



In This Issue

Bargaining Inside the Lines

Where Have All the International
Students Gone?

What is a Department?

Upholding Collegial Governance
through Departmental
Administrative Positions

Organizing our Affairs for Bargaining
Profiles

An Ode to Workers' Comp



The BCITFSA and its members' workplaces are located on unceded Indigenous land belonging to the Coast Salish peoples, including the territories of the x̱məθkʷəy̱əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish) and səlilwətał (Tsleil-Waututh) Nations.



Colin Jones
PRESIDENT & CHIEF NEGOTIATOR
BCITFSA

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The FSA's role is to advocate effectively and responsibly. That means engaging members before presenting well-supported proposals and navigating constraints with strategic clarity and creativity.

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BARGAINING INSIDE THE LINES

As we enter another bargaining cycle, it's important to understand the broader system in which our negotiations take place. Collective bargaining in BC's public sector operates within a structured and coordinated framework—one that offers both predictability and constraint.

At the centre of this framework is the Public Sector Employers' Council (PSEC). Working in tandem with sector-specific organizations like the Post-Secondary Employers' Association (PSEA), and influenced by the Treasury Board, PSEC defines the province's fiscal mandate. This mandate sets out the financial parameters—such as General Wage Increases (GWIs), benefit limits, and cost containment—that guide all public-sector negotiations.

For public-sector unions in BC, this means that negotiations begin with established boundaries. Each institution is required to submit a bargaining plan for approval by PSEA within the parameters of the mandate. GWIs are typically aligned across the sector through a process known as pattern bargaining.

This system looks different depending on the direction you're coming from. For the unions, it limits gains and chokes free and fair collective bargaining. For the province, it furthers consistency across institutions, preventing “whipsawing”—a tactic where unions leverage gains at one table to pressure their employer to matching terms.

Could the mandate be challenged? In theory, yes – but doing so would require an unprecedented level of cross-sector coordination. A general strike involving multiple public-sector unions could pressure the government to revise its approach. However, under the current NDP government—which maintains close relationships with labour organizations like the BCFED—the likelihood of such an effort succeeding is low.

Within this landscape, the FSA's role is to advocate effectively and responsibly. That means engaging members before presenting well-supported proposals and navigating constraints with strategic clarity and creativity. While we cannot rewrite the fiscal framework, we can influence how resources are allocated within it, especially on matters like job classifications, workload, and working conditions.

Understanding the structure of public-sector bargaining allows us to approach negotiations with greater awareness and purpose. As always, the FSA remains committed to advocating for the best possible outcomes for our members—within the system we operate—and with an eye on shaping and influencing it over time.

Colin



Doug Thorpe-Dorward
EXECUTIVE DIRECTOR

For years Canadian post-secondary institutions have masked the impacts of decreased funding from government by attracting large numbers of international students and charging them exorbitant fees. This transformation helped to manage the shortfall between receding government investment and post-secondary operating costs. Things have changed in the last couple of years, however. Canada is no longer consistently seen as the most desirable place for international students to obtain an education.

Why has Canada become a less desirable place for international students?

- **Caps on numbers of study permits issued:** In January 2024, the federal government introduced a cap on study permits which was down 23% from the number issued in 2023. The permits were then reduced by another 10% for 2025, currently capped at 437,000 permits nationally. The cap includes new permits and

WHERE HAVE ALL THE INTERNATIONAL STUDENTS GONE?

extensions, so there are even fewer spots available for new international students who want to come to Canada.

- **Restrictions on Post-Graduate Work Permits (PGWP):** As of June 2025, international students attending a non-degree program are only eligible for a PGWP if their program is in an approved field of study (new fields were added in healthcare, education, trades and STEM while others were removed (in areas like hospitality, general business, agriculture, and transport). Students in degree programs are exempt from the field of study restrictions.
- **Canada has increased the proof-of-funds requirement:** those applying after September 1, 2025 will have to show \$22,895 for living expenses plus first year tuition and travel costs—up from \$20,635 before September 1.
- **Canada's high cost of housing and housing unavailability are becoming increasingly known internationally.** More and more, Canadian media have been reporting stories of students who struggle to find affordable housing and to provide necessities for themselves.
- **Promises, promises, promises:** Some institutions have misled students with exaggerated promises of the availability of jobs and permanent immigration pathways. This mistrust of

some institutions spills over to all institutions and has hurt Canada's reputation as a premier destination for international students.

