

Member’s Meeting Minutes

Special General Meeting — January 25, 2023

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Call to Order

2:39pm

Welcome

Thanks to attendees

Meeting Protocols

This is a private meeting. Please do not distribute meeting materials except to other members.

Photos may be taken at this meeting.

Please inform the Member Engagement Officer if you do not wish to have your image used.

The Member Engagement Officer will maintain a speakers list.

Please allow space for new speakers to participate in the discussion.

In general, we will try to move those who have not yet spoken in the meeting ahead on the speakers list, in front of those who have already spoken twice or more.

Review of agenda.

Be it resolved to approve the agenda as presented.

Mover: Rob Nason

Seconder: Joe Boyd

Discussion: None

Passed

Welcome / Land Acknowledgement

Acknowledging the traditional territories of the Coast Salish People

Focused on how stuck we can get in our own minds

Elders teach us to move from the head to the heart, and work towards humility thereby

Invitation to reflect on how to describe getting stuck in one's head, and remaining unable to move towards the heart

Note that I am part of the Equity Caucus – invite you to reach out in regards to the events celebrating Black History Month

Presentation of staff and Board

Special Resolution – Bylaw Amendments

We have quorum - over three times the requirement.

We don't change bylaws often – it is onerous

We reviewed bylaws on a number of occasions, and undertook some education on recent changes to legislation

Changes went through a number of review processes

Proposed changes have been available for review for some time.

Be it resolved to approve the Special Resolution be approved as presented.

Mover: Shannon Kelly

Seconder: Michelle Beauchamp

Discussion:

- Review
 - o Number of housekeeping changes such as capitalization or numbering
 - o Modernizing language such as updating use of facsimile and lithographs
 - o Substantive changes include the ability to vote and participate at a distance
 - o Changes to membership categories to reflect language in the collective agreement
 - o Exclusion of members taking leave to occupy positions as management
 - o Addition of language to reflect the FSA commitment to equity and inclusion
 - o Clarified language defining roles for directors
 - o Amended quorum for electronic Board votes
 - o Some changes to mirror language in the Societies Act
- Question - None

Passed

Executive Director Transition Plan

The FSA has been through this before, when transitioning from one ED who went on leave abruptly and waiting to begin the search for another.

Motion and deliberation

Called a special session of Board to appoint the President to take over some responsibilities of the ED until the search could commence.

We considered a number of options for handling the vacancy. We believe this approach is best for maintaining stability and continuity.

We can continue bargain in an uninterrupted fashion, as well as provide uninterrupted member services.

Stability and continuity

The duties of the ED are prioritized and delegated to a set of Board members and management.

Management team now includes Terri

The Operations and Human Resources Director will have enhanced duties to smooth the transition.

We will be using external consultants as required, as we did during the BSN grievance, who have experience with the context of the FSA.

The Board has a set of responsibilities and duties. In many cases, those are delegated to the President. The Board can revisit this delegation and the transition plan as required, such that the President does not in this case report to themselves.

We've been here before

We've used the model of the interim co-executive directors in the last instance of the ED vacancy, as well as consulting services.

Expanded Board involvement

Leveraged our existing human resources

Questions

- It is less common to have a Board member step into this ED role. Bylaw 8.6 requires that there must be a 2-year gap between sitting on the Board and occupying a role on FSA staff. How do you reconcile this act with the bylaw?
 - o Colin will remain President and not be Executive Director.
 - o Board has delegated some ED responsibilities to the President.
 - o The bylaws make it clear that the Board may appoint a 'General Manager'. We are delegating those responsibilities to the President.
 - o I understand the issue of the perception of a conflict of interest – we have an Executive Committee meeting weekly to provide oversight and support to Colin.
 - o The President remains an officer of the Board – the President is not a super Board member; he has one vote like every other director.
 - o We consulted with our legal counsel to ensure that we weren't in breach of our duties.
 - o We also consulted on the prevalence of this approach as an interim solution to a vacancy.
 - o We want to remain focused on bargaining, and not get distracted by an ED search.
 - o Federation of Post-Secondary Educators (FPSE) has traditionally used executive members as management. We only do it occasionally on an interim basis. We wish to maintain a separation between Board and staff. That said, it is common in our sector not to have that separation.
- It would be risky at this point in the bargaining process to appoint anyone from outside the organization. It's strategic to take this approach in support of bargaining.
- What is your projected timeline?
 - o We will begin the search once bargaining is concluded.
- What is your forecast into the length of the interim period?
 - o The length of bargaining
 - o If we aren't done by September, I would be surprised.
- The last gap was 18 months and we, as a Board, do not want such a long gap. It must meet the needs we have right now.
- Is bargaining ongoing with CUPE staff?
 - o No. That is over.

- This amount of work is not desirable, having done this in the past. I expect Colin is looking to see this period pass as quickly as possible.

Treasurer's Update

Review of current expenses and revenues relative to budget.

Revenues are extremely close to budget.

We are much below our budget. Our analysis suggests this is because we planned for two separate full released positions. Because the President and Chief Negotiator are the same person, we are under budget regarding release time.

Our affiliation fees are down because our membership counts are more accurate. We see some significant cost savings, notably in the Summer semester period.

