



BCITFSA

2021/2022 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^wməθkwəy əm (Musqueam), Skwxwú7mesh (Squamish) and səlilwətaʔ (Tsleil-Waututh) Nations.



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BOARD MEMBERS



Colin Jones
PRESIDENT



Shannon Kelly
VICE PRESIDENT



Terry Gordon
TREASURER



Trish Albino
DIRECTOR



Sandra Amador
DIRECTOR,
ASSOCIATE MEMBERS



Michelle Beauchamp
DIRECTOR



Zaa Joseph
DIRECTOR



Holly Munn
DIRECTOR,
ASSOCIATE MEMBERS



William Oching
DIRECTOR



Judy Shandler
DIRECTOR

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.

MESSAGE FROM FSA LEADERSHIP

The BCIT Faculty & Staff Association (FSA) is a certified trade union and a member-driven, not-for-profit association. As FSA leadership, we keep our attention fixed squarely on the dual aspects of FSA's identity. As a trade union, we implement and guard the rights enshrined in our Collective Agreement. As a member-driven, member-funded society under the BC Societies Act, we strive to survey, consult, and respond to our members, supporting your needs and aspirations. You are at the centre of all we do.

This focus is top of mind as we enter into collective bargaining with BCIT. Extensive consultation with our members and the resulting member-endorsed bargaining themes have resulted in a strong set of proposals as we sit down at the bargaining table.

Last year, we launched our 2021-2026 Strategic Plan, also built on extensive member consultation. This plan articulates the member-centred priorities that drive our day-to-day activities, operationalized by our dedicated FSA staff.

Our priorities are data-driven by feedback through various member forums including FSA intake, Tech Rep meetings, Department consultations, membership statistics, and member surveys. We are looking forward to launching our fourth Biennial Member Survey in 2023, a critical instrument to gather data on what is important to FSA members and to assess how members view and experience the work of their FSA.

Finally, we want to acknowledge that happenings in the world beyond our campuses, which may not directly impact our work, certainly impact our members and our communities.



FSA President Colin Jones and Vice President Shannon Kelly

The past year brought turmoil in regional, national, and international situations, including extreme climate events, violence and oppression in Afghanistan, Ukraine, Iran, and elsewhere, continuing racism and discrimination in our societies and systems, reckoning with the legacy of residential schools, the ongoing BC opioid crisis, and local pressures of inflation, cost of living, and healthcare system strain.

With this in mind, we encourage you to take the time to assess and nurture your own wellbeing and the wellbeing of those you care for. An important part of the FSA's work is to ensure you have the support you need to be well.

As we turn the corner to 2022/23, we wish you all the best.

Colin and Shannon



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YEAR IN REVIEW



The past year has been another of flux, challenge, and resilience for our community. The pandemic we have been living with since early 2020 has morphed and evolved but it still lingers and undermines any full return to normal. So many familiar routines and bonds have been shaken, which is simultaneously exhausting and energizing—things we took for granted are now lost, the accepted no longer acceptable. As we translate our moment into the BCIT workplace, we find ourselves with the opportunity to reimagine how we serve students and the wider community.

One of the key projects that has developed over the past year is empowering members to use their Collective Agreement. The victory we secured on behalf of our nursing faculty in 2021 set the stage to expand and amplify the power of collegial governance embedded in our contract. To that end, we have been meeting with members across campus to discuss the role of Department rights in enhancing the student experience and creating the kind of workplace that will allow our members to develop and thrive.

The past year has also changed our external focus. The role that the provincial government played in our winter 2022 return to campus is a visceral reminder of the legislative and political limits on BCIT's autonomy. We continue to adjust our strategy to ensure we lobby and pressure those with the power to make the decisions that most affect our members.

Our moment of reimagining is also one in which the work our members do has never been more important, and the FSA hopes to mirror this importance by actively engaging broader movements toward meaningful Reconciliation, combating climate change, and redressing inequality. Looking ahead to 2022/23, we will continue the bargaining process begun in September and confront a myriad of other challenges. As we work to meet these challenges, our union will remain guided by the values that sustained us this past year: integrity, solidarity, empowerment, equity, and service to our membership.



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LABOUR RELATIONS IN REVIEW

When we dig beneath the quirks of quarterly case counts during the pandemic, it is obvious that our members saw significant shifts in working conditions. The sudden move to emergency online teaching—a newfound freedom for some—permitted the temporary relocation of members to places beyond the precincts of the Lower Mainland.

Returning last fall to in-person teaching and services, our members sought accommodations from BCIT to support their health and that of their families. Though amenable to providing accommodations to members suffering from pandemic-related anxiety, BCIT continues to resist accommodating family status discrimination claims—refusing to depart from British Columbia’s regressive jurisprudence, which should be brought into line with the rest of Canada by the higher courts.

