

Media Release

Planned zero per cent increase a barrier to staff recruitment, student access and B.C.'s recovery

February 18, 2009

Faculty and staff at the BC Institute of Technology are alarmed by the provincial government's plans for a zero per cent increase in public sector wages for 2010. "We can't take zero for an answer," says Amy Fell, president of the BCIT Faculty and Staff Association.

"BCIT already has a very difficult time recruiting faculty and staff in several areas," said Fell. "When the government is encouraging people to return to school and making new investments in education, and when the economy still demands well trained technologists like our grads, we need to be able to offer more than zero per cent to the people we need to come work here."

BCIT has built its reputation for job ready graduates around a strong core of faculty and staff with industry experience. Public sector increases have not kept pace with wages paid in the sectors from which BCIT recruits. "We've had recruitment problems in Nursing, Engineering, Health Diagnostics, Building, Accounting, Liberal Studies, research, and other areas.

"Some areas are facing the prospect of having students lined up to take programs, having employers lined up to hire grads, and nobody to deliver the program. Zero per cent is not an answer to that problem. Zero per cent will create a bottleneck in our economic recovery," said Fell.

The BCIT Faculty and Staff Association is calling for the legislature to remove this provision from the budget and allow for free and fair collective bargaining by public sector employers like BCIT.

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Executive Committee elections commence

The next two years will be riveting: BCIT will face down its budgetary challenges; a new strategic vision for the Institute will be implemented; and the FSA will negotiate its next collective agreement. The next FSA Executive Committee will be involved in all these changes that will alter the face of BCIT and have large impacts on the lives of its employees.

Elections for FSA Directors start early next month when nominations open on March 4. Up for election are eight Directors with two-year terms on the FSA's Executive Committee, including one position for an Associate Member from Part Time Studies Instructors or lab assistants.

Nominations will open on Wednesday, March 4 and close at noon on Wednesday, March 18. Voting will take place from April 6 to 17.

Responsibilities of the position

The FSA is both a trade union under the BC Labour Relations Code and a society under the Society Act. Both pieces of legislation result in certain obligations for its Directors:

Representation of the Membership: Directors have the authority to represent the interests of members of the FSA, between general meetings, as a society and on employment matters concerning BCIT. This includes decisions about collective bargaining, and referral of individual cases to arbitration, allocation of resources within the FSA, and responsibility for the FSA's democratic process.

Responsibility for contract matters or grievances have been delegated to the

Executive Director and Labour Relations staff. The Executive Committee, with a duty reflect the best interests of the membership, makes a final decision on whether a grievance proceeds to arbitration.

Legal Obligations: Directors have a fiduciary duty to the members to ensure the FSA is well managed and able to meet its obligations, a duty to avoid conflict of interest, and a duty to protect the privacy of the information members provide to the organization.

Diligence: All relevant information must be considered prior to making a decision. Directors can rely on professional advisors but must ensure that the interests of membership are brought to bear on the decision. Executive Committee members familiarize themselves with the FSA constitution, by-laws, policies, the FSA-BCIT collective agreement, and the CUPE-FSA collective agreement.

Confidentiality: Frequently, the Executive Committee deals with matters that are confidential in nature. These may include personal information about members, advice from legal counsel and other professionals, privileged negotiations with the employer or the staff union concerning grievances, and collective bargaining. Confidentiality is important to protect the rights of individuals and/or to prevent harm to the bargaining or legal position of the FSA.

Caucus Solidarity: Executive Committee decisions are the position of the FSA on any given subject. Directors are responsible for supporting, acting on, and ensuring compliance with those positions in the

interest of the membership. While each Director has a right and a duty to ensure that her or his views are expressed to ensure a decision is thoroughly considered, it is their responsibility to the Association to act to defend the interests of the membership as expressed by the majority of the Executive Committee.

Eligibility: Who can run?

