



Rory Dougall, MAKE+

**BCITFSA**

**2023/2024 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 x̣m̄əθkwəȳəm (Musqueam), Skwxwú7mesh (Squamish) and səliłwətaʔ (Tsleil-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



**Maria Angerilli**  
ASSOCIATE EXECUTIVE  
DIRECTOR



**Anna Chau**  
INFORMATION OFFICER



**Sahar Eskandari**  
OPERATIONS ASSISTANT



**Matt Greaves**  
MEMBER ENGAGEMENT  
OFFICER



**Baba Oguntoye**  
LABOUR RELATIONS  
ASSISTANT



**Kristie Starr**  
LABOUR RELATIONS  
REPRESENTATIVE



**George Talbott**  
SENIOR LABOUR RELATIONS  
REPRESENTATIVE



**Michael Thompson**  
LABOUR RELATIONS  
REPRESENTATIVE



**Doug Thorpe-Dorward**  
EXECUTIVE DIRECTOR

\*Staff at time of publication

# BOARD OF DIRECTORS: YEAR IN REVIEW

Welcome to the new academic year, FSA Members.

As your Board of Directors reflects back on 2023-24, we see a year of *Advocacy*:

- a new member education fund (the Training, Educating, and Activating Members or “TEAM” program)
- a new FSA \$75,000.00 endowment to support students enrolling in full-time programs at BCIT who are the dependants of FSA members/retired members
- a fresh focus on member placement and advancement, including FSA staff and board resources dedicated to the institute Article 11 review committee
- an FSA Accessibility Audit, which helped guide the re-design of the FSA website
- ongoing Department Rights presentations
- Members’ Rights presentations including a 10.6 Leave workshop
- a new workshop for FSA members: Navigating Institutional Governance at BCIT.

Our inaugural Navigating Governance workshop held in June 2024 was designed to ensure our members are aware of - and can actively take part in - BCIT’s bicameral system of governance, including the elected positions on BCIT Education Council (EdCo) and the BCIT Board of Governors (BoG). It was the culmination of an extensive advocacy campaign by the FSA regarding BCIT’s amendments to Policy 5401. BCIT’s governance bodies were influenced by our members’ advocacy and, with the support of voting FSA members on EdCo, the controversial policy has been limited to a tight two-year review window.

Governance advocacy was one of several key advocacy campaigns for the FSA in 2023-24, including our efforts to support FSA members teaching in ISEP and PELD, which faced program closures (“International Student Entry Program” and “Professional English Language Development”). PELD and ISEP members fought hard to propose fixes to perceived “issues” with these programs, while the FSA Board, staff, and especially other FSA members stepped up in solidarity — and the closures were averted.



*FSA President Colin Jones and Vice President Shannon Kelly*

It’s worth pointing out that our members in PELD and ISEP are contract (“PTS” or “Flex”) faculty. The rights and wellbeing of our contract FSA members remain a key priority in bargaining and advocacy. Although we made historic wage gains for contract members in the last round of bargaining, much work remains to be done!

Equally pressing were BCIT management’s broader efforts to cut FSA positions and resources in response to the BCIT deficit: a process which the FSA monitored and continues to monitor very closely, calling out management when they deviate from the Collective Agreement and supporting affected members and Departments through this difficult process.

The FSA will be focused on preparing for the next round bargaining in this upcoming academic year. Member perspectives are represented on the FSA’s Collective Agreement Committee, while consultation with our members continues through ongoing Department visits, Tech Rep and General meetings, and the upcoming comprehensive bargaining survey.

*Advocating* for our members remains the Board’s top priority, always.



## MEMBER ENGAGEMENT IN REVIEW

Member engagement at the FSA took several notable steps forward during the last fiscal year, each of which relied on leveraging existing structures within the FSA. The underlying strategy of member engagement in 2023-24 was indeed not to establish new modes of engagement but to work within what I view as an already robust engagement structure.

