



Kelly Cannell's Keepers of the Land

**BCITFSA**

**2022/2023 ANNUAL REPORT**



## TERRITORIAL ACKNOWLEDGEMENT

The BCITFSA and its members' workplaces are located on unceded Indigenous land belonging to the Coast Salish peoples, including the territories of the x<sup>w</sup>məθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and səlilwətał (Tseil-Waututh) Nations.



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## BOARD MEMBERS



**Trish Albino**  
TREASURER (2023-25)



**Sandra Amador**  
DIRECTOR, ASSOCIATE  
MEMBERS (2023-25)



**Michelle Beauchamp**  
DIRECTOR (2023-25)



**Joe Boyd**  
DIRECTOR (2023-25)



**Terry Gordon**  
DIRECTOR (2023-25)



**Colin Jones**  
PRESIDENT (2022-24) /  
CHIEF NEGOTIATOR



**Zaa Joseph**  
DIRECTOR (2023-25)



**Shannon Kelly**  
VICE PRESIDENT (2022-24)



**William Oching**  
DIRECTOR (2023-25)



**Judy Shandler**  
DIRECTOR, ASSOCIATE  
MEMBERS (2023-25)

### On behalf of the FSA board

We are fortunate to work on these unceded lands and humbly reaffirm our commitment and learning journey towards Reconciliation.

## STAFF MEMBERS

**Maria Angerilli**  
OPERATIONS & HR DIRECTOR

**Pierre Cassidy**  
INFORMATION OFFICER

**Matt Greaves**  
MEMBER ENGAGEMENT  
OFFICER

**Marnie Rice**  
OPERATIONS ASSISTANT

**Kristie Starr**  
LABOUR RELATIONS  
REPRESENTATIVE

**George Talbott**  
SENIOR LABOUR RELATIONS  
REPRESENTATIVE

**Michael Thompson**  
LABOUR RELATIONS  
REPRESENTATIVE

\*Staff at time of publication

## MESSAGE FROM FSA LEADERSHIP

As we jump into another busy academic year, FSA leadership encourages you to be aware of your own wellbeing and the wellbeing of your colleagues. An important part of our recently concluded round of Collective Agreement bargaining was to support your wellness through gains in benefits such as access to enhanced massage and orthodontics treatments, free shingles vaccines, and new access to registered social-worker services. You'll find a detailed bargaining recap in Colin's Year in Review update which follows.

Your Department's wellbeing is also top of mind for the FSA. For over a year, we've been rolling out "Department Rights Education" directly to our members, highlighting your key Department rights and responsibilities and providing strategies to exercise them. Although exercising your Department rights can be a complex process that requires long-term commitment and collaboration, ultimately a well-functioning, collegial Department enhances members' working conditions. *Reach out to our Member Engagement Officer, Matt Greaves, for more information.*

Continuing to provide Member Education is one of the key priorities in our 2021-2026 Strategic Plan, which was built on extensive member consultation. The FSA Board of Directors is currently undergoing a mid-point review of our progress on the Plan, to ensure that member-centred priorities continue to drive our day-to-day activities as operationalized by our dedicated FSA staff.

Our member-centred priorities are determined via data channels including FSA intake, Tech Rep meetings, Department consultations, membership statistics, and member surveys. In summer 2023, we completed our fourth Biennial Member Survey. We are currently analyzing the results to determine what is important to FSA members and assessing how you view and experience the work of your FSA.



*FSA President Colin Jones and Vice President Shannon Kelly*

Members are at the centre of all we do. We are both a certified trade union and a member-driven, not-for-profit association. As a trade union, we have a duty to implement and guard the rights enshrined in your Collective Agreement. As a member-driven, member-funded society under the *BC Societies Act*, we have an equally important role in advocating for you, supporting you, listening and responding to you.

Let us know how we are doing in this mission. As we go into the 2023/24 academic year, we wish you all the best.

Colin and Shannon



**Although exercising your Department rights can be a complex process that requires long-term commitment and collaboration, ultimately a well-functioning, collegial Department enhances members' working conditions.**

## MEO SPOTLIGHT: BUILDING POWER ONE DECISION AT A TIME

Department rights and responsibilities are a linchpin of BCITFSA's Collective Agreement with the employer. To empower members to realize these rights, FSA representatives, beginning in fiscal year 2021-22 and developing through 2022-23, have provided training to Departments throughout the Institute on how best to enact these powers. Established primarily in Article 14 of our Collective Agreement (and proceeding through Canadian collegial governance precedents), your Department has a host of possible rights that may

enhance democratic decision making to strengthen member control over their working conditions. To date, the FSA has delivered almost a dozen training sessions and is planning to expand the educational program to include more secondary training options during the 2023-24 fiscal year.

