

Tech Rep Meeting

Oct 12, 2016

*Tech Rep Meetings take place on the
2nd Wednesday of the month
(Sept-May), 2:30 - 4:20pm.
All here in Town Square D!*

Your Tech Reps

Please let us know if there are any changes to your Tech Reps so that we can update contact lists and information on the website!

fsa@bcit.ca
604.432.8695

Agenda

1. Announcements & Question
2. LR Education: Holiday Break & ~~Duty Days~~
 - + Answers from last month's Dropbox
3. State of the Union – *Special Video Edition*
4. President's Report
5. PD Stories – Patrick Neal & Anne McCannel
6. Fair Employment Week
 - a) What's happening
 - b) Roundtable discussions
7. Coming up...
8. Tech Rep Open Discussion/Forum; Drop Box; Draw

Announcements & A Question



Feedback & Draw

- Fill out the Tech Rep Meeting Quiz Form
 - Help the FSA improve these meetings!
- You will be entered in the draw
 - You must be present to win
 - We will draw 2 winners today for FSA SWAG items

*We will draw at the end of
the meeting*

Next General Meeting

Wed, Oct 26th
2:30pm
Town Square A/B

- AGM
- Focus on Fair Employment Week
- Proposed changes to constitution & by-laws
- And...food!
- Plus come and encourage others members to as well!

A Question...

- How much time do you think members would be willing to spend filling out a baseline survey?
- Keeping in mind that there would be a draw for an incentive worth approximately \$200

Please write the amount of time on a post-it note and leave it on the table!

LR Education: Faculty & Staff Association Article 8.7 – Break Periods, Christmas Break

Christine Nagy, LRR



What is Christmas Break?



- *Art 8.7.1 Term, Spring and **Christmas** break periods are **not considered vacation periods**. Duty allocations during Christmas break [period] shall be decided by each Department ... [A]ny Employee without such assigned duty shall not be required to be in attendance at the Institute.*
- **2001 Arbitration** regarding the application of Art 8.7.1 led to Christmas Break being administered based on the Hope Arbitration Award and subsequent Memag 01FSA31.

When and how long?



Teaching Departments

- ‘after marks review’ and ‘before the resumption of classes’
- For 2016, some departments will have as few as 3 days’ break

Non-Teaching Departments

- 5 consecutive work day period
- Between ‘after marks review’ and ‘before the resumption of classes’
- Must include work days between Christmas Day and New Year’s Day (*statutory & general holidays are not considered work days for this purpose*)
- BCIT and the FSA agree on the 5 day break dates each year

What is “On Duty Off Campus” (ODOC)?



Conditions for Access to Benefit of Article 8.7 (ODOC during Break Periods)

1. *Employee who is off campus is available to perform duties – at home, by phone or computer, or able to come to campus where necessary.*
2. *Department allocates duties so as to meet Departmental objectives (14.1) and provide coverage of necessary services and operations (as determined by the Department (14.2), including a pre-established Department vacation schedule (14.2.3).*
3. *The latter process of devising a Department plan is carried out by the Department (as defined: members + related manager) and this plan must be concluded on or before November 1.*

Proposed 5 Day Break 2016

Non-Teaching Departments



Because all of the statutory and general holidays around Christmas and New Years land on the weekend this year, days in lieu are taken on weekdays. This leaves few days to designate as the 5-day break period. Proposed dates overlap the end of the marks review date of December 22, 2016. If two of the break days land on December 21 & 22, overlapping the end of marks review date, how will that affect your Department? Will you still be able to have these days as break days or do your departmental objectives and plan have you working up until the end of marks review date? Will it be impossible for you to be ODOC because you're required to perform, or provide coverage for, any necessary services or operations?

Now confirmed!

