

FSA Caucus on Part-Time Studies (COPTS)

Terms of Reference

Approved by the FSA Board of Directors on August 30, 2017

BACKGROUND

The FSA has considered issues associated with the members who work in “Part-Time Studies” (PTS), known as “Auxiliary Employees” in various ways over our history. Our labour relations work has addressed issues facing the various constituencies in this group through grievances and other informal methods. PTS issues have been brought to the bargaining table; although have met with little success in this arena. The FSA has attempted to provide greater access to members in PTS by live-streaming our general meetings, holding social events in the early evening, and participating in BCIT PTS information sessions. The FSA also has two positions on its board of directors reserved for Associate Members. While this work has had an impact, it has not served to fully address the depth or breadth of issues facing members in PTS.

TERMINOLOGY

Members who work in “Part-Time Studies” are also referred to as:

- “Yellow Contract” or Auxiliary (contract type)
- Associate or Ancillary (FSA membership type)

After various attempts to launch a PTS Task Force the FSA decided at a meeting in December 2015 to launch a campaign pertaining to members in PTS. In 2016 the Task Force led a campaign for CAUT’s Fair Employment Week. At a meeting in early 2017 terms of reference were proposed to the FSA board for the Task Force. These were adopted in Aug 2017 with a change to form the FSA Caucus on Part-Time Studies (COPTS) (“the Caucus”).

MANDATE

The FSA created the Caucus to provide input in how the FSA incorporates members in PTS into its work. The Caucus also provides guidance to the FSA about how to enhance participation by members in PTS in the FSA and it allows participants to work together to articulate their interests to the FSA and, through the FSA, to BCIT and other stakeholders who influence Part-Time Studies at BCIT.

MEMBERSHIP

Participation in the Caucus is open to all interested FSA members who share the goals set out below. The FSA President is an *ex-officio* member of the Caucus. The FSA Board of Directors liaisons to the Caucus are the Directors, Associate Members. Staff support is provided by the FSA Member

Engagement Officer. In invitation shall be extended to the FSA LR team to appoint a representative to the Caucus.

Current membership is listed on the COPTS webpage in the FSA Member Portal.

AUTHORITY

The Caucus is a consultative body within the FSA. The Caucus may make recommendations to the FSA through the President and Directors, Associate Members. The FSA will give particular attention to the recommendations of the Caucus on such matters so long as the Caucus continues to operate within these terms of reference. The Caucus is not authorized to speak for or bind the FSA in anyway unless that authority is otherwise explicitly delegated to it.

GOALS

- Generate new tools / a coordinated strategy for improving these members' terms and conditions and mitigating or resolving their issues
- Increase participation of PTS members in the FSA
- Communicate the issues facing members in PTS to the broader FSA membership
- Increased enforcement of existing rights amongst members in PTS through self-advocacy by building greater awareness
- Establish effective communication channels with PTS members
- Reduce barriers to PTS participation in the FSA
- Reduce the level of auxiliarization of bargaining unit work and hold the line on further auxiliarization

DUTIES

The Caucus has the following responsibilities:

- Be inclusive of all FSA members who identify as having an interest in the improvement of working conditions of members in Part-Time Studies
- Determine an appropriate structure for participation and deliberation that is respectful of all members and satisfies the other responsibilities of the Caucus

RESOURCES

The FSA will provide the Caucus the resources normally provided to a committee of the FSA. The FSA will assist the Caucus with the following as requested:

- Secure space for meetings and activities

- Provide reasonable access to data and information held by the FSA including access to membership information for the purposes of facilitating the responsibilities set out here or assigned to the Caucus by the FSA
- Provide copying and printing
- Publish information on the FSA website, subject to the approval of the FSA President or Executive Director
- Provide catering for special events, subject to the approval of the FSA President or Executive Director
- Provide administrative and professional support as made available by the Executive Director in consideration of other priorities for FSA staff.