



# BCITFSA

# VOICE

*Your Association's News*

**President's Message:**

## Finding Gains

Public sector unions across BC have accepted the government's bargaining mandate of 5.5% increases over the next five years. We know that doesn't even come close to meeting the needs of our members, and we would not have another opportunity to improve our Collective Agreement until 2019. So if we can't break the mandate, what else can we do?

We can do what I am always asking BCIT's leadership team and managers to do: Take another look at every issue and find wins for our members. In these tough times when managers know that our wages and benefits aren't keeping pace, we are asking them to use whatever discretion they have to benefit our members. FSA members should be doing the same for their colleagues.

When I look at how we can support our colleagues, I think of the variety of committees that our members sit on. We sit on these committees to serve the Institute, our union, and our colleagues. As representatives of the union, we should be finding solutions that provide the best benefit for our colleagues. This can be a challenge. Members on committees might not have a clear idea of what their role is on the committee or who their colleagues are. They might not know the role of the chair or why HR is there and what role HR might play. If they have questions they might not even know who to ask or who they are allowed to speak to.

I want to fix that confusion. To start, we are developing a schedule of reviewing and renewing our committee representation so there will be new opportunities to serve on committees. We need to be able to give interested members a clear idea of the demands of each committee and the time commitment. We need training, so that committee members understand their role and can hear from colleagues and past committee members what the

issues are. Committee members will be asked to report back to the FSA so that we can support them and stay in touch.

The most important thing is that we encourage a kinder and more open approach. I ask that of managers and I also ask that of our members. Ask yourself if you are doing all that you can to support and get the most for your colleagues. Can you do something different? Do you need

to follow past practice or is it time to reconsider those assumptions? Are you creating more opportunities for your colleagues or are you creating road blocks?

If the next five years are as lean as the provincial government intends, then now is the time for us to look for all possible ways to find gains and benefits for our members through other means. Let's start knocking down the barriers together.



Teresa Place  
President

## Bargaining Update

By Paul Reniers  
Executive Director

After only eight sessions, bargaining with BCIT feels well advanced. We continue to run into roadblocks created by the provincial government's unwillingness to let us resolve our problems through negotiation. They would rather let some problems fester than give BCIT the latitude to address them if there are any cost implications. That narrow mandate greatly limits the scope within which the employer is prepared to talk and may be speeding up these negotiations.

***“Running entire programs with instructional contracts that offer no guaranteed hours from term to term, no professional development, no participation in departmental decisions and administration, no paid time for on-going upgrading and renewal, no office in which to meet students, and no right to take a leave is also a serious threat to the quality and integrity of our programs for which BCIT is known.”***

A key example of this is the lack of discussion of PTS issues. We have put forward a variety of proposals to recognize that a large portion of instruction at BCIT is done through PTS contracts. We have proposed paying PTS Instructors for work they do in the preparation and administration of their courses. We've also proposed providing access for PTS Instructors to professional development, sick leave, and departmental rights and to improve access to extended health benefits. Even though the rights and compensation available to our PTS members are well behind those at many other lower mainland institutions, these proposals are all cost issues that the employer shows no inclination to address.

Failure to address these issues in PTS has to concern all FSA members. According to BCIT's figures, more than 60% of our registrants are in PTS. Removing trades registrations, that portion becomes significantly higher in the technology programs represented by the FSA. The high number of PTS registrations doesn't just reflect the success of our night school offerings. Numerous very successful dayschool offerings are now staffed through auxiliary PTS contracts. BCIT's senior leadership has pointed to PTS as the site of BCIT's future growth. Some managers have openly contemplated replacing existing programs with PTS alternatives. This is a serious threat to our job security. Running entire programs with instructional contracts that offer no guaranteed hours from term to term, no professional development, no participation in departmental decisions and administration, no paid time for on-going upgrading and renewal, no office in which to meet students, and no right to take a leave is also a serious threat to the quality and integrity of our programs for which BCIT is known.

Similarly, maternity and parental leave top up is a proposal where BCIT and the government only see the cost and not the value. For years, we've been the only employees at BCIT and among the very few in the sector that do not qualify for supplemental employment benefits under Employment Insurance regulations. Not providing top up is a significant problem for recruitment and retention. Every year we hear of members who come to BCIT assuming that this benefit will be there for them when they start or expand their families. Maternity and parental leave top up is widely embraced because it provides terrific social benefits while encouraging trained and experienced

employees to stay attached to the workplace. Why these benefits are adequate for other post-secondary employees but not FSA members remains unclear.

