

**President’s Message:**

# Being Heard

At our January FSA board meeting we were pleased to welcome the new BCIT President, Kathy Kinloch, to join us for a portion of the meeting. Kathy spent over an hour with the FSA board discussing her priorities and hearing ours. Following the session, the FSA board felt a sense of relief, hope, and excitement despite being a group of well-seasoned FSA members with a history of facing considerable frustrations.



Teresa Place,  
President  
(ext. 7558)

Kathy Kinloch has said that there will be no surprises. When she knows, we will know. She believes in engagement and knows that it is the faculty and staff who are familiar with the issues and are the key for finding the solutions. Kathy Kinloch has a strong connection to BCIT and when she speaks of BCIT you can feel her commitment and the conviction that we should stand out amongst all other institutes, colleges, and universities. We have what the BC government is looking for: an effective and efficient means of producing skilled, well educated, job-ready graduates who will contribute to the economic prosperity of B.C. The new President clearly understands that our members are primarily responsible for these outcomes.

Without the faculty and staff BCIT can’t produce the graduates that are needed in the workplace. Our economy requires graduates who are prepared, who are critical thinkers, and who meet the needs of industry. To do this, faculty and staff have to know industry and to keep abreast of changes. They need to meet the needs of their students. They must be able to adapt quickly as the needs of industry and students fluctuate. Knowledge is the best way to do this. We have to understand the needs, the issues, and the demands and then implement the necessary changes.

We also expect that same understanding from the leadership team and from management. We expect full engagement. We expect them to consult enough to gain the trust of the faculty and staff to make the modifications and transformations needed to propel BCIT forward. We expect the decisions made by management to be rooted in the needs of our members and all of the BCIT community. For changes to be truly responsive to our needs, true engagement needs to be entwined in all that management does. Without it too many missteps will occur and the needs of our faculty and staff will not be met. Without that engagement, BCIT will be less than its potential.

We in the FSA want to start hearing the needs of our faculty and staff repeated and understood by management and the BCIT Board of Governors. FSA members will be listening for this at the bargaining table.



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# FSA Bargaining Proposals

By Paul Reniers  
Executive Director

Everyone understands what it feels like to be treated unfairly. We celebrate when we see others succeed. When we see others repeatedly get more recognition and better rewards for doing the same thing we do, the celebration turns sour. We feel demoralized and devalued. FSA members expressed these feelings to us repeatedly during our bargaining consultations.

Our proposals for this round of bargaining focus on equity. Members are discouraged and frustrated to see their own rates of pay fall further behind their colleagues in industry. We got a clear message that members want wage increases and benefit improvements that help them catch up to the industries from which we recruit. In the last round we fought hard just to keep pace with the wage increases given to support staff at the universities, but faculty increases at UBC exceeded ours by almost 1% over the life of the contract. Members expressed deep concern for the future of BCIT if the sacrifices required to work here continue to grow.

Members also recognized that there are significant inequities within our own community. While regular faculty salaries have mostly kept pace with those of college instructors, our already high productivity and workloads have continued to grow. In an increasingly stressful workplace where everyone's time is tightly rationed and closely accounted for, the denial of short-term development opportunities to Librarians, Counsellors, Instructional Design Consultants, Student Services Co-ordinators and other non-instructional Faculty has grown in significance. Greater responsibilities have been pushed on to Assistant Instructors and Technical Staff while their rates of pay have fallen further behind.

Auxiliary employees teaching in PTS now make up a third of our members. More than 60% of BCIT's registrants are now in PTS. Those numbers are growing. Contracts to instruct in an increasing portion of the courses at BCIT provide no access to Professional Development, no access to sick leave, no departmental rights, no vacation, and no severance. What does that say about the future of our programs?

When our collective agreement allows more of the Institute's work to be shifted to staff with less pay and few rights, we are not keeping pace with the sector. No college or institute in BC relies on auxiliary employees for instruction to the extent that BCIT does. As that reliance

increases, we fall further behind as a union and as an educational institution.

The FSA's Collective Agreement Committee has developed a set of proposals meant to address inequities at BCIT. Our wages are falling behind those of the industries we serve and from which we recruit. Compensation and working conditions at other institutions are significantly better for sessional instructors, non-instructional faculty, and researchers. We are one of very few post-secondary and public sector unions without access to the EI top-up for maternity and parenting leave. We compete with universities for research funds but have no employment structures in place to support that work. We have no definition of our right to academic freedom.

