



BCIT**FSA**

2025/2026 ANNUAL REPORT

BOARD MEMBERS

Trish Albino
TREASURER

Michelle Beauchamp
DIRECTOR

Adrianna D'Ilio
DIRECTOR

Gurminder Grewal
DIRECTOR

Colin Jones
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VICE PRESIDENT

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DIRECTOR, ASSOCIATE MEMBERS

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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

Grace Yoo
OPERATIONS ASSISTANT

TERRITORIAL ACKNOWLEDGEMENT

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



THE FSA YEAR IN REVIEW

It's been quite a year. During these busy and dynamic times, it can be helpful to reflect on how we as a union and as colleagues support each other, and the actions we take to improve our working conditions and celebrate our achievements.

CELEBRATE!

New Collective Agreement

It's worth celebrating our new Collective Agreement (CA), which our membership ratified in May 2026 by a vote of 94.8% in favour. The new CA includes gains on key issues identified by the membership as priorities, including a 3% wage increase each year of the agreement and improved extended health and other benefits.

2026 Biennial All-Member Survey

With the highest participation ever for our most recent Biennial Survey this year, our Members continue to provide essential feedback which guides our union. Your time in sharing your insights and suggestions is truly appreciated.

PARTICIPATE!

What else are we empowered to do that impacts our day-to-day work?

Member Committees

Every year, many FSA Members do essential work on committees, especially Department Selection and Management Selection Committees, which directly influence your workplace. Additionally, the work you do on committees within your Department is the cornerstone of your Department rights.

Member Training

The FSA provides funding for union-related training. In the past year, for example, multiple members took advantage of FSA TEAM (Training, Engaging, Activating Members) funding to attend the Canadian Labour Congress's Winter School.

Numerous Departments have received the Department Rights Training coordinated by MEO Matt Greaves and Vice President Shannon Kelly throughout the year, while the FSA Labour Relations team published several Guides to support Department Rights.

Performance Development System (PDS)

This year, the FSA and BCIT agreed to reactivate the PDS Coordinator position, which is held by an FSA Member specifically to support FSA faculty and staff in enhancing educational excellence and instructional quality. After a selection process, FSA Member Kirsty Barclay-Estrup was appointed and is working to improve the system.



Colin Jones
President



Shannon Kelly
Vice President

BCIT Policy Feedback

The FSA facilitates and encourages all Members to participate in feedback on BCIT policies such as Policy 5110 Student Attendance and Academic Concessions and Policy 5401 Program Development and Credentials. In the past year, our Members have spoken up about BCIT policies and influenced their wording and implementation.

Affiliate Involvement

Your FSA Board continues to prioritize proactive government relations and has reinforced the strength and influence of the FSA via affiliation with our sectoral partners, the BC Federation of Labour (BCFED), Canadian Labour Congress (CLC), National Union of the Canadian Association of University Teachers (NUCAUT), and the Canadian Association of University Teachers (CAUT).

Artificial Intelligence

We recognize that GenAI is impacting industry, pedagogy, and the post-secondary sector broadly. We advocate to ensure that BCIT's AI Council and related committees have good FSA representation, we monitor changes that may impact our members' work and bring these up swiftly with BCIT Leadership and Labour Relations, and we leverage sector-wide resources including our participation on the BCFED Artificial Intelligence, Work, and Technology Standing Committee.

We are living and working in what feels like a volatile world most days. Our collegiality and solidarity, along with our empathy for each other and for our students, can help empower us to recognize what we can achieve together.

In solidarity,

Your FSA Board of Directors

If you need immediate assistance to support your mental wellbeing, remember to reach out to Homewood Health, and if you need immediate assistance regarding your working conditions, reach out to fsa@bcit.ca



89%

SAY THE FSA MAKES
WORK BETTER

CONTRACT
RATIFICATION
TURNOUT UP

↑ 9%

THE YEAR IN MEMBER ENGAGEMENT

The FSA's quantitative measures of member engagement and satisfaction indicate improvement during the past fiscal year, building on the momentum of 2024–25, when engagement was driven largely by collective bargaining preparation and demonstrated similarly strong participation metrics.