Full FSA members are eligible to be candidates for all positions except the Director (Associate Members) position. Associate FSA Members (P/T Studies Instructors who are Associate Members, and Lab Assistants) are eligible to be candidates for the position of Director (Associate Members) only. Adjunct FSA Members (Markers, Student Employees and Guest Lecturers) are not eligible to be a candidate for any position.

All FSA members may nominate and vote for all positions.

Ask us

Working on the FSA's Executive Committee can be rewarding. Current members of the Executive Committee are available to discuss their experiences with any prospective candidate. Executive member names and contact information are available at on the FSA website at bcitfsa.ca/executive.htm. Please email or phone any member of the Executive to learn more about the positions on the Executive Committee.

Nomination forms for election of Directors are available in the FSA offices, or on the FSA website (www.bcitfsa.ca).

2009 FSA Election Schedule

Wed., Mar. 4	Nominations Open
Wed., Mar. 18 at noon	Nominations Close (deadline for receipt in office)
Fri., Mar. 20	Bios posted on BCIT FSA website
Wed., Apr.1 at 2:30 p.m.	All Candidates Meeting, if necessary. Location TBA
Mon., Apr. 6	Electronic Voting turns on
Fri., Apr 17 at noon	Electronic Voting turns off
Wed., Apr. 22 at noon	Deadline for request of re-count, followed by counting and posting of results within five calendar days, if required
Wed., Apr. 29	General Members Meeting (backup date May 6)
Wed., June 3	First meeting for newly-elected Executive Committee members

These dates for the 2009/2010 FSA Elections have been reviewed by Tony O'Kelly, FSA Returning Officer.

From the President:

BCIT needs transparency and vision in budgeting

BCIT is projecting a budget short-fall for the current fiscal year. A similar short-fall is anticipated for 2009/2010. In response, the Institute has already imposed “soft restraints” – limits on discretionary travel, “vacancy management,” and limits on capital spending – in many areas.

Total provincial government funding for next year is not yet known but the release of the provincial budget earlier this week leads us to believe that there will be a modest increase in BCIT’s base grant over what was expected for the 2009-10 budget year. Furthermore, BCIT may receive increases in funding for infrastructure and targeted programs in Health and Skills Training. While this increased funding may help in the short-term, it will not address the longer-term issue of BCIT arriving at balanced budgets.

We believe that the new visioning process will show a way out of the current budgeting problems. What BCIT’s budgeting needs is transparency, better financial monitoring systems and controls, and an operational plan informed by a strategic vision for the Institute. A new strategic plan will place BCIT in a better position to stay on track.

The short-term

“Soft restraints” are already in place. BCIT President Don Wright has given the FSA assurances that these restraint measures will be applied strategically rather than across the board and managers have been directed to be upfront about these measures. These include:

Limits on discretionary travel:

Department-funded travel will be cut. PD travel, as part of our collective agreement, will be excluded from any of these cuts.

Vacancy management:

BCIT will leave some vacant positions unfilled. We have received assurances that this will not apply to teaching positions where there are students to be taught to avoid impacts on student enrolment. Positions affected will primarily be in the management ranks, service and support areas.

Limits on capital spending:

Restrictions have been imposed on all capital expenditures. Those projects that are well along in the planning process are exempt, as are health and safety improvements.

The long-term

Restraints may help BCIT to meet its financial targets in the present year. Moving forward, however, the Institute needs to address budget-making in terms of a vision for BCIT’s underlying purpose in serving the needs of students and industry. For this reason, changes to the budget must be consistent with the vision for BCIT and support our core business. Cuts (if needed) should be strategic and not across the board. The Institute must continue to focus on its strength of programs that provide students with experiential education and that provide industry with productive graduates.

We expect BCIT will consult with the FSA about ways to deal with anticipated budget gaps and have laid out these principles as a starting point:

Forced staff reductions send the wrong signal.

BCIT graduates must continue to be seen by industry as particularly productive when compared with their counterparts from similar programs at other institutions. The FSA members play a crucial role in maintaining the currency of their programs and BCIT’s links with industry.

