

## 3.2.2 Staff Bargaining

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The BCIT Faculty and Staff Association (FSA) hires and retains staff who are members of CUPE Local 1004 (CUPE), and this employment relationship is bound by the terms of the FSA/CUPE collective agreement which is negotiated on a regular cycle. This policy outlines the bargaining process for the FSA.

1. The Executive Director will bring any FSA/CUPE collective agreement issues to the attention of the Board of Directors for consideration in establishing the bargaining mandate.
2. The Board of Directors shall establish a bargaining mandate for the Bargaining Team that may include the specification of interests including, but not limited to:
  - salary levels and structures;
  - benefit programs;
  - time benefits (vacation, sick leave, and other leaves);
  - professional development and training;
  - due process provisions, grievance procedures, and discipline;
  - management rights;
  - employee rights;
  - classifications;
  - hours of work;
  - position descriptions.
3. The Board of Directors shall appoint a Bargaining Team composed of the Executive Director, Operations and Human Resources Director, and at least two Directors. The composition of the Bargaining Team will take into consideration the intent of the FSA's Equity Policy.
4. The Bargaining Team shall appoint a Chief Negotiator, who may be from outside the Bargaining Team. The Chief Negotiator, under the direction of the Bargaining Team, shall work to implement the bargaining mandate of the Board of Directors.
5. The Bargaining Team shall establish its bargaining positions and strategy within the terms of the bargaining mandate established by the Board of Directors.
6. The Bargaining Team is delegated the authority to negotiate the terms of a Tentative Agreement within the mandate.

7. The Bargaining Team may choose to request a revision to the mandate from the Board of Directors if required to effect a satisfactory settlement.
8. Upon the Bargaining Team reaching a Tentative Agreement, the Board of Directors shall review the terms of the agreement. They may either reject or ratify the Tentative Agreement as it stands, without amendment.
9. Power to conclude an agreement, order a lock out, refer a bargaining dispute to the Labour Relations Board, or take other steps to conclude collective bargaining shall remain with the Board of Directors.

#### Revision History

Date	Revision (Brief description)
February 2021	Edits approved.
September & October 2020	Changes brought to the board for approval following regular policy review cycle, including feedback from board and staff.
September 2016	Most changes were minor and a matter of consistency, punctuation, sentence structure, etc.
December 2014	Formatted into branded policy template. No changes to content.
October 17, 2012	Cleaned-up and re-organized, no substantive changes
May 14, 2010	Revised
October 7, 1998	Original Approval