- **What can you offer me?** Other countries are surpassing traditionally more desirable education destinations with lower tuition, streamlined visa processes for students, and clearer permanent immigration pathways upon completion. South Korea for instance is offering a new three-year post-grad stay to find a job, expanded rights for students to work while in school, reducing proof of funds required, fast track residency for students in STEM fields, and more scholarships.

All these factors have led to far fewer students choosing Canada for their international education. The loss of income from international student tuition has led to layoffs and program closures at post-secondary institutions across Canada including here at BCIT. While BCIT has seen a temporary uptick in international students entering our programs, the overall decrease in international students coming to Canada will soon affect our student numbers as well.

So why doesn't the provincial government step forward with funding to fill the gap? Provincial governments are facing all kinds of economic pressures and post-secondary funding does not seem to be at the top of the list of priorities, despite the rhetoric of education being a key driver of the



modern economy. Minister of Post Secondary Education and Future Skills Anne Kang recently spoke to the Surrey Board of Trade “...exploring how BC’s post-secondary sector fuels innovation, workforce development and economic growth.” Despite these fancy words, Premier David Eby has said that the provincial government is not able to provide financial assistance to post-secondary institutions in this time of great need. He says this would simply be too expensive. The premier says he is instead focused on lobbying the federal government to re-evaluate its policy on international student immigration.

All of this leads to the types of situations we have seen at BCIT in the last few months—across the board budget cuts, program reviews and suspensions, and personnel reductions. Until post-secondary boards of governors, administrators, and governments at all levels come to grips with the reality that no one is coming to save higher education and start somehow growing the revenue side of the balance sheet, there will continue to be rough seas ahead.

WHAT IS A DEPARTMENT?

Appendix III of the FSA’s Collective Agreement with the employer contains a full list of recognized Departments at BCIT, and what constitutes a Department is defined in Article 1.8.5. The latter grants each member an equal voice and vote in Departmental matters—where the manager holds just one vote like any other member. This includes members on approved leave.

For workplace governance, knowing your Department matters because significant rights are tied to the Department and all regularly employed FSA members have the right to participate in collegial governance at the Department level. These rights, laid out in Article 14 of the Collective Agreement, give Departments meaningful authority over significant aspects of our members’ environment—authority that typically rests with a manager.

These powers are exceptional, even within the public sector, and should not be overlooked. They include, but are not limited to, rights concerning vacation scheduling, professional development leave and backfill, workloading, performance appraisals, and short-term absences. The Department plays a central role in these processes, often acting as the decision-making body or delegating that authority. In practice, decisions about how to exercise collegial governance rights are commonly made during Department meetings. For guidance on running effective and democratic meetings, members are encouraged to contact Member Engagement Officer Matt Greaves.

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UPHOLDING COLLEGIAL GOVERNANCE THROUGH DEPARTMENTAL ADMINISTRATIVE POSITIONS



Collegial governance is grounded in the belief that faculty and staff possess the expertise and judgment necessary to organize and manage the work inherent to their discipline.



This essay is an updated version of one published in the January 2016 edition of the Voice newsletter.

Preamble

The right of members to participate in decision-making and administrative processes – a defining feature of post-secondary institutions – is foundational to our FSA Collective Agreement with the employer. Collegial governance is grounded in the belief that faculty and staff possess the expertise and judgment necessary to organize and manage the work inherent to their discipline – unlike in many other workplaces where management unilaterally determines the terms of the working day.

One mechanism through which collegial governance is upheld in our Collective Agreement is Article 5.2.4 (p. 24), which mandates the democratic selection of Departmental Administrative Positions (DAPs). These positions include roles like Program Head and Coordinator, as well as more specialized roles like Clinical Coordinator (School of Health) and Team Lead in ITS. We have identified three key elements for Departments to consider when it comes to DAPs:

Terms of Reference and Appointment Duration

Departments are empowered to define the terms of reference for DAPs, including provisions for recall and the duration of appointments. However, appointments may not exceed three years, although incumbents may be renewed (Article 5.2.4.2, p. 24). Permanent appointments to these roles are not permitted, notwithstanding any past practices to the contrary.

