





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 xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh úxwumixw (Squamish) and səliłwətaʔ (Tsleil-Waututh) Nations.

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BOARD MEMBERS



Kerly Acosta Hitchcock
DIRECTOR



Trish Albino
TREASURER (2025-27)



Michelle Beauchamp
DIRECTOR (2025-27)



Adrianna D'Ilio
DIRECTOR (2025 - 27)



Gurminder Grewal
DIRECTOR (2025-27)



Colin Jones
PRESIDENT (2024-26) /
CHIEF NEGOTIATOR (2025+)



Shannon Kelly
VICE PRESIDENT (2024-26)



Rami Mustafa
DIRECTOR, ASSOCIATE
MEMBERS (2025-27)



William Oching
DIRECTOR (2025-27)



Judy Shandler
DIRECTOR, ASSOCIATE
MEMBERS (2025-27)

On behalf of the FSA Board of Directors
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



Kristie Starr
LABOUR RELATIONS
REPRESENTATIVE



George Talbott
SENIOR LABOUR RELATIONS
REPRESENTATIVE



Saniya Thomas
LABOUR RELATIONS
ASSISTANT



Michael Thompson
LABOUR RELATIONS
REPRESENTATIVE



Doug Thorpe-Dorward
EXECUTIVE DIRECTOR

*Staff at time of publication

BOARD OF DIRECTORS' YEAR IN REVIEW

As your Board of Directors reflects on 2024-25, we acknowledge the challenges our members are facing and we express gratitude for our members' resilience and determination to stand together and support each other.

Following what felt like a chaotic round of initial deficit and layoff announcements in Spring 2024, the union took a proactive approach to the prospect of potential future actions as we entered the 2024-25 academic year:

- Our Labour Relations team met with their BCIT counterparts for collaborative sessions on the Collective Agreement, specifically focused on Article 19
- The union began developing new member education materials, eventually leading to resources like the Policy 5405 Toolkit and the Layoffs Toolkit
- The union continued offering Department Rights presentations which strengthened Departments' abilities to strategically respond to management during budget and layoff discussions

Challenging Times

Although these proactive steps were helpful, sudden political shifts had unavoidable and seemingly compounding impacts on the post-secondary education sector, which deepened the challenges we faced as we entered 2025. The impact of the changes to federal policy concerning international student permits was increasingly felt as the year wore on. And unexpected measures like tariffs on Canadian goods compounded economic uncertainty, placing even more pressure on public post-secondary education funding.

Coming to the end of the academic year, our member Departments faced an unprecedented number of potential layoff announcements and notices of potential program suspensions or cancellations. We stood strong together but there is no denying these circumstances were very stressful and led to disappointing outcomes in some cases. The union provided and continues to provide support, intervention, and information, but we acknowledge these are indeed challenging times. Departments and members affected by layoffs, budget cuts, or program cancellations have our full support during this difficult time.



FSA President Colin Jones and Vice President Shannon Kelly

Building on our Strengths

We are grateful for the solidarity of our membership and grateful that our previous rounds of bargaining had raised our wages and improved our benefits substantially ahead of this period. Our affiliations have shored up our union's strength and influence, including our membership in the CAUT (Canadian Association of University Teachers) Defence Fund, which provides access to an almost \$40 million strike fund (over and above our own union's \$3 million fund). The Board has also engaged a government relations firm to further increase our influence on both the provincial and federal levels of government during these turbulent times.

With all of these measures in place, and despite the challenges we've described, we are making preparations to enter the upcoming round of bargaining from a position of relative strength. During the past academic year, the Collective Agreement Committee was established and began its important work with a wide representation of members and schools; the Bargaining Team was selected and approved; the Bargaining Themes were established based on extensive member consultation; and our Chief Negotiator was appointed.

These are not easy times, but we are stronger together!