For prospective employees and students, as well as for industry, BCIT needs to be seen as a stable environment to attract and retain instructors. Given that staff recruitment is only going to be more difficult in the future, BCIT should make every effort to retain its existing employees. BCIT has already assured the FSA that staff reductions will be the last resort.

Our collective agreement must be respected.

We will offer no concessions and will protect our members’ collective agreement with BCIT as negotiated.

Neglect of facilities is a false economy.

Needed repairs, renovations or technological changes cannot be ignored if the eventual burden of costs increases in consequence.

Lastly, we ask BCIT to remember that the FSA is a partner and our members are part of the solution. We have a vested interest in the financial health – and future – of the Institute.

Amy Fell
President, BCIT FSA

Friday@4
Music, Food & Fun
 50/50 draw to benefit **The Africa Village Project**
 4 p.m. - March 20
 Town Square D, SE2
 Burnaby campus

Sponsored Positions agreement reached

By Paul Reniers
FSA Executive Director

The FSA and BCIT have entered into an agreement allowing for the creation of sponsored positions within the bargaining unit. Sponsored positions are created by an award, a gift, or an endowment that may require conditions of employment outside the collective agreement. For example, positions awarded to BCIT by federal granting councils or by philanthropists may require a suspension of our selection processes or variations in compensation.

Sponsored positions recognize the existing strengths of BCIT and bring with them many benefits, including funding, additional recognition, and an increased ability to attract talented teachers, researchers, and professionals. Such opportunities can also be leveraged to attract other funding sources, recruit high calibre colleagues, provide unique learning opportunities, and draw the attention of potential students and industry partners.

The FSA sought to make such opportunities possible without compromising the integrity of the collective agreement, the existing collegial model, and the interests of our students. The new agreement requires the FSA's prior consent before such a position can be established within the bargaining unit. Sponsored positions must all be created as part of an instructional department and receive the agreement of that department. This provision is meant to ensure that the position represents a benefit to students as well as to faculty and staff. The agreement clearly states that a sponsored position will not result in the reduction of staff in any department nor will it reduce the ability of a department to meet its objectives.

In recognition of the unique nature of these positions, the agreement suspends the normal selection and appointment procedures. We anticipate that persons holding these positions might be selected through extraordinary national and international searches, through competitions held by a funding agency, or

at the request of a philanthropic supporter of an individual. Departments, however, can refuse to agree to the creation of the position if they are not in agreement with the proposed candidate or with the process for selecting the candidate.

Finally, the agreement anticipates separate agreements detailing specific aspects of each proposed sponsored position, including such things as the expectations of the position, undertakings made by the department or to the department as a condition of accepting the position, level of compensation, and other matters. The collective agreement applies to these positions except as otherwise agreed to by the parties.

Providing for sponsored positions creates exciting recruitment opportunities for BCIT. It also creates exciting opportunities for existing faculty and staff to attract funding from agencies and benefactors that would recognize their achievements and abilities and may even provide superior levels of support for their endeavours.

FSA to examine BCIT's Intellectual Property Policy

Intellectual Property *n. law*
Original creative work manifested in a tangible form that can be legally protected, e.g. by a patent, trademark, or copyright.
(Encarta Dictionary)

Intangible property that is the result of creativity, e.g. patents or copyrights.
(Oxford English Dictionary)

The FSA is forming a working group to examine the Institute's policy and procedures on intellectual property. The Collective Agreement designates the FSA as the sole bargaining agent for its members with BCIT (Article 2.1) and recognizes members' rights with regard to patents and copyrights (Article 7.5). The FSA position is that members are entitled to compensation in regards to not only patents and copyrights but to intellectual properties.

Members should contact the FSA whenever they are entering into discussions on items that directly affect their employment, including negotiations around intellectual property, to ensure their rights are maintained. One FSA member was recently asked to sign an agreement that deviated from the Collective Agreement. You should not be negotiating directly with your Dean or Director on these matters.