ORGANIZING OUR AFFAIRS FOR BARGAINING

At its meeting on May 21, 2025, the FSA Board of Directors formally established two new subcommittees to enhance our union's capacity in the upcoming round of collective bargaining: the Job Action Committee (JAC) and the Bargaining Communications Committee (BCC). These subcommittees will play a central role in strategic organization, member mobilization, and communications. More fundamentally, their creation signals a decisive step toward deepening member engagement in the bargaining process—an ongoing priority for the FSA in this round of negotiations.

Together with our recent affiliation with the CAUT Defence Fund, and enhanced member outreach during the research phase of bargaining preparation, the formation of the JAC and BCC positions the FSA more powerfully than before at the bargaining table.

While both committees operate under the authority of the Board, they have distinct and important mandates. The JAC is responsible for preparing the membership in the event job action becomes necessary. Its role is to coordinate all aspects of job-action implementation once a strategic direction is set and to ensure broad, active participation from members. The BCC, meanwhile, is tasked with delivering timely, clear, and strategic communication to all stakeholders—first and foremost, our members. Like the JAC, the BCC is focused on fostering member involvement, but it will do so primarily through communications.

The current round of bargaining began, informally, with the establishment of the Collective Agreement Committee (CAC) in summer 2024. Since then,

Departmental Authority in Appointments and Release Time

The authority to appoint individuals to DAPs rests with the Department, which includes both FSA members and their associated manager. Each Department member, including the manager, holds an equal vote in this process (Article 1.8.5.1, p. 3). Additionally, the Department has the right to determine the release time associated with these roles (Article 5.2.4.3, p. 24). Departments recognized under the Collective Agreement are listed in Appendix III (pp. 126-127).

Compensation: Administrative Allowances

Individuals serving in DAPs are entitled to an administrative allowance as specified in Article 15.6 (pp. 92-93). There are two levels of allowance, with Level 1 being the default. Should BCIT wish to offer the lower Level 2 allowance, prior agreement from the FSA is required (Appendix V, p. 129).

Conclusion

It is essential to recognize that a Department comprises both non-managerial employees (FSA members) and the associated manager, each with an equal voice. The right to appoint DAP incumbents is a significant entitlement under the Collective Agreement, empowering FSA members to actively shape their work environment. Transparent and participatory processes are vital to fostering a psychologically safe and healthy workplace. Exercising this right is crucial to preserving the integrity of collegial governance.

If you have concerns regarding the proper appointment of DAPs or the payment of administrative allowances, please contact the FSA at fsa@bcit.ca.



the FSA has conducted extensive member outreach, including targeted engagement by job category, Department, and all-member sessions. Our most recent bargaining survey received 854 responses—a 29% increase over 2021 and more than double the 2018 participation rate—providing a strong empirical foundation for our bargaining proposals. We sincerely thank every member who contributed to this vital effort!

With an energized and mobilized membership, the FSA is entering bargaining from a position of strength. And we are committed to maintaining this momentum! If you have questions or are interested in contributing, we encourage you to contact Member Engagement Officer Matt Greaves.

In solidarity.

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With an energized and mobilized membership, the FSA is entering bargaining from a position of strength.

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I TRY TO BE INTENTIONAL ABOUT MY MINDSET: STAFF PROFILE, SAHAR ESKANDARI

Sahar has been working at the FSA since October 2024. With a background in sales, marketing, executive assistant roles, and e-commerce, Sahar brings a unique blend of creativity and strategic thinking to her role. Passionate about supporting academic communities, she draws inspiration from a family deeply rooted in academia and is dedicated to helping faculty and staff navigate their daily challenges.

Outside of work, Sahar enjoys exploring the financial markets as a trader, designing creative projects, and expressing her energy and creativity through dance. A lifelong learner, she is inspired by thought leaders in psychology, personal growth, and the power of mindset, continuously seeking ways to grow both personally and professionally. Sahar values teamwork, empathy, and open communication, believing these qualities are key to fostering a healthy, inclusive workplace where everyone can thrive.