The work of our Tech Reps, pivotal to the functioning of our Union, is increasingly recognized as such by the membership. Perhaps the most significant finding of the 2023 FSA All Member Survey was that almost ten (10) percent more members now see Tech Reps as the first point of contact when they experience labour relation concerns. As established in our by-laws, Tech Reps can and often should play this role, and the increasing trust placed in Tech Reps, as well as the FSA's operational structure, speaks to their hard work. In a recent survey of Tech Reps, the group reported taking significantly more responsibility for communicating with members in their areas and watching for problems as they arise.

Our bargaining outreach also expanded this fiscal year. President Colin Jones and I met with many different Departments, their representatives, and individual members to collect the data that will inform the Collective Agreement Committee's work on this fall's member bargaining survey. To date, we have received about 60 unique suggestions from members, with many of these in duplicate, triplicate, and even quadruplicate or more.

The FSA is succeeding in communicating with most of our members on a weekly basis during the academic year. About 54 percent of the membership read the Weekly Friday E-Bulletin from January to May 2024, making it by far the FSA's most important means of consistent member communication. In recognition of this fact, important communications are disseminated to members each week through the bulletin.

On the other hand, the FSA still struggles to fill many external committee positions on an ongoing basis. We generally need to fill several seats on BC Federation of

## EXECUTIVE DIRECTOR'S YEAR IN REVIEW

My year in review is somewhat truncated by the fact that I started work with the FSA in March, so my perspective, of course, will focus on the last third of the past year.

Everyone has been so welcoming, and as a new ED it has been gratifying to see what a great team we have working on behalf of our members—both the staff team and the Board of Directors. Everyone has been very generous with their time and their knowledge as I got up to speed on the Collective Agreement and the ways that things work at BCIT.

Very quickly after my arrival we were thrown into a situation of budget cuts and potential workforce reductions. We pulled together as a team to dig into the layoff language in the Collective Agreement as soon as

we learned there was potential that the language might be used. We discovered in our first meeting with the employer that our intense preparation had been time well spent—no one on either side of the table had been around when the language was last used, so spending time becoming familiar with the ins and outs of it before heading to meetings with the employer put us in a good position to help direct the process. Members should know that the staff team worked very hard to ensure that any Department, and any member affected by these cuts, were afforded all their rights under the Collective Agreement.

In the end, all the layoffs but one were avoided by members entering into early retirement agreements. Of perhaps greater concern at this point is all the positions

Labour Standing Committees, including but not limited to Human Rights, Women & Gender Rights, and Young Worker. Interested members can reach out to me directly by phone or email.

Thank you, members, for your dedication to and involvement in the FSA. We could not run the daily operations of the Union without your efforts.

In sol,

**Matt Greaves**  
Member Engagement  
Officer, BCITFSA



that were affected by what is euphemistically referred to as “vacancy management”—not replacing members who left or leaving positions vacant that were to be filled. We will be working with our Tech Reps to monitor those situations to see what this means for workload of other members in those areas.

We have had a few staff changes in the FSA office resulting in conducting two selection committee processes. We were pleased to see one of those positions filled by an internal candidate, and one by someone new to the FSA. The staff team has also been doing some very engaging work on team development all of which is fine tuning to help serve our members better.

I am working with the Board on new ways to engage more members in the work of the FSA. Stay tuned for some possible new opportunities to get involved! Let me end by thanking all of you sincerely for your warm welcome to the FSA, and I look forward to interacting with even more of you in the upcoming year.

