the ability to ask challenging questions in the most supportive ways.*

*Mary Kay recently helped the FSA as a liaison to two recent graduates of BCIT who created a video for us on the value of being a Tech Rep.*

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

One of the best things about teaching is that every year there's a new intake of students which keeps things interesting and ever-evolving. Our program is very competitive so I feel privileged to work with a group of extremely bright, talented, creative individuals. So for me, September's always about new people and new possibilities.

Also, Broadcast and Online Journalism is undergoing so many incredible changes, both technologically and as we integrate more and more with Social Media. As an example, you can now shoot and edit an entire news story on an iPhone! It's being done every day by working journalists and these stories are uploaded immediately and go to air. This rapid-speed change is overwhelming at times, but definitely exciting. And, the technology is incredibly affordable and accessible for students, which is a plus educationally-speaking.

**What motivates you to be involved with the FSA?** I am very appreciative of all the support the FSA has given me during my time at BCIT and the many benefits afforded me as a result of this Association. I have always respected the hard work and commitment of the FSA

staff and Board members, so it's an easy 'connect' for me. I am happy to contribute in whatever small way I can in return for all that's done for me and my colleagues.

**How does the FSA support your work at BCIT?** I have called on the FSA countless times while at BCIT. When I was first hired they helped me negotiate a better step on the pay scale. When I lost my first husband many years ago – which was the most difficult period of my life – they helped ensure I returned to work with ease and confidence. When our department struggled with workload issues they helped with that. Throughout my career they have guided my colleagues and I through many challenging times and issues – the support has been on-going.

**Is there anything you'd like to see change as an FSA member?** I would like to see the FSA continue to fight for more wellness opportunities and benefits. Especially during tough economic times, when it can be difficult to negotiate higher salaries, this is an alternative benefit worth negotiating. I would like the ability to put some of our existing PD funds towards fitness memberships and other wellness applications. There is a lot of 'win-win' potential here to be further explored with management.

**What keeps you busy when you're not at work?** When I'm not at work I like to be active. I'm an avid golfer in the summer and curler in the winter. I love both sports because they challenge me both physically and mentally. I also love on-line scrabble – so much so, my husband would say I'm an addict. To relax, I'm happiest walking my dog Cleo.

**Know a member who should be profiled?** [contact Kyla at kepstein@bcit.ca](mailto:kepstein@bcit.ca)



## FSA's DAA Honours our Longest Serving Member

For a second year, we partnered with BCIT and the BCIT Alumni Association for the Distinguished Alumni Awards (DAA) to honour a BCIT alumnus who returned to the Institute as an FSA member.

This year, we are so pleased to recognize Ralph Hargreaves from the School of Health Sciences (recently retired). Ralph has the unique distinction of celebrating his own 50th milestone along with BCIT and the FSA, by becoming a student in 1964 and graduating in 1966. After a year on an industry project in conjunction with BCIT, he joined the staff team in 1967 as an Assistant Instructor.

Ralph will be honoured at our AGM on October 28th and also at the BCIT Gala on October 29th. Find out more about Ralph at one of those events or on our website!

# WANTED:



As we kick off another academic year, we wanted to remind you of the importance of having Tech Reps for your area.

Please visit our website to see who your Tech Reps are and consider filling the role if there is an open spot.

[bcitfsa.ca/about/fsa-structures/tech-reps/](http://bcitfsa.ca/about/fsa-structures/tech-reps/)

# TECH REPS!

## Board Member Profile: Joe Newton



*Since Joe joined the FSA Board of Directors over four years ago, his thoughtful questions have become an important part of the board's decision making process. Joe probes at issues and decisions until he understands them well enough to explain them to colleagues. That kind of participation keeps the board accountable. It also has allowed Joe to grow tremendously in his understanding of BCIT, the FSA, and the forces that impact the working conditions of our members.*

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

Bargaining with the employer was the major excitement as a board member over the last year plus. Being part of a high functioning team was truly the most rewarding part because of the synergy that was present. Keeping the various proposals straight as we went back and forth on various points was challenging for me. There were several iterations covering various items over the course of the negotiations. With each iteration, the Bargaining Team needed to review and evaluate the impact so decisions could be made on how to proceed.

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

I like to know how things work and to help others. Being part of the board has given me insight into how BCIT works and with this knowledge and with the help of others I can improve working conditions at BCIT. I believe it would be beneficial if every member could spend a term on the board. This would really help the membership understand what the FSA does and doesn't do and why.

**How does the FSA support your work at BCIT?** It gets in the way of my work at BCIT as research doesn't fit the mold. For instance, the collective agreement won't let us hire students for research work. The primary focus has always been on teaching faculty.

My work is supported by the FSA through education. Understanding my department's rights and responsibilities ensures we can accomplish our goals in harmony with management. The FSA has made several attempts to have applied research included into the collective agreement with little success.

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

I would like to see more open and accountable decision making with respect to applied research at BCIT. This would include documented processes for grant applications and evaluations, explanations for the decisions regarding research. Knowing the processes and procedures would ensure peoples' time and energy was used effectively.