Research is one area where we are making progress despite continuing concerns about limits being imposed by Victoria. We continue to confront the belief that research should provide BCIT with benefits without incurring costs. Building provisions into the collective agreement that recognize the research work that goes on at BCIT without including new rights or pay scales doesn't meet the needs of our members doing this work. Still, we are confident we will see improvements in how research is represented in the collective agreement.

Earlier start and later end times continue to be a big issue. Neither the employer nor the union is considering having FSA members work longer days. What is under consideration is having some employees start earlier and others work later. We had a very successful consultation with members from across the union with an interest in the issue that will help form our response at the bargaining table. However it's still not clear how BCIT sees the value of extending the regular hours of work.

The final hurdle to clear in bargaining once again may be Extended Health Benefits. We know that the government wanted to compromise our drug coverage in 2012. That was a big motivation for our strike. Unions that did agree to align their drugs plans with Pharmacare, like BCNU and BCGEU, have since tried to reverse the damage done. This year the Vocational Instructors at the colleges agreed to a benefits trade off: Deductibles went from \$25 to \$40 a year per family and the reimbursement for allied health practitioners was sped up, but not increased. We've been asked to agree to the same. Importantly, the employer emphasized its proposal to amend the clause that says that they can't change the benefit plan without our agreement. They want to be able to change any detail that's not specified in the collective agreement. The collective agreement actually contains very few details of our benefit entitlements and this change could gut our coverage.

Your FSA bargaining team will not be distracted by demands for concessions when we already see compensation and working conditions eroding in the face of cost of living increases, rising private sector wages, increasing workloads, and declining facilities. We went into negotiations with a mandate to meet the needs of FSA members and create a more equitable work environment. We will continue to bargain toward those goals.

## *Post-Secondary Notes*

No matter where you click these days it seems that everyone is talking about issues surrounding auxiliary employment in post-secondary. We've compiled just a few of the links to check out...

- Fair Employment Week – the week is over but the Canadian Association of University Teachers website has good resources: [fairemploymentweek.ca](http://fairemploymentweek.ca)
- Article: The Adjunct Crisis is Everyone's Problem: [chroniclevitae.com/news/762-the-adjunct-crisis-is-everyone-s-problem](http://chroniclevitae.com/news/762-the-adjunct-crisis-is-everyone-s-problem)
- CBC segment: Class Struggle: [cbc.ca/thesundayedition/documentaries/2014/09/07/class-struggle/](http://cbc.ca/thesundayedition/documentaries/2014/09/07/class-struggle/)

*FSA PTS Members – Check out FSA resources at [bcitfsa.ca/member-resources/pts-members](http://bcitfsa.ca/member-resources/pts-members)*

# Let's Change the World....Again

## Non-Destructive Testing of Concrete & Masonry Blocks

*By Jim Booth  
Physics Department, Faculty & FSA Member*



### ***FSA LIGHTBULB***

## **Non-Destructive Testing of Concrete & Masonry Blocks**

In Canada, we take for granted that the building materials are tested and meet minimum safety guidelines for strength and reliability. However, in developing countries the cost of implementing and maintaining a quality assurance program for concrete blocks used in construction is beyond the means of their economies. One of the tragic outcomes of this reality was seen in the devastating aftermath of the earthquake in Haiti (2010). The extraordinary loss of life and property were attributed to poor quality blocks used to construct homes and other vital infrastructure.

This event led Dr. Svetlana Brzev (BCIT Civil Engineering) and Dr. Diane Kennedy (BCIT Electrical Engineering) – working from a suggestion by Bill McEwen (Masonry Institute of BC) – to initiate a research program to find a reliable, low-cost method to determine the compressive strength of concrete blocks that can be introduced to developing economies. To get the job done, Svetlana put together an interdisciplinary team at BCIT which includes Dr. Neil Cox, Dr. Diane Kennedy, and Glenn Pellegrin (BCIT Electrical Engineering), Dr. Jim Booth (BCIT Physics), and the BCIT PART Group team (including Joe Newton and Nancy Knaggs).