BCIT is currently reviewing its policy and we will be putting forward a position that benefits our members. To this end the working committee will:

- Review the Collective Agreement,
- Listen to members interests and concerns
- Respond to the Institute's policy

If you are interested in participating please contact Senior LR Rep John Hardie at jhardie@bcit.ca or FSA Vice President Terry Gordon at tgordon@bcit.ca by Feb. 25.

Pension changes a cause for concern

By Terry Gordon
FSA Vice president

Many of you have no doubt seen the recent announcements from the College Pension Plan regarding changes in post-retirement health and dental benefits and pension inflation indexing. Here is a recap of the changes that have been announced:

Post-Retirement Benefits

Currently, the Pension Plan subsidizes the cost of premiums for extended health and dental benefits for retired members. The subsidy is on a sliding scale with a 100% subsidy available to members with 10 years or more of pensionable service. The current unsubsidized cost of extended health and dental premiums for a family of two is about \$174 per month. The cost of the subsidies is covered by a portion of the employers' annual contribution to the Pension Plan. The College Pension Board recently announced that it intends to eliminate these subsidies effective September 1, 2009 and offer voluntary extended health and dental coverage to retired members on an unsubsidized basis. Unfortunately, coverage provided by these new plans will likely be inferior to the existing plans with lower lifetime extended health coverage and annual limits for dental coverage.

Cost-of-Living Increases

The Pension Plan currently provides unlimited, annual cost-of-living increases to the basic pension benefit, based on increases in the consumer price index ("CPI"). For example, the increase for 2009 was recently set at 3.4% based on the annual increase in the CPI for 2008. Cost-of-living increases are funded out of the Pension Plan's Inflation Adjustment Account ("IAA") which is separate from the Basic Account which funds the basic pension benefits. Unlike basic pension benefits, cost-of-living increases are not guaranteed and depend on there being sufficient funds in the IAA. Citing concern about future shortfalls in the IAA, the Board recently announced that effective January 2011, a cap will be imposed on future pension indexing. The level of the proposed cap will be determined based on the results of an actuarial valuation of



the Pension Plan scheduled for the fall of this year. In addition to the cap, the Board also announced that effective September 1, 2009, employee and employer contributions to the IAA will each increase from 1.09% to 1.35% of salary.

Why these changes?

Given the current downturn in the financial markets, the Board is concerned about the sustainability of future cost-of-living increases. In addition to the indexing cap, further contribution increases may be required. According to the Board, contribution rates are already near the maximum set by the Income Tax Act and the small contribution increase scheduled for September will actually result in the Pension Plan exceeding the maximum and will require a waiver from the Canada Revenue Agency ("CRA"). The CRA will only grant a waiver if the employees are paying no more than 50% of the total contributions to the Pension Plan. Under the current arrangement, with a portion of the employers' contributions going towards the cost of post retirement benefits, the employees are paying more than 50%. This is the rationale that the Board gave for the elimination of the benefit subsidies.

What is the FSA doing about these changes?

The FSA is concerned for our retired former members who will be paying more for fewer benefits and may be facing declining purchasing power if their pensions are not fully protected against inflation. We are also concerned that these changes come at a time when the Pension Plan is one of the few competitive advantages we have for recruitment and retention in a tight labour market. In that sense, we see this as a serious issue for the Institute as well. Unfortunately, the FSA does not have a seat on the Pension Board and was not consulted about these regrettable changes. We are currently seeking more information regarding the rationale for the changes and possible alternatives to what has been proposed. The FSA has had discussions with our colleagues in the BCGEU and The Federation of Post Secondary Educators who both have representatives on the Pension Board. We would like to hear from our members with their thoughts about these matters. Please contact Terry Gordon or Paul Reniers to register your comments regarding these changes or if you would like to assist us with researching these very complex issues.

What about the Public Service and Municipal Pension Plans?