The usefulness of Article 14 language extends across many possible areas. We've identified around 40 unique powers that may be utilized, including powers over and in Department planning, workloading, performance appraisal,

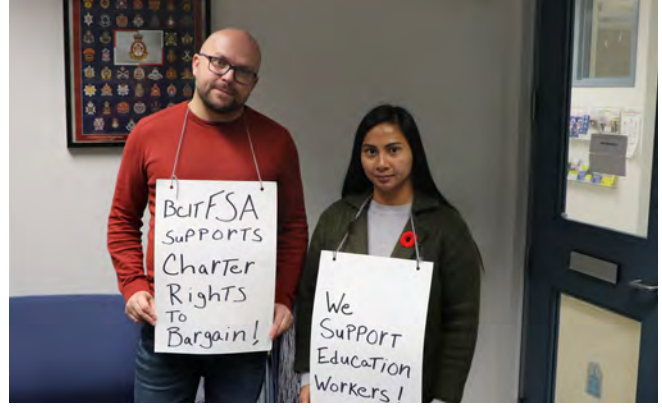
## YEAR IN REVIEW: BARGAINING FOR EQUITY

Reducing inequities for members is one of the five goals that the BCITFSA set for itself in our 2021-26 Strategic Plan. I'm proud to say that in our most recent round of bargaining, concluded in summer 2023, we made significant gains in this regard. The enhanced equity language in our contract was the culmination of years of hard work by our members, staff, and even previous Bargaining Teams—resulting in an agreement that significantly enhances benefits and remuneration, especially for members at the lower-end of the payscale and equity-denied groups.

Wage increases were established by provincial pattern bargaining before the FSA sat down at the table. Yet, in addition to provincially mandated general wage increases (\$455 annually or \$0.25/hour + 3.24 percent; 6.75 percent; and 2 to 3 percent based on inflation),

our Bargaining Team secured a one-time, retroactive 3.9 percent increase to Part-Time Studies rates (before the annual increases). This all adds up to a raise of almost 17 percent over the three-year life of the contract for many of our members at the bottom of the FSA pay range.

Our Bargaining Team negotiated equitable improvements to our benefits as well. Two enhancements stand out: improved maternity and parental benefits, which we've been chipping away at since 2003, and professional development (PD) leave for Specialized Faculty. FSA Bargaining Teams have fought for years for our members to have the same maternity and parental leave provisions as other workers on campus. After 20 years of persistent work, this language is now a reality. Short-term PD Leave for Specialized Faculty (known as "Non-teaching Faculty" before 2015) was another gap in our agreement that we've been trying to fill



vacations, pooling of sick and PD leave, and layoff avoidance review, to name only a few. These rights must, however, be utilized or else management is entitled to act upon the rights that should be in FSA members' control. In other words: use it or lose (though these rights may be recalimed by the Department). To learn more and to add your Department to the growing list of Article 14 training recipients, please reach out to your Member Engagement Officer. We look forward to helping you build the strongest Department and union possible.

In solidarity,

**Matt Greaves**  
Member Engagement  
Officer, BCITFSA



for some time. Addressing this inequity means that, for the first time, Specialized Faculty can access up to six weeks of professional development leave at full pay, the same as Technical Staff and Assistant Instructors.

Finally, the FSA was able to secure an agreement to form an Indigenization and Reconciliation Working Group that will include all bargaining units on campus. On the heels of the FSA establishing its Indigenous Affinity Circle, this Working Group has the potential to ensure that Indigenous working people have a say in the direction of Indigenization at BCIT.

While our Bargaining Team was disappointed to leave important proposals on the table, FSA members now work under a more equitable contract than ever before.

A great deal of work remains to be done, which will be

picked up by our Collective Agreement Committee and Bargaining Team next round—and every round.

I am proud of our new contract and look forward to continuing to work with BCIT to achieve meaningful improvements to both language and practice in the upcoming 20th round of negotiations.

**Colin Jones**  
President and Chief  
Negotiator, BCITFSA

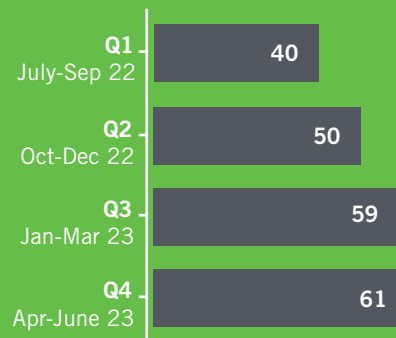




# TOP 5 AREAS OF LABOUR RELATIONS CASES

1. Discipline, Suspension, and Discharge
2. Professional Development
3. Part-Time Studies
4. Human Rights
5. Sick Leave

Labour Relations Case Intake





# LABOUR RELATIONS IN REVIEW

The post-pandemic return to in-class teaching has caused difficult working relationships to surface. As a consequence, the FSA's LR Team has handled an increase in discipline issues and a marked number of cases related to inter-personal harassment. This work requires a deft touch in defending members while handling their personal concerns.