**Doug Thorpe-Dorward**  
Executive Director



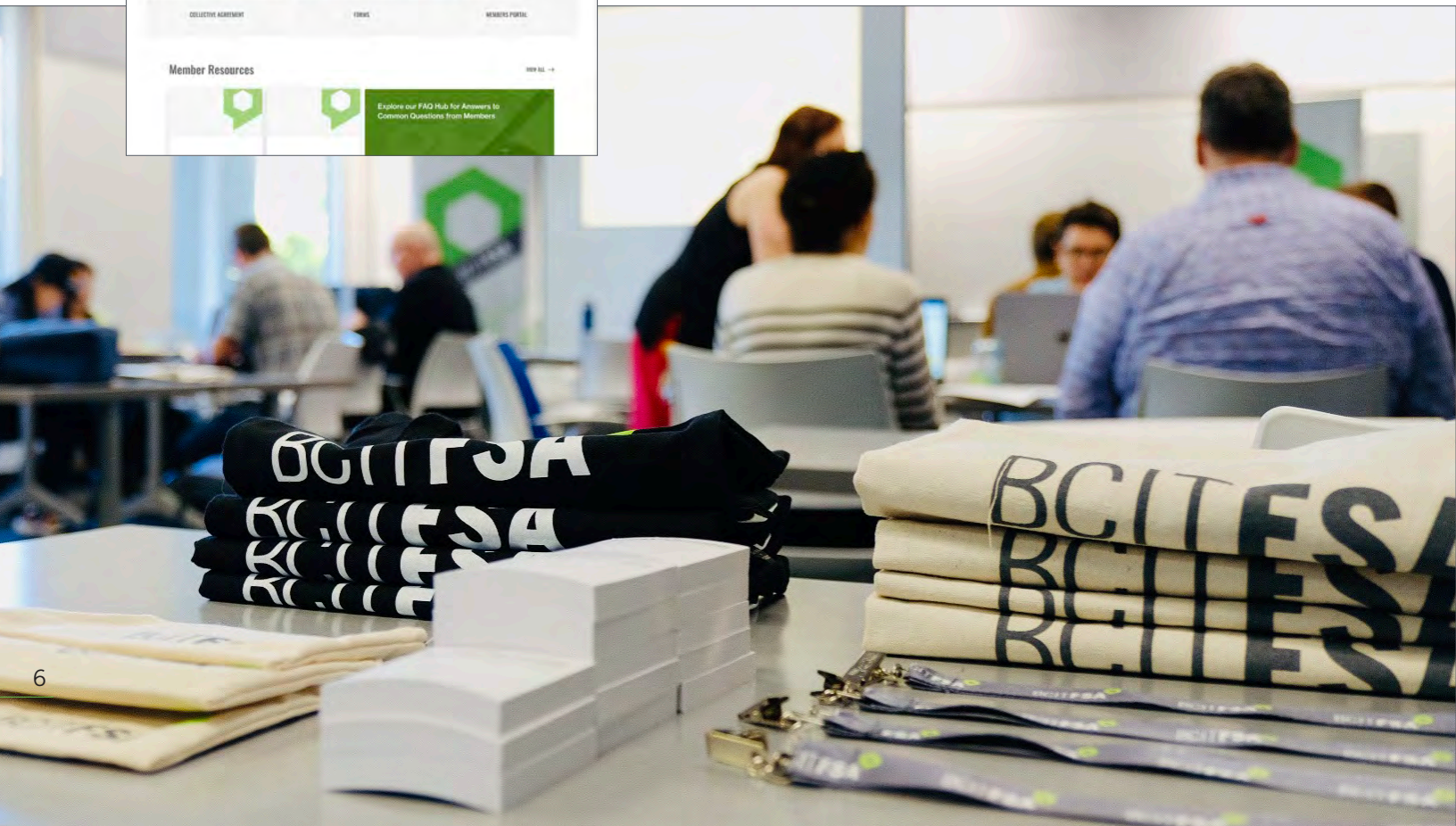
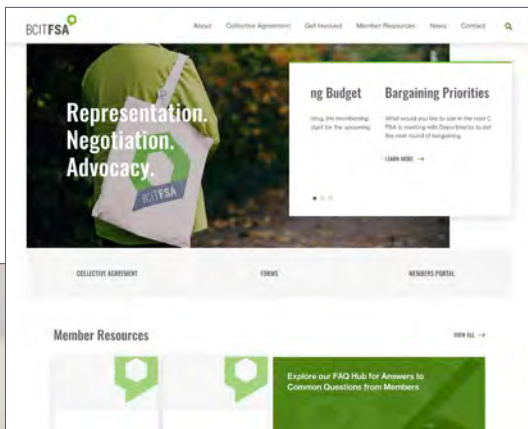
# OPERATIONS YEAR IN REVIEW