Proposed 5 day break dates

Wednesday, December 21, 2016
Thursday, December 22, 2016
Friday, December 23, 2016
Thursday, December 29, 2016
Friday, December 30, 2016



**You can always
contact us
afterwards with
follow up
questions:
fsa@bcit.ca or
604.432.8695**

Answers: Last Month's Dropbox



Last month's Dropbox

Question

- Tuition Waiver / Clarifying questions
 1. Only for Faculty (i.e. Regular Employees) or also for PTS Instructors? **Only Faculty/Regular Employees**
 2. “Day school” courses and PTS courses? **Only PTS course**
 3. Three days before if seats? **Yes**
 4. Is it possible that one will never gain entry to a course that is always full? **Yes**

Elaboration of Answers

- **Article 10.10 Employee Registration in Institute Courses**
 - Regular Employees will be able to take any Part-Time Studies/Continuing Education courses offered by the Institute without paying the tuition fee provided that:
 - 10.10.1 the Employee satisfies the normal course prerequisites; and
 - 10.10.2 no fee paying student is displaced; and
 - 10.10.3 Distance Education or Clinical courses are not covered by this provision. However Employees may access these by utilizing professional development funds to pay for course fees, etc.
 - 10.10.4 Employees who are not paying tuition, do not count towards the minimum number of students required to ensure that a particular course runs.
- Question 4 is answered by Article 10.10.2. It is possible that FSA members would never gain entry into a course that is very popular and always full. However, we've also heard of instances where in such cases, the course instructor was contacted and asked if they'd be willing to accept the FSA member despite the class being over their normal class size and they've agreed at their own discretion. We don't have any concrete examples of this, however.

Last month's Dropbox

Question

- If a faculty member fills in for a sick colleague (or is otherwise absent) will they be entitled to a yellow contract for additional hours worked?

Answer

- No. “Yellow contract” is an obsolete term that describes **PTS instructional work** under the third employee category of “Auxiliary Employee” (Art.4.3), and **PTS instructional (“yellow”) contracts** cannot be used to compensate for coverage of a Faculty’s absence from work.

To elaborate:

- If a part-time (i.e. less than a 1.0 FTE) Regular Employee (Art.4.1) or Temporary Employee (Art.4.2) covers a colleague’s absence, BCIT should issue a Temporary Employee contract (“green”) for the additional work.
- If a full-time (1.0 FTE) Regular Employee or Temporary Employee covers a colleague’s unexpected short absence, then BCIT should pay them under the overtime provision – the FSA recommends seeking approval of the manager.

Last month's Dropbox

Question

- Can a Temporary Employee (Art.4.2 term) be required to take the 43 days of vacation?

Answer

- No. BCIT cannot force a temporary employee to take an Article 9.2.1.5.4 leave without pay as this is the employee's clear entitlement and the language mandates that it is can be taken at their request.
- Temporary employees receive vacation pay in lieu on each cheque. This is the cost of hiring them and it would be budgeted when hiring temporary employees.

(Video) State of the Union

Paul Reniers, Executive Director

State of the Union



Part 1 & 2: AKA – Kyla's phone hates her 😊

President's Report

Teresa Place

A decorative graphic in the top right corner featuring several white speech bubble icons with green hexagons inside, set against a green background. A dark blue banner with the text "BCITFSA" in white is positioned diagonally across the top right.

BCITFSA

Update



FSA Strategic Plan Update

M. Members

O. Opportunities

R. Rights

E. Education

PD Stories



PD Stories

- ❖ What I did for my recent PD was...
- ❖ It was valuable because...

Have a PD story you want to share at a TR meeting, a GM, in a blog, or in the newsletter? Contact Kyla!

- *Anne McCannel, Faculty, Food Technology*
- *Patrick Neal, Faculty, Forensic Science & Technology*

PD activities with industry

Anne McCannel, Food Technology

1999

- 3 months at St. Lawrence Research Co.
- 5 months at Yves Veggie Cuisine



PD Stories

- ❖ What I did for my recent PD was...
- ❖ It was valuable because...

2005

- 5 months at Gourmet Baker

2012

- 5 months at Monte Cristo Bakery

A red cursive signature, likely 'Anne McCannel', is positioned to the right of the 2012 text.

What I have been doing?