While sharpening our skills in human rights law, our labour relations team finds itself increasingly advocating for and representing members in distress. This includes dealing with an increase in interpersonal complaints and discipline cases.

The core of our team has remained stable over the last three years, but BCIT’s labour relations team has not. The Institute has faced challenges attracting and retaining labour relations and human resources staff, hampering our work on behalf of members.

The new academic year promises more challenges. Members tell us about the decline in international student enrollments, its particular effect on Part-Time Studies, and the consequent hit to BCIT’s bottom line. The FSA labour relations team is preparing for more inquiries about job security and interpersonal difficulties involving members and management.

TOP 5 CASE AREAS

WORKLOAD

LEAVES

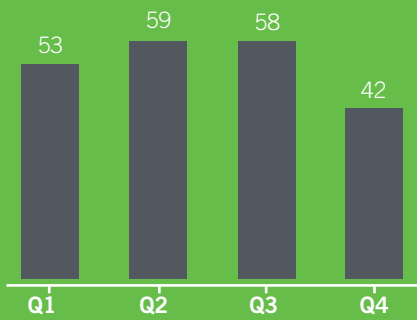
SELECTION AND APPOINTMENT

DISCIPLINE

PROFESSIONAL DEVELOPMENT



Quarterly Case Counts 2021/22



FINANCIALS

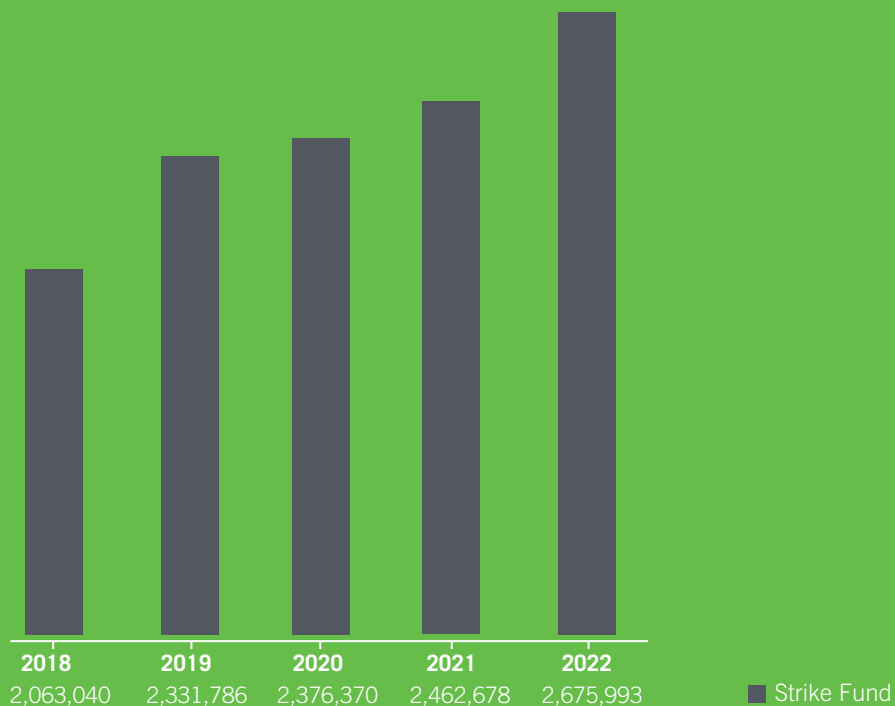
STRIKE FUND BALANCE

\$2.7 MILLION
(on June 30, 2022)

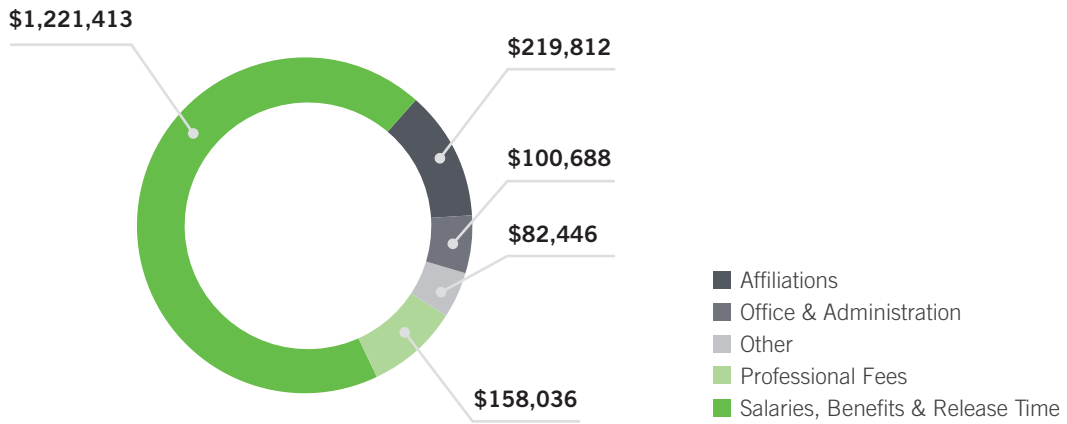
CASH AND SHORT-TERM INVESTMENTS

\$3.5 MILLION
(on June 30, 2022)

