

2018/19 Annual Report



Message from your FSA Board of Directors

In producing an annual report, we are inviting ourselves and all of you to reflect on a year. In this case, 2018/19. There are many things about this past year that make it like any other year – we worked hard for you – the FSA members, we learned a lot, and we continued to be a voice for improving your employment conditions, working environment, and opportunities.

When we ask ourselves what might be different about this year, we note that the FSA – both the Board and our staff team – have gone through many changes and transitions. The FSA is not only a member association but an organization with committed board members – who volunteer many hours of their personal time – and a dedicated and hard-working group of staff.

Our commitment to fostering a well-informed and engaged membership is built upon a strong foundation for the association. Your board is working to ensure that we have the support and resources we need to execute our mission and live our values.

On behalf of the entire board of directors we want to express our appreciation to so many people who worked so hard over the 2018/19 year. Thank you to the members for the many ways you stand up for your rights and the rights of your colleagues, to the staff for supporting us in working for members, and to our affiliate and community partners whose work is key in the movement for better work for all workers.



Year in Review



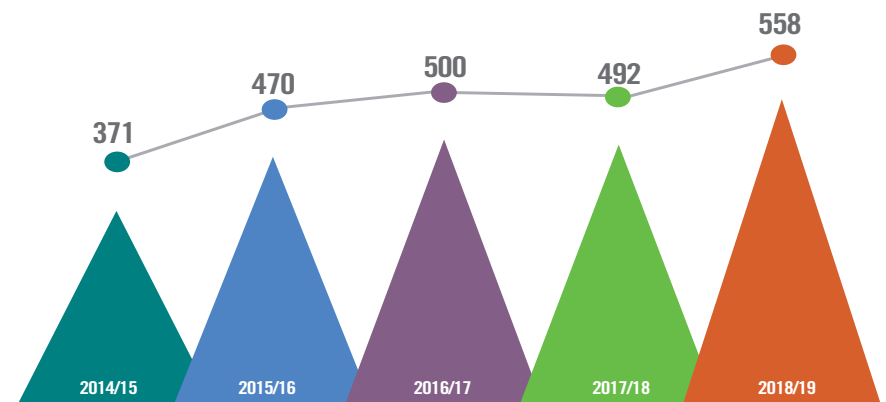
2018/19 was a year of change for the FSA. We kicked off the academic year with a new President and Vice President, in the fall of 2018 we said goodbye to our long-serving Executive Director, Paul Reniers, and in the of spring 2019 we had another goodbye with the departure of our Union Counsel, Heather Neun. It was a year that also saw the arrival of Pierre Cassidy in the newly created role of Information Officer.

Our labour relations team keeps busy handling daily questions from members and have been kept busy with significant cases. In particular, the team has focused on management's lack of consultation, PTS instructor rights, harassment and discrimination, course loading, and overtime.

We also kicked off preparation for the next round of bargaining with Colin Jones in the Chief Negotiator role. We reached out to members – both on-line and in-person – to find out your priorities for this round and provide you with information about the current bargaining environment.

Thank you to the FSA members who serve as board members, the Tech Reps, those who sit on committees - including the Collective Agreement Committee and Bargaining Team,, and those who attend general membership meetings, read FSA materials, and fill out online surveys! It is your involvement that makes the FSA stronger!