What motivates your work here?

SE: Coming from an academic family, I've always had deep respect for those who work in academic environments. My mother was a faculty member in Iran, and my father also spent part of his career teaching at the university level. Their dedication helped me understand both the value of education and the unique challenges faculty and staff face in their day-to-day work.

That's why working at the FSA is especially meaningful to me. It feels like I'm not just doing a job; I'm contributing to a supportive community that advocates for the people who help shape education. Being part of that mission and having the opportunity to make even a small difference in their professional lives is what truly motivates me.

What was your first paying job?

SE: My first paying job was as a Sales & Marketing Manager at a construction company in Iran that

focused on selling and installing drywall systems. I actually took a summer workshop to learn how to install drywall myself because I wanted to really understand what we were offering. That hands-on experience helped me connect better with both our clients and the installation team. Looking back, it taught me how important it is to fully understand the work you're representing. Putting in extra effort always pays off.

What's one thing that makes all meetings better?

SE: One thing that makes any meeting better is clarity—like having a clear agenda, clear communication, or clear next steps. When everyone knows the purpose of the meeting and leaves with a shared understanding of what needs to happen next, it creates a sense of alignment and respect for everyone's time.

What makes a workplace healthy?

SE: There are many factors that contribute to a healthy workplace,

but I believe it starts with mutual respect. Like respecting each other's privacy, boundaries, and differences. It's also about being able to understand and empathize with one another, especially during challenging times. A healthy workplace fosters a sense of teamwork, where everyone feels involved and valued, regardless of their role. Reliability, shared responsibility, and open communication all play a part in creating an environment where people can thrive both personally and professionally.



What would you do if you didn't have to work for a living?

SE: I'd definitely spend time exploring different business ideas and creative ventures. I'd love to travel the world and experience new cultures. I'd also invest more time in the things that energize me like taking performance art classes such as dance or acting, working more on my painting skills, and developing a more refined trading system for the financial markets. So, I would say that it would be a mix of passion, creativity, learning, and growth that make me feel alive.

What do you like to do on weekends?

SE: On weekends, I try to create a good balance between rest, family time, and personal growth. I spend time with my family, make space to rest and recharge, meditate, go to the gym, and enjoy some time outdoors.

If you had one million dollars to give to a cause, what would you select?

SE: I would split it equally between two causes that are deeply important to me: supporting women who have experienced violence and helping people who are fighting cancer. Both groups face incredibly tough challenges, and I'd want the money to go toward giving them real support and hope.

Do you have a passion or hobby?

SE: Yes, I have a few passions that have shaped different parts of my life. I'm deeply passionate about trading in the financial markets. I love the challenge, the learning curve, and the strategy behind it. I also have a creative side hustle for the past couple of years; I designed art and products for two Etsy shops that I built from scratch. I had to pause them recently due to personal and family commitments, but it's still something I truly enjoy and hope to return to.

And of course, dance has always been a big passion of mine. It's a beautiful way to express energy, emotion, and freedom.

Do you have a favourite book, film, and/or television show?

SE: I've read several books that have truly impacted the way I think and live. Some of my favorites include Principles: Life & Work by Ray Dalio, The Choose Yourself Guide to Wealth by James Altucher, Think Like a Monk by Jay Shetty, The Magic of Thinking Big by David J. Schwartz, Breaking the Habit of Being Yourself by Dr. Joe Dispenza, The Psychology of Money by Morgan Housel, and Into the Magic Shop by Dr. James R. Doty. I'm currently reading When the Body Says No by Dr. Gabor Maté, it's a very powerful and eye-opening book.

As for movies and shows, I haven't been watching much lately, but I've always been a fan of the James Bond series and Batman films!

Which living person do you most admire?

SE: One person I truly admire is Dr. Joe Dispenza. His work on the power of the mind, neuroplasticity, and the connection between thoughts and our physical reality has had a big impact on how I view life. I admire how he takes complex scientific ideas and makes them accessible, helping people take control of their own healing and personal growth. His teachings have encouraged me to be more intentional about my mindset, to embrace change, and to believe in the possibility of transformation.

