



In This Issue

Living the Agreement

What's on the Line?

Who Are We?

Profiles

So, You've Been Overpaid

Communication and
Workload Disputes



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 səliłwətał (Tseil-Waututh) Nations.



Colin Jones
PRESIDENT & CHIEF NEGOTIATOR



A successful ratification
is not the finish line



LIVING THE AGREEMENT: CARRYING OUR COLLECTIVE STRENGTH FORWARD

Welcome, FSA members, to the 2026-27 academic year. Just behind us is our latest round of bargaining, which culminated in the ratification of our new Collective Agreement. Reaching that milestone required a lot of heavy lifting from our bargaining committee, the support of our staff, and, most importantly, engagement by all of you. We should rightly celebrate the time and solidarity that secured this deal – the first in the province’s post-secondary sector.

However, a successful ratification is not the finish line. Our work does not simply pause until the next round of negotiations; nor is a collective agreement a static document meant to sit on a shelf. It is a living framework that guides our daily working lives, professional autonomy, academic freedom, and workplace safety. Bargaining may be complete, but the ongoing duty of ensuring those hard-won rights are fully realized and defended in every school, department, and service area at BCIT is just beginning.

Administrative changes and workload creep, for example, rarely happen all at once in a dramatic announcement. Instead, they happen in small increments: a slight shift in scheduling here, an unconsulted change to a program structure there. This is where our shared commitment will have an impact in between rounds of bargaining. When we look out for one another within our Departments, actively participate in meetings, and ask how a new management directive aligns with our contract, we are breathing life into our agreement. The FSA is not an office staffed by union professionals or a board of directors; it is the collective presence of every faculty member, assistant instructor, technical staff, researcher, analyst, and student worker across our campuses. When a colleague faces an unreasonable workload burden or an unfair interpretation of the contract, it impacts all of us. When we support each other in maintaining the boundaries of our deal, we reinforce the stability of the entire union. True collective strength isn’t just displayed during bargaining. It is maintained in the quiet, day-to-day decisions we make as members.

As we kick off this fall term, let’s carry the momentum of our shared success into our daily routines. We have proven what we can achieve when we stand together at the table. Now, let’s show the same unity in how we work, how we support our peers, and how we protect the integrity of BCIT. We built this agreement together! Now, let’s stand by it together.

Have a fantastic fall term!



Doug Thorpe-Dorward
EXECUTIVE DIRECTOR

I walked the BC Nurses' Union (BCNU) picket line at Vancouver General Hospital on the first day of rotating strikes, July 7, 2026. Like many of you, I have spent years working in and around labour relations—at bargaining tables, in grievance meetings, and in arbitration hearings. But there is something uniquely clarifying about standing on a picket line. It brings the real purpose of all that work into sharp focus. What I saw that day was not just job action. It was a powerful reminder of the core principles that sustain the labour movement and of principles that are just as relevant to our own work as they are to the health-care workers on that picket line.

First and foremost, solidarity matters. I saw signs and flags from across the labour movement: BC General Employees' Union, Canadian Union of Public Employees, Hospital Employees' Union, Health Sciences Association and non-health-care unions like the BC Teachers' Federation and the SFU Teaching Support Staff Union (as well as yours truly from the FSA). Leaders from all the major health-care unions and the BC Federation of Labour (BCFED)

WHAT'S ON THE LINE?



On the picket line solidarity becomes visible and immediate



stood together in front of the media presenting a united front. Nurses could see, in real time, that they were not in this fight alone. We often talk about solidarity as an abstract concept, but on the picket line it becomes visible and immediate. It is the difference between isolation and collective strength. It reassures members that their fight is understood, shared, and supported beyond their own bargaining unit. For those of us working in different sectors, it is a reminder that our struggles are interconnected. Gains in one area strengthen the broader movement; setbacks affect others as well. And in this province, plagued by provincial bargaining mandates, the connections are even more obvious and important.