A challenging part of addressing employment inequity at BCIT is dealing with the internal disparities. The pattern of settlements and changes in the workplace over the last twenty years has particularly disadvantaged researchers, Assistant Instructors, Non-Teaching Faculty, and PTS Instructors. The breadth of jobs covered by our agreement is an advantage in many ways. It has also had costs for those members whose issues may have been given more priority in a different bargaining configuration.

The bargaining proposals being recommended by the FSA's Collective Agreement Committee are tightly focused on addressing inequities. Many proposals for worthwhile improvements are being set aside to focus on correcting these imbalances. We know that the provincial government is putting tight restrictions on the employer's ability to negotiate cost items, so we are limiting those proposals to ones that reduce disparities or will give a lift to all FSA members. As for non-cost items, we have also left out a number of good ideas to give more time to proposals that will have the broadest and clearest benefit or provide more

fairness in the workplace. By bringing a limited number of specific proposals to the bargaining table, we intend to be able to have negotiations substantially complete by June and, if necessary, bring bargaining to head in the fall of 2014.

None of this will be easy but it will be important. If the government expects us to accept a five year agreement like other unions in the public sector have, this will be our last chance to seek a fairer collective agreement for a long time.



# Zero Tolerance for Workplace Bullying & Harassment: Recent Changes in the Law

By Heather Neun

Senior Labour Relations Representative

## What are the changes?

The press has been full of reports about new laws to address bullying and harassment in the workplace. In 2012, the provincial government amended the workers compensation legislation to recognize a category of compensable claims for mental disorders that are a reaction to a significant work-related stressor, **including bullying or harassment**. WorkSafeBC subsequently issued mandatory Bullying and Harassment Policies that came into effect for all provincial employers on November 1, 2013. These Occupational Health and Safety (OHS) policies elaborate on the duties for employers, supervisors and employees, as a complement to the expanded scope of compensable claims arising from workplace hazards.

## Scope of Compensable Claims

In a nutshell, workers are entitled to compensation for mental disorders diagnosed by a psychiatrist or psychologist, if the mental disorder is: (a) a reaction to one or more traumatic events; or (b) predominantly caused by a significant work-related stressor, including bullying or harassment, or a cumulative series of work-related stressors. In both cases, the trigger of the disorder must arise out of and in the course of employment.

## What is workplace bullying and harassment?

There is still debate over whether there's a difference between bullying and harassment. However, most agree that a common feature of bullying and harassment is that it arises from a power imbalance and the abuse of power, which makes the target vulnerable.

WorkSafeBC's definition is non-exhaustive, which means that other components and conduct may be found to constitute bullying and harassment:

Bullying and harassment *includes* any inappropriate conduct or comment by a person towards a worker that the person knew, or reasonably ought to have known, would cause that worker to be humiliated or intimidated.

## Is bullying and harassment a new workplace offence?

The right of workers to claim compensation for mental disorders arising from workplace bullying or harassment is new in B.C. However, the notion of harassment as a workplace offence is not new under the law developed by grievance arbitrators. Since the 1990s, grievance arbitrators have issued decisions and awarded various remedies in cases involving personal harassment by employees and employers.

*(continued next page)*



**EMPLOYER DUTIES:**

Under WorkSafeBC’s OHS Policy, employers must take all reasonable steps to address the hazard of workplace bullying and harassment. This general legal obligation includes the following:

- Not engaging in bullying and harassment
- Developing a policy statement on bullying and harassment
- Taking steps to prevent or minimize bullying and harassment
- Development and implementing procedures for reporting and for dealing with incidents and complaints
- Informing workers of the policy statement and steps taken to prevent bullying and harassment
- Training workers and supervisors to recognize the potential for bullying and harassment, to respond, and to follow the procedures for reporting
- Annually reviewing the policy statement and procedures



***What do the WorkSafeBC changes mean for BCIT and BCIT employees?***

What has BCIT done so far?

At the end of October, VP of Human Resources Tomi Eeckhout issued an All Staff Notice, drawing the community’s attention to these legislative changes. The Notice stated that harassment and bullying has never been acceptable behaviour at BCIT. In an attachment entitled “WorkSafe BC Bill 14,” the Institute emphasized that such conduct is unacceptable and will not be tolerated. The Notice reaffirmed the Institute’s commitment to a respectful work environment that is free of harassment and discrimination.