In May 2026, members ratified a new Collective Agreement, with 95% voting in favour and a participation rate of 58%, representing a nine-percentage-point increase in turnout compared with the 2022 ratification vote. The higher level of engagement likely reflects the FSA's enhanced outreach during bargaining preparation before and throughout negotiations, including consultations through open meetings, Department and job category meetings, and engagement with FSA caucuses. Improved bargaining engagement during negotiations and for ratification is consistent with participation in the 2023–24 bargaining survey, which received 854 responses, up 29% from 2021.

The FSA's spring 2026 Member Survey also saw participation increase—a nearly 10% gain, with 782 members responding compared with 712 in 2023. Positive internal perceptions of our union continued to strengthen, with 89% of respondents agreeing that the FSA makes working at BCIT better, up from 82% in 2023 and 73% when the survey was first conducted in 2017.

Readership of the Weekly E-Bulletin also remained strong. During the fiscal year, weekly open rates ranged from 43% to 56%, with an average readership rate of 49%, well above nonprofit sector benchmarks established by our provider, Mailchimp (a direct comparison to last fiscal year is difficult because in 2024–25 we used scheduled re-sends of the Weekly E-Bulletin to non-openers).

While these indicators are encouraging, they primarily measure activity at the lower rungs on the engagement ladder. Efforts were made throughout the year to develop structures that support deeper and more sustained member involvement—including implementing a Job Action Committee and Bargaining Communications Committee—though this work remains ongoing. By a sizable margin, the strongest motivator for increased union involvement in the 2026 Member Survey was “knowing that my participation will make a difference.” This insight will meaningfully inform and strengthen future engagement strategies.

Overall, it was a very strong year for member engagement, providing a solid foundation for continued progress in strengthening member participation and connection to the Association. I look forward to working with you in fiscal year 2026-27.

In Solidarity,

Matt Greaves

Member Engagement Officer

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it was a very strong year
for member engagement.





EXECUTIVE DIRECTOR'S REPORT

The role of the Executive Director is to provide leadership across the Faculty & Staff Association's (FSA) operations, guide strategic priorities, and help ensure that the FSA's work remains aligned with the interests of members and the direction set by the Board.

The past year has required diligent attention to member representation, advocacy, relationship-building, and strategic planning. The volume and complexity of matters coming through the office remain significant, and the dedication of FSA staff in supporting members continues to be a source of pride.

POST-SECONDARY ENVIRONMENT

The broader post-secondary environment in British Columbia remains unsettled. Federal immigration and international student visa changes continue to affect institutions across the sector, contributing to layoffs and program closures at BCIT as well as, and often more significantly, many of our sister institutions. Although BCIT's most recent budget indicated that no further employee reductions were anticipated, the effects of earlier reductions and program changes continue to be felt across the institution.

The FSA has also been monitoring the provincial government's post-secondary review, conducted in early 2026. At the time of writing, we are awaiting the release of both the review and the government's response and implementation plan. We anticipate these in the fall and are committed to keeping members informed on the process and outcomes.

Throughout the last fiscal year, the FSA has continued to advocate to the government and other stakeholders to reinforce the value of our members' work, including their contribution to meeting provincial priorities and to preparing graduates with the skills needed in British Columbia's workforce.

LABOUR RELATIONS

One of the more encouraging developments over the past year has been the continued improvement in the FSA's working relationship with BCIT's Human Resources and Labour Relations departments. While differences remain, there has been a noticeable increase in the willingness to work collaboratively toward practical solutions rather than defaulting to historically entrenched positions.

That shift has mattered in concrete ways. Over the summer, when the possibility of escalating BC Nurses' Union job action became apparent, the FSA raised concerns with BCIT about the potential impact on members, particularly clinical faculty, and on the continuity of student learning in programs dependent on hospital access. BCIT responded constructively, and contingency planning began early to support and ensure continuity for the affected programs.

Strong labour relations depend on relationships built over time. A useful analogy is that of a well: when trust, communication, and problem-solving skills are built during more stable periods, those reserves are available when more difficult matters arise. Without that ongoing investment, it becomes much harder to draw on goodwill when it is needed most.