### What was the last conference or course you went to?

Federation of Post-Secondary Educators, where I met people from other organizations that are similar to the FSA. The major take away from this conference for me was I realized how good the FSA is for our members and how well run our union is. There are several education unions that appear to be struggling to serve their membership.

## Staff Profile: Marian Ciccone



*For almost 20 years, Marian Ciccone has maintained the administrative foundation on which the FSA is built. As importantly, Marian's irrepressibly positive attitude has helped sustain her colleagues and members visiting our office during many bleak moments. Even though she's one of the most diligent and productive people you could ever hope to work with, she always makes time for others.*

**What is the most exciting part of your work?** I enjoy working behind the scenes assisting our Member Engagement Officer in all the work that she does to organize various events for our members. This support includes everything from booking rooms, organizing catering, looking after paperwork and attending the events. The Tech Rep ice-cream social is my favourite event of the year.

**Why do you think the FSA is a vital part of the BCIT community?** I know that the work that is done by our staff makes a real difference to our members who appreciate having a stronger voice because of the assistance they receive in dealing with issues that come up in the workplace. This is my 19th year with the BCIT Faculty and Staff Association and I feel privileged to work for an organization that has improved the working conditions for so many people.

**What is something the FSA does that members may not be aware of?** In addition to defending the rights of our own FSA members, our staff also actively supports the rights of other union members in many ways. One recent example was when we attended a large rally for the locked-out BCAA workers (members of COPE 378) on July 21st.

**What surprises you when working with members?** No real surprises, but I am very impressed with the huge range of talents, skills and passion for their area of expertise that our members demonstrate. There is a real sense of dedication and pride in the contributions that our members make to the school.

**What was the last conference or course you went to?** In July I was fortunate to be able to attend the annual convention for the International Association of Administrative Professionals which was held in Louisville, Kentucky. It was wonderful to get an opportunity to see that beautiful city and also to hear inspirational speakers, learn about new technology and more efficient strategies for managing records and planning events. I enjoyed meeting people from all over North America and hearing about their organizations and the types of work that they perform.

### Good & Welfare Program

Do you know a member who is celebrating a special event or dealing with a challenging time in their life? Let the FSA know and we will send a small token recognizing that member's circumstance or achievement.

Contact us at  
604.432.8695 or [fsa@bcit.ca](mailto:fsa@bcit.ca)



Have you checked out the FSA blog yet? Visit there for updates about employment matters, events, bargaining, and news about current issues affecting the FSA!

[www.bcitfsa.ca/blog](http://www.bcitfsa.ca/blog)

# PTS Instructors!

Did you know that you might qualify for benefits?  
Find out more: [bcitfsa.ca/member-resources/pts](http://bcitfsa.ca/member-resources/pts)  
or call 604.432.8695

## #RecWithUs



BCIT Recreation Services is dedicated to the health and wellness of faculty, staff, students, and members of the community. We consider recreation a vital part of campus life and each individual's work/school/life balance. We welcome everyone to discover and enjoy our services, including a spacious weight room, fitness classes, climbing wall, and intramurals, all of which are free or offered at a reduced rate for BCIT staff and students. Whether it's checking in at the front counter, leading you through a fitness class, or a personal training session, we encourage everyone to lead a healthy and active lifestyle with BCIT Recreations Services.

*BCIT Recreation is located in Building SE16 at the Burnaby Campus, with satellite fitness centres at our Annacis Island, Marine and Aerospace Campuses.*

Check Out  
the FSA Online



search 'BCITFSA Group'

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY



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

## Upcoming Events

Oct 7  
Tech Rep Meeting  
2:30-4:20pm  
SW3 3615

Oct 21  
Board of Directors Meeting  
4:00-9:00  
SE16 116

Oct 28  
Annual General Meeting  
2:30-4:30  
Town Square A&B

find out more on [bcitfsa.ca](http://bcitfsa.ca)

## Contact Us

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Web: [www.bcitfsa.ca](http://www.bcitfsa.ca)

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SE 16-116

3700 Willingdon

Burnaby, BC V5G 3H2

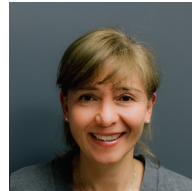
## The BCIT Faculty and Staff Association Team



Teresa Place  
President



Silvia Raschke  
Vice-President



Pilar Bonilla  
Director, Associate Members



Terry Gordon  
Treasurer & Director



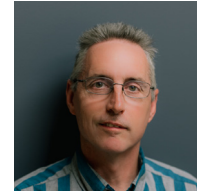
Karl Hildebrandt  
Director



Derik Joseph  
Director



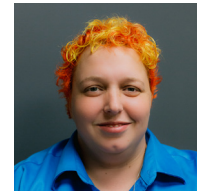
Shannon Kelly  
Director



Joe Newton  
Director



Ted Rutledge  
Director, Associate Members



Kenzie Woodbridge  
Director



Paul Reniers  
Executive Director



Heather Neun  
Union Counsel



Christine Nagy  
Labour Relations Rep



Tess Rebbitt  
(on leave)



Ken Howie  
Labour Relations Rep



Sascha Swartz  
LR Information Officer



Kyla Epstein  
Member Engagement Officer



Maria Angerilli  
Executive Assistant



Marian Ciccone  
Office Assistant