In fiscal year 2023-24, our operations team (Ops) worked diligently to support core functions of the FSA like labour relations, member engagement, and bargaining. Ultimately, throughout the last fiscal year and into the current, the most visible project that Ops undertook was the development of a new FSA website to better suit our users' needs. Our previous site had been in service for 10 years, and although it held up well in that time, technological advances, backend component failures, and changes in website design led staff to explore new options. Through a series of internal meetings between staff and member experts, as well as consultations with vendors and other unions, it was decided that a full redesign—rather than a cosmetic upgrade—was needed.

The result, slated to be online in the Fall semester 2024, is a cleaner, more functional website, which makes use of advancements to enhance confidentiality, ease of use, and aesthetic simplicity. Our team is also proud of our commitment to making the online experience of our website more accessible. Ops members are undertaking training so that bcitfsa.ca now, and in the future, conforms to online standards of accessibility.

Thanks goes out to our staff, vendors, and participating members for bringing their hard work and talent to this exciting project. We will be soliciting feedback from members in the upcoming months. Happy surfing!

**Maria Angerilli**  
Associate Executive Director,  
BCITFSA

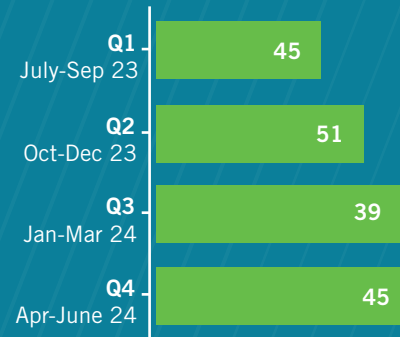




# TOP 5 CATEGORIES OF LABOUR RELATIONS INTAKE

1. Workload
2. Holidays, Vacations, Leaves
3. Departmental Objectives And Operations
4. Discipline, Suspension, Discharge
5. Staff Reduction

Labour Relations Case Intake



## LABOUR RELATIONS IN REVIEW

BCIT doubled the pace of investigations of FSA members, breaking all our records in this regard. The increase seems driven by BCIT’s need to manage so-called “poor performers,” which sometimes includes our most aged and long-serving members. This approach is, however, a short cut that circumvents the performance management articles in our Collective Agreement.

Moving investigations from its expert Labour Relations department to its Human Resources area, BCIT has put more work in the hands of generalists—the number of whom has doubled. This wastes the time of FSA Labour Relations Representatives in unnecessary meetings, limiting our ability to do other work.

In the spring, BCIT triggered layoff provisions in some schools—most notably in the School of Construction and Engineering—across several Departments. BCIT’s inability to retain staff showed through its inexperience: Making repeated errors both strategic and tactical, they slowed what is already a difficult and complex layoff

process. In contrast, the FSA representatives were proactive: creating education materials for members facing layoffs, while ensuring our archival data was resurrected and used to advocate for our members.

BCIT’s management turnover indeed hampers our ability to solve problems through discussion. This goes beyond the ability of Human Resources to hold on to staff to include the departures of Associate Deans (ADs) and higher. New ADs arrive and readily break the Collective Agreement. FSA representatives are often the last to find out.

In years past, we worked with BCIT Labour Relations Consultants to reach amicable resolutions. Lately, this is not an effective strategy. Consequently, the FSA Board has approved more files to move to arbitration than in any year in recent memory. These files are currently being worked on by the LR team. Our stance now demands demonstration that solutions are possible otherwise we will be attending more arbitrations in future.