We encourage our members to reach out and stay in touch through a variety of channels including

- emailing FSA intake (the most direct method), fsa@bcit.ca
- reaching out to your Department Tech Reps
- inviting FSA to a Department meeting
- reading the FSA Weekly E-Bulletin and submitting a "Question of the Week"

Thank you for your ongoing input and participation in the work of our union and for your continued support of the Board.

In solidarity,

Colin Jones & Shannon Kelly

(on behalf of your FSA Board of Directors)

MEMBER ENGAGEMENT YEAR IN REVIEW

Member engagement in the 2024-25 fiscal year was driven, in no small part, by the needs that we anticipate may arise in the upcoming round of contract negotiations. Notable developments proceeded through both existing FSA practices and the establishment of new committees. In several related areas, member engagement quantifiably surpassed previous levels. The ultimate value of these early bargaining-related engagement successes, however, will be seen during negotiation itself.

Even prior to the establishment of the FSA's Collective Agreement Committee in the summer of 2024, planning to strengthen member engagement throughout the bargaining process was already underway. In practice, the FSA undertook extensive outreach initiatives, including targeted engagement by job category, Department, and all-member sessions—surpassing the participation levels of other recent bargaining cycles. Notably, the most recent bargaining survey garnered 854 responses, representing a 29% increase over 2021 and more than double the participation rate of 2018. These results provide a robust empirical foundation for the development of bargaining proposals.

WEEKLY READERSHIP

41-66%

At its May 2025 meeting, the FSA Board of Directors formally established two new subcommittees to enhance the union's capacity for the upcoming round of collective bargaining: the Job Action Committee (JAC) and the Bargaining Communications Committee (BCC). These bodies are intended to play a central role in strategic coordination, member mobilization, and communications throughout the bargaining process.

Additionally, the FSA has continued to rely on its Weekly E-Bulletin as a key channel for member communication. Readership has remained strong, with between 41% and 66% of members engaging with the publication during the fiscal year.

Thank you for your engagement. I look forward to the opportunity to collaborate with you in the near future.

Matt Greaves

Member Engagement
Officer, BCITFSA



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I look forward to the opportunity to collaborate with you in the near future.

EXECUTIVE DIRECTOR'S YEAR IN REVIEW 2024-25

As your Executive Director, it is my responsibility to ensure that staff resources are deployed to meet the goals and objectives of the Board of Directors.

This summer we completed an office renovation that will allow us to make better use of our limited space. My thanks to everyone who worked to make the renovation go smoothly, especially Maria Angerilli and Sahar Eskandari.

Our incredible staff are responsible for the day-to-day operations of the Association in the following areas:

Member Representation and Advocacy

Much of this work goes on behind the scenes with our Labour Relations team making sure that our members are well represented when issues arise with the employer. You can learn more about this work in the Labour Relations Year In Review on page 7.

Representation efforts also involved providing advice and assistance to members who were involved in potential program suspensions/cuts and layoff processes. Our Labour Relations Team is here to ensure that members are provided with all their rights and entitlements pursuant to the Collective Agreement during these stressful situations.



Member Outreach and Communications

Our team works hard to ensure that we regularly communicate with our members and keep them informed about the work of the Association and the larger issues at BCIT. You can learn more about this work in the Member Engagement Year In Review on page 4.

As well, the staff play an important role in supporting collective bargaining, which we have been gearing up for in the last several months. Staff do research, assist in drafting bargaining proposals, and give advice to the Chief Negotiator regarding implications of potential collective agreement language.

In this year's round of cuts and potential layoffs, staff created member toolkits to provide basic information regarding member rights in situations of potential program suspensions and closures and during any layoff processes. We will continue to refine these toolkits so that they will be available if we face future cuts and potential layoffs.

We have also created new opportunities for members to be involved in committees that will assist with collective bargaining: a Bargaining Communications Committee and a Job Action Committee.

Connecting the FSA with the Broader Post-Secondary and Labour Communities

We are connected with the broader post-secondary labour communities through attendance at Canadian Association of University Teachers (CAUT) Council and other meetings, such as bi-weekly national bargaining updates. This ensures that we are aware of what is happening in the sector and what may be making its way to the west coast.