Prem Chane devises concrete mixtures

The basic premise of the program is that the resonant sound of the concrete blocks when they are tapped is a measure of their compressive strength. That is, acceptable blocks “sound right” while sub-standard blocks do not. The on-going research has been a classic case of scientific and engineering detective work to tease out what the “right sound” means. Through student research projects (directed studies in Civil Engineering, Electrical Engineering Capstone projects, and summer student projects) enormous progress has been made toward realizing our goal. Of particular note has been the work of two students, Prem Chane (BCIT Civil Engineering and NSERC USRA awardee) in 2013 and of Joel Hooge (BCIT Electrical Engineering and NSERC USRA awardee) in 2014. Prem fabricated a “library” of concrete blocks and cylinders, using a range of different concrete mixtures

so that their compressive strengths varied from about 3 MPa – unacceptably weak – up to 18 MPa – acceptable by Canadian standards. Armed with these, Joel Hooge helped to define a standard methodology for supporting the samples and acoustically exciting them with a ball bearing (see photo below). This work has demonstrated, for the first time, the correlation between concrete compressive strength and its resonant frequency – paving the way for a non-destructive testing standard. At present an  $\alpha$ -prototype device is under construction in collaboration with the BCIT PART Group for further test refinement and field studies.

This research is revolutionary: Not only do we hope to change the world for the better, redefining the state of practice for concrete testing around the world, but it also offers a novel model of research for BCIT. Namely, it is a cross-disciplinary, cross-school collaboration which pulls together team members who each contribute their own expertise to the project. This work has supported research projects for 14 BCIT undergraduate and diploma students (from Civil and Electrical Engineering) and has enjoyed support from the School of Construction and the Environment, the School of Energy, the School of Computing and Academic Studies, and the BCIT Technology Centre. The program has also enjoyed support from the BCIT VP Research Fund, NSERC, and the Masonry Institute of BC. As we continue to progress, we look forward to advancing BCIT’s mandate of providing our students with exciting hands-on training opportunities – and giving our faculty, staff, and students a chance to change the world!



Joel Hooge defines a method for measuring concrete strength

# Member Consultation: Hours of Work

*By Paul Reniers  
Executive Director*

A key issue for both the employer and the FSA in this round of bargaining has been hours of work. The regular hours of work set out in the collective agreement are between 8:30am and 5:30pm. In addition to members on auxiliary contracts, like Part-Time Studies Instructors, many faculty and staff work outside these hours by agreement with management and the union and some work outside of these hours in the absence of any agreement.

The FSA has been increasingly reluctant to agree to new hours of work arrangements and to continue existing arrangements. The provincial government has been adamant that any improvements to our collective agreement must be offset by a comparable concession. In that environment, we cannot continue to agree to waive rights under our collective agreement without seeing some corresponding benefit in exchange. In a provincially enforced 'net zero' bargaining dynamic, our hours of work provision becomes a key leverage point for the union to make improvements to the collective agreement.

Importantly, the employer and the union agree that no FSA member should work a longer day as a result of any change in the regular hours of work. Some might start earlier and some might finish later but no work day would exceed nine hours.

With that background, the FSA brought together about 30 members from across the Institute to examine issues relating to hours of work and to determine if some compromise might be possible. FSA member Brian Thom from the Learning and Teaching Centre facilitated a World Café style consultation, with FSA Executive Director Paul Reniers providing a briefing on the issues at bargaining.

The process provided a lot of information for the FSA Bargaining Team to consider. Some members saw little if any benefit to extending the hours of work. Others saw it as a necessary or very helpful step in meeting the

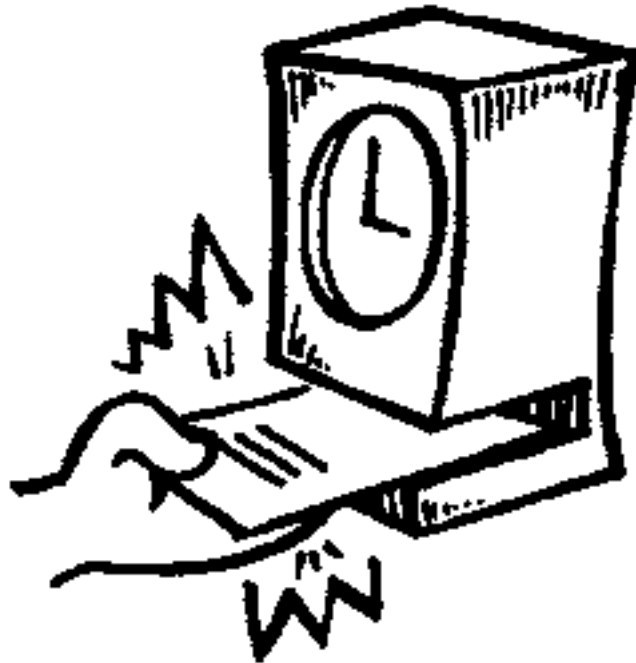
needs of programs and of employee preferences. Either expanding or restricting hours of work poses significant lifestyle challenges to members.

