



From the President:

# An opportunity to lead

Having served as President of the Faculty and Staff Association since 2005, I have decided not to run in the upcoming spring 2012 election. Serving as your president has provided me many amazing opportunities for growth and I have greatly appreciated the opportunity to work with and for you. That growth has led me in new directions which I am eager to pursue.

FSA Vice President Terry Gordon has also taken new responsibilities. He has chosen to focus on his work as Program Head for the Financial Management diploma and also won't be running again. Our terms end May 31.

The FSA Spring 2012 election for president and vice president positions offers an opportunity for FSA members to consider taking on an important leadership position at BCIT. Some key components of the position include



PAUL DAYSON PHOTO

...serving as chair of the board, being the chief spokesperson of the union, overseeing the executive director, and taking overall responsibility for the organization. This position requires the individual to consider being released 100% from their BCIT duties in order to focus attention on running

our association. While there are no academic requirements, arguably the most important attribute is a willingness and openness to work with FSA staff, members and managers. The successful candidate will begin serving as president June 1, 2012. I have offered to serve as past president as the board sees fit.

When I became president, my vision was to establish a strong working relationship with management. I believed then and believe even more now that a strong working relationship provides the parties an opportunity to maximize on the strengths each brings to the table. Without it, decisions on both sides lack details and insight that are vital to ensuring a successful future for BCIT and relevance for the FSA. The current state of our relationship with BCIT is sound and I believe I have been

*continued on next page*

## What's INSIDE

FSA Elections 2012: President and Vice-President election schedule	2
Reporting issues with your workplace temperature	2
Bargaining update: Not Black	3
I'm worth more than Zero	4
ISEP: an unshared success story	6
Revising the FSA bylaws	7
FSA wins administrative allowance grievance	8
Special Meeting on Workload: February 8	8
Strategic planning: key priorities, goals and actions	9
Long-serving Financial Administrator retires	10
New staff join the FSA	10

## An Opportunity

*continued from previous page*

able to build on our past to put the FSA and its members in a better position. I'm pleased to hand over a strong and stable association to new leadership with ideas and energy that will chart the course for our future.

With a strong and dedicated board, cohesive and loyal staff, I am confident that the FSA will continue to serve the interests of the members and is well positioned to take on the challenges ahead. Thank you for allowing me the honour to serve as president. The challenges and triumphs have provided me a rich opportunity to grow and develop. Working with the volunteers that serve on the board has been a very rewarding experience. At times we have had at least ten good solutions to the challenge of the day and have always found a way to work toward one solid well-considered solution. I depart with many fond memories and I look forward to supporting the incoming president and vice president to ensure a smooth transition.

**Amy Fell,**  
**FSA President**

## Reporting issues with your workplace temperature



PAUL DAYSON PHOTO

BCIT has a target indoor temperature range as dictated by *ASHRAE Standard 55-1992 Thermal Environmental Conditions for Human Occupancy*, which is also the source for WorkSafeBC's Comfort Guidelines, and is adjusted seasonally.

Winter: 20 - 24°C  
Summer: 23 - 26°C

If the temperature in your working environment is outside of this range, it may be the cause of discomfort and impair your productivity.

Employees who have concerns about the indoor temperature should report the issues to BCIT Facilities Management at 8777 or online through the FM Works Facilities Work Request system at <http://fmworks.bcit.ca/eworks/default.html> (use Internet Explorer 5.5 or higher as other browsers such as Firefox are not supported).

# FSA Elections 2012

**Tues., Feb 21**  
**Wed., Mar. 7 at noon**  
Fri., Mar. 9  
Wed., Mar. 21 at 2:30 p.m.  
**Fri., Mar. 23**  
**Thurs., Apr 5 at noon**  
**Wed. Apr. 11**  
Fri., Apr. 13 at noon  
  
Wed., Apr. 25  
Wed., June 6

**Nominations Open**  
**Nominations Close** (deadline for receipt in office)  
Bios posted on BCIT FSA website  
All Candidates Meeting, if necessary. Location TBA  
**Electronic Voting turns on**  
**Electronic Voting turns off**  
**Results released to membership**  
Deadline for request of re-count, followed by counting and posting of results by Apr. 18 (noon), if required  
General Members Meeting (backup date May 2)  
1st meeting for newly-elected President & Vice-President

These dates for the 2012 FSA Elections have been reviewed by  
Colin Jones, FSA Returning Officer.



Any customer can have a car painted any colour that he wants so long as it is black.