This approach has also informed joint training opportunities with counterparts in Human Resources and Labour Relations, creating opportunities to work together in settings that are collaborative rather than adversarial. It has likewise supported progress in taking a handful of difficult cases to mediation, where some matters have been resolved through negotiated settlements instead of proceeding to arbitration, allowing the parties to reach practical, agreed-upon outcomes they can both support.

The past year also included a successful conclusion to this round of collective bargaining. The new Collective Agreement addresses important member priorities, and the bargaining process was marked by a constructive atmosphere at the table, even within the constraints of government mandates.

GOVERNANCE AND PLANNING

The FSA welcomed a new Board member over the summer, and member engagement in governance remains an important goal of the Board. I encourage all FSA members to consider opportunities to become more involved in the work of the union and to learn more about the FSA's governance and representative structures.

The FSA is also beginning work on a new strategic plan, as the current plan concludes in 2026. Member input gathered through bargaining-related survey work, the member engagement survey, and upcoming consultations with Tech Reps and others will help shape priorities for the next three to five years.

LOOKING AHEAD

The year ahead will continue to require steady attention to sectoral developments, thoughtful advocacy, and strong member representation. The FSA remains committed to supporting members through ongoing change and to setting a strategic direction to help ensure we meet future challenges effectively.

Doug Thorpe-Dorward
Executive Director

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Strong labour relations depend on relationships built over time.



THE YEAR IN OPERATIONS

FSA Operations made noteworthy advances during the 2025–26 fiscal year, modifying certain approaches to data and information while introducing new training to support Board and staff collaboration. These investments will create positive long-term impacts on financial management, information accessibility, digital autonomy, and skills development.

The FSA continued the work of migrating our digital systems away from BCIT networks this fiscal year. Begun in 2024-25, the long-term project will provide the FSA with independent control over our digital platforms and enhance operational flexibility. It is an onerous project technologically and cooperatively, requiring transfer of significant data and underlying systems, and having the agreements in place to facilitate as much! Digital autonomy will also help our team anticipate technological needs and adapt.

The importance of greater technological autonomy was apparent for members early in the Spring Semester when the FSA needed to adapt its usual format for hybrid meetings following deterioration in the quality of in-room audio in Town Square D—where the FSA hosts most general and Tech Rep meetings. Our Operations Team began testing alternative systems and a new setup was adopted for our March Tech Rep and April general meetings, which received positive responses.

The FSA also adopted new bookkeeping and payment systems that enable our team to upload receipts, invoices, and supporting documentation quickly and directly. This modernized system improves efficiency, strengthens financial controls, and helps ensure vendors are paid promptly through electronic payment methods, moving the organization away from reliance on physical cheques.

Lastly, in late January we held what we hope will become an annual retreat. Board and staff members came together to engage in organizational planning, explore sessions on teamwork, values, equity, policy change, and strategic decision-making, and participate in team-building activities. The retreat also created an opportunity for Board and staff to spend dedicated time together outside of the usual day-to-day work of the FSA.

Taken together, these initiatives reflect a year of meaningful progress and adaptation for FSA Operations. Through continued investment in digital autonomy, improved financial systems, enhanced meeting supports, and collaborative training opportunities, Operations strengthened the foundations needed to serve our members effectively and sustainably. While the year also brought staffing changes and operational transitions, the team's work has positioned the FSA to be more flexible, resilient, and responsive in the years ahead.

Maria Angerilli

Associate Executive Director

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Operations strengthened the foundations needed to serve our members effectively and sustainably.



THE YEAR IN LABOUR RELATIONS

The FSA's work with BCIT Labour Relations has improved over the last year. A new Director and Manager are in charge, and their tone is collaborative and focused on solving problems. We continue to have concerns, however, regarding the competency of certain subordinates and their ability to fairly manage investigations. In general, we have broader concerns about Human Resources' ability to ensure senior managers honour our Collective Agreement. Instead of

enforcing the Collective Agreement, the former appear to view themselves as Business Partners who merely provide advice, which may lead to violations.