If you could live anywhere, where would it be?

SE: I would love to live



somewhere warm, sunny, and close to nature, a place that feels both peaceful and energizing. Somewhere like Cancun or Tulum, Mexico would be ideal. I love the idea of being surrounded by vibrant culture, beautiful weather, and a lifestyle that encourages creativity, wellness, and connection.

What inspires you?

SE: I'm inspired by connecting with people who have deep

knowledge and high intelligence, especially those who also possess strong emotional intelligence. I really admire individuals who are committed to self-growth and who explore the relationship between psychology and personal development. Being around people who value continuous learning and understanding inspires me to grow both personally and professionally.

What could you use right now if

someone would invent it for you?

SE: I wish there was an affordable way to easily overcome mental blocks and rewire my brain's neural pathways. I know some institutions are working on this kind of technology, but it's often very expensive and not accessible to most people. Having a tool like that would be a game-changer for personal growth and well-being.

Do you have anything you'd like FSA members to know?

SE: I'd like FSA members to know how much I appreciate being part of this community. The work we do together is meaningful, and each of us contributes to supporting faculty and staff. I'm always here to listen, learn, and help wherever I can, and I look forward to growing alongside all of you.





WE ALL NEED TO COME TO A COMMON GROUND: RAMI MUSTAFA, BOARD MEMBER PROFILE



Service to others is the rent you pay for your room here on Earth.



Dr. Rami Mustafa holds a doctorate in education and brings over 25 years of experience as a corporate trainer and educator across the USA, Canada, the UK, and the Middle East. He is deeply committed to integrating emerging technologies into instructional practice and fostering impactful learning experiences. Dr. Mustafa's work spans higher education and corporate environments, where he designs and delivers innovative training programs. His research interests include educational technology, professional development, and curriculum innovation. He is an active contributor to academic publications and conferences, continually exploring ways to bridge theory and practice in global educational and professional training contexts.

Rami Mustafa, new Director, Associate Members on the FSA Board of Directors, as of June 1st, 2025—welcome and thank you for agreeing to speak with me today!

RM: Thank you so much for having me.

Rami, you're newer to both BCIT and the FSA. How long have you been here?

RM: I've been a member since, September 2024.

What did you do before becoming an FSA member?

RM: The timeline is a bit extended. Since 2012, I worked for Saudi Aramco, the world's leading petrochemical and oil-and-gas company, in their Training and Development Department. I was part of the corporate training team and wore many hats—corporate training, educational partnerships, and several other initiatives.

After coming back to Canada, I started teaching in the Bachelor of Arts in Management program at City University of Seattle. One of my close friends introduced me to FSA Vice-President Shannon Kelly from the Communications Department, saying (to her), "I think I have a character for you who could

fill a gap." And that's how my relationship with BCIT began.

So, you're teaching in the COMMS? And you're Part-Time Studies (PTS) faculty, correct?

RM: Yes—PTS.

What courses have you taught?

RM: I've taught Technical Writing, Intercultural Communication, and Diversity Communication. I've also taught some online courses, and I'm currently reviewing a few to explore updates and add more depth to the already excellent content.

How do you find teaching something like intercultural communication? How do you teach students to bridge cultural gaps?

RM: The approach I follow is called glocalization—a blend of globalization and localization. It's about thinking globally but acting locally.

Intercultural communication, at its core, must be taught from necessity. CQ—Cultural

(intelligence) Quotient—is now being recognized alongside IQ and EQ. It's becoming a necessity in the marketplace, especially in communications.

A central idea I try to impress on students is: You are not the centre. You are not the standard. We all need to come to a common ground where we understand each other—where we come from, what's important to us, and how we can act accordingly.

Instead of having a judgemental mindset, adopt a learner's mindset. Seek to understand others before expecting to be understood.

I was lucky to have students from eight different cultures in one class. Each brought their own flavor to our hypothetical scenarios, helping us navigate complex intercultural situations.

You may be familiar with the “cultural iceberg” concept. The visible tip represents what people can see about you but what's beneath the surface is just as important. That's why I always say: the learner mindset is key to meaningful cross-cultural communication.

English has long been the lingua franca. Do you see that changing at all, especially with the U.S. turning inward politically?

