

# SAFAGRAM

## President's Message

By Doug Spurgeon



For this article, I will provide some answers to questions received from a faculty member. The instructor has received the short answer, but I believe all faculty deserve to hear these answers. Below you will find some interesting commentary relating to each question as well as the Association's stance and in some relation management's response to how SAIT sees things.

Sit back and enjoy the read. If faculty like this format, let us know and we can have a Q & A section in future SAFAGRAMS.

1. Our work hours are from 8:00 a.m. to 4:30 p.m. unless we have a timetabled course until 5:00 p.m. or 6:00 p.m. True?

This is False. There are no true set work hours. However, classes can be scheduled between 8:00 a.m. and 6:00 p.m., but your hours should not exceed 40 per week. According to the Collective Agreement, instructors do not have specified work hours. Going along with this, there is no unpaid lunch or coffee breaks as any hours we are on campus ought to be paid for. Coffee breaks and lunch periods are provided for under legislation which we are not privy to. There is also nothing stating that you must be on campus, and SAIT has no "work at home" policy. Given the fact that SAIT commonly states they know we work evenings and weekends to complete marking, it's part of the job. This does not mean that by giving the extra hours lip service while negating to actually recognizing those hours SAIT can absolve themselves from any compensation for those hours. Most faculty have chosen to ignore and work around management so the students can learn what they need. Don't fool yourselves into thinking these are workarounds as everyone knows they occur, and the only reason there is no crackdown on this behaviour is it benefits management more than faculty. Just think back to the announcement of concern over our high rate of "stress leave." Before you just leave after class, have the discussion with your Chair and develop a plan with him/her. There is always some give and take; it's just the give and give gets in the way.

2. Our maximum load is 608 CCH? (This was based on 16 weeks, 19 hrs./wk.) Did this change to 570? (15 weeks, 19 hrs./wk.) or 600? (15 weeks, 20 hrs./wk.)

No, it did not change. Upon moving to the 15-week semester, I approached SAIT to try to obtain a letter of understanding of how the averaging was going to work.

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### Editorial Board

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SAFAGRAM editorial policy, as approved by the SAFA Executive on June 14, 1995, is as follows:

1. The Editorial Board has the final say as to what is included or deleted from the newsletter.
2. Editorial Board decisions about newsletter material must be agreed to by consensus.
3. The newsletter will include a disclaimer stating that the views expressed in its content do not necessarily represent the views of the Editorial Board or SAFA.
4. All material included in the newsletter must
  - be signed by the author when submitted to the editors, but anonymity may be requested and granted for printing.
  - be based on "reasoned argument" if personal criticism is used.
  - not involve name-calling.
  - not include sexist, racist, or homophobic comments.
  - be related to SAIT, although this will be interpreted broadly.

**The views expressed in SAFAGRAM do not necessarily represent the views of the Editorial Board or SAFA.**

<http://www.safacalgary.com/>

SAIT would not enter into a letter of understanding when this first happened, and contrary to what Lee Haldeman had told me, "instructors would just work less," this is not the case. Effectively what happens is the time is split into 15 weeks, but they use the average of 16 weeks. In other words, divide it into 15 weeks but then average that out to 16 weeks. The take on this, however, is that say your average is 22 hrs./week then in that 16th week you have already done 22 hours worth of work; and if they expect a 40-hour workweek, then they should owe you 22 hours of overtime or give you 22 hours of time off. This is the Association's view on this issue while SAIT looks at you as if you have suddenly grown a third head out of your fourth shoulder. SAIT feels that if you do the work in 15 weeks then you can average class contact hours into times when you are done classes, that's just being ridiculous. It seems as though they have caught part of the argument just not the part of compressing your class time into 15 weeks. This also brings another part of the CCH into light. Years ago my CCH was 655, but in an interest arbitration, the one when we got the single line salary, SAIT argued that all CCH needed to be divisible by 16 as we teach 16-week semesters. My CCH is now 656, which is divisible by 16. At this last interest arbitration, SAIT argued that the work is the work and that it still had to be done. Notice there is no movement to have the CCH divisible by 15 or average over 15 weeks which either option would have at least meant that SAIT actually cares and listens to what faculty say.

Following is an example that I've tried with SAIT: We make a deal to get \$10 a week for 16 weeks. After 15 weeks we get \$160. In the 16th week we then ask for the other \$10. That is not allowed as we already got it, well maybe they do understand.

Another example: We are to teach 20 hours a week for 16 weeks, that's 320 hours. In 15 weeks, we teach 320 hours, so in week 16 we say we already did 20 hours. SAIT says you are not teaching in the 16th week, so you haven't done 20 hours and owe 40 hours of other assignable work.

Guess they don't get it or they do, and it's part of the "cost containment" that keeps the bonus pools high. Ah, but that's another tale of another trough for another day!