The Public Service Pension Plan recently announced a modest increase in contribution rates following an actuarial valuation as at March 31, 2008. This increase is intended to help buffer the Plan against further investment losses given the current difficult financial environment. So far, the Public Service Pension Plan has not announced any plans to cap inflation protection or to eliminate subsidies for extended health coverage. The Public Service Pension Plan offers a voluntary, unsubsidized dental plan.

The Municipal Pension Plan has not announced any recent contribution rate increases and continues to provide full inflation indexing and partially subsidized extended health and dental benefits for pensioners. Coverage for spouses and other dependents is unsubsidized.



What you record about other individuals becomes their personal information

At BCIT we regularly create records – such as student evaluations, employment evaluations or peer reviews – about other people, whether a student, a colleague, or someone else. BCIT retains this information, storing it electronically or in paper files and under the Freedom of Information and Protection of Privacy Act (FOIPPA) the person whom that information is about is entitled to have access to it – as their own personal information.

The FOIPPA, which governs public bodies such as BCIT, provides a simple but very broad definition of personal information: “recorded information about an identifiable individual” other than contact information. This has been interpreted by government guidelines to include:

- anyone else’s opinions about the individual; and,
- the individual’s personal views or opinions, except if they are about someone else.

This interpretation has also been backed up by the courts. In *French v. Dalhousie* the courts ruled on a complaint from a member of the faculty of Dalhousie University who had been denied access to evaluations of his work performance. The courts concluded that a person’s views or opinions about someone else are not the author’s personal information but rather the personal information of the subject –

to which he had a right of access.

FOIPPA also requires that public bodies including their employees are required to retain personal information for one year after it is last used to give individuals an opportunity to access the information.

FSA members should keep in mind that all written personal information on others needs to be safeguarded and could be accessed by those to whom it pertains.

BCIT reviews Criminal Records Check Policy

BCIT is in the process of reviewing a new criminal records check policy. While this primarily applies to programs with BCGEU Instructors it may affect some FSA members working in sensitive areas including health areas such as the Applied Research Technology Centre (Living Lab), Counselling Services, the Disability Resources Centre, and any instructors teaching high school-aged students either in high schools or on a BCIT campus.

The policy under review was sent out by the Institute via Lotus Notes for 30-day review on January 21 and February 16.

The FSA is participating in this review process and would welcome any feed back or comments on the policy. Please contact John Hardie at jhardie@bcit.ca

FSA in brief

New FSA Staff

John Hardie is the FSA’s new Senior Labour Relations Officer. John joins us from the Hospital Employee’s Union where he worked as a labour representative for ten years handling some of their most difficult arbitrations. He has studied at the Labour College of Canada and Capilano College’s Labour Studies program. He brings to the FSA his extensive experience with arbitrations and a broad understanding of labour law.

Paul Dayson has joined the FSA in the newly created position of Communications Officer. He brings to the organization 20 years of experience in communications for a range of organizations in the non-profit and post-secondary education sectors, including previous work at BCIT in the 1990s when he served as the Student Association’s publications manager.

Grievance Officers’ new title

The FSA’s trusted Grievance Officers now have a new job title: Labour Relations Representatives. The Grievance Officer title has been in place for 15 years, however staff and the Executive Committee agreed that it did not reflect the full role of these staff members. In addition to handling grievances, staff represent members in resolving many issues before they become grievances and also work on committees. You can expect the continued strong service from our LR Reps whether or not you have a grievance.

Workload still an issue

By Paul Reniers
FSA Executive Director

When the FSA prepared for bargaining in 2007, workload continually surfaced as a major issue for members from almost every area. Prior to bargaining, our collective agreement provisions tried to strike a balance between individual rights and departmental responsibilities, but they no longer effectively protected members in many areas from excessive workloads.

Although we knew workload was a huge problem, all the information about it was anecdotal. We had no workload grievances and we had no solid data describing the problem. At the bargaining table, the Institute even tried to plead ignorance of the problem.