RM: No, not really. You need to separate the language from the political power behind it. Yes, English gained dominance due to colonialism and political power—but now it has established itself independently as the language of business.

The fall of the colonial British Empire didn't change that. English remained entrenched. And frankly, there's no clear alternative. Spanish, for example, doesn't have the same global reach.

I was recently at a conference with people from 15 different countries—everyone used English to communicate. When we broke off into language groups, those who didn't speak English were left behind.

Also, from a critical linguistics perspective, learning English today is linguistic capital—it translates into economic benefit.

What drew you to the FSA Board? I know Shannon was involved but what personally motivated you?

RM: I've always been an active person. Wherever I go, I try to be involved in committees or community work. So, when Shannon brought up the idea, I was excited. I saw it as a chance to serve the greater good.

Another reason is that I deeply believe in social capital—building relationships and expanding your network. My connection to BCIT goes beyond just teaching and receiving a paycheck.

Even though I've only been here a year, I've felt how invested my colleagues, like Shannon and others, are in me. And I believe in reciprocity—I want to be invested in this place too.

I also feel I can help bridge the gap between PTS faculty and the Board—representing both perspectives. I like that role.

Muhammad Ali said something like: “Service to others is the rent you pay for your room here on Earth.” To me, serving on this committee is part of that rent—especially in a community that truly cares.

That's a beautiful quote. Is this your first time being involved in union work?

RM: Yes—it's exciting. I'm kind of used to the back-and-forth of negotiations—thinking strategically, withdrawing, coming back.

We've got a Bargaining Communications Team that I'm going to tap you for after this—just so you know! Putting that out there publicly.

RM: Absolutely, no problem.

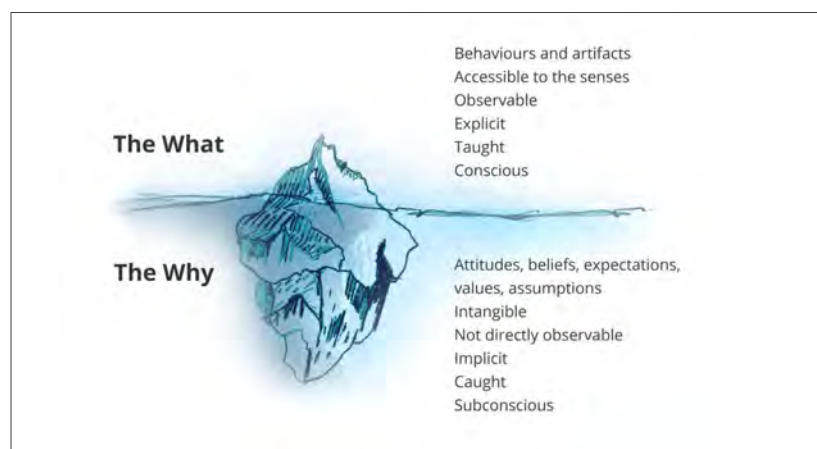


illustration: emiworld.org



That's exciting. So, what do you like to do when you're not at BCIT?

RM: That's a good question. Well, I'm a father of four children...

How old?

RM: My oldest is 19—she's a third-year student at UBC. My second is graduating high school this year and going into engineering. Then I have a 15-year-old, and my youngest is eight. So, I spend most of my time with the kids—especially the older ones now.

I'm also currently doing my second Master's degree at Purdue University—in communications, with a minor in strategic branding and marketing. It's a field I really love.

I read a lot too.

What do you like to read?

RM: Nonfiction, mostly. The last book I finished was *The Story of God*—showing how we all emanate from the same core principles.

You know, BCIT has a book club. The Any Book Book Club. We get together every month—I think

it's the first Thursday—and talk about what we've read.

RM: Awesome. Recently, I've developed a passion for Indigenous literature. So far, I've read six or seven novels by Canadian Indigenous writers.

Please go on.

RM: The last one I finished was *Five Little Indians* by Michelle Good. Highly recommended. A short story I helped my son with recently was *Borders* by Thomas King. It's a short story that's been turned into an animated book or manga-style adaptation.