We stay connected with the BC post-secondary labour community through regular participation in a sector group including unions that represent workers at BC post-secondary institutions: the Federation of Post-Secondary Educators (FPSE), BCGEU, CUPE, and Move Up, and the Confederation of University Faculty Associations of BC (CUFA-BC) who represent the interests of faculty

at BC research universities. We are connected with the broader public sector unions through participation in a BC Federation of Labour Public Sector Bargaining Committee, which ensures that we are aware of the latest developments at bargaining tables, some of which will set the mandate for across-the-board general wage increases for all BC public sector workers.

Working with the Board of Directors

As the Association's Executive Director, I am also broadly responsible for being the liaison between the Board of Directors and the staff. I am pleased to work with such a dedicated and capable group of Board members.

We welcome three new Board members this year. Board turnover is healthy and ensures that we stay connected with our membership and shows that we have members who are committed to the success of the Association.

This year, I will work with the Board to launch our next strategic planning process. We seem to have moved into a new era where post-secondary institutions are experiencing a time of contraction rather than growth due to government decisions, both federal and provincial. We must ensure that, as a union, we are prepared for these new realities and how they might change the needs of our members.

The Board will continue its efforts in succession planning and policy development, as well as guiding the Association through further transitions at BCIT.

Doug Thorpe-Dorward
Executive Director



We must ensure that, as a union, we are prepared for our new realities and how they might change the needs of our members.

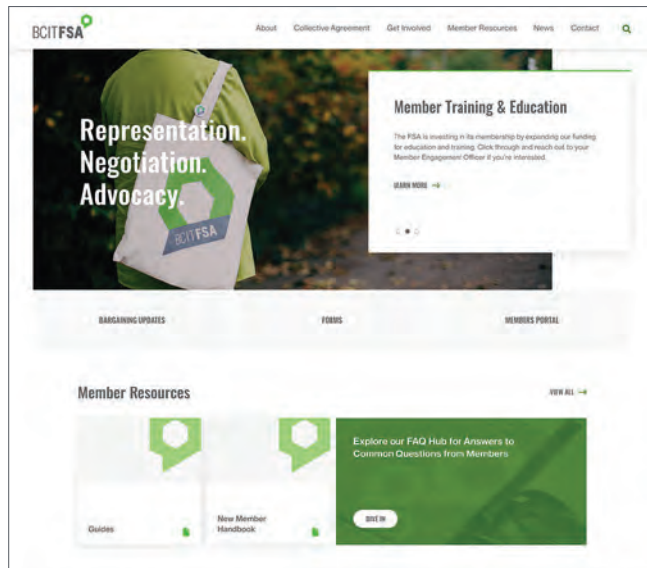
OPERATIONS YEAR IN REVIEW

Alongside our daily union work, FSA Operations undertook several significant initiatives during the 2024–25 fiscal year: a redesigned website, renovated offices, and the first steps toward moving our digital systems away from the employer’s networks. These investments strengthen our independence, protect member privacy, and sharpen communication.

The new FSA website officially launched in late October 2024. Designed with a focus on clarity and functionality, the site incorporates recent advancements to improve confidentiality, user accessibility, and aesthetic coherence. Enhanced accessibility features and a more intuitive user interface further contribute to what we believe to be an overall improvement to the user experience. Feedback on the site is encouraged and may be directed to fsa@bcit.ca.



FSA Operations undertook several significant initiatives during the 2024–25 fiscal year



Renovations to the FSA offices began in early summer 2025 and were completed by the end of August. Among other things, these renovations significantly improved sound insulation between workspaces (and therefore private communications) and reconfigured the office layout to make better use of areas no longer required for physical file storage. Members who wish to view the updated space are encouraged to visit SE16-116, between 8:30 am and 4:30 pm, Tuesday through Thursday.

The FSA also began the arduous journey of migrating our digital systems away from BCIT’s networks during the last fiscal year. Although this work remains ongoing, the transition will ultimately provide the union with independent control over its software platforms, supporting operational flexibility.