# FINANCIALS

## STRIKE FUND BALANCE

**\$3.2**  
MILLION  
*(on June 30, 2024)*

## INTERNAL RESTRICTED FUNDS

**\$3.99**  
MILLION  
*(on June 30, 2024)*

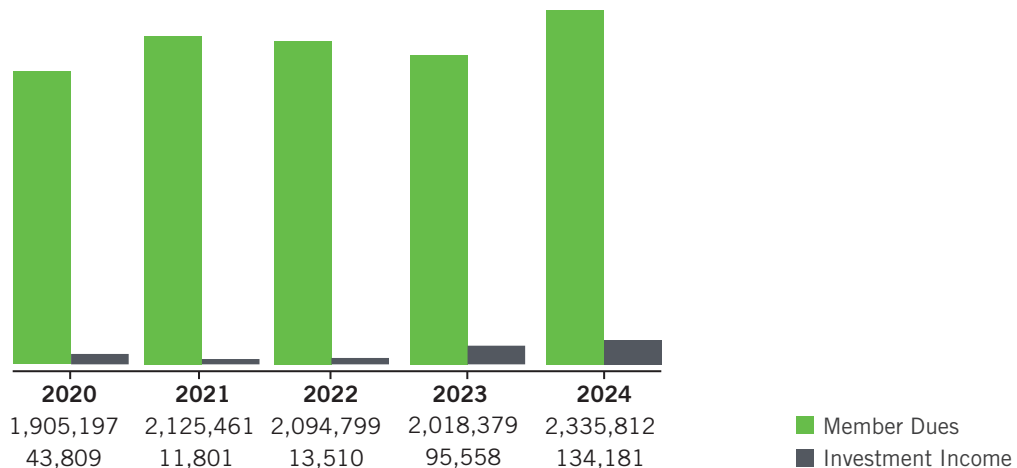
The FSA had another strong fiscal year in 2023-24. Assets increased by 12% this year compared to the prior year, with a total of \$4.3 million as of June 30, 2024. The most significant assets are cash (\$1.3 million) and investments (\$2.9 million).

Membership dues revenue increased by 16% compared to the prior year, related primarily to an increase in overall membership and an increase in full-time members compared to part-time members. Investment income is the interest earned on short-term and long-term investments, which increased by 40% compared to prior year due to an increase in interest rates.

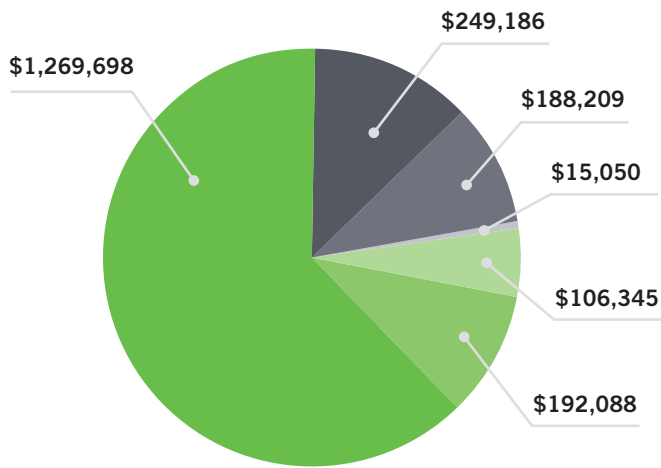
Operating expenses increased by 10%, most notably due to the costs associated with revamping the FSA website and professional fees.

Overall, the FSA had an annual operating surplus for the 19th consecutive year. As a result, the internally restricted reserves were increased by over \$440,000. As of June 30, 2024, the internally restricted funds have a total balance of \$3.99 million, including \$3.2 million in the Strike Fund.