Equally impressive and moving was the level of public support. Motorists frequently honked their horns in encouragement. Bus drivers paused at stops to call out messages of support from their open doors. People entering the hospital stopped to speak with picketers, offering words of appreciation for health-care workers. A food table near the line was frequently replenished by passersby—a gesture of community care that was noticed by the strikers. Public support does more than boost morale. It reinforces legitimacy. It reminds workers that their concerns resonate beyond their workplace and that the public understands the stakes. In sectors like health care, where workers are

deeply committed to those they serve, this kind of support can be especially meaningful. It affirms that advocating for better working conditions is not at odds with public service—it is part of ensuring it remains a public good.

Another lesson from the day was the importance of creativity and humanity, even in serious moments. The issues at stake included staffing, workload, compensation, and the long-term sustainability of care. Yet the atmosphere on the line was not just one of tension. There was a DJ playing music, and at times people were dancing. Children accompanied their parents. Dogs weaved through the crowd. One picketer wore a shark costume with a sign that read, “I am FINished.” Others carried signs with messages like “Nurses outside = problems inside” and “Money for FIFA? Money for care!” This mix of seriousness and levity is important. Creativity draws attention, invites engagement, and helps sustain the energy of the picketers.

I had the opportunity to speak with a member of the BCNU bargaining team. She told me she had been involved in the union for many years and that it had been a long time since strike action was necessary. Yet, as she described it, many of the issues currently on the table were the same ones she had seen earlier in her career. As she continued walking the line, she added, with a mix of frustration and resolve, “I’m getting too old for this shit!” Her

comment stayed with me. It captured something we do not always say out loud: while the faces change, many of the underlying struggles persist. Issues like workload, respect, fair compensation, and safe working conditions are not new. They re-emerge in different forms across generations of workers. I think about this often, remembering my days as a teacher union activist and seeing the same struggles play out for teachers today. This continuity of issues over time can be discouraging, but it is also instructive. It tells us that progress in labour relations is rarely linear or permanent. Gains must be defended. Improvements require vigilance. Each round of bargaining builds on the work of those who came before, even as it confronts new challenges.

For those of us in our own union, there are clear parallels. We may not be walking a picket line today, but we are engaged in ongoing efforts to advocate for our members, to negotiate fair agreements, and to ensure that our workplaces remain sustainable and equitable. The lessons from the BCNU line apply directly to how we approach that work.

- We need to continue building and maintaining solidarity, not only within our own membership but across unions and sectors. Relationships matter, and they are built over time through shared actions and mutual support. Our time spent nurturing relationships with our national union, the Canadian Association of University Teachers, and within the BCFED, is time well spent indeed.

- Relationships with government and the public are also important. We need to ensure that they understand our work and its value to the province. Recent meetings with provincial ministers, where we have had FSA members speak about their work, are a good example of one way that we are making sure we are seen.

Spending time on that BCNU picket line was a great reminder for me of why this work matters. It is easy, in the day-to-day demands of meetings, and seemingly endless small conflicts, to lose sight of the larger picture. At its core, our work is about people—their working conditions, their dignity, and their ability to provide and care for themselves and others. I am honoured to continue to do this work on behalf of FSA members.





Matt Greaves
MEMBER ENGAGEMENT OFFICER

It's trite to note that people or organizations contain multitudes. When the titular Shrek gives this speech in the first film of the series, the writers include a metaphor about onions to soften the cliché. Corny but memorable. What may be more difficult than peeling an onion through its different layers, though, is grasping what we share: in the case of the film, the exploitation of the fairy tale creatures by the local Lord.

Similarly — and please excuse the comparison — we can ask what our very real FSA members, working in different roles across different Departments and engaging with students in different ways, share, and what connects us to other workers beyond BCIT. These aren't abstract or cartoonish musings; rather, answering will help us understand our trade union and its ecosystems. Doing so won't explain everything about our operations. We still rely on by-laws, policies, and formal decision-making structures unique to us. But it does help us understand and situate ourselves.