Looking ahead to the coming fiscal year, the Operations Team—including Information Officer Anna Chau, Operations Assistant Sahar Eskandari, Member Engagement Officer Matt Greaves, and me—will continue to prioritize the digital migration project. We are also committed to supporting the Bargaining Team throughout this round of negotiations and to strengthening the infrastructural foundations that sustain our union’s work on behalf of its membership.

Maria Angerilli

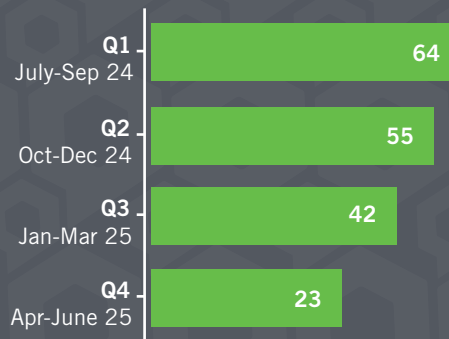
Associate Executive Director,
BCITFSA



TOP 5 CATEGORIES OF LABOUR RELATIONS INTAKE

1. Workload
2. Departmental Objectives and Operations
3. Staff Reduction
4. Discipline, Suspension, Discharge
5. General Purpose Leave Without Pay

Case Intake Data



LABOUR RELATIONS YEAR IN REVIEW 2024-25

Last year's dramatic increase in disciplinary investigations was reversed; however, this may be due to BCIT's focus on layoffs. Formal investigations against older members were ham-fisted, with BCIT failing to consider medical or other age-related issues before the use of disciplinary processes.

In the past fiscal year, BCIT provided potential staff reduction notices across several schools and divisions, which resulted in only one regular member receiving an individual notice of layoff. The remaining Departments managed to avoid regular staff reductions by shifting PTS courses to regular teaching members, as well as the use of early retirements and other voluntary departures. These job-saving measures are in the Collective Agreement, which the FSA labour relations team diligently enforces.

BCIT has no centralized authority ensuring it obeys our Collective Agreement. It does not empower its labour relations team to protect the contractual terms our members are hired under. Managers, especially new ones, often have no understanding of its terms. Instead, they often violate our contract and leave the FSA to pick up the pieces by grieving and arbitrating. For instance, an entire department was disbanded and largely

absorbed by another division with two FSA members forced into a BCGEU bargaining unit. In another case, BCIT removed a PTS class from a regular member for disciplinary reasons without an investigation.

BCIT's Labour Relations department's turnover has slowed. After the departure of the supervising manager, who only lasted a year, a new one will soon be hired to support a new director. Some of the human resources people are, at times, damaging to the harmonious relationship required by our Collective Agreement. What should be simple matters are only resolved after strenuous hours are spent advancing grievances or when arbitration is imminent. We are at times denied modest delays on grievance timelines to work out constructive solutions—a courtesy both sides regularly granted in the past.

With their new director, we hope to return to a more productive and professional relationship.

George Talbott

Senior Labour Relations Representative



BCIT does not empower its labour relations team to protect the contractual terms our members are hired under.



FINANCIALS

STRIKE FUND BALANCE

\$3.35
MILLION
(as of June 30, 2025)

INTERNALLY RESTRICTED FUNDS

\$4.16
MILLION
(as of June 30, 2025)

The FSA closed the 2024/25 fiscal year with strong results. As of June 30, 2025, total assets reached \$4.6 million, representing a 6% increase over the previous year. The largest asset categories continue to be cash of \$1.4 million and investments of \$2.9 million.

Membership dues revenue grew by 5% year over year, reflecting negotiated salary and wage adjustments for both full-time and part-time members. Investment income, however, fell by 4% as lower interest rates reduced earnings on our short-term and long-term investments.

Operating expenses rose by 15% compared with the prior year. This was largely attributable to the FSA joining the CAUT Defence Fund in August 2024, which increased affiliation costs. Additional growth in salaries, benefits and release time also played a role, with staff wage adjustments and the Executive Director position being filled throughout the entire year rather than just part of the previous year.