The Notice referenced the following BCIT policies as evidence of its commitment and compliance with the new WorkSafeBC Policies: the Harassment and Discrimination (H&D) Policy (7507) and Procedure (7100-PR1); the Standards of Conduct Policy (1504); and the Student Code of Conduct (Non-Academic) Policy (1502). The H&D Policy contains a proscription against personal harassment, as well as discrimination, and procedures for addressing complaints.

The Notice also circulated two documents that describe the duties of supervisors and of employees under the new OHS Policies. The Notice omitted the duties of employers and for this reason, the WorkSafeBC Policy description of employers’ duties can be found on the sidebar of this page [Employer Duties].

What are the duties of supervisors?

The duties for supervisors include the obligations to not engage in bullying and harassment and to apply and comply with the employer’s policies and procedures on bullying and harassment.

What are the duties of employees?

Employees have duties under the WorkSafeBC Policy as well: they must not engage in bullying and harassment; they must report if bullying and harassment is observed or experienced; and they must apply and comply with BCIT policies and procedures on bullying and harassment.

***The many adverse effects and costs of workplace bullying and harassment***

Researchers have tallied the direct and indirect costs of workplace bullying and harassment, adding excellent ethical and business reasons to the legal incentives for tackling this longstanding problem. The consequences for the targets can be far-reaching, affecting them physically, emotionally, socially and professionally. The effects go beyond the target and the bully, however, and can adversely affect the larger work unit. Costs to the institution include disruption in the work unit, the decline in productivity and employee morale, higher employee turnover and absenteeism, and a tarnished public image.

***What to do if you’re being bullied or have witnessed behaviour that is bullying or harassment***

Seek Advice and Take Action

These behaviours usually will not stop without intervention and targets or witnesses should try to take steps to end the behaviour by communicating this to the bully. Seek assistance if you feel unsafe or are unsure about what you’ve experienced or witnessed. Waiting is problematic not only because of the harmful effects for the target but because the bully can interpret your response as tolerating or even encouraging the behavior.

Your options in seeking help are varied. Speak with an FSA Labour Relations Representative. Talk to your supervisor or manager, your HR Advisor or BCIT's Harassment & Discrimination Advisor. If the behaviour is coming from your manager or supervisor, talk to the FSA or find someone in a leadership position you trust.

**Are the WorkSafeBC changes positive?**

These legislative developments are a welcome addition to the broader movement for more respectful, collegial and healthy workplaces. The changes mean that employers have enhanced responsibilities to take all reasonable steps to protect the health and safety of their employees from the threats posed by bullying and harassment. This means that employers must remedy circumstances that are suggestive of the problem, which will require a proactive rather than a reactive stance.

All workplaces can benefit from increased sensitivity and focus on creating more effective **responses** to unhealthy and abusive workplace dynamics, as well as interventions to **prevent** or minimize bullying and harassment. The FSA anticipates more effort and resources being expended on training and education at BCIT. The FSA also expects more dialogue and communication about good processes for addressing bullying and harassment and how faculty & staff can address concerns that arise vis-a-vis management, students and their colleagues. The FSA will align its efforts with those striving to make BCIT an institution that embodies the ideal of a respectful and psychologically healthy work and learning environment.

*Direct  
all  
FSA  
inquiries  
to:*

***fsa@bcit.ca***

*or*

***604.432.8695***

**What is Bullying & Harassment?**  
*This is not a complete list*

- Verbal aggression or yelling or insults; calling someone derogatory names
- Vandalizing personal belongings or sabotaging someone's work
- Humiliating practices
- Spreading malicious gossip or rumours
- Making personal attacks based on someone's private life and/or personal traits
- Making aggressive or threatening gestures
- Targeted social isolation and uncommunicativeness that is humiliating or intimidating

**Conduct that is NOT Bullying & Harassment:**

- Expressing differences of opinion
- Offering constructive feedback, guidance or advice about work-related matters
- Reasonable actions taken by the employer or supervisor relating to the management and direction of employees, such as managing the employee's performance or taking reasonable disciplinary actions



**As a General Principle...**

Not every unpleasant interaction or workplace conflict will constitute bullying and harassment. That said, workplace bullying and harassment must not be condoned under the guise of a strong communications style and the exercise of management rights. It's essential that members seek support and proper advice should they experience or witness conduct that might qualify as bullying and harassment. Doing so is also a preventative step in stopping conduct that could develop into full-blown or protracted bullying and harassment.