WHO ARE WE?



Our gains and losses are frequently shared in immediate and material ways with hundreds of thousands of workers



At the provincial level, FSA members serve the community and BC public. We are workers in the public service, like nurses and librarians. Indeed, some of our members are those things too! We share this distinction with 454,000 others, or about 12 percent of the province. In BC, successive governments have taken an assertive approach to steering public-sector negotiations. The erosion of genuinely independent collective bargaining can be traced at least to 1993, when the province created the Public Sector Employers' Council (PSEC) under the *Public Sector Employers Act*. Since then, PSEC has sought to coordinate the government's compensation mandate, ensuring that unionized

public workers across various sectors ultimately receive the same wage settlement, despite the reality that bargaining occurs at separate tables. Public-sector workers in BC therefore share a bargaining commonality: we all confront the province and its compensation goals at the negotiating table. This dynamic was especially apparent last fall, when BCGEU job action secured a settlement exceeding 12 percent over four years, an increase from which our own members now benefit.

In our sector, FSA members are unionized post-secondary educators and education professionals, like members of the Federation of Post-Secondary Educators (FPSE)



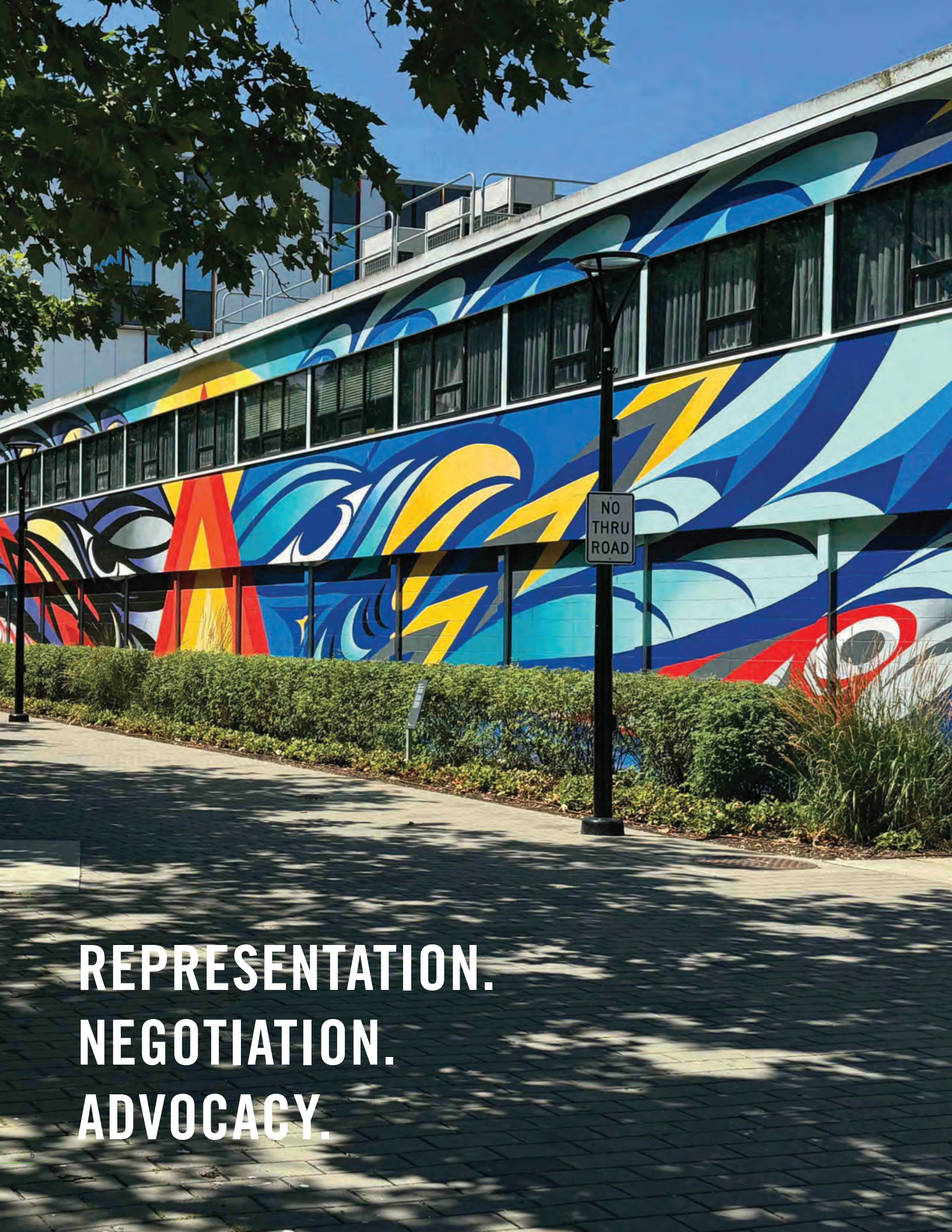
or faculty association members at UBC, UVic, and SFU. We train the next generation and retrain those already in the workforce. We also face many of the same challenges confronting our colleagues across the country—most notably the recent consequences of declining international-student enrolment, itself a symptom of long-term neoliberal funding reductions and falling corporate tax rates. Yet our membership is comparatively well positioned within the sector. Educated and supported by our faculty and staff, BCIT students are integral to federal and provincial infrastructure projects and economic development. Our members specialize in delivering applied, targeted two-year diploma programs that serve a wide range of industries, enabling students to enter the workforce with in-demand skills more quickly than other undergraduates.