Total Enquires Received Through FSA Intake System

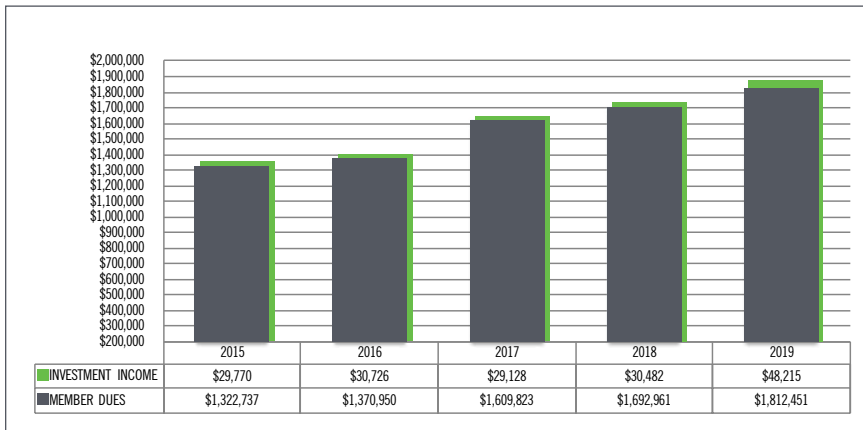




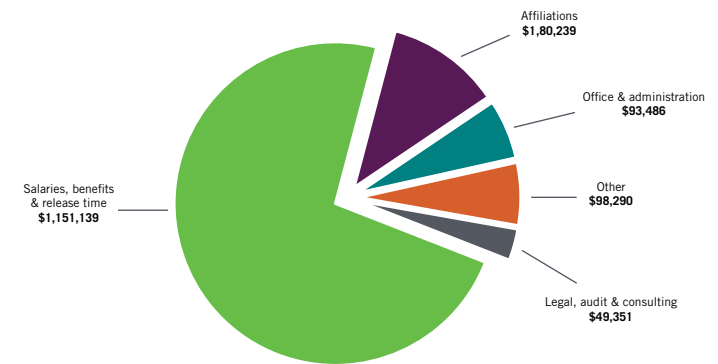
The FSA finished its 2018/19 fiscal year in a very strong financial position with total assets of \$3.03 million, including cash and short-term investments of \$2.91 million. Membership dues earned during the year were \$1.81 million, which is 7.1% higher than the prior year. This increase reflects a rise in the size of the FSA workforce and contracted pay increases that our members received during the year. Investment income for the year

was \$48 thousand representing a return of 2.59% on the average balance of funds invested. The FSA reported its 14th consecutive annual operating surplus and was able to increase its strike fund by \$269 thousand. On June 30, 2019, the strike fund balance was \$2.33 million. Other internally restricted reserve fund balances on that date totaled \$507 thousand.