In the last round of bargaining, we changed the workload provisions so that a departmental average of contact hours was replaced with individual workload averages. In doing this, we wanted to make workload rights more enforceable by describing them in a way that would make them more easily measured. Now individual Instructors, as well as departments, could seek recourse for excessive workloads. We also wanted to approach the problem in a way that would create data about workload and make it more obvious. Departments remain responsible for assigning workload, but management must now address the excessive loads that many Instructors have been taking on.

We recognized that there may be areas where the 15 contact hour a week average

was not being met by all instructors and that a small number of instructors may see their workloads increased as a result. We also recognized in bargaining, as did the employer, that there were a variety of circumstances which might appropriately lead to an Instructor having a load of fewer than 15 contact hours. Factors that might cause this are set out in Article 8.8, and include the number of different courses being taught, the nature of the course, the number of students, the marking requirements, etc.

The factors that affect instructional workload that aren't captured by measuring contact hours should be accounted for in workload plans. Members are strongly advised to describe these factors when they are asked to complete a workload form. Use the spaces provided to outline the significant aspects of your teaching load which affect the number of contact hours you teach. Don't let your managers ignore the non-contact drivers of workload.

The FSA is responding to requests from members to hold the line on workloads and to increase management accountability for unsustainable workloads. Doing so requires the assistance of members in describing and documenting their workloads. We are eager to meet with members in any area where there is confusion or concern about how the workload form should be used or related issues. We are also interested in recommendations to make the process more effective. Please contact Paul Reniers at preniers@bcit.ca.

Collective Agreement

Article 8.8:

Workload Assignments and Dispute Resolution (Faculty and Assistant Instructors)

8.8.1 In determining assignment of workloads for instructional staff, the following non-exclusive list of factors shall be taken into account by the Department:

- number of students per instructional grouping
- nature of courses
- number of different courses
- marking requirements
- need for, and availability of, instructional support
- concurrent instructional activities
- assigned administrative and other non-instructional responsibilities
- office hours
- whether the employee is teaching the course for the first time
- variation or changes in curriculum
- specific instructional needs of students
- assigned Prior Learning Assessment activities

Once a workload has been determined, Employees have an opportunity to dispute the workload (Article 8.8.3)

Communications Department arbitration hearing set for end of April

In the summer and fall of 2008, four full-time regular faculty employees retired in the Communications department (COMM). BCIT hired nine temporary employees to replace them. The FSA filed a grievance taking the position that a considerable percentage of work done by the temporary employees should have been assigned to regular employees as the work was not:

- 1) replacing someone on leave,
- 2) due to a temporary increase in student numbers or
- 3) resulting from the inability of the department to meet its training needs.

(Refer to Article 4.2 of the Collective Agreement for full details)

Grievance discussions have revealed that there is a second, and much larger, issue between the parties: that is, the interpretation of new collective agreement's Article 8.2.6 and the averaging of

individual workloads to 15 hours a week over two years. BCIT has taken the position that all Faculty must work 15 hours a week over two years (Article 8.2.6). The Institute is arguing that there were no regular vacancies because the average across COMM was less than 15 hours a week. The Institute also claims that there has been a reduction in work as a result of program closures.

The FSA believes that any reductions in work were minimal and very short-term. By January 2008, workloads had again increased. As for workload averaging, a variety of circumstances might appropriately lead to Instructors having fewer than 15 contact hours, as set out in Article 8.8 of the collective agreement. Only after these other workload factors have been considered should Article 8.2.6 be implemented and hours be averaged.

This Arbitration is scheduled for April 29 – May 1, 2009.

