



British Columbia Institute of Technology
Faculty & Staff Association

Annual Report 2008-2009

Mission Statement

The Faculty and Staff Association defends and advances the employment interests of its members through representation, collective bargaining and advocacy with BCIT, the government and the community. We are committed to:

- Fostering high standards of excellence in education;
- Improving members' employment conditions, working environment and opportunities;
- Maintaining transparency in FSA activities;
- Fostering a well-informed and engaged membership; and
- Promoting participation in decision-making, team-building, and nurturing a sense of community amongst its members and all of BCIT.

Contact Us

British Columbia Institute of Technology Faculty and Staff Association

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FSA Office Staff

Paul Reniers, Executive Director

John Hardie , Senior Labour Relations Representative
Elinor Hudon, Labour Relations Representative
Christine Nagy, Labour Relations Representative
Ian Stockdale, Labour Relations Representative

Eileen Chaban, Financial Administrator
Marian Ciccone, Office Assistant
Paul Dayson, Communications Officer

Message from Your President and Executive Director

Recent Successes Built on a Strengthened Foundation

Over the last year and more, the FSA has become an increasingly dynamic and effective organization. Other reports in this document will relate our successes in representation, negotiation, and advocacy. We'd like to share a bit of insight into how the FSA has built those successes.

The FSA has always done its best work when it's been focused on its members. Our strength comes from the insight our members have not only as BCIT employees but as leaders in their fields and as contributors to departmental and institutional decision making. Collectively, we know more about this place than management does. When we respect and are guided by that knowledge, we do our best work.

As an independent union, the FSA has always been member focused. Recently, we have improved our practice of consulting with members on a wide range of issues. More thought has been given to improving discussions with Tech Reps, improving meetings, developing new vehicles for discussion like the Summit on Research, and improving our publications. We have hired a full time Communications Officer entirely focused on improving the flow of information between the FSA and its members. We've initiated this annual report, we are undertaking a redevelopment of our website, and we are about to venture into social media as well.

Through the effective exchange of views and ideas within the union, we have become a valuable and reliable partner in consultations. We are able to bring information and insight to our discussions with management and with other community partners, giving our collective voice even greater emphasis. Our contribution to ending the janitor's strike is an excellent example of how we've been able to make a difference in an innovative way by listening to our members, working with our partners, and drawing on the abilities of our staff. As a result, our discussions with management have rarely been so meaningful and effective.

Our Executive Committee is filled with dedicated members from across the Association who are prepared to speak up and are prepared to listen to each other. And they want the same for all members. They believe in an Association that is responsive to its members -- in that direction increasing the transparency of the Association has been a key effort. Establishing and monitoring a strategic plan, reviewing our mission statement, clarifying our governance model, and defining executive responsibilities have all assisted in achieving this. The Executive Committee has also been very aware of the essential role of the Association's staff in creating a responsive, member-centred organization. Considerable efforts have been made to improve communications between the staff and the Executive Committee to ensure that our leadership reflects the needs of our members and that our service to members reflects our strategic direction. The staff have responded with outstanding efforts to improve systems so that information within the organization is better documented and more easily shared.





All of these efforts have contributed to our ability to be an effective voice for members within the Institute and beyond. By building our capacity to listen to members and to share what we are hearing with one another, we are improving our ability to understand and analyze problems and to be a reliable partner in building solutions. This is the foundation on which we've built our success. This foundation will continue to grow stronger.

We hope this annual report will be a vehicle for encouraging and monitoring our progress as an organization. In addition to engaging in bargaining, continuing our second-to-none representation work, and completing the re-development of our web site with a members-only area, the Executive Committee and staff have committed to ambitious projects in the coming year. These include major revisions to our internal databases, improved operational and disaster recovery planning, and creating an annotated collective agreement.

Most importantly, we need to continue to hear from members. We will continue to expand opportunities to participate in the union and we'll be developing new mechanisms for sharing your ideas and interests with the FSA. As much as ever, we'll be listening for what's working right and what needs to improve both at BCIT and within the union.

*Amy Fell
Paul Reniers*



Message from Your Labour Relations Representatives

In bargaining between the FSA and CUPE 1004 last fall, the job title of Grievance Officer was changed to Labour Relations Representative to better reflect the range of activity these staff are involved in. They do much more than grievances.

