



ANNUAL REPORT 2020-21

The BCITFSA and its members' workplaces are located on unceded Indigenous land belonging to the Coast Salish peoples, including the territories of the x^wməθkwəyəm (Musqueam), Skwxwú7mesh (Squamish), and Səlílwətaʔ/Selilwitulh (Tseil-Waututh) Nations.



Message from FSA Leadership



Colin Jones, FSA President and Shannon Kelly, FSA Vice President

When we published our last [Annual Report](#), we never imagined that we would be writing a second report from the depth of a global pandemic.

2020/21 was a year that we could not have fully contemplated just a short time ago.

We want to make sure that, first and foremost, we acknowledge how difficult it has been for so many people – in our membership and beyond. The public health crisis, the devastating uncovering of mass graves at the former residential schools, the rising instances of racism and other types of harm, and the shocking realities of climate change affect us all and no opportunity for review or reflection should be without mentioning those realities. There is very little that words in an organization report can do to address the pain and anxiety that many are experiencing but we want to offer this: we are committed to a journey focused on learning, change, and repair. We remain open to stepping up and playing our part.

Last year was, for us, a time of planning. Over many Zoom sessions – with board, staff, and members – we developed a five-year strategic plan to carry us through to 2026. Our vision for a dynamic and supportive educational community speaks to the ideal state we want for members and our mission for excellent working conditions for all members through representation, negotiation, and advocacy demonstrates the path we are on. Towards this future, we are led by our values of integrity, solidarity, empowerment, and equity. These guide us through establishing policy, decision-making, and the day-to-day work of protecting and enhancing rights for our members.

This work is done for and by people. A committed, professional, and exceptional group of [staff work at the FSA](#). On a daily basis, our staff bring to life the organization's commitments and uphold its varied obligations. Our [board of directors](#) is a dedicated group of members, entrusted by the [membership](#) to steward and oversee the organization while upholding the integrity of our mission, vision, and values. The FSA membership, at over 1800 strong, is the FSA. The association belongs to us, and every time we make the effort to stay informed, participate, and stand up for our collective rights we are demonstrating our collective power.

We share with you this report, with its annual highlights, financials, and updates on the association's work, but know that it can never truly capture the true strength of the FSA – the work that members do every day to educate and serve BCIT's students and strengthen the economic, social, and political fabric of the BC.

Amidst the background of a global pandemic, the FSA undertook a comprehensive planning process and reached out to members to build a strategic plan to carry us through to 2026.



Spotlight

Launched 2021-26 Strategic Plan

We conducted sector-wide scans, compiled input from members, and focused on the challenging task of synthesizing the information into a refreshed vision, mission, and values as well as four priority areas with related goals and objectives.

The FSA believes that a dynamic and supportive educational community is supported by striving for excellent working conditions for all members through representation, negotiation, and advocacy and this strategic plan provides direction and guidance for reducing inequities, shaping the members' workplace, educating members, and providing service.

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2021-26 Strategic Plan

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.

Reducing Inequities

To identify and address inequities across our membership

- ▶ Identify and work to address inequities in different FSA job classifications
- ▶ Increase awareness within the membership about existing inequities
- ▶ Increase accessibility and seek to remove barriers to participation in the FSA
- ▶ Advocate for equitable access to resources, education, and technology support
- ▶ Advocate for employment security for all members
- ▶ Increase equity in BCIT hiring and retention practices
- ▶ Hold BCIT accountable for reducing inequities

Shaping our Members' Workplace

To ensure members have a voice in defining future working conditions

- ▶ Protect working conditions during shifts in the institutional and pedagogical landscape
- ▶ Form strategic relationships to increase our influence
- ▶ Ensure consultation as working conditions and circumstances shift
- ▶ Encourage transparency within Departments and in Departmental decision-making
- ▶ Ensure Departments exercise their rights
- ▶ Identify and advance our members priorities through collective bargaining

Educating Members

To ensure Departments and our members understand their rights and can exercise them

- ▶ Invest in the development of an FSA-designed "steward model"
- ▶ Develop and deliver workshops and training opportunities; partner (e.g. with affiliates) where possible for expanded capacity
- ▶ Increase understanding of Departmental rights and collegial decision-making
- ▶ Help members understand what FSA services are available, including self-service options