- Past 3 years exploring how strikebacks, hackbacks, and revenge attacks have been evolving as a response to online victimization.
- Positioned “Active Cyber Defence” as a public good, not a cybersecurity technical problem.
- Community Commons for the benefit of individuals which promote a stronger secure information society .

PD Stories

- ❖ What I did for my recent PD was...
- ❖ It was valuable because...

What have been the benefits?

- Created public debate about hackbacks, revenge attacks, and strikebacks conducted illegally by individuals and companies.
- Create tools, products, and services which are legal and framed by the larger public good.

PD Stories

- ❖ What I did for my recent PD was...
- ❖ It was valuable because...

Fair Employment Week

FEW / CAUT campaign

www.bcitfsa.ca/few

FAIR EMPLOYMENT WEEK | OCTOBER 24-28, 2016

Let's Make it FAIR!



 **www.caut.ca**

FAIR EMPLOYMENT WEEK | OCTOBER 24-28, 2016
LET'S MAKE IT FAIR!

DECENT LIVING
for everyone



FAIR EMPLOYMENT WEEK | OCTOBER 24-28, 2016
LET'S MAKE IT FAIR!

BETTER JOB SECURITY
for everyone



FAIR EMPLOYMENT WEEK | OCTOBER 24-28, 2016
LET'S MAKE IT FAIR!

AN OFFICE
for everyone



FAIR EMPLOYMENT WEEK | OCTOBER 24-28, 2016
LET'S MAKE IT FAIR!

ACADEMIC FREEDOM
for everyone



FEW & the FSA: Oct 24-28

- Focus:
 - Tech Rep Meeting
 - Newsletter
 - AGM
- Video
- Event w/ DC
- Pub Event w/ Lower Mainland FAs
- Materials: Posters, buttons, social media posts



We invite our members to celebrate a campaign advocating for the full employment and the fair treatment of all academic staff regardless of their appointment status.

Friday, October 28, 2016
4:30-6:30pm
St. Regis Pub & Grill
602 Dunsmuir Street
Vancouver, Coast Salish Territories

FEW + Diversity Circles

Gender Diversity & SSHRC Celebration Event

- Tuesday, October 25 @ 4:30-6:00pm @ BCIT Downtown (8th floor atrium).
- DC is celebrating [Fair Employment Week](#) and our recent SSHRC funding by featuring speakers (to be announced) to talk about Gender Diversity as it intersects with precarious employment.
- The event will include a fun, facilitated networking activity to allow you to connect with more peers from BCIT, Industry, and the wider community on the topic of Diversity, and an update on Diversity Circles next steps -- all with a celebratory theme (and food).

***Why celebrate?** Diversity Circles is thrilled to announce that over the summer we were named as a recipient of [Community and College Social Innovation Fund \(CCSIF\)](#) funding from the Social Sciences and Humanities Research Council (SSHRC)!*

Fair Employment Week

Discussion



Roundtable Discussion

- Focus on topic
- Contribute your thinking and experience
- One person talking at a time
- Listening: Respect one another
- Curiosity: Seek to understand
- Share time so many get a chance to talk

I will give you a 5 min warning for wrapping up

Coming up...



Coming Up...

November TR Meeting:

- LR Education / Workload
- Member Baseline Survey
- Tour & conversation @ BCIT Library

Draw, Open Forum, & Drop Box

Open Discussion/Forum

This is your opportunity to ask any questions for your department or share any concerns.

Please introduce yourself with your name & department for those who may not know you!

Thank you!

Please don't hesitate to contact us if
you have any questions/concerns!

Teresa Place, FSA President x 7558

Kenzie Woodbridge, FSA Vice President x 6703

FSA Staff, x 8695 or fsa@bcit.ca

Please sign in if you
haven't already!

Next Tech Rep Meeting

November 9, 2016

2:30 – 4:20pm

Town Square D

BCITFSA 
BC INSTITUTE OF TECHNOLOGY
FACULTY & STAFF ASSOCIATION
REPRESENTATION | NEGOTIATION | ADVOCACY