Between July 1, 2008 and June 30 2009, FSA Labour Relations staff have posted the following stats:

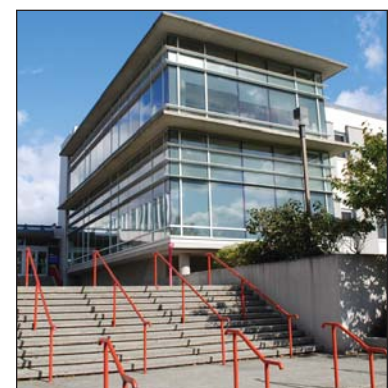
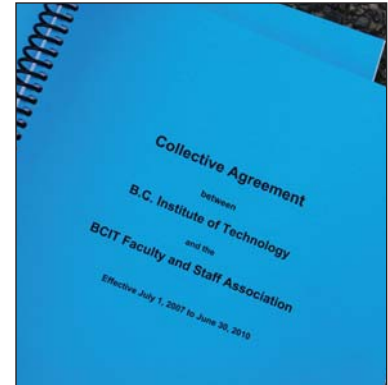
- 130 issue and grievance files opened
- 120 files resolved to the satisfaction of the member or the union and closed
- 10 phone or email inquiries handled each day ranging from answering collective agreement or pension questions to assisting members with grievances
- 10 selection committee meetings attended as union observers to ensure members rights are adhered to
- 100% FSA participation on eligible management selection committees
- 333 contracting out requests reviewed for all BCIT bargaining units
- 25 student employee requests reviewed
- 42 Memorandums of Agreement negotiated with BCIT

Major accomplishments not noted elsewhere in the annual report include changing the mandatory retirement language in the collective agreement to conform with the changes in BC Legislation. This has benefited members over age 65 who now are able to maintain all of their accrued sick time and receive almost all other benefits that FSA members are accustomed to.

Our reps have challenged the continued use of Temporary Employees by BCIT and have been able to successfully place six employees in permanent regular positions as a result.

Reps are actively working on workload concerns in many areas and are in the process in one department of convening an Instructional Workload Disputes Committee under Article 8.8.5. The outcome will be important to members as budgets get tighter and BCIT tries to do more with less.

In early July 2008 we received an arbitration decision that reinforced the right to reappointment for Part-Time Studies instructors, resulting in re-employment and significant compensation for the grievors. Several other matters scheduled for arbitration were settled by agreement.



A Voice at BCIT

FSA Involvement in BCIT's Committee Structure

Numerous FSA members contribute their time and effort to the well-being of the Institute and its employees through their work on a vast range of BCIT committees.

The FSA is involved in ensuring members' collective agreement rights through active participation in numerous BCIT committees including: the Institute placement committee, six professional development committees, a benefits review committee, instructional development committee, labour-management committees at the institute and school levels, rehabilitation committee and the ITS reclassification committee. Our participation in search and selection committees this year included choosing the new BCIT Chief Financial Officer, VP Education, Dean of the School of Computing and Academic Studies, Managers of the Institutional Development Plan and Media Relations, and Director of Student Judicial Affairs.

We also contribute to strategic decision-making at BCIT beyond the collective agreement through participation of members on committees and councils. These include Education Council and committees overseeing BCIT's budget, vision, strategic planning, enrolment management, marketing and student needs.

BCIT's day-to-day operations are also influenced by FSA members' work on committees whose responsibilities include application review, performance development, occupational health and safety, harassment and discrimination, parking, environmental awareness, hospitality, numerous school research and quality committees, the TEK Initiative and the Olympics.

FSA committee involvement also works for our members' well-being on committees for wellness, childcare, social, fitness, employee awards & recognition, and food services.



FSA Finances 2008-2009

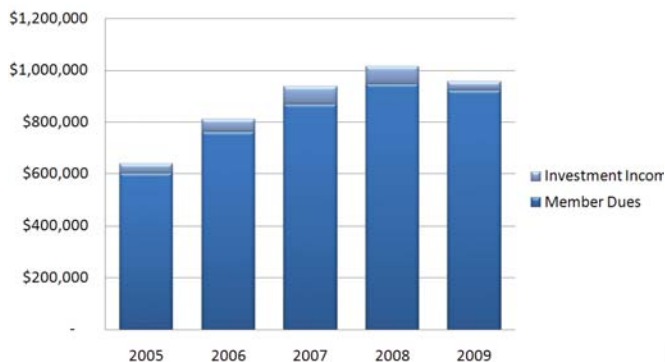
The FSA finished the 2008-09 fiscal in a very strong financial position with net assets (assets in excess of liabilities) of \$1.87 million at June 30, 2009. During the 2008-09 fiscal year, the FSA experienced a 2.5% drop in membership dues revenue due to a small decline in the number FSA members employed during the year. Investment income also dropped by 53% due to significant declines in market interest rates. Notwithstanding these decreases in revenue, the FSA reported its fourth consecutive annual operating surplus and was able to increase its strike fund by approximately \$129 thousand.