- Henry Ford

# Not Black

**By Paul Reniers**  
**FSA Executive Director**

In December I represented the FSA as part of the union caucus in the sector negotiations. The sector table negotiates a common agreement that applies to several colleges that have chosen to be bound by it. That common agreement includes the salary scale that is the basis for compensation for all college and institute instructors in BC. The FSA and BCIT are not parties to the common agreement, but the provincial government requires that our faculty scale remain proportionate to the sector scale.

Because the sector table provides an important framework for settlements at all colleges and institutes, I was there to emphasize issues of relevance to FSA members. That included reminding negotiators that the real need is for wages; that non-faculty scales are falling behind; that extended health benefits are inadequate; and that collective agreements need to account for research.

The negotiations were kind of bizarre. In my judgment, both negotiating teams came to the table in December

to get a deal. Both sides worked hard and put forward innovative proposals to meet the other's stated needs. Despite the collaborative intention, the bottom line was that the employer would not commit to anything to which they weren't already committed. That was the imperative given to them by Victoria. We could have any colour we wanted, as long as it was black. The week was spent trying to re-state things that are already happening as though they were answers to the needs brought forward by the unions. In the end, it took 21 months to negotiate what amounted to a roll-over of the previous agreement. There was no increase in compensation. The employer incurred no new costs. Nothing really changed.

That's not acceptable at BCIT. We've already ensured that there will be change in the way that side deals are handled (to date) through Memoranda of Agreement or MemAgs. More changes will arise from the resolution of the MemAg issue. And more change is needed to ensure BCIT continues to meet the province's need for intensive, job-oriented, technological training. Some of these things are going to cost. Instructors working full-time on

auxiliary contracts need some reason to stay at BCIT. Failing to offer Supplemental Employment Benefits for maternity leave will take BCIT out of the running for a large pool of potential new employees. Innovators will hesitate before coming to BCIT without a clear framework for employment in research and clarity around intellectual property. How can we remain integral to BC's economic and social prosperity when we aren't even keeping up?

As an FSA member, you know the reasons why we need an agreement that gives us something more than nothing. That's why we're launching the "More Than Zero" campaign this month. We want you to tell management, students, colleagues, and the public why nothing isn't enough anymore.

The FSA bargaining team will not accept an agreement that changes nothing. We will not come back to the members with fancy new words to describe the same black car. We are working on ways of bringing about an agreement that BCIT and the province can agree to that meets our real needs. Your help will be required.

# Why are you worth more than zero?

By Paul Dayson,  
FSA Communications Officer

The FSA is calling on all its members to share with us and the campus community – including those we are bargaining with – why each of you is worth more than the zero mandate being put forward at the bargaining table by the province and its agents.

To do this all you need to do is visit [bcitfsa.ca](http://bcitfsa.ca) click on the “I’m Worth More than Zero” link and add your reason to the list. To share it with the campus community you can pick up an office window card from the FSA office, or by downloading it straight from the site and display it with pride in your office window.

Here’s a few ideas we’ve had to start you off:

**Do you feel pride in the work we do and have concerns that this work is being endangered?**

I educate skilled graduates, who enter our communities to become the enablers of this province’s economic growth.

The purchasing power of my wages continues to fall and those in the industry I come from -- and graduate to -- rises.

BCIT FSA BCIT Faculty and Staff Association

I’m worth more than ZERO  
[bcitfsa.ca](http://bcitfsa.ca)

Lagging compensation has impacts on staff and faculty recruitment, and the future of my program, department, the Institute and post-secondary education in BC.

**Do you continually go beyond what can reasonably be expected?**

I work \_\_ hours a week to ensure that the students we serve get what they need to succeed.

The workload I’m regularly given means sacrificing time with my family.

**Do you feel unsupported in remaining current in and developing your professional skills?**

I’m never given the time to participate in professional development, and those I teach/work for, suffer for it.