Member input was particularly helpful in identifying collateral impacts of extending the regular hours of work. Problems associated with the quality of student participation, available support services, recruitment and retention issues, challenges scheduling meetings, and conflicts with PTS programming were all raised.

For at least a third of participants, the issues associated with extending the regular hours could not reasonably be offset by other improvements in the collective agreement. Many others felt that the benefits would need to be significant and made available to the entire membership, such as increases in wages, a shorter work week, or significant improvements in extended health benefits. Several limitations on scheduling beyond the current regular hours were also supported, like paying a shift differential, maintaining department control over timetabling, limiting what sort of activities could be done at the beginning and end of the day, and individual agreement to early and late schedules.

Members also cautioned the FSA leadership not to let this issue become divisive within the union. Some saw the issue as another way of making faculty and staff pay the price for the government's failure to build the needed infrastructure. They questioned why we would compromise our rights to let the government get away with underfunding post-secondary education.

A consensus was not expected from the group and did not emerge. The overall impression was that an agreement to extend hours of work should only be considered if it provides very significant benefits, includes very significant controls, and has limited application. The FSA Bargaining Team will weigh proposals at the bargaining table against all of the comments we received.



## Your BCIT Student Association Advocate



**Who is the BCIT Student Association Advocate and what does she do?** My name is Robyn Lougheed, and I am the BCITSA Advocate. My office provides confidential, unbiased services to current, former and/or prospective BCIT students, and other members of the BCIT community, by providing information and guidance on students' rights and responsibilities, as well as BCIT regulations, policies, and procedures. I also provide advice, intervention, and referrals and champion procedural fairness. With other members of BCIT's staff, I seek to educate the BCIT community at large regarding accurate policy and procedure implementation, effective communication, and informal dispute resolution. All dealings with the BCITSA Advocate are confidential, and may only be revealed on a "need to know" basis, and with the written consent of the student.

My office may also make recommendations, where appropriate, for changes to BCIT policies and procedures, and to promote discussion about Institute-wide concerns. I strive to review all situations in an impartial manner, and work to help students become their own advocates by providing them with information or advice, and strategies for constructive ways to raise and resolve issues.

I also provide support services to students by listening to their personal and academic issues, building an action plan for quick (and preferably informal) resolutions, editing written statements, and attending meetings between students and faculty and/or staff. Students may be scared, intimidated, or angry when attending a meeting, so I believe it's always best that they have someone there to support them and keep them on-topic. I try to be the calming influence.

**So what happens when I attend a meeting?** I'm essentially a silent note-taker. I do NOT speak for the students, as I prefer to empower them to speak for themselves and learn the skills to resolve conflict respectfully and effectively. I work to act as a bridge between the student and BCIT, attempting to open up the lines of communication, using a non-adversarial and collaborative approach.

**Navigating conflict in the most constructive way:** Students here at BCIT work hard, and are under a great deal of stress. When something doesn't quite go as planned, their reactions to seemingly small issues may be big and emotional. My job is to help students separate that emotion from the issue at hand, and be able to move forward in a respectful and procedurally correct way to find a quick resolution. The easiest way to achieve these goals is to ensure that all parties are following BCIT's procedures correctly, and leaving their emotions at the door.

**Common pitfalls and suggested best practices for faculty and staff:** A common pitfall that I see in my office is one that has its roots in kindness. Faculty and staff at BCIT care about the success of their students and so may find themselves stepping beyond the bounds of policy to accommodate a student. While this may seem like a good idea at the time, problems arise when students talk to one another and discover that inequitable treatment has been applied. If you do something for one student, even out of good intentions, prepare for others to ask for the same treatment.

The most important thing that all members of the BCIT community should know is the correct procedure for addressing specific student concerns. Often a student will come forward with a complaint and will wish to speak with their Dean, or even the President of BCIT, Kathy Kinloch. It's always helpful to know the 'chain of command' and be able to direct students toward the right person at the right time, for the right concern. My office is always available to anyone in the BCIT community if they have a question or concern about policy or procedure: it is just one of the many resources available for faculty and staff.

