

FSA Bargaining Survey FAQ, Dec 2018

When will the FSA Bargaining Survey be open?

The full survey will be open from Thursday, December 6, 2018 until 11:59pm, Sunday, December 16, 2018.

Who can take the survey?

The survey is open to all FSA Members. FSA members include faculty and technical staff in BCIT technology programs, Applied Research, Learning and Technology Services, and Student Services, those employed on PTS contracts as instructors, administrators, and curriculum developers as well as markers and student employees.

What is the purpose of the survey?

- To canvass FSA members about their bargaining priorities
- To inform the FSA Collective Agreement Committee's preparation for bargaining
- To act as a tool for learning more about our members

How often will this survey happen?

This is the only all-member survey planned for this round of bargaining. Depending on how bargaining moves ahead, we may come back to the membership, or segments of the membership, ~~with additional bargaining-related surveys~~ soliciting specific feedback.

Where and how will the survey results be shared? What will be done with the results?

The results will be reviewed by the FSA Collective Agreement Committee. A summary of results will be posted to the FSA member portal on our website. Some findings may be reported publically to advance the interests of FSA members.

Will the data be shared with BCIT management?

The data may inform the development of FSA bargaining proposals, which will be presented to BCIT management at the bargaining table. Themes and summary results from the survey may be extrapolated for future use in advancing the rights of FSA members.

Why should I take the survey?

The survey is your opportunity to anonymously contribute your voice as we prepare for bargaining. The FSA's ability to bargain is strengthened when supported by information from its members.

Many of you will have participated in surveys that seem to have had no impact. The bargaining survey is your direct link to the bargaining process. It informs the FSA Bargaining Team to ensure we prioritize your interests appropriately when we bargain on your behalf with BCIT.

Are all the survey questions mandatory?

No. Several questions are mandatory because they are needed to help us analyze other responses and provide clearer direction on important matters. If you are not comfortable answering these questions, you may choose to exit the

survey and none of your responses will be submitted. If you feel uncomfortable answering any optional question, you are free to skip that question and move on to the next.

How long does it take to complete the survey?

The survey should about take 15 minutes to complete. While Survey Monkey does not offer a ‘save and complete’ later option you can always take breaks during the survey. The best option is to finish a page and hit ‘next’ to make sure all the responses on that page are complete. No responses will be submitted until you reach the end of the survey and hit ‘done’.

How will I access the survey and is it confidential?

You will receive an email from the FSA providing an access link on Thursday, December 6, 2018.

If you do not receive an email on December 6, please first check your spam folder/settings. If you still don’t have the email, you can then contact the FSA and we will ensure you are able to complete the survey. The settings have been configured to not collect IP addresses in the survey results therefore increasing the confidentiality of the responses.

The survey platform, Survey Monkey, also has a [privacy policy](#) for anyone who wishes to review it.

Is it possible to identify and link my responses back to me?

You will not be asked to provide your name or any individual identifying information as part of the survey. There is a possibility that you could be identified from your responses depending on the information that you choose to provide in comments/open-ended questions. All survey results are subject to the FSA’s [Member Privacy Policy](#).

Why are there optional questions about my personal demographic identity?

The FSA is committed to building a diverse workplace and an inclusive union for all its members. Part of that work is to make sure we work to promote and advance the human rights of our members. This portion of the survey is intended to identify the levels of representation of equity- seeking groups. The survey is anonymous and the questions in this section are voluntary.

On what date and time will the online survey close?

The survey will close on Sunday, December 16, 2018 at 11:59pm Pacific Standard Time.

What happens next in the pre-bargaining process?

The FSA Chief Negotiator and Collective Agreement Committee will work to draft a package of proposals that will come to the membership at the FSA General Meeting on January 23, 2019.

If I have questions about the survey, who should I contact at the FSA?

For any questions or concerns please contact Kyla Epstein, Member Engagement Officer – kepstein@bcit.ca or 604.432.8569. If you do not feel comfortable contacting Kyla, you can contact Jude Morrison, Executive Director – jmorrison122@bcit.ca or 604.432.8696.