Providing Service

To enhance member engagement, manage member expectations, and ensure exemplary service

- ▶ Understand members' challenges and concerns
- ▶ Ensure FSA staff are well supported and resourced
- ▶ Ensure FSA Board of Directors is equipped to handle governance and HR responsibilities
- ▶ Define clear service objectives to address organizational needs
- ▶ Uphold our commitment to member engagement



Year in Review

2020/21 brought changes and challenges that none of us could have anticipated. As we worked together through the various waves of this pandemic the dedication of our members in serving students was apparent every step of the way.

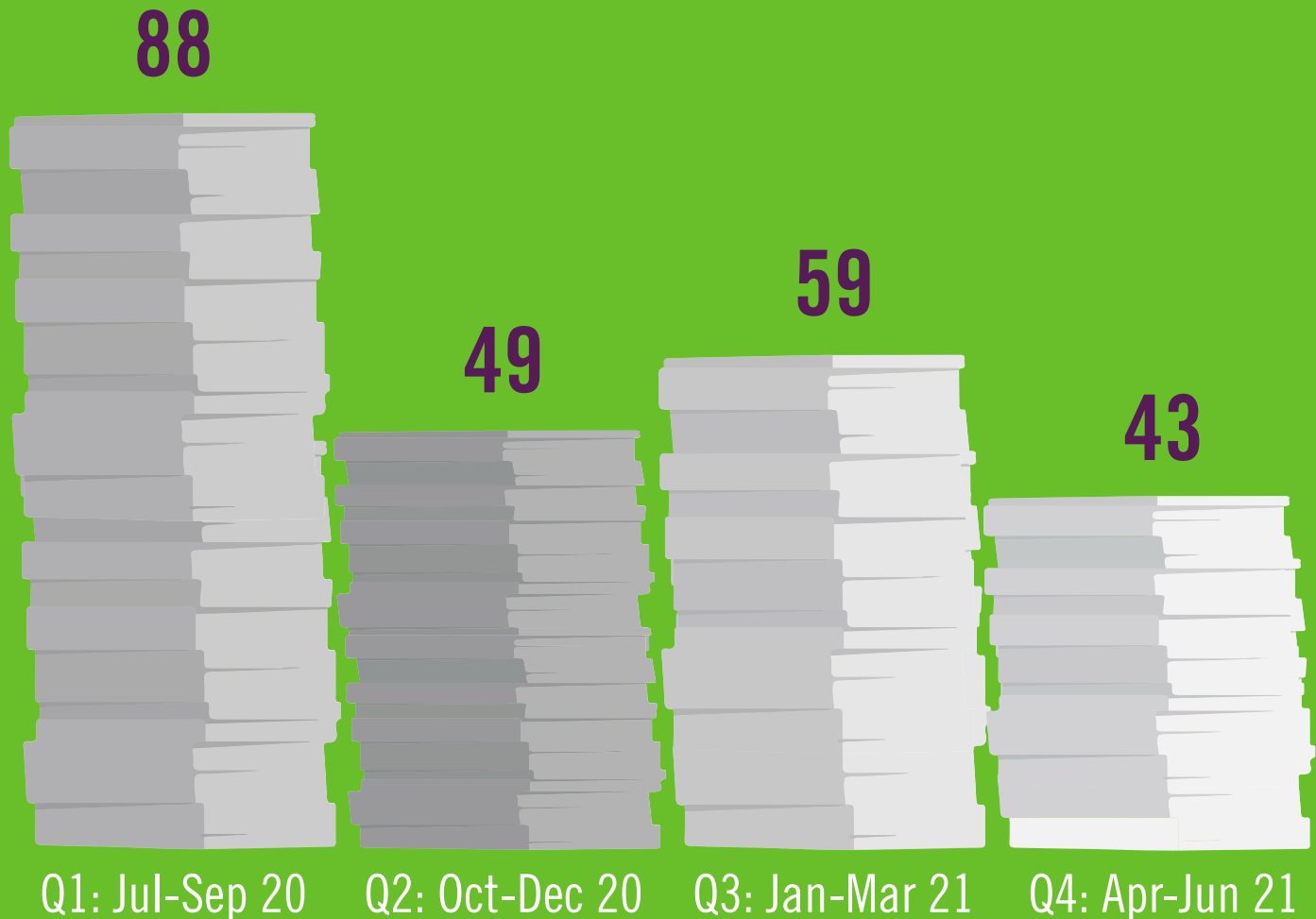
Perhaps the biggest challenge we all faced was preparing for the return to full in-person operations after a year of primarily remote teaching and work. After the Provincial Health Officer (PHO) declared in March that all post-secondary institutions would return to full in person operations, the FSA began advocating for a safe return to campus. Despite impressively high rates of vaccination, preparation took place while watching cases counts of COVID-19 climb. Adding to the anxiety was the inconsistent and, at times, unhelpful guidance provided by the Provincial Health Officer (PHO). While this report is intended to cover the period prior to July 2021, it is important to note that member anxiety has steadily increased since the end of the 2020/21 academic year the PHO view that post-secondary institutions are 'low risk' settings has exacerbated the anxiety our members were already feeling. Prompted by this, the FSA joined a provincial coalition of other unions in the sector to demand change and we continue to work together. As we start a new year, it is critical that we continue to push the province for BCIT to have the autonomy they need to bring in health measures to protect students, staff, and faculty. This points to the need for a more external focus on lobbying and advocacy work.