**Do you feel your working conditions are subsidizing a BCIT education?**

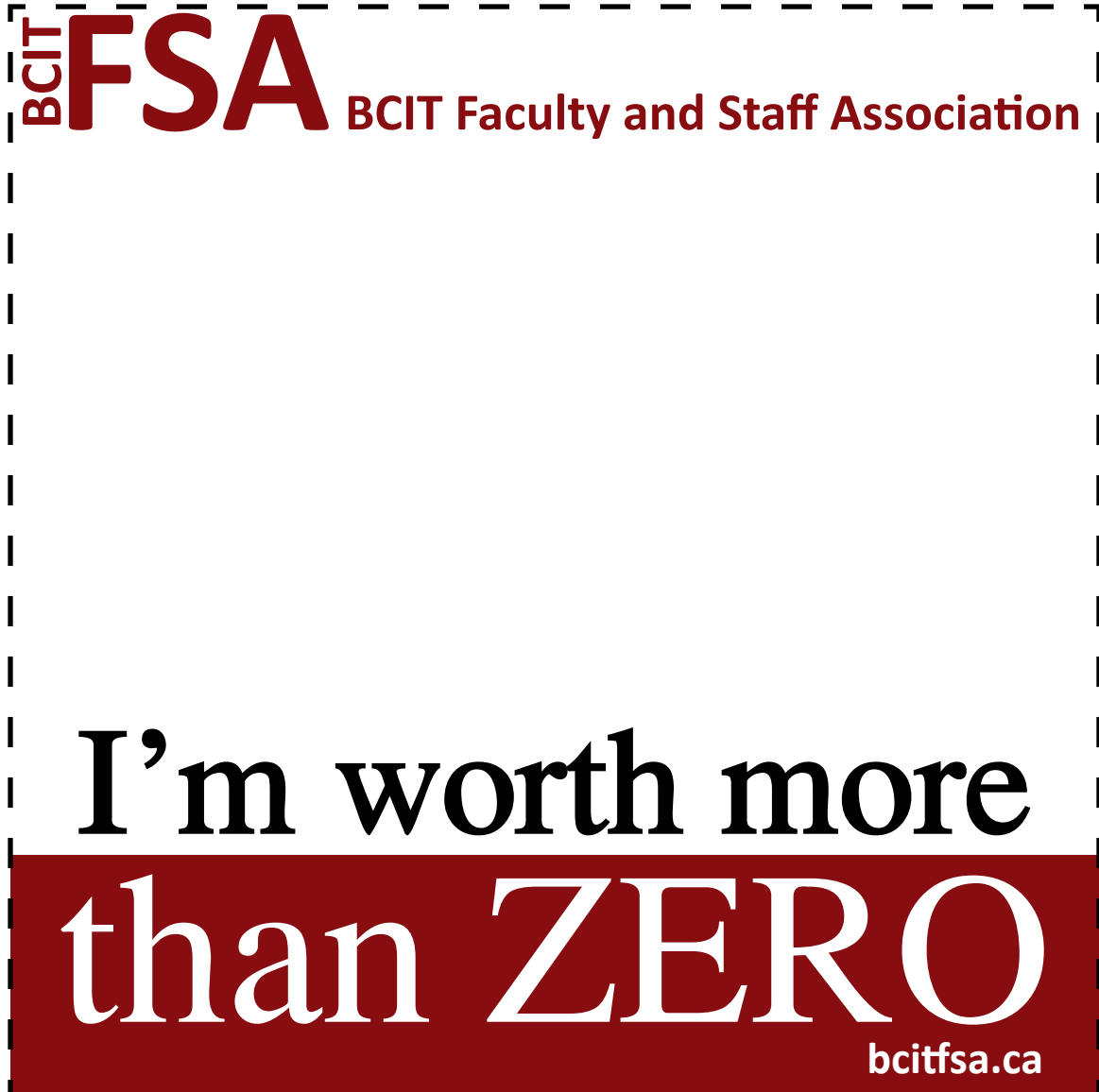
I work 35-hours a week as a ‘part-time’ instructor – with no sick leave or other common benefits.

My maternity leave benefits should be equal to those in other BCIT bargaining units or management.

**What is special about the work you do to make our province a better place to live? What sacrifices have you been making to make BCIT work?**

Visit [bcitfsa.ca](http://bcitfsa.ca) and let us know why “I’m Worth More than Zero.” Then let the Institute’s administration and the campus community know with one of our office window cards (Print out the DIY version on the next page, pick-up one at our office, or [email pdayson@bcit.ca](mailto:pdayson@bcit.ca) for one to be sent to you)

# DIY Window Card



Print.  
Express your viewpoint.  
Cut.  
Post in your office window.

Then log-in to [bcitfsa.ca](http://bcitfsa.ca) to upload your viewpoint and a photo of your sign and/or yourself to the “I’m Worth More than Zero” section.





PAUL DAYSON PHOTO

# ISEP: an unshared success story

By Paul Dayson,  
FSA Communications Officer

BCIT's International Student Entry Program (ISEP) is a success story. The program has experienced enormous growth. A private college purchased by BCIT, four years ago it had seven staff serving 32 students. Now during each seven-week term its 20 to 25 faculty – about three-quarters of whom work full-time – cater to between 200 and 300 students.