As workers employed under our Collective Agreement, our members also participate in the governance of their Departments to a degree uncommon even within the unionized public sector. The right to take part in Departmental decision making and administration is a cornerstone of our Collective Agreement and a defining feature of post-secondary institutions. Collegial governance rests on



the principle that faculty and staff possess the expertise necessary to organize the work of their disciplines. Article 14 of our Collective Agreement grants substantial authority to members—collectively, within their Departments—and in collaboration with their immediate manager. These rights include, but are not limited to, decisions regarding vacation scheduling, professional-development leave and backfill, workloading, performance appraisals, and short-term absences. These are profoundly democratic rights within a sphere of society—the workplace—that is otherwise structured in fundamentally undemocratic ways. Yet these rights function effectively only when members act in good faith with one another, emphasizing collective responsibility. The governance of your Department is something you hold in common with your fellow members (and one manager).

We therefore possess deep, democratic connections with one another through our Article 14 collegial governance practices, and our connections and commonalities with other workers expand outward from there. Our gains and losses are frequently shared in immediate and material ways with hundreds of thousands of workers across the province—and many others across the country. We operate within common conditions at Departmental, sectoral, and provincial levels, among others.



**REPRESENTATION.
NEGOTIATION.
ADVOCACY.**



I LOVE BEING PART OF A PROFESSIONAL, SUPPORTIVE COMMUNITY: INTERVIEW WITH FSA OPERATIONS ASSISTANT GRACE YOO



A solid, well-organized system is the backbone of every successful project



Grace believes that a strong organization is built on a foundation of reliable and thoughtful support. Her approach is informed by a degree in Education and a Professional Certificate in Business Administration, blending a people-centered perspective with organizational logic. She has developed a keen instinct for creating order in fast-paced environments through years of supporting diverse teams. Her previous tenure as a Business Administrator further refined her ability to manage complex administrative processes. Away from the office, she enjoys the quiet balance of a music-filled trail walk or a compelling film.

How long have you been at the FSA?

GY: I came on board in February 2026 as a contract Admin Assistant and moved into the permanent Operations Assistant position in March. It's been a really rewarding experience and I'm very grateful. I've enjoyed helping the team out so far, and I'm totally focused on settling into the new capacity now.