Much of last year was focused on resolving a multi-year, multi-grievance case in the Bachelor of Science in Nursing (BSN) program. This grievance process had been dragging on for over three years and the arbitration hearing began in March with eight hearing dates. The process was adversarial from the outset and was scheduled for 20 more hearing dates in the fall of this year. In late spring, BCIT approached the FSA about settlement and serious talks began in earnest. The final settlement was a historic victory for our members in BSN and it is a settlement that will protect all of our members' rights with regard to workload in Departmental governance for years to come.

The year ahead promises its own set of challenges and new stages in the pandemic that has dominated our personal and professional lives since March 2020. Throughout the pandemic the FSA, like many organizations, is committed to reflecting on what we learn and how we can continue to deploy the values of solidarity, innovation, and resilience that served us so well. Operationally, the focus of the next year for our work will be on implementing the 2021-26 Strategic Plan approved by the Board as well as supporting the preparation for collective bargaining in 2022.

Labour Relations Case Intake 2020-21



Top 5 Areas of Labour Relations Cases

- Workload
- Leaves (including Holidays and Vacations)
- Selection and Appointment
- Professional Development
- Departmental Objectives and Operations

In early 2021 the FSA entered into our first arbitration in almost ten years. This was the next step in a complex, broad, and significant set of grievances the FSA has been working since the Fall of 2018 related to a change in delivery model within the Bachelor of Science Nursing (BSN) program.