Years of turnover within BCIT Labour Relations have meant that the employer often pursues grievances further than necessary. Many files are settled just before formal arbitration begins; ideally, these resolutions should come much earlier in the process, saving both sides money and time. Yet the outcomes of these files have also demonstrated the FSA's commitment to investing in the effort and resources necessary to ensure members are treated fairly. Despite the new positive tone in our working relationships, then, difficult cases still persist.

For several reasons, our labour relations environment has become increasingly complex. Cases related to Human Rights, for one, have become more numerous and their intersection with the Collective Agreement often leads to lengthy dialogue or even grievances. Members unable to work are well assisted by the rehabilitation committee—where the FSA has a long-serving representative who has become an expert in assisting members—and the grievance process. Members who may be suffering from age or mental-health related conditions seem to be on the increase. Their conditions may not be obvious and are particularly difficult where they may not wish to admit their own limitations. Often the employer's approach is to presume discipline investigations are warranted instead of asking first broader questions about health and accommodating limitations. This leads to more work and more confrontations with BCIT.

Second, we are seeing more investigations regarding alleged conflicts of interest, and these can lead to drawn-out and repeated meetings regarding a member's loyalties and whereabouts at certain times. In times past, Regular Teaching Faculty may have held jobs at more than one post-secondary institution without much controversy. Today, these situations are key issues for BCIT, and disagreements are inevitable if BCIT insists it may be able to control where and what Faculty do outside of classroom contact hours.

Third, BCIT continues to rely upon its right to invoke the layoff article from time to time. This has not led to significant numbers of formal layoffs, but it has forced Departments to economize—at times negatively affecting FSA members. Some Departments have had to displace PTS instructors to give that work to regular members, for example. Other members have voluntarily retired to ensure work was saved for colleagues. In a recent case, a member of one shuttered Department was able to successfully rely on “bumping” rights to move into another. That Department did not need to displace anyone due to a

voluntary retirement. Despite their utility, layoff processes are laborious, requiring substantial FSA resources to manage the process and to ensure any affected members' rights are honoured.

In part because of the above concerns, we have hired an extra Labour Relations Representative on a one-year pilot at a 0.6 FTE. Lisa Trolland will add to our complement of three representatives (including the Senior Representative) and one Labour Relations Assistant. This hire will relieve some of the pressure on the FSA's Labour Relations team members, who have been juggling a significant amount of work for years.

On a positive note, collegial governance recently improved in two related Departments when BCIT replaced a senior manager. Members pressed BCIT to restore the positive and collaborative working relationships that had existed for many years before being disrupted by the new leader's disregard for the Department's rights under the collective agreement. The FSA Labour Relations team pressed BCIT and filed a grievance while our members—who were largely responsible for the positive outcome—continued to object to the unilateral actions of their manager.

Despite notable improvements in our working relationship with BCIT's Labour Relations leadership, significant operational and structural challenges continue to affect the consistency and fairness of labour relations across the institute. These ongoing concerns underscore the need for enhancing FSA resources and continuing our advocacy efforts to ensure that members' rights under the Collective Agreement are fully upheld.

George Talbott

Senior Labour Relations Representative



Operational and structural challenges continue to affect the consistency and fairness of labour relations across the institute.



FINANCIALS

STRIKE FUND BALANCE

\$3.35
MILLION
(as of June 30, 2026)

INTERNALLY RESTRICTED FUNDS

\$3.98
MILLION
(as of June 30, 2026)

The FSA's financial position remained stable through the 2025/26 fiscal year, although the year closed with a modest deficit. As of June 30, 2026, total assets were \$4.57 million, essentially unchanged from \$4.59 million a year earlier. Investments of \$2.9 million and cash of \$1.4 million continue to make up the bulk of our assets, and capital assets grew to \$201,000 following the completion of the FSA office renovations.

Membership dues revenue was \$2.41 million, a decrease of 2% from the prior year, due to a decline in average total membership, including the effect of retirements. Investment income fell by 8% to \$119,000, as lower interest rates reduced returns on our short-term and long-term investments.