Where did you work before this?

GY: My career has taken me through a few different professional environments, most recently at a Canadian firm that specializes in advanced materials R&D

and production. As a business administrator there, I spent a few years managing various core operational tasks. While this is my first time working within a union setting, I'm eager to take the practical skills I've gained along the way and apply them to the work we do here at the FSA.

What drew you to this role?

GY: Managing operational tasks for years taught me that a solid, well-organized system is the backbone of any successful project. That's why I wanted to bring my experience to an environment that genuinely puts people first. Supporting our members' collective voice and helping create a workspace where everyone can thrive is deeply meaningful to me. I love being part of a professional, supportive community, and I'm ready to use my administrative background to keep our daily operations running smoothly for everyone.

What do you like to do outside of work?

GY: I like to keep my personal time flexible depending on how I feel, because different things help me recharge in different ways. Sometimes I love hanging out with friends to get some social energy. Other times, I'd rather just relax with a movie or a show to completely switch off from the day. I also try to go for walks as much as I can—it's

honestly the best way for me to clear my head. Having this kind of variety is important to me; it keeps me balanced so I can always bring my best self to work.

What's the best book, TV show, film, or album you consumed in the past year?

GY: My favorite movie list changes pretty much every year, but Park Chan-wook's new film, *No Other Choice*, totally blew me away last year. I just love how he takes social issues and wittily turns them into this super gripping story. He cracks open all these uncomfortable human truths while keeping things so creative. Honestly, it's one of those movies that just stays with you, and you find yourself thinking about all the little details for days after the credits roll.

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

GY: Joining the team has been great, and supporting our members is my top priority. Right now, I'm just getting the hang of how everything works around here and focusing on getting up to speed as quickly as I can. I really value open communication, so please feel free to reach out anytime (grace_yoo1@bcit.ca) with any questions or feedback. I'm really looking forward to doing my part to keep our daily operations running smoothly.



“

I feel passionately about equity and fairness

”

Stephanie Brugman has been at BCIT since 2020. As a Program Advisor she works closely with prospective and current students, providing guidance on admissions, program planning, transfer credit, graduation requirements, and academic policies. Stephanie enjoys making complex processes easier to understand and creating a welcoming, supportive experience for students.

Before joining Program Advising, Stephanie built a diverse background in event management, marketing, and communications. She holds a Bachelor of Commerce from Royal Roads University, along with Diplomas from BCIT and CNC.

Outside of work, Stephanie enjoys spending time with her husband, dog, and cat, getting lost in a good book, travelling, swimming, and camping. She believes in setting personal goals, embracing new challenges, and finding balance through an active lifestyle. Stephanie also values building strong workplace communities and looks forward to becoming more involved with the FSA.

I LIKE TALKING ABOUT THE COLLECTIVE AGREEMENT: INTERVIEW WITH FSA MEMBER STEPHANIE BRUGMAN

Stephanie Brugman, welcome to the FSA offices on the unceded Indigenous land belonging to the Coast Salish peoples, including the territories of the Musqueam, Squamish and Tsleil-Waututh Nations. And thank you for agreeing to be interviewed. I use he/him pronouns.

SB: I use she/her.

How long have you been at BCIT?

SB: I've been here for six and a half years. I started in my first position in Marketing and Communications in January of 2020, as an Event Specialist, and I worked there for about three-and-a-half years and then transitioned to a role in the FSA as a Program Advisor in September of 2023.

And what did you do before coming here?

SB: Before coming here, I was an event planner for maybe seven or so years. I worked as a wedding planner for a long time too and then my immediate role before coming here was working at a catering company for about a year.

I was on a catering job at BCIT, spoke to someone on the events team and they let me know that a position would be open soon. I applied and that's how I got here. Before that I worked in printing—what I originally went to school for at BCIT—so I'm an alum too.