Spotlight

Members Defend Collective Rights

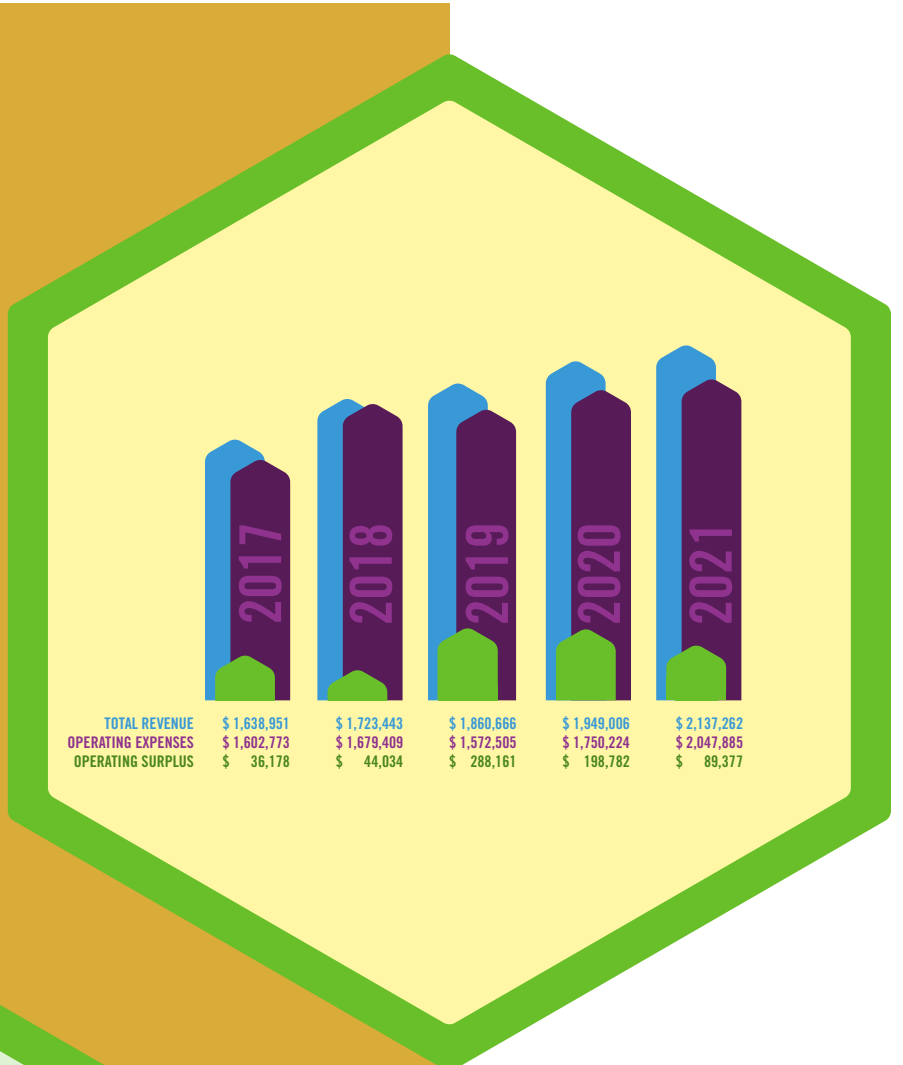
The details of the case and the related settlement, achieved in late summer 2021, can be found on our [website](#). What we want to celebrate here is the way that members stood up for their rights and the rights of others! FSA members have strong rights to Departmental governance in the Collective Agreement but those rights are only as strong as our members' ability to exercise them. The collective principles of unionism and the FSA's mission for excellent working conditions for all members through representation, negotiation, and advocacy are brought to life when individual members stand up not only for themselves but for their colleagues and the membership as a whole. This sense of solidarity and courage was at the heart of the stand taken by our members in BSN. On behalf of the entire, FSA thank you to each and every member in BSN who stood up to defend their rights and the rights of the entire membership!



Financials

The FSA finished its 2020-21 fiscal year in a very strong financial position with total assets of \$3.267 million, including cash and short-term investments of \$3.175 million. Total revenue earned during the year was \$2.137 million, which is 9.7% higher than the prior year. This increase reflects a rise in the size of the FSA workforce and pay scale progression that many of our members experienced during the year. The FSA reported its 16th consecutive annual operating surplus and was able to increase its internally restricted reserves by \$86,000. On June 30, 2021, the strike fund balance was \$2.463 million. Other internally restricted reserve fund balances on that date totaled \$607,000.

Operating Results for Year Ended June 30 2021



Total Revenue Year ended June 30 2021

Operational Expenses Year Ended June 30 2021



Strike Fund

FSA Board of Directors

Colin Jones, President
Shannon Kelly, Vice President
Terry Gordon, Treasurer
Trish Albino, Director-at-Large
Lisa Allen, Director-at-Large
Sandra Amador, Director, Associate Members
Michelle Beauchamp, Director-at-Large
Holly Munn, Director, Associate Members
William Oching, Director-at-Large
Judy Shandler, Director-at-Large

VISION

Excellent working conditions for all members through **representation, negotiation, and advocacy.**

MISSION

A dynamic and supportive educational community.

VALUES

Integrity We are transparent and accountable in our decisions and actions.

Solidarity We stand together to protect our rights and achieve collective change.

Environment We equip our members to understand and advocate for their rights.

Equity We recognize diversity and pursue inclusion and justice for all members.