***Bullying and harassment can consist of a single incident or a series of incidents***

# FSA's Professional Development Leave

*from your Labour Relations Representatives*

Each FSA member has a responsibility under Article 1.4.2 to “remain a contributing, up-to-date, and effective member of the technological community at BCIT”. One resource for meeting this obligation that is available to Regular Employees (not Temporary Employees or Auxiliary Employees, per Article 4, Employee Categories), is the Professional Development (PD) Leave provision in Article 10.5. The activities approved by PD leave committees are varied and have included support for advanced degrees, participating in industry, researching topics related to the member's field, and many other efforts that develop a member's knowledge, ability, and currency.

The success of BCIT is inextricably linked with the professional development of its employees. Applications for PD are approved by the committees on the basis that the leave will benefit both the applicant and the Institute. We want to ensure that our members are equipped to invest in themselves while strengthening the quality of BCIT.

## Before Applying

- Before you apply, you need to first ask yourself – is this training or PD? Professional development activities are employee initiated, including management suggested activities. Any activity required by management shall be paid for as training under Article 10.9.
- You also need to determine your eligibility. All Regular Employees who have a minimum of one (1) year of full-time service are eligible to apply. This includes all regular Instructors, Assistant Instructors, Technical Staff and Non-Teaching Faculty. (Article 10.5.3.1)

## Now What?

*What do I have to provide?*

Employees should submit a letter of application to the appropriate PD Leave Committee, giving details of their request and including documentation that their Department has approved the leave.

Your submission must include the following:

1. A statement of your intent to continue employment at BCIT at the expiry of the leave. In accepting a paid leave, you are deemed to accept the obligation to undertake a subsequent period of employment equal in time to the period of paid leave granted. (Article 10.5.3.6)
2. A statement of the proposed courses, study or work experience, and your perception of the relevance of the planned activity to the applicant's current or possible future role in the Institute, or to the Institute's concerns. (Article 10.5.3.7)
3. Adequate documentary evidence of your acceptance into the proposed program of studies or work experience situation. This requirement may be waived by the PD Leave Committee if time restraints require; however you must supply this documentation as soon as it is available. (Article 10.5.3.8)
4. Members of the Super PD Committee (i.e. regular members who are not Instructors) must also provide the manager's response to a request to endorse the leave, or evidence that such a request was made ten working days prior to making the application. If the manager does not endorse the request, the applicant can provide a response to the manager's statement of reasons for refusal to endorse. [Memag 12FSA05]

Are you on Twitter?  
Tweet @BCITFSA and  
tell us what interesting  
opportunities you've  
had on a PD leave. Or  
tell us about one you're  
planning?

*How much leave can I take?*

Up to one (1) year is available (Article 10.5.3.1), which may be renewed or extended on the employee's application. However, pay and benefits are only paid for a maximum of nine (9) months (Article 10.5.3.3). Anyone wishing to take a full year of paid leave will need to augment their 10.5 leave by using their vacation entitlement (Article 9.2), and/or their Month Free of Teaching (Article 8.6). Assistant Instructors and Technical staff may also use Development Leave, Short-Term (Article 10.6).

Leave may be taken in a single block of time or may be taken in weeks, days, or hours at a time, spread over a maximum of a 12-month period. (Article 10.5.3.4)

*When do I apply?*

No deadline is specified in Article 10.5; however, the committees are required to establish multiple application dates - up to three (3) times per year. Most committees review applications in October and February and sometimes in the spring. The earlier a member makes an application, the better the chances are that the committee will be able to review it in a timely way and the Department will be able to arrange for backfill.

*Who decides?*

Employees must initially apply to their Department for the leave. Department approval "may be withheld on the basis of the inability to find a suitable replacement" (Article 10.5.3.5). Once Departmental approval is received, the member must apply to one of the PD Leave Committees. There are four (4) PD Leave Committees that consider applications from Instructional Faculty: Academic Studies; Business; Engineering, Electronics & Computing; and Health. Additionally there is a "Super PD Committee" that considers applications from Assistant Instructors, Technical Staff and Non-Teaching Faculty.

You can learn more about PD Leave, including your compensation during the leave, backfilling, and the requirements to fulfill upon completing your leave, by reading the [guide on the FSA website](#) or by contacting the FSA at [fsa@bcit.ca](mailto:fsa@bcit.ca) or 604.432.8695.

