



**BRITISH COLUMBIA
INSTITUTE OF TECHNOLOGY**
3700 Willingdon Avenue
Burnaby, British Columbia
Canada, V5G 3H2

June 15, 2023

VIA EMAIL

Colin Jones, President, BCIT Faculty and Staff Association

Dear Mr. Jones,

Re: Working Group on Indigenization and Reconciliation

Further to the parties' discussions during the negotiation of the renewal of the 2022-2025 BCIT/FSA Collective Agreement, we confirm that following ratification of the 2022-2025 BCIT/FSA, BCIT/BCGEU Faculty, and BCIT/BCGEU Support Staff collective agreements, or by December 1, 2023, whichever is earlier, the Institute will invite each of the three unions to participate in a working group to discuss and develop recommendations to advance reconciliation and Indigenization, consistent with BCIT's Indigenous Vision.

The working group will consist of the following:

- up to two (2) union members appointed by each union that wishes to participate in the discussions;
- the Executive Director and/or Associate Director of the Indigenous Initiatives and Partnerships; and
- one (1) representative from BCIT Labour Relations.

By mutual agreement, the joint working group may invite participation from other members of the BCIT community.

The working group discussions will include joint sessions regarding Institute-wide matters, as well as separate meetings with the representatives of each participating union to discuss matters affecting that union's collective agreement and/or bargaining unit.

The Institute will seek to commence the working group meetings as soon as reasonably practicable and will ask the working group to submit its recommendations to the participating parties' principals no later than December 31, 2024.

Yours truly,

A handwritten signature in black ink, appearing to read "Kory Wilson".

Kory Wilson
Executive Director, Indigenous Initiatives and Partnerships
British Columbia Institute of Technology
cc: Chair, BCGEU Support Staff
Chairs, BCGEU Faculty