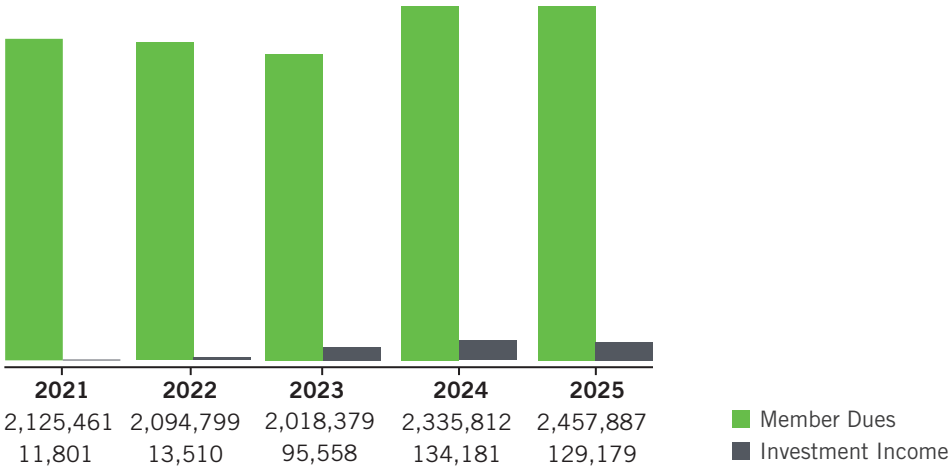
For the 20th consecutive year, the FSA recorded an operating surplus. From this surplus, \$50,000 was added to the Unrestricted Operating Fund, with further strategic transfers of \$50,000 to the Legal and Arbitration Fund and \$138,560 to the Strike Fund.

At year-end, the Unrestricted Operating Fund had a balance of \$200,000. Internally Restricted Reserves totalled \$4.16 million, the majority of which is held in the Strike Fund at \$3.35 million.

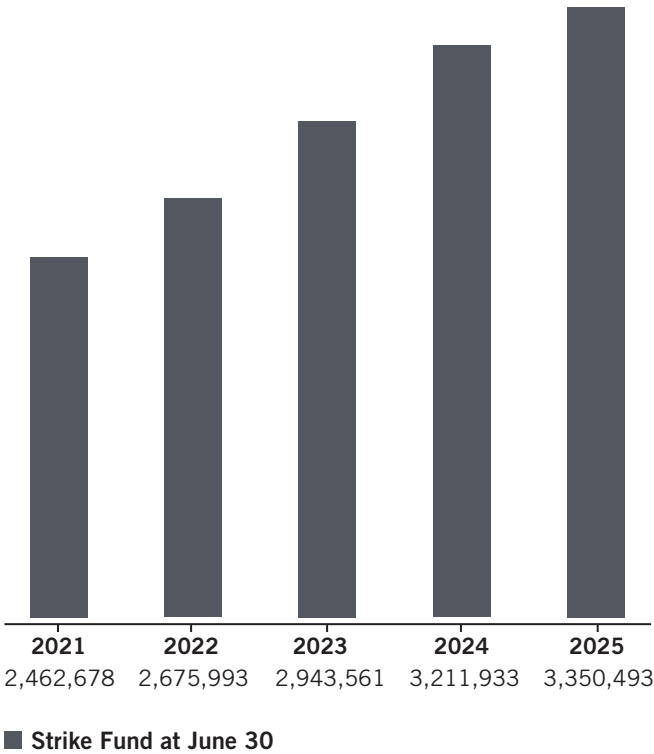
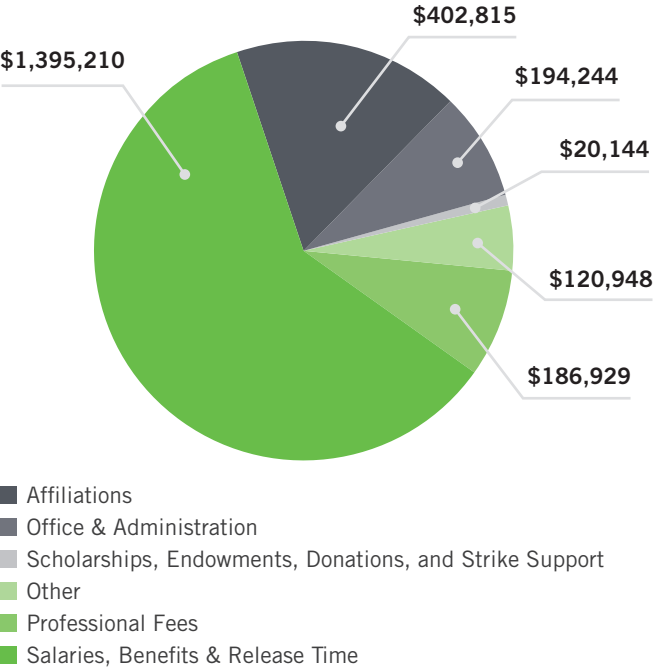