*Neither this general overview nor the guide is a substitute for consultation and advice about specific cases. Members should direct concerns or inquiries about their personal circumstances to the FSA's Labour Relations staff ([fsa@bcit.ca](mailto:fsa@bcit.ca)).*



# External Relations

*By Paul Reniers  
Executive Director*

When faculty and staff in colleges and institutes in BC were given the right to unionize in 1975, the BCIT Staff Society (as the FSA was then called) actively lobbied the government to ensure that BCIT had its own Board of Governors and could be an independent employer, separate from the government. In the following years when first collective agreements were being negotiated, we were an influential partner in a loose coalition of college faculty associations.



In 1980, that loose coalition formed a federation called the College Institute Educators Association, now called the Federation of Post-Secondary Educators (FPSE). The Staff Society opted not to join the federation and we've charted an independent path ever since. Our employer is different, our collective agreement is different, and how we do our work as a union is different.

In recent years, our issues have been increasingly shared with other unions in our sector. The provincial bargaining model has tied our negotiations closely to those at the colleges. We've evolved too. Since 2010, we've participated as a partner with FPSE in common table negotiations, having a hand in shaping discussions during the 'net zero' round. In 2012, our job action was instrumental in setting the pattern for the sector and in beating back concessions to the drug plan.

We have seen that we can participate and have an influence at the sector level and that we are welcomed there by other unions. We have also recognized that other unions and organizations are doing work of great relevance to us. Issues we're trying to address, like the wide spread use of auxiliary contracts, the protection of academic freedom, the ownership of course materials, and issues

relating to research work, have been addressed many times by other organizations. In November we attended the annual meeting of the Canadian Association of University Teachers (CAUT) for the first time as observers. We found an organization representing college, university, and institute faculty from across the country that is deeply engaged in matters of importance to us and is a national leader in post-secondary policy and employment issues. And we were warmly welcomed by them.

Given these experiences, the FSA board is examining whether associating with organizations like CAUT and the BC Federation of Labour will help extend our reach and provide us with valuable resources. The BCFed offers training opportunities, a structure of lobbying and communications on a provincial level, and a network for unions to share information and collaborate. These structures also give access to representational and organizational supports if we find ourselves in difficult circumstances in the future.

The strong independent streak that runs through the FSA history won't be changing any time soon. How we protect and make use of that independence may need to change along with the environment in which we operate. Recent experience suggests that working with other organizations in limited ways can extend our reach, produce better outcomes, and provide us greater stability without sacrificing our autonomy. The FSA Board of Directors will report to members if they find such an association is in our interests.



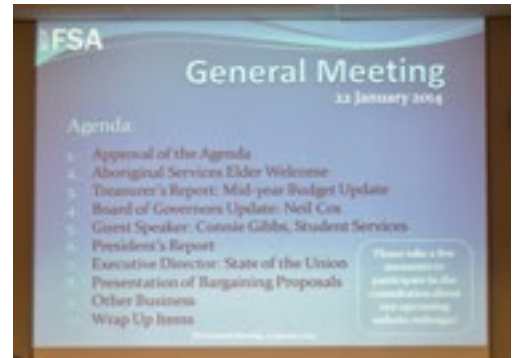


# General Meeting Report

By Kyla Epstein  
Member Engagement Officer

There are some events, weddings or that 3-hour long retirement roast, that you want to make sure you have enough chairs for. And while we will order more chairs for our future General Meetings, it was heartening to find ourselves in a “standing room only” situation at January’s FSA GM. With items such as upcoming FSA elections, the BCIT 2014/15 budget, and bargaining proposals on the agenda, the FSA is strengthened by members taking the time to stay informed and be involved.

We were honoured to be joined again by BCIT Aboriginal Services’ Elder, Alf Dumont, whose words captured some of the essence of what faces all of us when we make decisions that affect not only ourselves but those who come after us. FSA member Connie Gibbs from Student Services generously shared her knowledge and experience of supporting BCIT students with financial debt load management. Connie informed members about a program that her department has implemented to improve the financial literacy of BCIT’s students. We also welcomed FSA member Neil Cox from the School of Energy who currently serves as the Faculty representative on the BCIT Board of Governors. Neil provided a comprehensive overview of the scope of the BoG, his role, and the current issues.