The return to on-campus instructing has had other negative results—most notably in BCIT management effectiveness. First, BCIT has been removing out-of-province PTS instructors from the payroll, while having depended heavily on them during the pandemic and for years prior—a betrayal of their loyalty to BCIT and its students. Secondly, BCIT is in an ever-lengthening review of—in our view—questionable decisions made in one of the larger Schools by a former manager. Some of our members put up with sub-standard or confusing working conditions and insecurity due to those decisions. Lastly, BCIT struggles with managerial turnover in IT Services as

well as confusion surrounding overlapping jurisdictions between BCIT International and the School of Computing and Academic Studies (SOCAS). Certain auxiliary members in SOCAS faced significant loss of work during the pandemic and suffer insecure conditions still—conditions only worsened by managerial confusion. We continue to support our members in all of these matters as issues arise.

The usual pace of resolution for labour relations issues of importance to the FSA and its members slowed in 2022-23. This is because BCIT's resources to deal with three on-campus unions are insufficient to meet our demand, particularly when the unions are in collective bargaining. Though we have positive, productive working relationships with BCIT's Human Resources and Labour Relations managers, the LR team often faces delays in solving problems due to employer understaffing or chronic turnover.



# FINANCIALS

## STRIKE FUND BALANCE

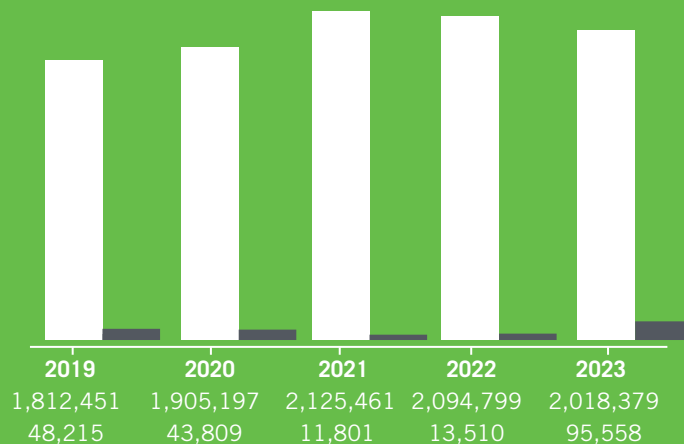
**\$2.9**  
MILLION  
*(on June 30, 2023)*

## INTERNAL RESTRICTED FUNDS

**\$3.6**  
MILLION  
*(on June 30, 2023)*

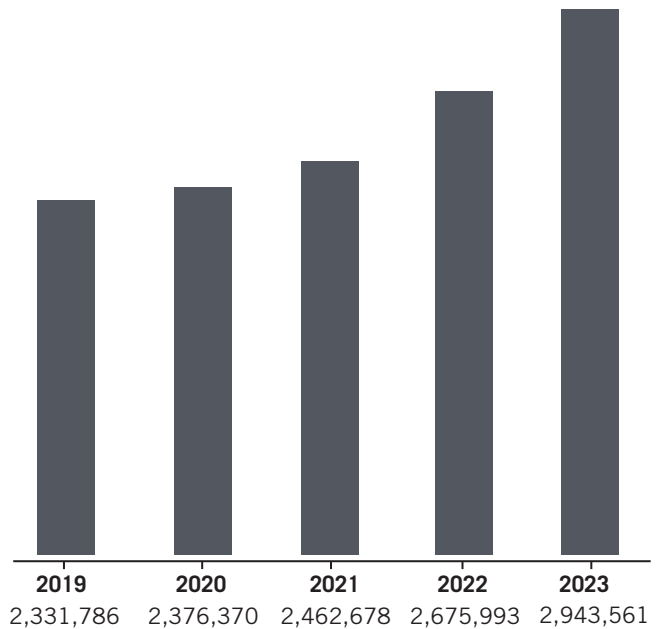
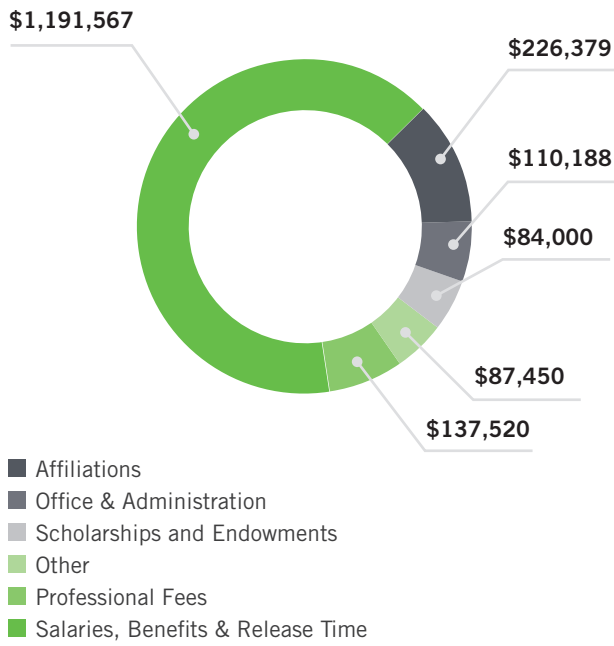
The FSA had another strong fiscal year in 2022-23. Assets totaled \$3.9 million as of June 30, 2023, which is an increase of almost eight percent compared to the year prior. This primarily includes cash and investments of \$3.7 million. Membership dues revenue decreased almost four percent compared to the prior year. However, this was more than offset by the increase in income earned on investments. Operating expenses increased by three percent as the FSA continues to return to pre-pandemic activities. In the current year, the FSA established the BCIT Faculty & Staff Association Entrance Award Endowment with a contribution of \$75,000. Overall, the FSA had an annual operating surplus for the 18th consecutive year. As a result, the internally restricted reserves were increased by over \$275,000. As of June 30, 2023, the internally restricted funds have a total balance of \$3.6 million, including \$2.9 million in the Strike Fund.