Since coming back to Canada, I've become really interested in Indigenous perspectives, as well as equity, diversity, and inclusion (EDI), and accessibility. It's something I'm passionate about.

I've also been tailoring my communication assignments around these topics to educate students and encourage conversations.

Do you have plans for how to improve things for PTS members? As a Director, Associate Members.

RM: One of the first things I want

to do is make myself visible to PTS members. When I became a PTS instructor, I didn't even know who represented us on the board. If it weren't for some good friends, I wouldn't have learned many of the things I know now. So that's my first step: being available. That's how I see myself making an impact—by listening, conveying concerns in a timely manner, and being accessible.

Is there anything else you'd like FSA members to know about you?

RM: Don't think I'm too busy for anything. Please, involve me. Let me know if you need help—I'm more than happy to lend a hand. I've been in many contexts, worn many hats, and I'm confident I can contribute in a meaningful way.

Also, I offer this to all members: I have extensive experience in college admissions.

If any of our members—or their children—need help, I'd be happy to support them.


At Saudi Aramco, I was a College Admission Partnership Specialist. My specialty was Ivy League universities. I helped place students into Harvard, Princeton, Brown, Yale...

That's a nice offer—ties neatly back to that Muhammad Ali quote.

Rami, thank you so much for sitting down with me today.

RM: Absolutely.


It's been a real pleasure.



AN ODE TO WORKERS' COMP: REVISITING SOME UNIQUE 1978 COLLECTIVE AGREEMENT LANGUAGE

The origins of the workers' compensation program in British Columbia date to around World War I, about a half century before BCIT opened its doors. In 1917, the Workmen's Compensation Act provided, *inter alia*, workers with the right to receive damages for injuries received while on the job. Prior to this legislation, workers frequently pooled funds to support the injured, popular among the province's miners, or sued their employer to recoup losses when hurt on the job.

The FSA has no legitimate claim to have seriously influenced the direction of this legislation, at least none that the office knows of. Yet few could argue that the most eloquent elaboration of workers' compensation is found anywhere else than in the FSA's third Collective Agreement, 1978-80. Written in an alternating ABAB CDCD rhyme scheme, Article 18.01.2, an Ode to Workers' Compensation, proceeds:



*If a person has been injured
so that he must stay at home
with Workers' Compensation he is enamoured
and benefits derived therefrom.
So that he may heal in comfort
not concerned with loss of pay,
let him read this binding contract,
know the wisdom of its way.
First he shall receive his Sick Leave,
earned or borrowed if he can;
sadly though, his Workers' Benefit
goes to the Employers' hand.
During this time the Employer
shall perform a wondrous sum:
workers' Benefit shall be added
to Employee's Sick Leave Time.
This exhausted, the Employee
finally receives his due,
Workers' Benefit shall be sent him
With no middle man gone through.
In addition the Employer,
filled with feelings of remorse
since at his business place was injured
the Employee, shall henceforth
make the difference up to salary:
The Employee on full pay
happily continues mending
to return to work some day.
This arrangement shall continue
till a period has elapsed.
six months from that cursed day
when the Employee collapsed.*

The Ode would last in the legally binding pages of our CA for one more round—until 1982. Its credited author, President of the FSA (then the Staff Society) Kent Yakel, would be well known to our longer serving community members. If Yakel's sonnet is, formally at least, an oddity, the former President appears in archived copies of BCIT and BCITSA newsletters driven to improve the Institute; unafraid to challenge leadership when necessary, as in this 1982 call for BCIT to go under trusteeship; or to recognize a lack of solidarity among the membership. One wonders the language that the former President would have used in a proposed debate with BCIT Vice-President Academic Drug Svetic.

The Ode is the only bit of rhyming Collective Agreement language that current FSA staff have come across in our work here—a remnant, perhaps, of a less restrictive academic culture. We do not mourn its loss but celebrate its life.

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In addition the Employer, filled with feelings of remorse since at his business place was injured the Employee, shall henceforth make the difference up to salary.

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LABOUR RELATIONS REPRESENTATIVE

Doug Thorpe-Dorward
EXECUTIVE DIRECTOR

Vision

A dynamic and supportive educational community.

Mission

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

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 FSA
VOICE

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