It turns a profit, attracting international student fees, and a large number of its graduates continue on into other BCIT programs, further enhancing bottom lines.

To do this successfully, the faculty at ISEP have developed unique materials. Incorporating hands-on tasks, group and team projects and presentations into their English language education, everything is designed to improve their students' ability to function in BCIT's academic environment. Students in the program receive 25 hours a week of classroom instruction and almost all of the materials used in ISEP's classrooms are instructor-generated – there are almost no textbooks.

This innovation is hardly surprising though when you begin to look at the credentials of the ISEP faculty – they



ISEP's Dan Nooney heads to class and the teaching he loves. PAUL DAYSON PHOTO

are their profession's leaders. Almost all hold a graduate degree. The faculty includes published academics and authors, and a number are members of their field's professional organizations such as BC-TEAL (BC Teaching English as an Additional Language) and TESOL (Teaching English of Other Languages). They are sought after as speakers at professional conferences across the province, nationally and internationally.

They are proud of the program they have created and how it fits into the BCIT academic model and they give BCIT an influential presence in the English language education community. This could be vital in the Institute's, and the province's, renewed focus on international student enrollment.

Still, the program's success has not been shared by its architects. It has lost some quality people who chose to move to other institutions because BCIT fails to provide them with real income security.

An exception in the post-secondary sector, BCIT classifies ISEP instructors as auxiliary, or "Part-time Studies" employees. On their paystubs they're called 'guest lecturers,' despite working full work weeks of ongoing employment with the Institute.

This classification works for instructors from industry teaching a night class after their regular job (as it was intended), but for those at ISEP where it is their regular job, it comes with a frightening lack of benefits and job security:

- They are paid for their classroom contact hours only – not salary. Most provide office hours for students, and time to the department's cooperative development of curriculum and materials without compensation.
- An ISEP instructor can see their wages fluctuate by as much as \$10,000 per year. This is dependent on student in-takes and how they are loaded for courses. ISEP courses

*continued on next page*



PAUL DAYSON PHOTO

## Sharing the fruits of success

*continued from previous page*

break down into seven, six and four-hour per week blocks. This makes it almost impossible to schedule an instructor for 15 contact hours. Instead they are consistently 'underloaded' at 12 to 14 hours of contact time.

To enforce this, it has become standard practice to hire new instructors into the program during peak periods instead of giving an increased load of 16, 17 or 18 contact hours to existing faculty. This leads to smaller workloads – and smaller pay cheques – when enrollment dips. And they have no seniority rights.

- Instructors receive no sick time. When one ISEP instructor gets sick, the others informally fill-in, and upon returning to work after an illness the instructor owes colleagues for the hours worked. In some cases, health benefits take over a year to earn.
- ISEP instructors are not paid for statutory holidays but are all expected to schedule make-up times within their students' busy schedules. Nor do they get vacation pay.
- They are laid-off for one to three weeks between each seven-week term. (When other full-time FSA members had a paid-break over Christmas, they were laid off until the New Year.)

These breaks between terms could be devoted to on-going curriculum development as it is in other departments at BCIT.

ISEP's faculty have done their part in making the program a success – now it is the Institute's turn to share the fruits of success with them.

# Bylaw revision continues

**Draft to be made available for member review in coming months**

*By Taco Niet,  
FSA Director-at-Large*

As described in the previous two newsletters, the FSA Board is in the process of developing a revised set of bylaws that will serve the Association into the future. The intent, with the revision, is not to make radical changes to the FSA but rather to bring the bylaws into line with current legislation and to ensure the bylaws put the FSA on solid footing to meet potential challenges.

The need for revised bylaws became apparent during a policy review session in November 2010, where the Board reviewed a number of policies and, in revising them, realized that some of the terms of our current bylaws are problematic, contradict the Society Act or are confusing or unclear. Rather than continuing to work with bylaws that have significant issues, the Board decided to take on the task of updating them.

After first creating a draft that incorporated some of the obvious changes, the FSA hired a lawyer to review the bylaws and ensure that Society Act and Labour Code requirements are met. Over the last year we have reviewed a number of drafts and are approaching what we feel will meet our needs into the future. We have also reviewed the bylaws with our Senior Labour Relations Representative. We are expecting to have a version that can be circulated to the members early in 2012.

Once the draft is ready to be reviewed by members we will post the draft on our website and arrange a meeting to discuss the bylaws with members. We will solicit feedback to ensure that members' needs are being met by the revised bylaws. After this, at the next available General Meeting, we will bring forward a motion to adopt the new bylaws.