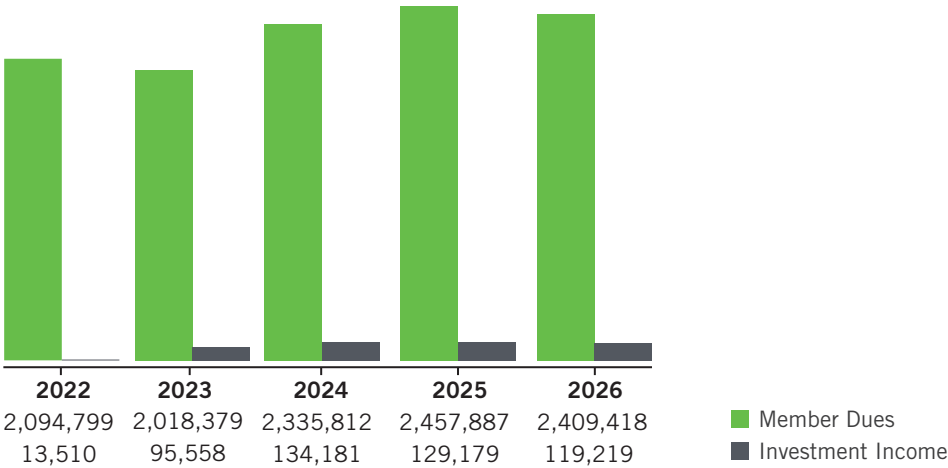
Total operating expenses rose by 10% to \$2.55 million. Professional fees nearly doubled to nearly \$314,000, reflecting a greater number of significant labour relations cases during the year and the engagement of a government relations firm, a new initiative for the FSA. Salaries, benefits and release time increased by \$150,000, or 11%, driven by increases to salary scales and additional release time. These increases were partly offset by lower affiliation costs, which declined along with membership dues, and by the absence of the one-time fee paid last year when the FSA joined the CAUT Defence Fund. Liaison and meetings spending was also lower.

As a result, the FSA recorded a deficit of \$42,416 for the year. Anticipating a rise in the volume and complexity of labour relations cases, the Board of Directors had strengthened the Legal and Arbitration Fund in the prior year with a \$50,000 transfer from the 2024/25 surplus. That foresight allowed the FSA to absorb this year's higher legal costs without affecting day-to-day operations. The Capital Replacement Fund also covered \$147,423 of the office renovation costs. Internally Restricted Reserves ended the year at \$3.98 million, down from \$4.16 million, with the Strike Fund unchanged at \$3.35 million and continuing to hold the largest share.

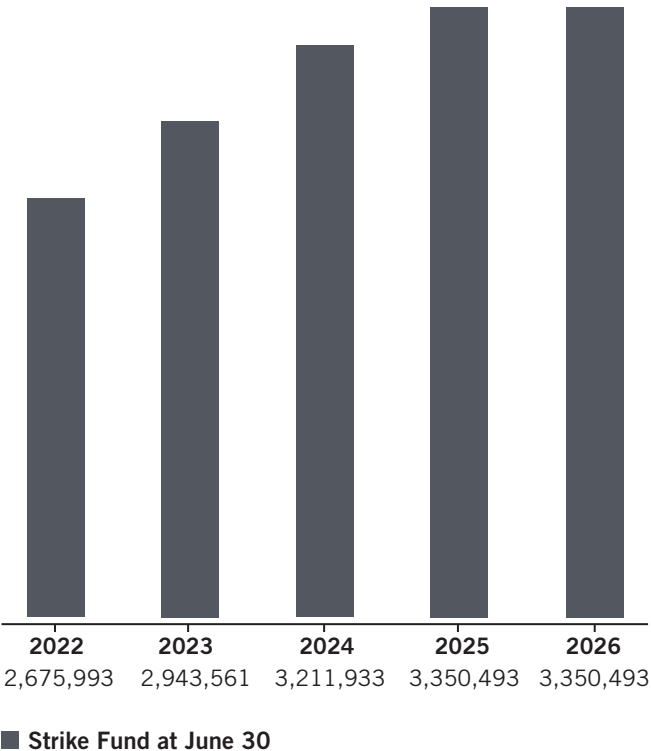
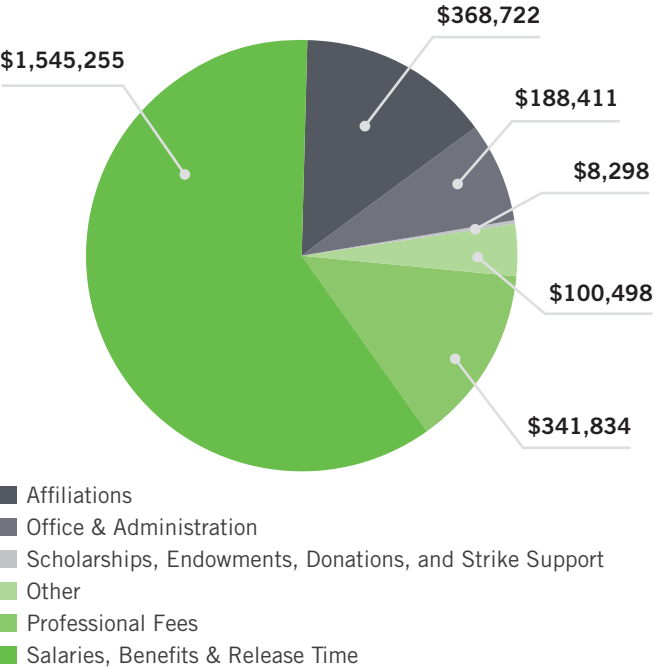