### Revenues – Year Ended June 30, 2023



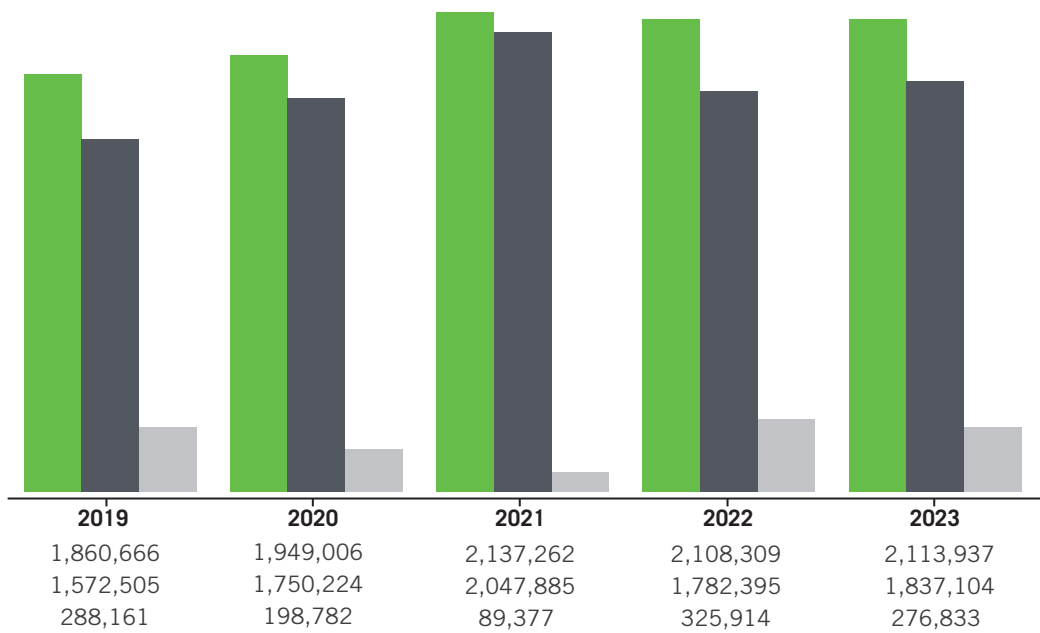
■ Member Dues  
■ Investment Income

**Operating Expenses – Year Ended June 30, 2023**



■ Strike Fund at June 30

**Operating Results – Year Ended June 30, 2023**



- Total Revenue
- Operating Expenses
- Operating Surplus

## FSA VISION

A dynamic and supportive educational community.

## FSA MISSION

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

## FSA 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.

### BCIT FACULTY & STAFF ASSOCIATION

SE16-116 3700 Willingdon Ave.  
Burnaby, BC V5G 3H2

T: 604.432.8695

E: [fsa@bcit.ca](mailto:fsa@bcit.ca)

W: [bcitfsa.ca](http://bcitfsa.ca)

 [@bcitfsa](https://twitter.com/bcitfsa)