Please feel free to email [advocate@bcit.ca](mailto:advocate@bcit.ca) or call 604-456-1161 if I can be of assistance.



## Member Profile: Tony O’Kelly



*Tony O’Kelly is an FSA member and a Librarian at BCIT. Tony has been an FSA member since 1979 and is an active Tech Rep. Tony’s work provides him with a cross-section view of the Institute and allows him to consider resources that support both the students and the staff of BCIT. As a member-driven*

*organization, we appreciate Tony for taking the time to share his experience and views.*

**What is the most exciting part of your work right now?** I am currently the Library User Experience Coordinator. I work with students to ascertain what their needs are in terms of library research skills and finding information and completing assignments. This gives us lots of valuable feedback about how we can improve the library experience for our students. I love working with students, and I like thinking of creative ways to improve library services, so it’s a perfect blend. Apart from that I liaise with many of the programs on campus, and help to develop resources and collections in these areas. As a reference librarian, I spend time on the LIBRARIAN desk (formally Research Help Desk) helping students and staff with research. This position allows me to interact with patrons, and market the library as well, something of which I am very passionate about.

**What motivates you to be involved with the FSA?** Unions in the workplace create a better balance between management and employees. I often wonder what my working conditions would be like if we didn’t have the FSA, and if the union had not been a viable, strong organization from early on at BCIT. Fairness is important to me, and I believe that the FSA strives towards creating a better workplace.

**How does the FSA support your work at BCIT?** The Collective Agreement dictates my working conditions, and the FSA ensures that the Agreement is followed. I think this is very important, and it’s something that we should all support.

**Is there anything you’d like to see change as an FSA member?** I remember when it was possible to drop into the FSA Office for coffee – it was called the Staff Society then – and this was an opportunity to meet with colleagues from different program areas, and sometimes board members. It helped seed ideas, and helped provide a venue for discussion and creative ideas for making things better. I would welcome more opportunities like this. I would also like to see greater direct access again to FSA representative staff, especially about issues or situations that are emergent. Now if I phone the FSA, I have to leave a message with the intake person, and wait for a staff person to phone me. Any written questions are triaged. While there may be efficiencies with the new system, I’d like to have some greater ability to have emergent matters addressed more directly by being able to walk into the office and immediately talk to a staff person. Even if they cannot resolve the question on the spot, there is the sense of being heard and acknowledged.

**What keeps you busy when you’re not at work?** I love to cook, and with three kids – one growing 17-year-old body building son – there’s lots of opportunity for cooking. I do workouts every day because health is important to me. I listen to CBC. I love to sit back with a glass of wine and listen to 60’s music, brush my invasive eyebrows away from my receding hairline (understatement), and write letters to old girlfriends.

### Check Out the FSA Online



[facebook.com/BCITFSA](https://facebook.com/BCITFSA)



[flickr.com/photos/BCITFSA](https://flickr.com/photos/BCITFSA)



[twitter.com/BCITFSA](https://twitter.com/BCITFSA)



search ‘BCITFSA Group’

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY



[loop.bcit.ca/groups/BCIT-FSA](https://loop.bcit.ca/groups/BCIT-FSA)  
BCIT internal only



## Board Member Profile: Kenzie Woodbridge



*Kenzie Woodbridge joined the FSA Board of Directors in June as a result of a by-election. She was previously an active Tech Rep and a member of the Collective Agreement Committee and serves on the current Bargaining Team. In her short time on the Board, she has established herself as a great asset in dealing with policies, procedures, and (very importantly) grammar and is an insightful contributor to discussions on other important issues.*

**What is the most exciting part of your work right now?** I work in Web Services in ITS and the two most exciting aspects of my work these days are supporting the Loop Community and managing the Knowledge Base. Over the last year I've gotten to do Loop training with over 200 people at four campuses. I've had a lot of fun with all of the smart, determined, and sometimes frustrated BCIT employees who have come to the sessions. I feel like I've managed to help people find solutions to longstanding problems, and I feel like I've been a decent ambassador for technological change at BCIT (change is hard, technology isn't perfect, let's all do our best with it). With the Knowledge Base, we've managed to make so many great improvements over the last year and it's so satisfying to see how those improvements have translated into significant benefits for students and staff seeking help with using BCIT technology. This September, the number of times that people came to the Knowledge Base to find a solution to their problem increased by a third over previous years. There were over 60,000 views of articles in the Knowledge Base. That's twice as many as previous years!