The bulk of the meeting, and perhaps the primary reason for the chair shortage, was spent outlining the bargaining proposals developed by the FSA’s Collective Agreement Committee (CAC). Current bargaining context must take into consideration factors within BCIT but also within the greater bargaining climate in the province. Through consultation and research, the CAC has gathered a vast amount of quantitative and qualitative data that reinforces the need to achieve equity for our members. Equity requires a lens that takes in the greater public sector, colleagues in post-secondary around the province and in industry, and the growing gaps within the FSA membership.

As with banquets and general meetings, when it comes to bargaining we want everybody to have a seat at the table.

This year we started inviting FSA members to speak at our General Meetings about their work that may hold interest for other members.

**Want to speak at an upcoming GM?**

**Know another member that you think should speak?**

Contact Kyla at x8569 or [kepstein@bcit.ca](mailto:kepstein@bcit.ca)

## Board Member Profile: Derik Joseph



The FSA Board of Directors includes the President, Vice-president, Treasurer, Recording Secretary, Director-Associate Members, and five Directors-At-Large. Each director contributes their unique experience and perspective to the consideration of issues affecting all members. Our newest Director-At-Large, Derik Joseph joined the board in August 2013. Derik is a Tech Staff member working as an Advisor in Aboriginal Services.

### What is the most exciting part of your work right now?

Applying my recent thesis studies into how I approach and support our students. It's an opportunity to share with faculty and staff a way to engage with BCIT's Indigenous population.

### What motivates you to be involved with the FSA as a board member?

It allows me to see the full spectrum of staff and faculty at BCIT I may not have otherwise seen. I see my department/role within Student Services on a daily basis but only make interdepartmental contact when working on projects, etc. The FSA makes it possible to engage with members outside of my department and I can see the bigger environment that makes BCIT so strong.

## Staff Profile: Maria Angerilli



With almost 1,500 members, eight employees, and a budget of over \$1.3M, the FSA Board of Directors have a large responsibility. As FSA Executive Assistant, Maria Angerilli is a resource to the board and supports the work of the Executive Director, particularly in administering our own staff needs. On top of that, Maria brings a real talent and passion for design to the FSA's work.

### What is the most exciting part of your work right now?

I have a role at the FSA that allows me to get involved in a lot of different projects. I've recently started working on our publications, doing the layout, format and design; I enjoy this, as it adds a little creativity to my job. I've also started taking photographs for the FSA, of our members, events and the campus – it is great for me to bring my love of photography to my work at the FSA.

### Why do you think the FSA is a vital part of the BCIT community?

With our membership representing such a varied group of individuals, I think the FSA plays an important role in ensuring that all our members' voices are heard. The FSA strives to make sure that our members can do their job under the best working conditions possible.

**Representation. Negotiation. Advocacy.**

### How does the FSA support your work at BCIT?

I have a young daughter whom I take care of and look out for. Having her security in mind first and foremost regarding support and coverage allows a peace of mind for me as a father and allows a more productive work place for me as an employee.

### Is there anything you'd like to see change as an FSA member?

The General Meetings are a great way to engage with other FSA members. It would be great to see more members participating in the GMs as a way to show support and keep current with FSA topics.

I really enjoyed seeing the recent presentations done by members at the FSA AGM as it spotlights the great work and projects that are happening – check them out!

### What was the last conference or course you went to?

A recent thesis presentation at the Association of Canadian Community Colleges (ACCC) Serving Indigenous Learners and Communities Symposium in December 2013. I am very excited to be presenting at the World Indigenous Peoples Conference on Education in 2014.

### What is something the FSA board does that many members may not be aware of?

Our Board is a volunteer Board, but each Director goes above and beyond of what is expected of their time commitment to the FSA to ensure the best interests of our membership. Though our Board only meets monthly, Directors often make time to share their views and those of their colleagues on issues that affect the membership.

### Why do you think more members should serve on the FSA board?

Our membership is diverse and our Board should reflect this diversity. It's important that members from different areas at BCIT step up and represent the different areas of our membership. Each new Board member brings a different view and opinion, which will hopefully reflect the needs and wants of the entire membership.

### What keeps you busy when you're not at work?

Family life and my photography work.

*Interested Maria's photography work? Please visit: [mariaangerilli.com](http://mariaangerilli.com) Disclaimer: Maria didn't ask us to put this link in but we think her work is worth sharing.*

## Member Profile: Sue Einarsson



Photo by Scott McAlpine

Susan Einarsson is an FSA member and Faculty in the Radio Program of the Broadcast and Communications Department in the School of Business. Susan’s experience with the FSA has deepened her relationship with the organization and its staff. As a member-driven organization we appreciate Susan’s sharing her thoughts and insights.