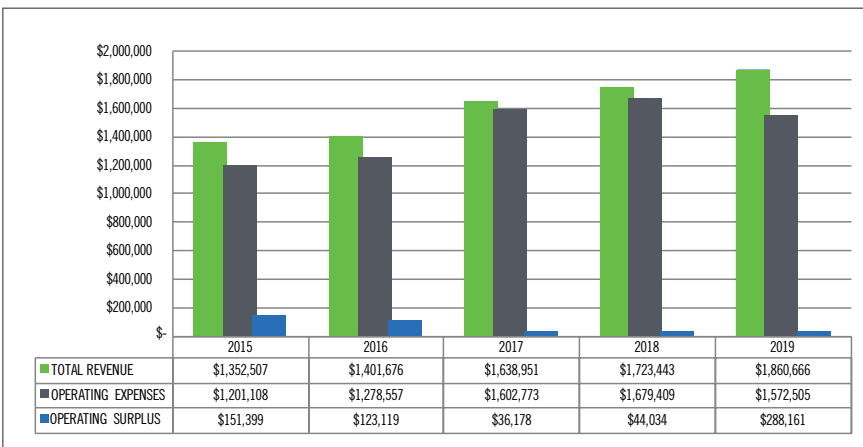
Total Revenue



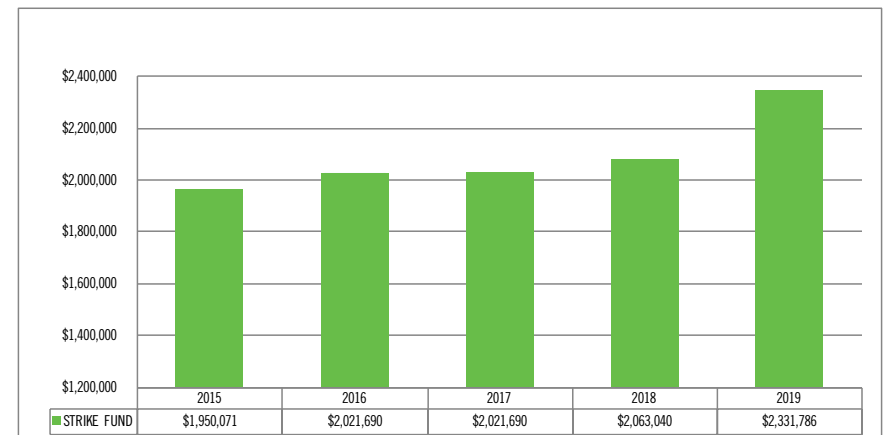
Operating Expenses



Operating Results



Strike Fund





FSA Distinguished Alumni Award

In a partnership with the BCIT Alumni Association for the annual Distinguished Alumni Awards, the FSA has recognized an FSA member who is an alumnus of BCIT and who demonstrates excellence and leadership through their work. The winners include: Jamie Finley (2019), Tara Wilkie (2018), Joe Newton (2017), Amy Fell (2016), Ralph Hargreaves (2015), and Thomas Abbuhl (2014).



Jamie Finley,
2019 DAA Winner

FSA Caucus on Applied Research & Advanced Studies (CARAS)

In 2018/19, CARAS activities included presentations from members, a “show & tell” of research funding opportunities, a review of BCIT’s proposed changes to the Institute Research Fund and International Mobility Fund, and a session on student employees.

FSA Caucus on Part-Time Studies (COPTS)

2018/19 saw COPTS creating awareness about issues facing members in Part-Time Studies by participating in the CAUT Fair Employment Week campaign, hosting round tables to share members’ stories with BCIT management, and providing materials through open houses that can be used for FSA bargaining.

FSA Equity Caucus

Following approval of the FSA Equity Policy, the FSA Equity Caucus was formed. In its first year, the Caucus provided a forum for member viewpoints, consulted with the FSA bargaining team, hosted a CAUT equity workshop, and planned further work to be done.

*All interested members can participate in any Caucus.
Reach out for more information: fsa@bcit.ca*

By the time you are reading this annual report, the 2019/20 year is well underway. Here’s some of what’s happening and what’s coming up for the FSA board & staff.

- Bargaining, bargaining, bargaining!
- Representing, negotiating, and advocating for members
- Ensuring that BCIT meets its Duty to Consult; we continue to see how the lack of consultation can create significant issues for our members in their commitment to high-quality, post-secondary education
- Providing feedback on BCIT’s strategic plan and education plan
- Developing a new FSA strategic plan
- FSA President & Vice President election
- By-election for FSA Director, Member-at-large
- Hiring a permanent Executive Director
- Onboarding new labour relations staff
- Three general membership meetings and seven Tech Rep meetings
- FSA Voice newsletters and weekly e-bulletins to keep members informed and up-to-date
- Action-oriented focus for the FSA caucuses: Caucus on Applied Research & Advanced Studies (CARAS), Caucus on Part-Time Studies (COPTS), and Equity Caucus (EC)
- Presenting our 6th annual FSA Distinguished Alumni Award
- Launching new member education materials
- Continuing to support community-led initiatives. These include: CAUT Fair Employment Week, Orange Shirt Day, Pink Shirt Day, BCIT Pride, Diversity Circles, and more!

bcitfsa.ca

Vision:

Outstanding careers through outstanding employment conditions.

Mission:

To create an outstanding workplace: engage, celebrate, protect, and make gains for all our members.

Values:

Empowerment / Influence / Principled Action / Social Justice / Solidarity / Strength



FSA Board of Directors

Past (2018/19)

Peter Fenrich, President
Vnit Nath, Vice President
Terry Gordon, Treasurer
Chas Bains, Director, Associate Members
Karl Hildebrandt, Director-at-Large
Zaa Joseph, Director-at-Large
Shannon Kelly, Director-at-Large
Nancy Knaggs, Director-at-Large
Paul Mills, Director, Associate Members
Silvia Raschke, Director-at-Large
Teresa Place, Past President (ex-officio)

Current (2019/20)

Peter Fenrich, President
Silvia Raschke, Vice President
Terry Gordon, Treasurer
Kevin Cudihee, Director-at-Large
Karl Hildebrandt, Director-at-Large
Shannon Kelly, Director-at-Large
Paul Mills, Director, Associate Members
Holly Munn, Director, Associate Members
Ken Zeleschuk, Director-at-Large