If you have any questions or suggestions relating to the FSA bylaws and our plans for updating them, feel free to contact Taco Niet, who is leading this initiative for the Board.

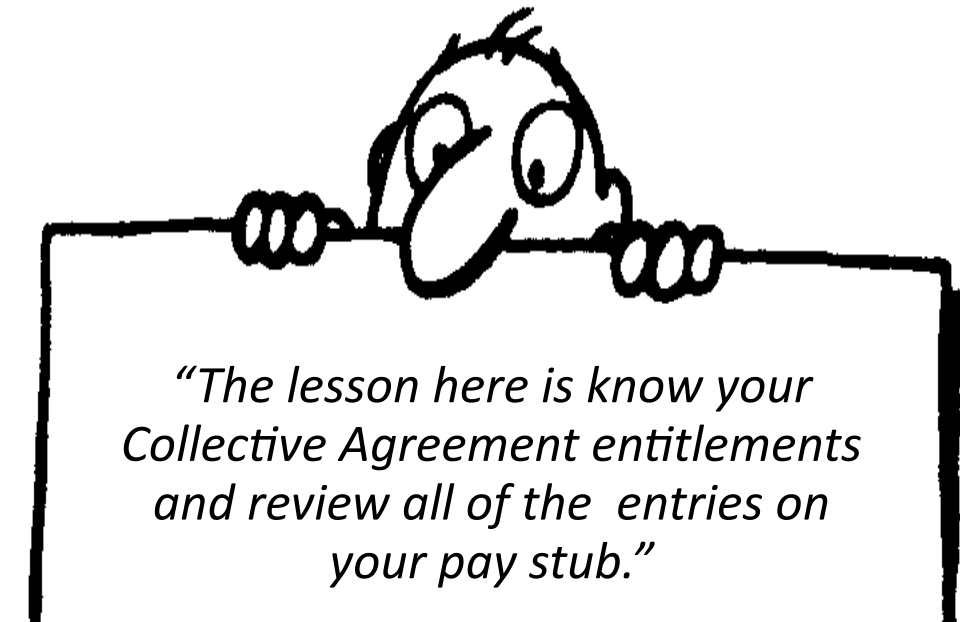
# Victory for members earning administrative allowances

By Heather Neun,  
FSA Senior Labour Relations  
Representative

It's not often that we can share our successes out of respect for the privacy of individual members. So when we can, it's important to tell FSA members why reviewing their pay stubs and bringing concerns to the FSA's attention can make a difference. A big difference in fact.

Recently, we experienced such a case: a grievance that started with one member's complaint that she wasn't receiving her full administrative allowance (see Article 15.6 of the Collective Agreement). In January 2009, the FSA brought this concern to BCIT's attention and, eventually, a grievance was filed. Through the course of reviewing reports from BCIT, it began to emerge that BCIT was prorating administrative allowances, not just for the grievor, but in all cases where a member was working part-time. In other words, if a member had an .5 FTE, their allowance was cut by 50%, whereas a full-time member doing similar work received the full allowance.

BCIT initially said this was their usual practice and that the FSA knew about the so-called proration policy. However that was not the case. The FSA



strongly disagreed with such a policy - however long it had been applied - and the FSA pushed the grievance forward. Eventually we discovered that the proration policy was being applied to additional groups of employees, such as members who were on partial leaves.

To BCIT's credit, it ultimately allowed the grievance by agreeing that the proration policy would be rescinded and that BCIT will no longer apply an automatic proration based on a member's percentage of FTE status or of active employment. In addition to paying the

grievor's retroactive unpaid allowance, BCIT made retroactive payments to other FSA members whose administrative allowances went partially unpaid. The lesson here is to know your Collective Agreement entitlements and review all entries on your pay stub. Ask Human Resources questions about any compensation issue that arises. Or if you're unsure, bring your concern to the attention of one of the FSA's labour relations representatives. It may take some time to sort things out but your attention to detail can make a difference for you and other FSA members.

## Special Meeting on Workload

Wednesday, February 8, 2012 at 2:30 pm  
SW5-1840/1850





Tech Reps engage in a strategic planning exercise last spring.