### What is the most exciting part of your work right now?

One of the most exciting parts of my work now is teaching a new course, the Capstone Project. My student groups work to create social change by developing educational and entertainment programming in the form of a soap opera. This technique has proven successful in developing countries and it is exciting to see what influence it will have here.

### What motivates you to be involved with the FSA?

I believe in the power of groups and policy, not just personal opinions when dealing with workplace issues or even for the sake of maintaining fairness in the work place. The FSA

has excellent staff that is willing to listen, be honest and help you with a problem when indeed there is a real issue.

### How does the FSA support your work at BCIT?

The FSA has persistently and creatively advocated for the full recognition of our terms and conditions of employment. They have advocated for fairness and more transparency. The FSA speaks for us as a larger group when there are issues within the Department and School, as well as in contract negotiations. Their efforts have made me and my colleagues feel more supported and appreciated in the workplace

### Is there anything you’d like to see change as an FSA member?

I would like to see the FSA have a more visible role around campus and to keep educating the members about the important work they are doing every day.

### What was the last conference or course you went to? Or one you’d like to attend?

Looking forward, I want to take a creative writing course at Oxford University in England this summer!

## 2014 President/Vice-President Election & Director-at-Large Byelection Schedule

### EVENT

Official notice of upcoming elections

Formal call for nominations - forms available at bcitfsa.ca or at the FSA office

Open session: What does it mean to be an FSA board member? **NEW!**

### SPRING BREAK: MARCH 10-14

Nominations close; deadline for receipt in FSA office

Candidates’ statement deadline for receipt in FSA office

Candidates’ statements posted to FSA website

Notice to membership advising names of candidates running for election

All candidates meeting

Electronic voting turns on

Electronic voting turns off

Election results to membership

Deadline for request of recount

### EASTER WEEKEND: APRIL 18-21

Recount

Destruction of ballots

### DATE

Wed, Feb 5<sup>th</sup>

Tues, Feb 25<sup>th</sup> (Noon)

Wed, Mar 5<sup>th</sup> (4pm – end of Tech Rep meeting, all members welcome)

Tues, Mar 11<sup>th</sup> (Noon)

Tues, Mar 11<sup>th</sup> (Noon)

Fri, Mar 14<sup>th</sup>

Fri, Mar 14<sup>th</sup>

Wed, Mar 26<sup>th</sup>

Tues, Apr 1<sup>st</sup>

Fri, Apr 11<sup>th</sup> (Noon)

Tues, Apr 15<sup>th</sup> (Noon)

Thurs, Apr 17<sup>th</sup> (Noon)

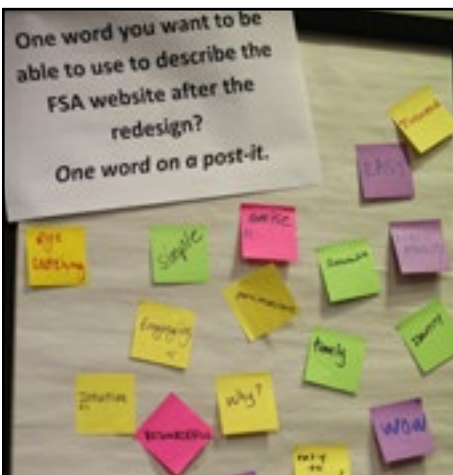
Tues, Apr 22<sup>nd</sup> (Noon)

Thurs, May 1<sup>st</sup> (Noon)

## Update: FSA Rebrand and Website Redesign

By Kyla Epstein  
Member Engagement Officer

As many of you already know, the FSA is in the midst of a complete organizational rebrand and website overhaul. This is the first comprehensive branding exercise the organization has been through in its history. We know that the current website, one of the most prominent ways we communicate who we are, does not serve the needs of our members. We know that if you put a brand, a logo, or a website in a room with a dozen people you will likely get more than a dozen different opinions. Our intention for both the new brand and the new website is to capture the vision and mission of the FSA and to serve as attractive and effective tools for communicating with you, the members, and with all FSA stakeholders. *Thank you to all the members that have participated in consultation exercises at Tech Rep & General Meetings. We look forward to unveiling our new look by May 2014.*



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