Our case reserves and strike fund are very healthy and growing.

Significant increase in our interest for our conservative GIC investments

State of the Union

The Protecting Public Services for Future Generations Act Charter Challenge – PSEC Next
Last major file in OCUFA in 2020, we chose to join a legal action against Bill 124. Bill was struck down.

The Bill sought undermine the free and fair right to bargain. This situation is typical here in BC. We need to press against this tradition in BC, and learn from Ontario, and be bolstered by the striking down of Bill 124.

Why haven't we challenged this here?

Currently, BCIT has no autonomy in areas of interest of the provincial government.

FSA Strategic Plan – Final Dispatch

We updated our plan a year or two ago.

We've hit some important milestones and still have some work to do in other areas.

We have succeeded in reducing inequities across campuses.

- We received legal counsel in informing some of our bargaining proposals and leverage day to day issues in LR.
- PSEC remains biggest impediment to addressing differential scales between regular and PTS instructors.
- We have made some progress in the indigenization of the CA. We are in a challenging situation regarding this item, but it remains a significant priority.
- Great work continues on the Equity Caucus.

Big advancement of the priority to improve our member education program

- We now have some robust training informed by the BSN grievance on the principles of Collegial Governance.
- Our ambitions around education were scaled back given existing resources in CAUT, and favouring instead a 'just-in-time' model given current issues.

We are seeking a balance between significant, resource intensive grievances, and simpler, informational questions.

- We are making progress in the later given the digitization of our LR records for better research and leveraging.
- We now also have an appeal process for members feeling they haven't been served adequately.

Adieu and Thank You

This has been an amazing experience working with the President, Board, and staff.

From my experience working in the sector across the province and country, you are an exceptionally engaged membership.

Your engagement has been a real inspiration.

President's Report

President search

Thanks to the members of the committee. This has gone on far longer than I imagined.

We are close and have short listed interviews this week.

We will make a recommendation at their conclusion to the Board.

Once the President is appointed, many of the interim positions will be settled in management.

James Macadam endowment

We lost James just before Christmas.

BCIT has agreed to create an endowment for students based on his remaining PD funds.

We will be contributing to that endowment.

FSA Board elections

I invite you to join the Board through the upcoming elections.

Positions up for contest are:

- Treasurer, two associate member directors, five directors

Nominations open on March 22.

Farewell to Michael

I encourage you all to say farewell and thank you to Michael.

All the best at FPSE

Bargaining Report

- From June 2021 – Appointed collective agreement committee (CAC) – the larger group that helps inform the bargaining priorities, review community engagement results
- From fall 2021 – We wait for the Provincial mandate
- Member bargaining survey
- Board appoints bargaining team
- Board and membership approve bargaining themes
- FSA gave notice to the Employer
- BCGEU votes in support of job action
- July 2022 – contract expires
- BCGEU liquor distribution goes on strike – we walk the line with them
- September 2022 - Round 19 starts with non-monetary packages
- Two days at table
- December 2022 – Five straight days at table
- Recently tabled our monetary package
- Now – we have spent 9 days at the table

We spend a lot of time in ‘caucus’ (away from the Employer).

Typically, we spend in the low 20s of days at the table, we are currently at 9 days.

As of next week, BCIT is bargaining at three tables concurrently.

I expect we will complete the process sometime between April and October.

We are somewhere in the middle of the pack in terms of agreements with the Province.

Watching others bargain signals to us areas to press and areas that are quite firm.

Resolutions include increases of 11.7% over three years, which can increase to a max of 14.1% if inflation continues to increase. This is not equal to inflation, but more than I've seen in 25 years.

We are asking for more than this, but please note where the majority of the provincial employee groups have settled.

Open Forum

We've never caught up to the cost of living. How close would this agreement bring us?

- We can look into this.

What other language besides wages?

- We are seeking improvement to benefits as a monetary item: supplement top up for maternity and parental leave as an example.
- There is some flexibility in this mandate for use in a variable area such as benefits.

We work an extra five weeks a year in comparison to other institutes. I'm not prepared to assume economic improvements are coming.

- This mandate has will not get us to inflation.

We are struggling with instructor recruitment given University pay. We need to compete with salary range in sector. Cost of living in Lower Mainland is particularly awful.

- We are aware, and are framing our proposals in terms of recruitment and retention.
- Please provide information regarding specific recruitment challenges.
- PSEC is a very political institution – there are language options around merit and differentials.

We have an interim President; Broadcast has interim Associate Dean; BCIT is projecting significant deficit; how much optimism is there to reverse this trend following the hiring of the new President?

- Long list was longer than I imagined.
- Short list of candidates is populated by people very capable of running BCIT.

Many film companies are coming to BCIT to use our new Health Sciences building.

The FSA is in a healthy financial state – is this an opportunity to fund some of the strategic goals for which we haven't seen gains yet, as mentioned by Michael.

- Yes. Our position is good, and we do have such opportunities.

Class sizes are changing and may motivate to our salary demands. Do we have information on ratio of administrators to students.

Allan invites everyone to CARI for its open house on January 31. There will be snacks.

Conclusion

Adjournment: 4:26pm