**What motivates you to be involved with the FSA as a board member?** BCIT is my village and community. After 14 years as a BCIT employee (7 in the BCGEU and 7 in the FSA), I was interested in getting to know more about what's going on "behind the scenes." It started with becoming more involved with the collective bargaining process. Being able to contribute to a document that is the blueprint for so many people's careers is an incredible opportunity. It is so critical that the details in that document be right, because what's on the page is what is enacted in people's work lives. Involvement with bargaining gave me tantalizing glimpses of some of the details behind the scenes and joining the Board of Directors became the logical next step, especially because I could try it out for a year rather than committing to the full two-year term.

**How does the FSA support your work at BCIT?** I feel like the FSA has always tried to protect me from being taken advantage of, while getting out of the way so

that I can do my job. One of the most powerful benefits that I see used commonly at BCIT is the guarantee of FSA members being able to take part in selection committees, both for hiring their colleagues and for hiring management at all levels. Although management gets to make the decision that hiring needs to happen, that we get to have a significant voice in choosing who we will get to work with and for is pretty incredible.

**Is there anything you'd like to see change as an FSA member?** If I'm honest, I'd love to figure out a way to help FSA members feel more generous towards each other. I don't think that all or even a majority of members are only self-interested, but it can be a little saddening to hear the vocal minority speak up again and again in meetings against any improvements that would assist people who aren't currently them. I believe that we all benefit when we make BCIT a better place to work and when we take better care of people.

**What keeps you busy when you're not at work?** I spend a lot of time parenting my awesome almost-6-year-old kid. I read a lot of books; my favourite genre is speculative fiction. I play tuba and euphonium with the Vancouver Rainbow Concert Band and have for the last 15 years. I design and sew quilts and am a member of the Vancouver Modern Quilt Guild.

### *Did You Know....*

that the FSA has a 'Good & Welfare' program? Know a member who is celebrating a special event or dealing with a challenging time in their life? Let the FSA know and we will send a small token recognizing that member's circumstance or achievement. Contact us at 604.432.8695 or [fsa@bcit.ca](mailto:fsa@bcit.ca)

## Staff Profile: Heather Neun



*Since Heather Neun joined the FSA as Senior Labour Relations Representative almost five years ago, she has helped bring about significant changes in how we do our labour relations work. Through her leadership, we are successfully making the shift from dealing with incidents reactively and in isolation to taking leadership in addressing systemic problems that impact members generally. Great examples of this are her work on harassment, bullying, and mental health. She's also been a great coach and advisor to our team of labour relations reps.*

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

Witnessing progress on issues that make a real difference to our members' work lives and that are fundamentally about fairness. Unions have an important role to play in workplaces and I'm excited by how the FSA engages constructively with BCIT around serious challenges and questions of principle.

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

As I said, unions are essential. This is especially true in today's economy, where employee rights are under attack and the government's commitment to quality public education is in question. In a climate where employers are asking more of their employees with fewer resources, it's the FSA's members (and the BCGEU's members) who are on the front lines of delivering the best educational services they can. The FSA backs its members by shedding a light on these developments and holding the Institute to high standards of conduct and leadership.

**What is something the FSA does that many members may not be aware of?** Under Article 1.4.2 of the Collective Agreement, members have not only the right but a duty to advise BCIT about "matters affecting the welfare of the Institute." They can do this as individuals or through the FSA. As qualified professionals, FSA members are hired as experts in their subject matter, in pedagogy and instruction, and in their respective areas of research. Members should feel free to express their concerns as a matter of right, duty, and academic freedom.

**What surprises you when working with members?** I am sometimes surprised, but mainly disappointed, when I see how some members are toiling under deficient terms of employment or in situations that are toxic. This really takes its toll on people, both in terms of job satisfaction and general happiness, considering how much time we spend at work. I am always alarmed when I encounter employees who feel powerless to change things and who do not feel heard by their managers about legitimate concerns.