Trish Albino
Treasurer

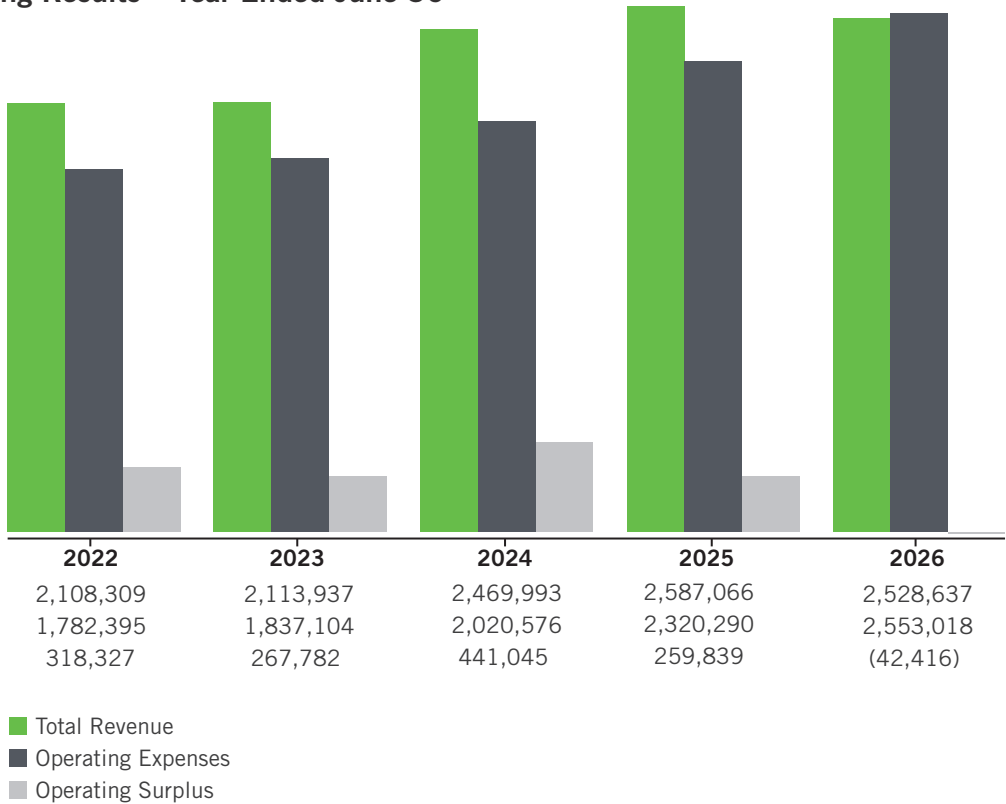
Revenues – Year Ended June 30, 2026



Operating Expenses – Year Ended June 30, 2026



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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