Trish Albino
BCITFSA Treasurer

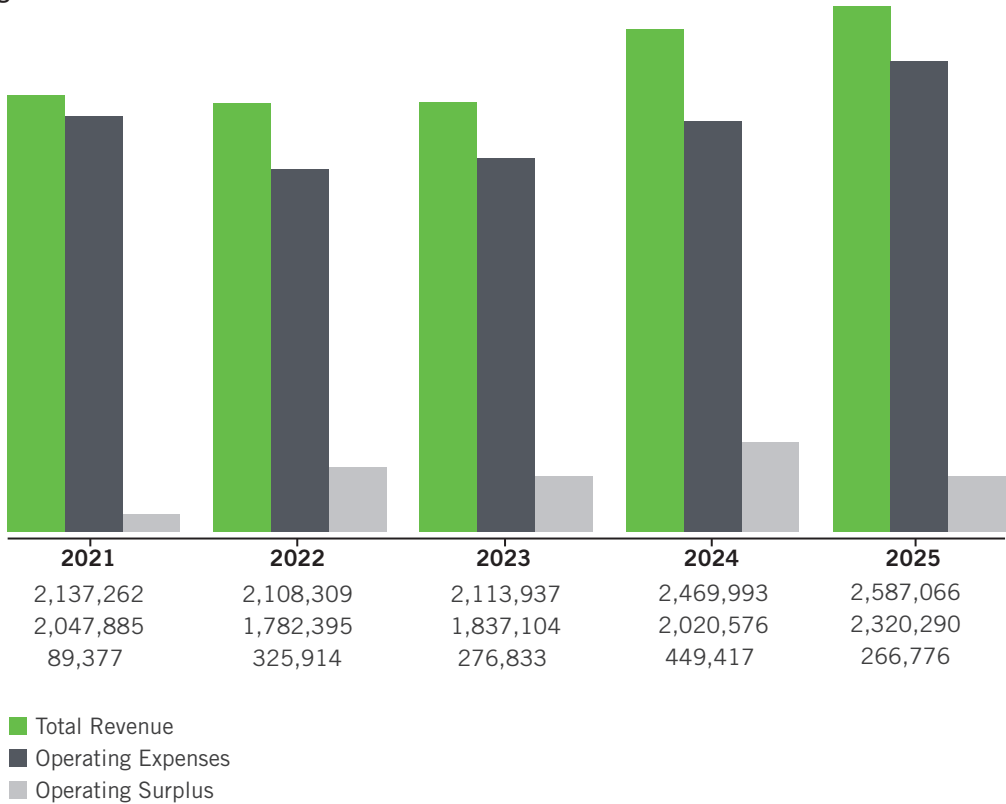
Revenues – Year Ended June 30, 2025



Operating Expenses – Year Ended June 30, 2025



Operating Results – Year Ended June 30



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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