

# Part-Time Studies and the FSA

All BCIT Part-Time Studies Instructors and Administrators are members of the Faculty and Staff Association and are covered by the FSA-BCIT collective agreement. The collective agreement sets rates of pay, establishes benefit eligibility, and provides for the right to reappointment for PTS members. The collective agreement also provides for a grievance process and the right for the union to be consulted on workplace and educational issues.

## **Classification** (Article 4.3)

- PTS employees are Auxiliary Employees under the BCIT-FSA Collective Agreement.

## **Re-appointment Rights** (Article 5.2.5)

- You have the right to re-appointment based on continued suitability and satisfactory performance and if you taught the course in the preceding year.

## **Rates of Pay** (Articles 15.8, 15.18, 15.19)

Instructors with 0-1 year teaching experience	\$57.69 per contact hour
Instructors with 2 years teaching experience	\$72.09 per contact hour
Instructors with 3 years teaching experience	\$86.53 per contact hour
Curriculum Development or Administration contracts	\$43.26 per hour

## **Health and Welfare Benefits** (Article 16.14)

- PTS Instructors are eligible to apply for basic medical, extended health, and dental coverage with monthly premiums paid by BCIT.
- Instructors must have accrued 250 contact hours between June 1 and May 31 in any year.
- You must apply in June (BCIT will not contact you) and coverage begins July 1.
- Must maintain 150 contact hours in subsequent years to continue coverage.

Coverage ceases if there are no contact hours for five months.

## **PTS Parking** (Article 7.8.3)

- Parking lots designated for use by PTS employees weekdays after 4:30 pm:
  - Lot 8 between SE1 and SE6,
  - Lot 16 near the Willingdon entrance (except for SA parking), and
  - Lot 24 at the northeast corner of NE1.
- Parking in these lots is on a first come basis for PTS employees who have a parking permit.

## **Instructional Development** (Article 10.2.3)

- Annually-planned instructional development activities for the improvement of teaching are available to PTS members. These are organized by the Instructional Development Committee and funded through the Instructional Development Fund.

## **Training for PTS Employees** (Article 10.10, [www.bcit.ca/hr/pd/continue.shtml](http://www.bcit.ca/hr/pd/continue.shtml))

- You can take BCIT PTS courses, without paying a tuition fee, as employer-directed training.
- Requests should be made to the PTS Coordinator in your area.

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### **Grievance Procedure** (Article 3)

- You have the right to challenge decisions made about your employment at BCIT.
- You have the right to representation by the FSA in raising employment issues.
- If you believe you have a grievance please contact the Tech Rep for your department or one of the FSA Labour Relations Representatives:

Heather Neun	hneun@bcit.ca	604.432.8349
Ian Stockdale	ian_stockdale@bcit.ca	604.451.7161
Christine Nagy	cnagy@bcit.ca	604.431.4964

### **Representation in Discipline Procedures** (Article 19)

- FSA representation is available if your performance or conduct are challenged.

### **PTS Joint Committee** (Article 20.1.2)

- The FSA has been working to initiate a joint FSA-BCIT committee on PTS employment issues. This follows an important arbitration decision on the right to reappointment in PTS won by the FSA in 2008.
- The FSA believes that BCIT has taken steps to move work away from regular and temporary contracts into auxiliary PTS contracts, resulting in Instructors teaching on a full-time, on-going basis, but at PTS rates, with little job security and fewer rights. This situation undermines the value of members, the security of the bargaining unit, and is contrary to many aspects of our collective agreement.
- The Committee is to clarify many areas of the collective agreement which are not adequately explained. These include:
  - defining the classification of employees in Part-Time Studies and Industry Services,
  - specifying which clauses of the Agreement shall apply and which shall not apply, and
  - determining any additional clauses needed.
- The FSA's representatives on the Joint Committee are:

Amy Fell, President	afell@bcit.ca
Terry Gordon, Vice-President, Faculty & PTS Instructor, School of Business	tgordon@bcit.ca
Dan Nooney, Instructor, ISEP	dnooney@bcit.ca
Paul Reniers, Executive Director	preniers@bcit.ca

### **Participation in the FSA**

- PTS members are eligible to:
  - Participate as members in FSA meetings and activities,
  - Vote in FSA elections and contract ratification processes, and
  - To run for election to the position of Director (Associate Member) on the FSA Executive Committee.

### **Contact Us:**

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