

2008-2009**Highlights of Your Association's Activities****Regularization of Employees**

This year marked a breakthrough in protecting the right of members to achieve permanent employee status through regularization. As a result of a grievance in the Communications Department, BCIT acknowledged that regular vacancies must be filled by regular positions.

Agreements on Placement and Sponsored Positions

New agreements were made to improve the salary placement of new and continuing members in departments facing recruitment problems. Another agreement with BCIT makes possible the creation of sponsored positions funded by external sources and offering superior rates of pay.

Looking out for Part-Time Studies Instructors

The FSA took BCIT to arbitration over PTS instructors' rights to course work in the Professional English Language Development program. The arbitrator endorsed the FSA's position that instructors have a right to be rehired once they have started teaching in a program. This decision has wider ramifications for all PTS instructors. Instructors in ISEP (formerly Newton College) were made members of the FSA.

Lessening the Taxable Benefit on Staff Parking

A GST audit of BCIT by the Canada Revenue Agency determined that staff members would have to pay GST on the market value of parking on campus. The FSA engaged a tax lawyer and negotiated with the Institute to find ways to lessen the impact on members.

Engaging Management with Members' Concerns at the School-level

To resolve issues before they become problems for members, the FSA has begun holding meetings with School-level administrators. The initiative began with School of Health Sciences, and is now expanding to other schools.

Envisioning BCIT

The FSA worked closely with BCIT administration on the Institute's new vision and strategic planning. The Institute Vision and Analysis Committee's report 'Reflections on BCIT's Vision' was well-received by President Don Wright and his leadership team. It had considerable impact on the BCIT Vision statement released in the spring.

The Future of Research at BCIT

Discussions involving tech staff, faculty and administration about the organization and support of research at BCIT took place throughout the year. To focus the dialogue, the FSA organized a series of research forums and a summit in late spring. As a result, an institute-wide research committee is in the process of being formed and the draft report from the summit was reviewed at a forum in September.

Preparing for 2010 Bargaining

In preparation for bargaining in the upcoming year, a Collective Agreement Committee formed to examine members' issues with the current agreement. Data collection in support of bargaining continued.





Tech Rep Meetings: Listening to Member Concerns

Monthly meetings with FSA Tech Reps during the school year continued to provide useful feedback and consultation on BCIT-wide issues and departmental needs, as well as continuing education for their role as the FSA's departmental representatives.

Increased Executive Engagement

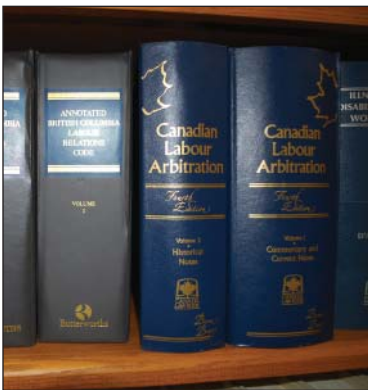
The Executive examined how they do the FSA's business this year. A consultant was engaged and an executive training program was developed. An Executive Administration Committee was initiated to help the Executive carry out its operational oversight responsibilities. These steps are intended to increase the efficiency of the decision-making and will result of more time for careful deliberation on policy and issues important to members.

Renewing the FSA Mission Statement

The FSA renewed its mission statement and developed a new tagline to describe its mandate.

Building a More Robust FSA Office

Numerous changes to FSA office took place this year. Grievance Officers' titles were changed to Labour Relations Representatives (LRRs) to better reflect their work and two new staff joined the Labour Relations Representative team – LRR Christine Nagy and Senior LRR John Hardie. A new Communications Officer position was created and filled by Paul Dayson.



Bargaining with the FSA's staff, represented by CUPE, was completed with a collective agreement until 2011.

The FSA also purchased its own computers and engaged its own tech support in order to decrease reliance on Institute resources.

Social and Community Events

In September 2008, an office open house was held to create an informal way for members to meet with FSA executives and staff. It was attended by approximately 75 members. The FSA also continued funding and support for BCIT's social committee that organizes Friday@4 events for BCIT staff members.

Responding to the BC Budget

The FSA responded to the BC budget released in February pointing out in a media release and interviews that the planned zero percent increase to public sector wages were a barrier to staff recruitment, student access and economic recovery.



Weighing in on the Proposed Remand Centre

A proposal by the provincial government to build a remand centre on the Willingdon Lands across from BCIT elicited opposition from the local community, including some FSA members. The FSA engaged with community activists and sent a letter to the Solicitor-General. A forum for members was planned but was deferred when the government's proposal was put on hold.

Supporting other members of our community

When BCIT's contracted janitorial staff went on strike against the Compass Group, the FSA staff relocated its operations to Willingdon Church, engaged in information pickets and organized two well-attended events – a rally and a BBQ.