

# Tech Rep Meeting Minutes

February 8, 2023

## Meeting Protocols

Review of support roles

Meeting is private - do not share materials or notes with anyone who is not a member.

Attendees will be invited to participate on a first-come, first-served basis, prioritizing those who have not yet participated.

Zoom attendees should be muted unless speaking.

Review agenda

## Land Acknowledgement

Acknowledgement with gratitude that we are on unceded territories of the Coast Salish people.

## Vice President's Report

We did get together just two weeks ago for the General Meeting at which we changed some bylaws to provide for remote and hybrid meetings.

We broke attendance records for general meetings, including past strike votes.

## Elections

This year we are electing directors to the Board (directors at large and associate directors). Info session will be taking place soon – date is TBD.

Nominations open March 22, 2023.

## Publications for Members

Reminder that we have some great publications available to you: our blog, newsletter, and the new member handbook. These have recently covered Black History Month, the Wednesday break, and member placement and advancement.

## Employee and Member Survey

Employer's engagement survey is complete, and the results have been shared and presented by BCIT. Spun as "not bad".

Survey reflected feedback we provided.

We will be conducting our bi-annual membership survey. Membership responses are starting to come in. We will be highlighting sections of the survey as we move towards April.

We perform surveys for specific purposes, but this is our core feedback mechanism.

## Questions

Are you asking if the members are equity seeking?

- Yes

## State of the Union

### Parking

This is a perennial topic. We filed a grievance in the Fall regarding the unilateral change to parking policy. This is an expedited arbitration, so we are just waiting for the arbitrator's decision.

We also filed a grievance regarding the downtown parking increase. We have decided to put that on hold until grievance 1 is returned. We do acknowledge that there was a significant increase in the cost. We were surprised the students didn't kick up more of a fuss. BCIT may be in conversation with them.

## Questions

The thrust of the first grievance is that the FSA should be consulted.

- Stronger position: CA requires our agreement for any change to policy. Employer is trying to interpret that provision in a more 'nuanced' way.
- We expect arbitrators to make a compromise. Grievance 1 should inform grievance 2.

Parking at CARI has gone for 5.50 to 9.25.

See Article 7.8 for these CA rights.

### President's Search Committee

Search committee made their recommendation two weeks ago to the Board of Governors.

Still no response. Expecting outcome in the next days/weeks.

### Patience is Appreciated

Our ED has left. We are currently understaffed. We would appreciate some patience for non-urgent items. Urgent items will be dealt with in a priority fashion.

### Polls

Nominations are opening on March 22 for positions on the Board. Please nominate yourself or tell us about colleagues you think would be valuable.

## Questions

Is there a VP Academic search committee?

- Not until we have a new President, for practical reasons of attracting talent.

Any idea how long Interim President has committed to stay?

- No

Are we assuming interviews will follow?

- Interviews already took place. It isn't specified what the BoG will do.
- There were 15 people on the search committee.

How long do we expect this to take?

- We don't know. If it is similar to the past hires, we expect it would take a few months for the successful candidate to arrive on site.

## Bargaining Update

Review of flowchart.

We have made our monetary proposals. We are awaiting the next session to dig into these proposals.

We are back at the table on March 23.

Review of state of agreements reached for locals falling within the Provincial bargaining sector. UVIC is the closest to settling in our sector. Normally we have to wait for result of ratification to see the details.

### Questions

What round of bargaining is this?

- 19

## LR Education: Month-Free of Teaching (MFOT)

(Side note) Please be invited to request a presentation on Departmental rights.

As provided for in Article 8.6.1, this is a month free from any teaching or evaluations – when there are no classes or exams.

Generally taken in the month of June, but no requirement that it be taken then. Duties and schedules are not determined by your manager, but your department. Department consists of FSA members and one manager. They have no authoritative power, only one vote.

Managers are looking to save money given the current fiscal constraints. Please note, however, that managers are not able try to accomplish this by infringing on MFOT.

We are interested in learning what you do for during this time. We would also like to know if folks not eligible for MFOT know where to find PD opportunities.

### Questions

Can specialized faculty plan a conference for that time?

- Yes

Our department is mainly self-directed.

PD leave and PD funds are separate rights from MFOT.

Some departments have tried to use PD time as MFOT to make up staffing shortage. This is acceptable.

In the Comms department, our admin support staff help track the schedule.

Please reach out if there is a sense that you or your colleagues seem to be treated unfairly and unable to access the MFOT.

There seems to be some inequity in access to PD funds.

What is the correlation between MFOT and PTS?

- The only group eligible for MFOT are regular teaching faculty.
- PTS have access to a dedicated PTS fund, but not MFOT

MFOT falls under rights to Article 14.2, and there is an appeal process in the event of an internal dispute.

## Open Forum

Encouragement to do the asynchronous, self-directed [bcit.ca/respect](https://bcit.ca/respect) courses.

Do departments have any money set aside for retirement celebrations?

- In x department, we do this independently
- There are funds within our department (IT) for this type of event.
- Y department has a voluntary gift fund.
- In our area, the Dean was able to approve departmental discretionary funds. For retirements, we normally do a collection.
- Some frustration that retirement isn't an occasion to celebrate in a more meaningful way than a paperweight

What is the monthly cost and taxable benefit on my pay stub?

- We pay a reduced rate for parking. The CRA requires that the taxable benefit be defined by market rate rather than actual cost.

Is the taxable benefit written down somewhere?

- I would reach out to financial services for an answer to that question.

Announcement: Pink Shirt Day is two weeks from today.

## Adjournment

4:05pm