Aside from working here as a member of the BCGEU, then FSA, do you have a union background?

SB: Yes, beginning with the Justice Institute. That was my first time being in a union as an employee. I've been involved a bit with the BCGEU while I've been here too.

You've recently begun representing the FSA on a BCFED standing committee. Do you see this as a continuation of previous union work?

SB: A part of joining that standing committee, which is the Organizing Committee, is that while I love the work I'm doing as an Advisor, I do miss some of what I got to do as an event planner. I missed some of that organizing, working with other staff members and other industry related folks. So, it was kind of an opportunity for me to become more involved in the union while sort of feeding some of that professional enjoyment of organizing and event planning and things like that. Same with being on the FSA's Job Action Committee: I'm continuing to grow and learn skills to apply in union organizing.

What do you like to do when you're not at BCIT or doing union work?

SB: I like to read—a lot. I listen to a lot of audiobooks too.

Oh, what's your favorite genre?

SB: Probably contemporary romance or historical fiction. I like to read plays too. I'm a theatre kid, so I like all that. It's a bit of an addiction. I've listened to 66 audio books this year and read 14 physical books.

That's impressive! How do you find the time?

SB: I drive a lot. I walk my dog. I'm also training for my second quarter-distance triathlon. So, I just have a lot of time to put things in my ears. I don't like to exercise to music, so I would rather exercise to a book or a podcast.

What's the best book you've read or listened to this year? One that affected you the most or you thought was best.

SB: Maybe *The Famous Five: Canada's Crusaders for Women's Rights*. It's about the women who worked to have women recognized as persons in Canada. This all took place in the early 1900s. I think this or the next fall is actually the hundred-year anniversary of women being considered persons. It's a quick read—like 2 or 3 hours. I got it new from my favorite used bookstore in PoCo.

In contemporary romance, I would recommend Carley Fortune's books. She's a Canadian author. I saw her at Writers Fest a couple weeks ago. I went to her talk recently and got her new book that just came out. She's been doing a book a year—just pumping them out. That's an author I would recommend to colleagues. She's romance enough without very much... There's also *Heated Rivalry*, of course, which is by Rachel Reid.



Another book that I really enjoyed recently was *The Cat's Guide to Surviving Fascism*. Very good. Teeny tiny. I think it was like 50

pages. Pretty much an essay but in hardcover. I bought it from Western Sky Books in Port Coquitlam, which I mentioned is my favourite. Check them out. I also won a scavenger hunt there recently, which included 12 free audio books on Libro. Have you ever heard of Libro?

I use the Libby app for audiobooks.

SB: I use Libby a lot too. I have Audible as well because there are some books that are Audible exclusives. I've had it for like 10 years, so I have a really good deal going on there.

For Libro, it was Independent Bookstore Day recently and they were giving out a golden ticket to all these bookstores. I spent two and a half hours inside Western Sky until I found it!

You were the Willy Wonka of this scenario.

SB: Yes. Near the end, the staff kind of started to feel bad for me and gave me a few hints. It was literally just a sheet of paper between two books in an entire bookstore.

What section was it in?

SB: Queer History.

The woman who was working at the time would say, like, "I can see it from where I'm standing," or "you have gone by it." Eventually I found it.

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

SB: I'm always happy to talk. I like to know as many people as possible. I'm very social. I like being well-informed and to share information. I like to join things. That's one thing I loved about working in my events role. It gave me an opportunity to meet so many people here. Since becoming FSA, I'm trying to find new ways to meet people. I like talking about the Collective Agreement, which I think is why I'm here. I like to chat about the contract with members in my

Department and out. Sometimes, if I don't know an answer, I point people to the FSA or give them a few articles to read, like "read these three from the collective agreement and then email the FSA."