PAUL DAYSON PHOTO

## Strategic Planning Key Priorities, Goals and Actions

by *Kathryn Stewart,*  
FSA Director-at-Large

Over the past year, the FSA’s Board of Directors have determined three key priorities for the Association’s strategic development. Within each of these priorities we have identified a series of specific goals and related implementation actions:

Key Priorities	Goals	Actions
Bargaining & Labour Relations	6	17
Association Management	6	21
Member Engagement	4	15
<b>Total</b>	<b>16</b>	<b>53</b>

These priorities, goals and actions stem from the consultations held last spring with various FSA member groups including the Tech Reps and the Board as well as the members of the FSA staff. As a result of this process an ambitious number of goals and concrete actions were developed.

In December, the Board of Directors and the staff to effectively gauge opinions and determined which of these goals and actions would significantly advance the key priorities.

**Representation. Negotiation. Advocacy.**

Some of the goals and actions supported multiple priorities. We set the top objectives in each of the three key priority areas and can now determine significant benchmarks toward achieving our key priorities.

Consequently, the Board is now in Phase One of our Implementation Plan. We have assigned task force teams to a specific key priority area. Each team is in the process of reviewing the top two goals and implementing or assessing appropriate actions. Indeed some of the actions identified are already in the process of being implemented, such as the new format for Tech Rep meetings. It is felt that this approach will give the Association the necessary flexibility as we respond to present needs and changing environments. To ensure this flexibility, we have built monthly reviews and updates into our process and will continue to report our achievements in our newsletters.

For more information on the Strategic Planning process – including consultation documents, and the draft plan -- log-in to [bcitfsa.ca](http://bcitfsa.ca) and visit the Strategic Planning document area under “Get Involved”.



MARIAN CICCONE PHOTO

## Eileen Chaban, FSA's long-serving Financial Administrator retires

By Paul Dayson,  
Communications Officer

Eileen Chaban, the FSA's Financial Administrator, retired at the end of October after 15 years working for the Association and its members.

Eileen was responsible for the financial and payroll functions within the FSA office. She also served as the office's frontline IT support, and assisted in the FSA's member communications and elections.

"Eileen brought a great deal of stability to the FSA's finances," said FSA Execu-

tive Director Paul Reniers. "Her thoroughness was something our auditors always commented on.

"Her ability to troubleshoot was valuable to our office. She found us off-site office space during the custodian's strike, ran the e-vote for the last election, assisted staff with their IT concerns, and numerous other roles that kept the FSA office running smoothly."

She is enjoying her retirement and looking forward to travelling, reading and spending time with her new grandson.

## New hires join FSA's staff

**Tess Rebbitt** joined the FSA in April as a Labour Relations Representative. A BCIT grad, Tess has a Business Management Certificate with Distinction and is pursuing both an HR Management Certificate and Associate Certificate in Leadership here on campus. She also holds a Certified HR Professional designation and is a member of the BC Human Resources Management Association.

Before joining the FSA, she worked on the HR team at HandyDART during the transition from a small Vancouver non-profit society to a Lower Mainland-wide for-profit company.

**Maria Angerilli** joined the FSA in October in the newly created position of Executive Assistant. She works closely with the FSA Board of Directors, the President and Executive Director assisting them with the overall operations of the FSA office. Maria has over 12 years of experience supporting senior level executives in both the commercial real estate & retail industries.

**Sascha Swartz** joined the FSA in October in the newly created position of Labour Relations Administrative Analyst. Sascha brings to the organization a wealth of experience in administration and information management to support the FSA's Labour Relations team.

### The BCIT Faculty and Staff Association Team

#### Board of Directors

- Amy Fell, President
- Terry Gordon, Vice-President
- Teresa Place, Treasurer
- Alistair Calder, Director-at-Large
- Steve Finn, Director-at-Large
- Joe Newton, Director-at-Large
- Taco Niet, Director-at-Large
- Silvia Raschke, Director-at-Large
- Kathryn Stewart, Director-at-Large
- Ted Rutledge, Director (Associate Members)

#### Staff Members

- Paul Reniers, Executive Director
- Heather Neun, Senior Labour Relations Representative
- Christine Nagy, Labour Relations Representative
- Tess Rebbitt, Labour Relations Representative
- Sascha Swartz, Labour Relations Administrative Analyst
- Maria Angerilli, Executive Assistant
- Paul Dayson, Communications Officer
- Marian Ciccone, Office Assistant

### Contact Us

Phone: 604.432.8695  
 Fax: 604-432-8348  
 E-mail: [fsa@bcit.ca](mailto:fsa@bcit.ca)

SE 16-116  
 3700 Willingdon  
 Burnaby, BC  
 V5G 3H2

[bcitfsa.ca](http://bcitfsa.ca)