**What keeps you busy when you're not at work?** I'm currently finishing my Masters of Law as a part-time student at UBC. My thesis concerns the right to equality under Canada's *Charter* and within the Inter-American human rights system. I also do international human rights advocacy through a volunteer lawyers' association. Last August, I participated in my second international delegation of jurists to Colombia to investigate attacks on Colombian lawyers who defend victims of human rights violations and specific sectors of civil society, like indigenous organizations, trade unions, and workers.

## *BCIT Student Policies*

Faculty and staff sometimes report confusion around their authority and ability to set standards and rules in their classrooms, as well as how student misconduct and academic conduct are addressed. BCIT addresses these and other student related issues in the following BCIT policies:

- Student Regulations Policy 5101: <http://www.bcit.ca/files/pdf/policies/5101.pdf> (approved June 16, 2014): covers such topics as expectations regarding attendance and maintaining discipline regarding the regulations, using strategies like verbal warnings, and Student Reports
- Student Evaluation Policy 5103: <http://www.bcit.ca/files/pdf/policies/5103.pdf> (approved June 16, 2014)
- Student Code of Conduct (Non-Academic) Policy 5102 is under review: <http://www.bcit.ca/files/pdf/policies/5102.pdf> (approved January 27, 2009)
- Academic Integrity and Appeals Policy 5014 is under review: <http://www.bcit.ca/files/pdf/policies/5104.pdf> (approval date May 25, 2010)

# An AGM & a Celebration

By Kyla Epstein  
Member Engagement Officer



Annual General Meetings have long suffered from the bounds of their boring predecessors and that’s something we’re working hard to change at the FSA. Our 2014 AGM provided us with an opportunity to do so while celebrating 50 years of representing BCIT Faculty & Staff.

In addition to updates from the FSA leadership, we highlighted some of the incredible work of our members through our ‘FSA Lightbulbs’ series which brings attention to the some of the work of BCIT that came about through the innovation of, and the ideas generated by, FSA members over the past five decades. Members showcased work about Applied Research, Building Better Math, Critical Care iBook, and Perinatal Pal. We are continuing to highlight FSA Lightbulbs in our newsletters (see p. 4 of this issue) and at our upcoming General Meetings this year.

We were thrilled to welcome Thomas Abbühl, the first FSA Distinguished Alumni Award recipient, as a guest speaker. Tom relived his award winning moment by sharing with us his compelling and inspiring speech from the 50<sup>th</sup> Gala event.

We capped it off with cake – because it wouldn’t be a 50<sup>th</sup> birthday party without cake – and an opportunity for members to socialize with each other and visit the FSA Lightbulbs tables. Thank you to everyone who joined us and to the members who shared their Lightbulbs. We look forward to seeing you – and more members – at our January GM!

*A video capture of the AGM is available in the Member Portal of the FSA website.*



*Know an FSA Lightbulb that we should highlight?  
Contact Kyla at [kepstein@bcit.ca](mailto:kepstein@bcit.ca)*

**Call Out!**

Do you have news or a story that you think other FSA members should know about? Consider contributing to the FSA Voice!

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

**Upcoming Events**

November 26  
Board of Directors Meeting

December 11  
Holiday Open House  
FSA Office

January 14  
Tech Rep Meeting  
Board of Directors Meeting

January 21  
General Meeting  
2:30-4:30pm  
Town Square A&B, SE6  
Burnaby Campus

*find out more on [BCITFSA.ca](http://BCITFSA.ca)*

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**The BCIT Faculty and Staff Association Team**



Teresa Place  
President



Silvia Raschke  
Vice-President



Terry Gordon  
Treasurer & Director



Derik Joseph  
Director



Shannon Kelly  
Director



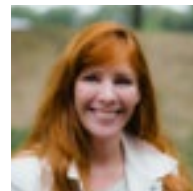
Joe Newton  
Director



Ted Rutledge  
Director, Associate Members



Dave Shaw  
Director



Kathryn Stewart  
Director



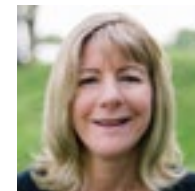
Kenzie Woodbridge  
Director



Paul Reniers  
Executive Director



Heather Neun  
Sr. Labour Relations Rep



Christine Nagy  
Labour Relations Rep



Tess Rebbitt  
Labour Relations Rep



Ken Howie  
Labour Relations Rep



Sascha Swartz  
LR Administrative Analyst



Kyla Epstein  
Member Engagement Officer



Maria Angerilli  
Executive Assistant



Marian Ciccone  
Office Assistant