If you ask people who know me, I think one of the big traits that will come up is justice sensitivity. I have a very high justice sensitivity. I feel passionately about equity and fairness. And so, I think that's really what draws me into being in a union and then working with a union in other capacities to try to support myself, my colleagues, and others.

Oh, and I also want to ask about triathlons.

SB: This will be my second year doing one. It's just a quarter triathlon—350 meters of swimming, 2.5 kilometers of running and 10 kilometers of biking.

That's a good distance. That's significant.

SB: Maybe I'll do a half in the future, but last year was my first one. This year I want to repeat the same event to kind of compare myself. I'm very competitive. I like to call goals competitions against yourself. Healthy or not, I don't know! That's how I work.

What kind of tri-bike do you have?

SB: I've got a gravel bike, a Trek.

Gravel bikes are great, and Trek makes nice bikes, but maybe not the fastest for a Triathlon.

SB: I bought it for the majority of what I do in my normal, non-triathlon life. I'd rather have a bike that I'm going to use 99% of the time.

Stephanie, thank you so much for sitting down with me today. I really do appreciate it.

SB: Thank you for having me!



Michael Thompson
LABOUR RELATIONS REPRESENTATIVE

So, you've been overpaid—or at least that's what the employer is telling you! They are demanding repayment, but you had no idea this was happening and paying it back may cause you hardship. What do you do?

If this happens to you, the first thing you should do is contact us at fsa@bcit.ca; we can help. We will gather the details and determine the best way to proceed.

In British Columbia, employers cannot unilaterally deduct wage overpayments from a unionized employee's pay without written consent. In the absence of that, they must file a grievance with the union and proceed to arbitration. Section 21 of the *B.C. Employment Standards Act* is clear on this point:

21 (1) Except as permitted or required by this Act or any other enactment of British Columbia or Canada, an employer must not, directly or indirectly, withhold, deduct or require payment of all or part of an employee's wages for any purpose.

YOU'VE BEEN OVERPAID: WHAT THE EMPLOYER CAN (AND CAN'T) DEMAND



We can help guide you through the process



The leading case on overpayments in British Columbia is *Health Employers Assn. of B.C. v. B.C. Nurses' Union*, 2005 BCCA 343, where the Court of Appeal wrote:

The employer is still able to recover overpayments from employees where that employee agrees to the deductions, or where a statute or collective agreement expressly authorizes the employer's unilateral action. Where no such agreement or statutory authorization exists, the employer has the option of recovering overpayments in other ways such as pursuing a grievance...

These options available to employers by no means guarantee repayment. *Brown and Beatty Canadian Labour Arbitration, 5th Edition* section 8:6 states that there are conditions that may prevent an employer from collecting the overpayment: "if there has been some detrimental reliance by the employee, there are limitations in the collective agreement, or the employer has been guilty of unreasonable delay in seeking to enforce its rights."

Detrimental reliance is a legal principle whereby one party suffers a loss or harm after reasonably acting on the promise of another.

Let's say you bought a new car, took a vacation, or upgraded your living situation because you relied on a certain wage rate from the employer, or if the employer took years to discover or enforce the error they made in your wages. While the above is not an exhaustive list of circumstances, it illustrates some conditions where you may not be obligated to repay the employer.

At the FSA, we also see many instances where the employee repays the funds. Our involvement in these scenarios ensures that the repayment scheme is balanced, fair, and that the member will not face undue financial hardship by doing so.

The circumstances surrounding the overpayment—including its amount, duration, and the time the employer took to address it—as well as the potential financial hardship of a repayment scheme, all play a part in determining the best approach. If you are facing a situation where the employer has advised that they have overpaid you and they want that money back, please contact us. We are here to help guide you through the process.