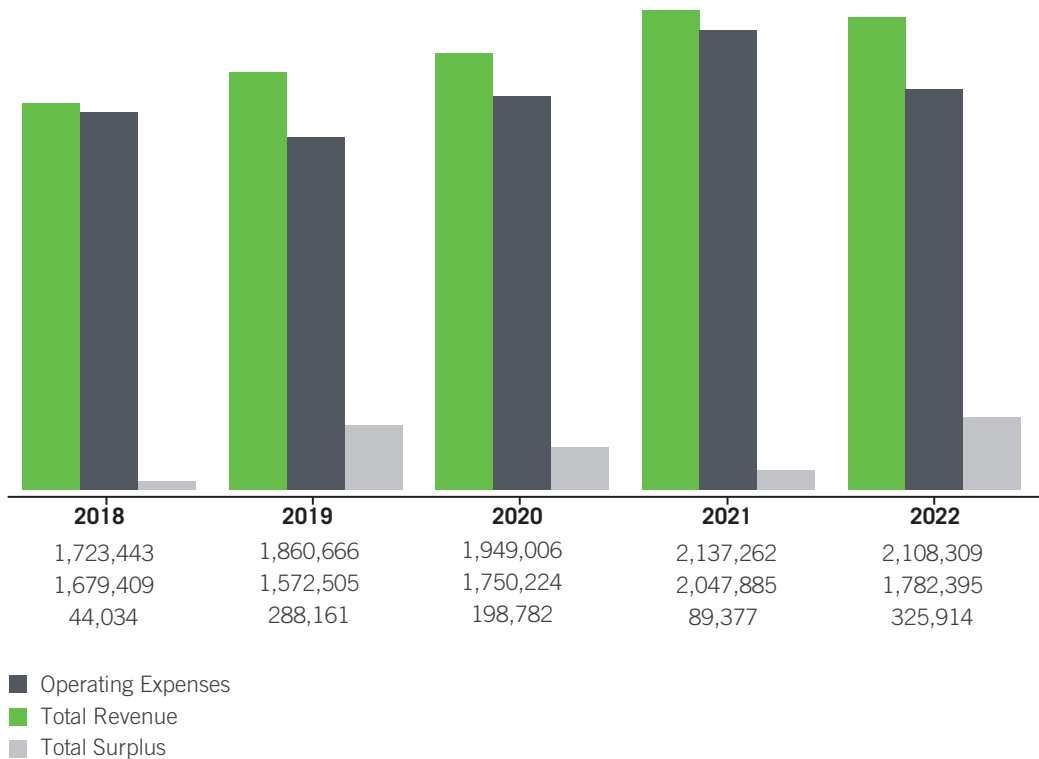
The FSA finished its 2021/22 fiscal year in a very strong financial position, with total assets of over \$3.6 million, representing an increase of 10.4% over the previous year. Cash and short-term investments on June 30, 2022 were almost \$3.5 million. While total revenue for the year was down slightly compared to the previous year, operating expenses were also down, leading to the FSA's 17th consecutive annual operating surplus. Because of this surplus, the FSA was able to increase its internally restricted reserve funds by over \$200,000. On June 30, 2022, the Strike Fund balance was \$2.7 million. Other internally restricted reserve fund balances on that date exceeded \$600,000.



Operating Expenses – Year Ending June 30, 2022



Operating Results – Year Ending June 30, 2022



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.

STAFF MEMBERS

Michael Conlon
EXECUTIVE DIRECTOR

Maria Angerilli
OPERATIONS & HR DIRECTOR

Pierre Cassidy
INFORMATION OFFICER

Matt Greaves
MEMBER ENGAGEMENT OFFICER

Marnie Rice
OPERATIONS ASSISTANT

George Talbott
SENIOR LABOUR RELATIONS REPRESENTATIVE

Kristie Starr
LABOUR RELATIONS REPRESENTATIVE

Michael Thompson
LABOUR RELATIONS REPRESENTATIVE

Jackie Pierre
JUNIOR LABOUR RELATIONS REPRESENTATIVE

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