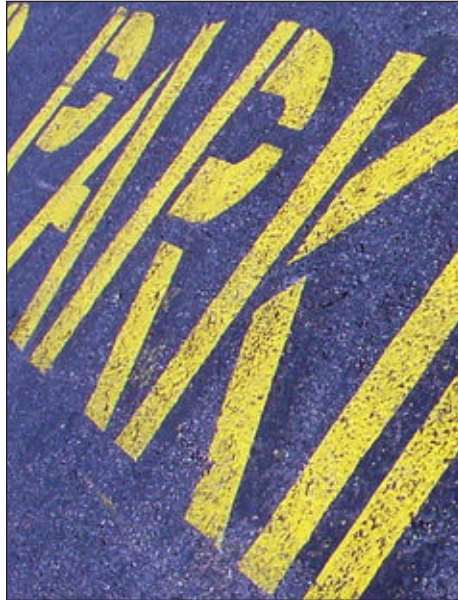
Parking over-crowded

FSA gauges interest in TransLink Employer Pass Program

Parking continues to be a hot topic of concern to members of the Faculty and Staff Association. From over-crowded parking lots, icy surfaces and dim lighting, to receiving a dreaded parking ticket, these are but a number of the issues being raised to the FSA office staff.

The administration of parking at BCIT falls under the Safety and Security department. Useful information on parking, including a link to the BCIT Parking Policy (#7509), can be found at <http://www.bcit.ca/parking/>. BCIT management has recently struck a Parking Committee. The Committee will comprise representation from each of the Unions along with Management representatives. The FSA's representatives to this committee are Christine Nagy, Labour Relations Representative, and Terry Gordon, FSA Vice-President, who will work to ensure that members' interests are represented. Be assured that the FSA is not interested in opening up the collective agreement to bargain any new language around parking (Article 7.8).

Most of the issues brought forward to the FSA surround the lack of available parking spaces for staff who arrive at work later in the morning and are unable to find a space in their designated lot. Does this mean that the various lots are oversubscribed? If this happens to you, and you don't want to receive a parking ticket, the procedure to follow is to drive over to the Parking Office (SW1-1002) where you can obtain a temporary pass for another designated lot. In the unfortunate event that you have



done everything right and you still receive a parking ticket, please contact the Parking Office at 604.432.8719. If the matter is not resolved to your satisfaction, contact Christine Nagy at the FSA.

Christine is also gauging member interest in participating in Translink's Employer Pass Program (EPP). Information on how the EPP can benefit you is available on Translink's website at http://www.translink.ca/Transportation_Services/Fares_Passes/employers_pass/

If you are interested in Translink's Program, or have other parking related issues, please contact Christine at cnagy@bcit.ca or 604.431.4964.



Ask your Labour Relations Representative

Q How are does my sick leave accrual work? I had 250 days of sick leave at the start of last year and was told I accrued 18 days during the year. I was sick 11 days in November. Why is it that my sick leave carry over into this year is only 242 days?

A In your case there are two important provisions to note:

1. Sick leave is not accrued annually but monthly at the rate of 1.5 days each month and
2. you do not earn any more sick days once you reach a maximum of 250 days (Article 9.3.1) Only once you take sick leave – dropping below the 250 days maximum – do you start to earn sick leave again.

During this year, you did not earn sick leave for the months from January to October and have only accrued 1.5 days per month for November and December.

The BCIT Faculty and Staff Association Team

Executive Committee

Amy Fell, President
 Terry Gordon, Vice-President
 Peter Seidl, Director-at-Large
 Neil Cox, Director-at-Large
 Steve Finn, Director-at-Large
 Terry Gordon, Director-at-Large
 Taco Niet, Director-at-Large
 Jennifer Orum, Director-at-Large
 Teresa Place, Director-at-Large
 Silvia Raschke, Director-at-Large
 Randy Singer, Director-at-Large (on leave)

Staff Members

Paul Reniers, Executive Director
 John Hardie, Senior Labour Relations Representative
 Elinor Hudon, Labour Relations Representative
 Christine Nagy, Labour Relations Representative
 Ian Stockdale, Labour Relations Representative
 Eileen Chaban, Financial Administrator
 Paul Dayson, Communications Officer
 Marian Ciccone, Office Assistant

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