COMMUNICATION AND WORKLOAD DISPUTES

Preamble

In the 2022 *Voice* article, “The Workload Dispute: One Trick to Reducing Workload That Departments Should Love,” the FSA’s Labour Relations team highlighted what was then an underutilized provision of our Collective Agreement. The authors argued that Workload Dispute Committees (Articles 8.8.5 and 8.9.5) specifically, and workload dispute mechanisms more generally (Articles 8.8 and 8.9), promote collegial decision making and help rebalance workloads. Invariably, the argument went, the language prompts Departments to confront inequities in how responsibilities are distributed. For several years following publication, the response was muted. Beginning in the previous academic year, however, FSA members began to make more active use of these provisions. Because of this, we are now able to identify some preliminary findings from the process in practice.

Articles 8.8 and 8.9

A dispute may be initiated by an individual or a group and proceeds through three stages. Initially, according to Articles 8.8.3 and 8.9.3, the concerned member(s) will submit a written statement to their Department outlining the dispute. The Department is required to respond in writing. If this response is inadequate to the complainant(s), Articles 8.8.4 or 8.9.4 direct them to dispute the Department’s decision to the Dean or Director, who must issue written recommendations. Should the matter remain unresolved, a joint Workload Dispute Committee, under Article 8.8.5 or 8.9.5, composed of union and management representatives, is convened. These committees serve as the ultimate adjudicative authority for workload disputes raised by our members.

cont. >

In Practice: Workplace Democracy and Communication

The day to day functioning of your workplace, supported by the collegial governance rights in Article 14, hinges on members' good faith engagement with their Department. While workloading is a Departmental right, and disagreement is both normal and healthy, a failure to resolve such disputes may signal deeper issues in Departmental communication or collegial governance.

Indeed, Workload Dispute Committees may become involved when Departmental communication or democratic practices have broken down, indicating underlying dysfunction rather than an isolated incident—possibly stemming from poor communication, reliance on outdated or informal practices, or opaque decision making.

One of the most effective remedies Departments have in their medicine bag is transparency. Transparent workloading practices, such as maintaining an open or shared spreadsheet and discussing allocations collectively, can prevent many disputes before they escalate. Departments should also be prepared to hear and openly address differing views on what constitutes an equitable workload and to reevaluate time commitments as they evolve. Such practices not only reduce conflict but also strengthen member engagement and collegial governance more broadly.

Conclusion

Workload disputes among FSA members are closely tied to the need for strong workplace democracy within Departments, required by the collegial governance provisions in Article 14 of our Collective Agreement. The mechanisms outlined in Articles 8.8 and 8.9 are especially valuable because they require Departments to engage directly with questions of workload balance and resource allocation. While the steps of the workload dispute mechanisms may resolve a given dispute, invoking them may also signal that collegial governance practices in your Department could be more democratic or robust. If you believe this may be the case, we encourage you to contact the FSA (fsa@bcit.ca) to arrange collegial governance training for your Department—regardless of whether a formal dispute has been initiated.



Inability to resolve workload issues may indicate deeper communications or collegial governance issues



Board Members

Trish Albino

TREASURER

Michelle Beauchamp

DIRECTOR

Adrianna D'Ilio

DIRECTOR

Gurminder Grewal

DIRECTOR

Colin Jones

PRESIDENT / CHIEF NEGOTIATOR

Shannon Kelly

VICE PRESIDENT

Rami Mustafa

DIRECTOR, ASSOCIATE MEMBERS

William Oching

DIRECTOR

Judy Shandler

DIRECTOR, ASSOCIATE MEMBERS

Ron Tuck

DIRECTOR

Staff Members

Maria Angerilli

ASSOCIATE EXECUTIVE DIRECTOR

Anna Chau

INFORMATION OFFICER

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

Lisa Trolland

LABOUR RELATIONS REPRESENTATIVE

*Positions at time of publication

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.



Contact

BCIT FACULTY &
STAFF ASSOCIATION

SE16-116 3700 Willingdon Ave.
Burnaby, BC V5G 3H2

T: 604.432.8695
F: 604.432.8348
E: fsa@bcit.ca
W: bcitfsa.ca