

Welcome to the BCIT Faculty & Staff Association (FSA)!

As an FSA member you have joined a union of over 1,800 faculty, researchers, assistant instructors, tech staff, and even some student employees working at BCIT.

Unions are democratic organizations. As members you're entitled to vote on the union's elected leadership and to have a say in developing policy and managing the union's finances – your dues. By bringing employees together under a collective agreement, we can ensure our voices are heard without fear of recrimination and that we have security in the workplace, dignity on the job, and the means to create a better life. As an FSA member, you're entitled to union representation if your rights under our collective agreement are violated by the employer – a significant advantage over non-union employees who might be treated unfairly at work.

Our collective strength comes from members working together. We want to hear from members through our meetings and events and web site. When management knows that we understand the needs and interests of our members, they pay attention to what the FSA says.

But, unions don't just try to make things better in our specific workplaces: as part of the FSA you're also part of a larger labour movement with local, provincial, and national interests and concerns. These include working to ensure equitable wages, healthy and safe workplaces, fair labour laws, and respect for basic human rights and equality, dignity in retirement, and quality public services throughout our communities.

Our values of empowerment, influence, principled action, social justice, solidarity, and strength guide our work and provide you, our members, with representation that meets your needs.

We are in the process of developing a new member orientation resource. In the meantime, we hope that the included items are a start to introduce you to your union and how you can reach us. We also encourage you to visit our [website](#), peek at past newsletters, check out our blog, and sign up for our Member Portal online at [www.bcitfsa.ca](http://www.bcitfsa.ca). You will also be signed up automatically to receive our weekly e-bulletin that comes out on Fridays.

Working together builds our collective strength. Please don't hesitate to reach out to us by phone, email, or in person!



In solidarity,

Colin Jones, President

Vision: Outstanding careers through outstanding employment conditions.

Mission: To create an outstanding workplace: engage, celebrate, protect and make gains for all our members.

Welcome!

1. Review your Collective Agreement!
2. Check your initial salary placement!
3. Find out who your FSA Tech Rep is!