

GENERAL MEMBERSHIP MEETING MINUTES

Wednesday, January 21, 2015, 2:30 pm, SE2-212 A&B (Town Square A&B)

Chair: Teresa Place
Members: Quorum Confirmed
Meeting called to order at 2:35 pm

1. President's Welcome
2. Approval of the Agenda
 - [Aboriginal Services Special Welcome](#)
 - [Guest Speaker: Joanne Stone-Campbell, Aboriginal Services](#)
 - [Treasurer's Report: Mid-Year Update](#)
 - [President's Update](#)
 - [Special Resolution](#)
 - [Executive Director: State of the Union](#)
 - [Announcements, Other Business, & Wrap Up Items](#)

Motion: To approve the agenda as presented

M/S Carried

3. Aboriginal Services Special Welcome: Aaron Moody (Splashing Eagle), Carver, BCIT 50th anniversary house post
4. Guest Speaker: Joanne Stone-Campbell, FSA Member, Aboriginal Services
5. Treasurer's Report: Mid-Year Update

Six Months Ended December 31, Unaudited

	Budget 2014	Actual 2014	Actual 2013
Revenues	\$651,717	\$660,765	\$653,433
Expenses	\$629,987	\$566,263	\$559,103
Surplus	\$21,730	\$94,502	\$94,330
	2014	2013	
Total Cash & Investments	\$2,356,001	\$2,185,008	
Strike Fund Balance	\$1,831,456	\$1,686,667	

- Question (Member): What does the strike fund balance amount to?
- Response (Treasurer): The strike fund will pay \$100/day.
- Response (President): Our goal is to have enough to take school out for a term. But we can also do other things which are effective.
- Response (Treasurer): If all members participated in job action at \$100/day would be able to strike for 10 -15 days. The last job action in late 2012 cost to strike fund was less than \$200,000. It's surprising what you can do with a little bit of strike pay. Doesn't take much to have impact on employer, and leverage that little bit of strike pay and get a settlement.
- Question (Member): Strike funds are only paid to full time EEs. There were lots of PTS members who didn't regain their losses.

- Response (Executive Director): PTS instructors were eligible. If they didn't lose pay they weren't eligible for strike pay but if they lost pay they were eligible for strike pay like everyone else.

6. President's Report

a) FSA Elections Timeline 2015

Formal Call for Nominations	Wednesday, February 11 th (noon)
Nominations Close	Friday, March 6 th (noon)
Deadline: Candidate Statement Submissions	Friday, March 6 th (noon)
Candidate Statements Posted to Website	Wednesday, March 11 th
Notice to membership advising names of candidates running for election	Wednesday, March 11 th
All candidates meeting	Wednesday, March 18
Electronic voting turns on	Friday, March 27 (noon)
Electronic voting turns off	Friday, April 10 (noon)
Election results to membership	Monday, April 13 (noon)

b) FSA DAA

- As you may remember – last year was the first year the FSA participated in the Distinguished Alumni Awards by presenting our own award to a BCIT alumni who is now an FSA member
- Thomas Abbuhl was last year's winner
- We encourage you to nominate your co-members who might be eligible for this award
- Nominations will be open in the coming weeks and a recipient will be selected at the March board meeting
- The award will be given along with other DAAs in the fall at the gala reception

c) Pink Shirt Day

- Along with BCIT, the BCITSA, and the BCGEU we are joining the Feb 25th campaign against discrimination, bullying, and harassment.
- One of our values at the FSA is to be principled in our work and campaigns such as this one are linked to the kind of environment we want for all workers at BCIT
- We are giving out eight pink shirts at the end of the meeting

d) Pride

- We are thrilled to be participating in the 2nd ever BCIT entry in the Vancouver Pride Parade on August 2nd
- We encourage you to support this initiative – either by volunteering to participate in the parade, by encouraging others to join in, or to support your colleagues and students who are participating – maybe even come out and cheer them on!

7. Special Resolution

- Moved as a Special Resolution that By-Laws 6.2(1c), 6.2(1d), and 6.2(2) be rescinded and replaced by the following:

“6.2 1) There must be 10 directors, including:

C) two Directors, Associate Member, who are Associate Members, and

D) six directors at large.

2) In the event that a Director, Associate Member, is not elected the position may be filled by a Regular member.”

- Question (Member): Is representation proportional?
- Response (President): It is going to be slightly higher. We have approximately 400 PTS members. By putting two members on board, representation will be slightly higher.
- Question (Member): How many regular members?
- Response (President): Approximately 1400 members altogether, 400 PTS and about 1000 regular members.