Other financial highlights for 2008-09:

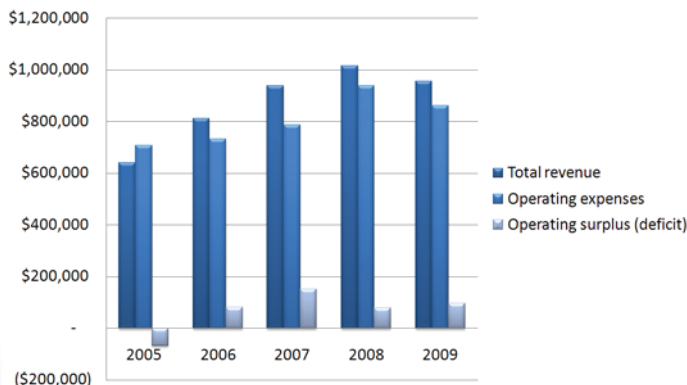
- Maintained a membership dues rate of 1.35% of gross wages for the fourth consecutive year. This rate continues to be the lowest in the sector.
- Operating expenses were 8.3% lower than in the previous year, mainly due to a significant reduction in professional fees.
- Strike fund balance at June 30, 2009, was \$1.386 million – 92% of our target of \$1.5 million.

| | Member Dues | Investment Income | Total revenue | Operating expenses | Operating surplus (deficit) |
|------|-------------|-------------------|---------------|--------------------|-----------------------------|
| 2005 | \$601,487 | \$37,607 | \$639,094 | \$706,990 | (\$67,896) |
| 2006 | \$762,936 | \$47,976 | \$810,912 | \$731,121 | \$79,791 |
| 2007 | \$868,637 | \$68,534 | \$937,171 | \$786,711 | \$150,460 |
| 2008 | \$945,640 | \$69,936 | \$1,015,576 | \$938,087 | \$77,489 |
| 2009 | \$922,078 | \$33,120 | \$955,198 | \$860,275 | \$94,923 |

Total Revenue
Years Ended June 30

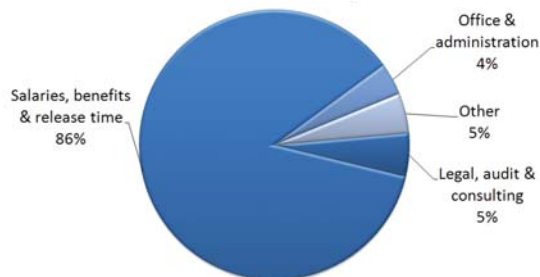


Operating Results
Years Ended June 30



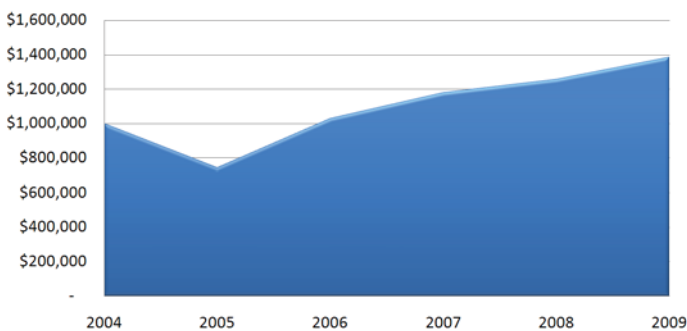
Operating Expenses
Year Ended June 30, 2009

| | |
|-----------------------------------|------------------|
| Legal, audit & consulting | \$44,467 |
| Salaries, benefits & release time | \$741,742 |
| Office & administration | \$33,025 |
| Other | \$41,041 |
| | <u>\$860,275</u> |



Strike Fund
At June 30

| | |
|------|-------------|
| 2004 | \$1,000,000 |
| 2005 | \$743,573 |
| 2006 | \$1,029,464 |
| 2007 | \$1,179,924 |
| 2008 | \$1,257,413 |
| 2009 | \$1,386,089 |



Representation. Negotiation. Advocacy.

www.bcitfsa.ca

The FSA Executive Committee

Current (2009-2010)

Amy Fell, President
Terry Gordon, Vice-President
Teresa Place, Treasurer
Neil Cox, Director-at-Large
Steve Finn, Director-at-Large
Taco Niet, Director-at-Large
Silvia Raschke, Director-at-Large
Randal Singer, Director-at-Large (on leave)

Newly Elected Members:

Joe Boyd, Director-at-Large
Colin Jones, Director-at-Large

2008-2009

Amy Fell, President
Terry Gordon, Vice-President
Randal Singer, Treasurer
Neil Cox, Director-at-Large
Steve Finn, Director-at-Large
Taco Niet, Director-at-Large
Teresa Place, Director-at-Large
Silvia Raschke, Director-at-Large

Thanks to Former Executive Members:

Jennifer Orum, Director-at-Large
Peter Seidl, Director-at-Large