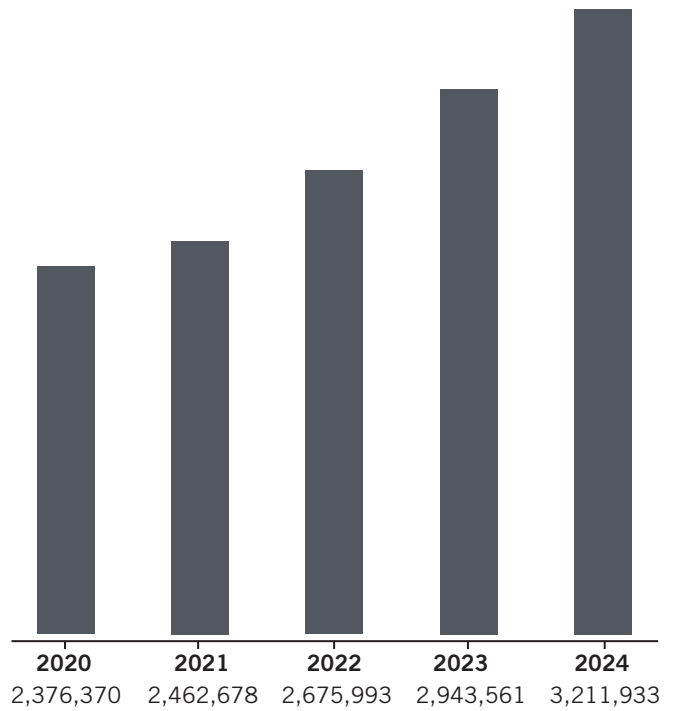
### Revenues – Year Ended June 30, 2024



**Operating Expenses – Year Ended June 30, 2024**

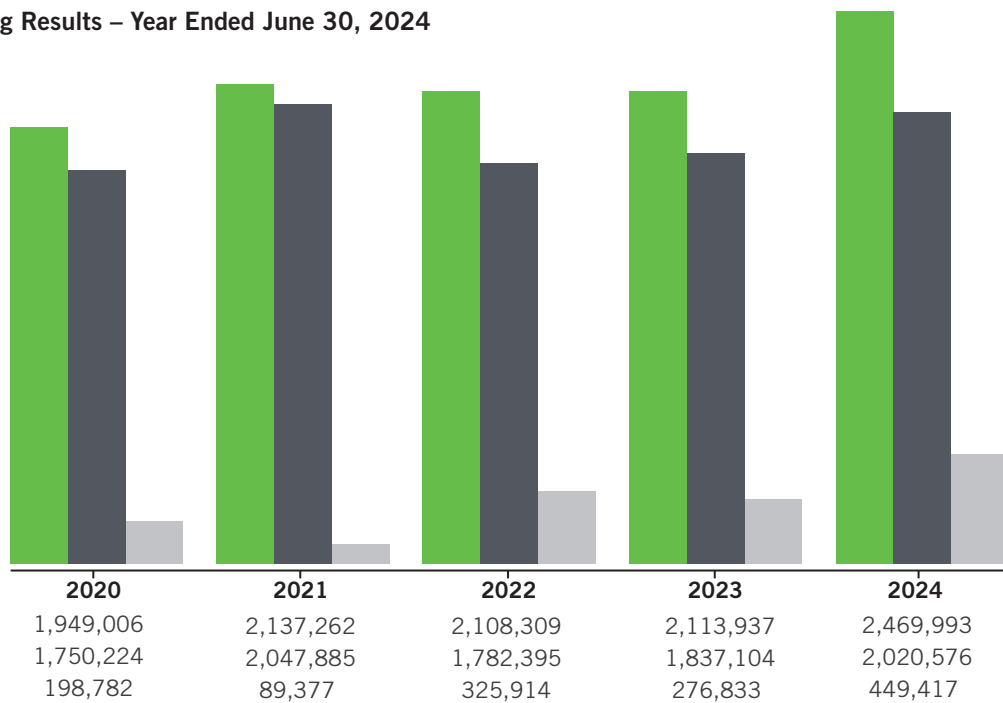


- Affiliations
- Office & Administration
- Scholarships and Endowments
- Other
- Professional Fees
- Salaries, Benefits & Release Time



■ Strike Fund Balance Each June 30

**Operating Results – Year Ended June 30, 2024**



- 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

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