8. Executive Director: Bargaining Update & State of the Union

- Bargaining
 - Feeling that we're nearing the end
 - Employer has told us that they are preparing a settlement package offer
 - We have still been trying to make progress on some big issues, like Part-Time Studies, hours of work and maternity and parental leave top-up
 - Seeing very little effort on the employer's part
 - One area of real progress has been in the research classifications and capturing the work our members do in that area
 - Still some big outstanding questions in that area
 - The Bargaining Team has been very reluctant to settle on a five year agreement that doesn't address significant issues
 - We also have to consider the amount of effort we're putting in to trying to move an employer that either has little ability or little interest in moving
 - On a brief labour relations note, I spent a lot of time in the last couple of years explaining the bad attitude we've been getting regarding labour relations issues from more senior management
 - I'm happy to report that the attitude has changed and is more consultative and constructive
 - The reps are getting closure on a number of files and we're seeing more responsiveness in high level discussions
 - That said, it's taking some time for them to get used to the idea that they should be consulting with us about a range of issues impacting our members. And if the new agreement is as lean as I fear it might be, we will have to press for every improvement we can get outside of bargaining.
- Management Hires
 - Just before Christmas, we got agreement with management and the BCGEU on the process for selecting managers in the coming year
 - As you can imagine, there's a lot of management selection activity underway
 - The unions all felt that management wasn't meeting its obligations when a manager is absent for an indefinite period of time, as was the case in the School of Transportation and ISEP
 - The new agreement requires that management get the agreement of the unions on how those positions are going to be handled
 - It also gives us some more oversight over managers appointed temporarily in those cases so we can try to do something if the temporary appointment isn't working out
 - The agreement lasts until the end of the year to get us through the significant turnover we're seeing
- Respectful Workplace policies
 - Yes, plural: BCIT and FSA
 - BCIT will be rolling out training this spring on preventing harassment and bullying. Our Senior Rep Heather Neun has been instrumental in making sure that the material is correct and relevant. By agreement with the FSA and the BCGEU and due to WorkSafe regulations, the training is mandatory for managers and employees. Look forward to it.
 - The FSA has also drafted a Respectful Workplace policy for our office. We are still consulting with CUPE about finalizing it.
 - This will help meet the FSA's obligations as an employer under WorkSafe to protect against bullying and harassment in the workplace.
- Pensions
 - Just before Christmas, BCIT realized that they failed to make a change in how contributions to the College Pension Plan are assessed that they were supposed to have made a year ago
 - They sent out a confused message to all members in the College Plan at 3:30 on the last work day before Christmas and forgot to tell us
 - The College Plan covers Faculty, AIs, and Auxiliary contracts
 - BCIT was not taking contributions from Auxiliary contracts for people who had other full time work at BCIT
 - As a result, some of those people ended up getting less than their full pension entitlement
 - We've been posting updates on this to our blog for your reference

- The blog is active and is proving to be a helpful place for us to post information. I encourage all of you to check it out.
- We also have a group on The Loop. When we update the blog, we post a link here. You can set this to send an alert to your email so you are always on top of FSA activities.
- Questions?
 - Question (Member): BCIT screwed up on pensions twice now. Are they doing anything to make it better?
 - Response (Executive Director): We did ask that earlier this week. We have been assured that both people in Payroll and HR who were dealing with this have retired.
 - Bargaining:
 - Question (Member): Lot of other unions taken hit with extended health/PharmaCare?
 - Response (Executive Director): Yes, a lot aligned with PharmaCare formulary. We took stand and did not sign on. Some unions this round got half of that back. Because we weren't part of that, have no sense that we would have to give up half of the difference. Don't know what the Employer's stand will be on the benefit package.
 - Questions (Member) The contract has expired. If there's a settlement in March would there be retro pay?
 - Response (Executive Director): The provincial mandate includes no increases in first year. The increases are spread over 8 or 9 allocations approximately every 6 months over the remainder of the agreement.

9. Other Business

- Keep up with FSA news by following the FSA blog: <https://www.bcifsa.ca/blog/> & the FSA on the Loop: <https://loop.bcit.ca/groups/bcit-fsa>
- Colour Your Campus 50th
 - When we met with Catherine Clement (Senior Projects Director, BCIT) at the beginning of the year regarding her work on the 50th anniversary campaign and we asked them to consider ways to ensure the faculty and staff were engaged in the activities
 - They have responded directly to our request by creating two challenges in the Colour Your Campus campaign that are only open to staff and faculty
 - We hope you'll consider contributing submissions!

10. Wrap Up Items – Door prizes, Lightbulbs Marketplace, Refreshments!