### 3. Maximum hours per day is 6, unless signed off?

This is true. The Collective Agreement states that there should be no more than six hours a day, but as an instructor, you can agree to more but keep in mind if it is already scheduled you do have the right to say no. This is also a very tricky and abused area. The Collective Agreement says no more than four hours consecutive and no more than six in a day; however, the instructor can agree to more. There seems to be an important part missing here. The instructor has to AGREE. Simply scheduling that way does not mean agreement, and as the Association, we are now taking SAIT's stance. If it's not in writing, then there is no agreement, but we also leapfrog our progressive management by stating that just because you can goad, bribe, beg, or guilt an instructor into agreeing it does not mean you have agreement for life. Please refer to high stats of "stress leave."

### 4. Maximum hours per week is 20, unless signed off?

Again this is the 3 percent or 20 hours whichever is greater.

Of course, they still have been able to retain the 16-week average. You can agree to go more, but they must ask and cannot simply schedule it. Again you have the right to say no beyond the average. Also, since we're back on the averaging part and I have been told that CCH is not the only work, let's look at the other work for a moment. You compress the class time into 15 weeks shoving other work to somewhere else. Have you actually asked your Chair what other work doesn't get done to keep it to no more than 40 hours per week. SAIT also uses the argument that it's simply time management and perhaps instructors need to make better use of their time. Oh, does that open a can of worms. Perhaps what we as instructors need to be able to do is something like SAIT does in which they advertise courses to be run and then run through the channels to get approval for the course. One way we could reduce our "other duties" I guess would be to take a mind reading course. That way we could simply know what the students would write on tests and have the final grade calculated on week two rather than waiting and going through all those pesky papers—think of the amount of ink we would save.

### 5. If instructors are underloaded in the fall, can they be given more hours in the winter to compensate? (e.g. 17 hrs./wk. in the fall, 23 hrs./wk. in the winter)?

This is partly true. If you were underloaded, then yes they can ask you for more, but it still has to fall within the 16-week average. If you are still underloaded, then they can ask you to teach in May and June. The catch here is the CCH is for the academic year, and the CCH can only be averaged over 16 weeks not the academic year. Another interesting point is when you are above your CCH it's called overload. This also brings together the dreaded 1:1 ratio. Yes, the same one that when you are offloaded 12 hours that actually means 24 hours of work, but when you're teaching 12 hours that doesn't mean you have covered a 24-hour work period. (Apparently some can suck and blow at the same time.)

### 6. Our weekly team meetings were originally scheduled on Tuesdays from 11:00 a.m. – 1:00 p.m. This proved too difficult for timetabling, so last year it was moved to 4:00 p.m. – 6:00 p.m. Are we able to put any time after 4:30 p.m. as overtime?

As long as the weekly hours do not exceed 40, then no. Also, remember that overtime must be preapproved, so if these meetings bring you beyond the 40 hours, you need to have a discussion with your Chair as to what part of the work should not be done if overtime is not being approved. Just for the record this was not timetabling as they are able to block other times for standing meetings with management, so this is something that has come down from higher up. This also falls under the same "it's timetabling" excuse when they say you have to work seven hours in a day or five hours in a row. I have talked to the folks at timetabling, and if a schedule breaches the Collective Agreement, it's flagged and the Academic Chair is informed and asked if the instructor has given consent. Now how many people have been asked?

### 7. Can the Academic Chair (AC) force us to stay beyond the 4:30 p.m. time slot? The 6:00 p.m. time slot? The AC mentioned overtime for the extra hours beyond 6:00 p.m. but not the 4:30 - 6:00 p.m. time slot.

For work after 4:00 p.m. again it must not exceed the 40

## LRO Report

By Al Brown, LRO



Not all Instructors Have Equal Rights at SAIT

Today we find ourselves in an environment that has produced an unprecedented number of contract instructors working in extremely precarious, poorly paid positions.

The continuing expansion and the privatization of classes at SAIT that is non-grant funded Continuing Education and Corporate Training has resulted in a multi-tiered system of rights for instructors. Only two positions—Permanent Full time and Permanent Part time—have full rights under the Collective Agreement.

Of course employers like casual contract employees in general because they are a cheap, vulnerable workforce that has few rights and protections. In fact, the only protection contract instructors have is that which is negotiated into their Collective Agreement.

Those instructors on a contract with a pre-determined end date find themselves vulnerable in ways that permanent position instructors do not—little or no job security, no severance pay, reduced or restrictive vacation scheduling, no professional development funds, no casual illness benefits, no general illness benefits, no LTD benefits, no health plan benefits, no paid holidays, no annual vacation leave, and no maternity leave. For all these “takeaways,” SAIT offers 14.2 percent in lieu of annual vacation and statutory holiday entitlement.

While these instructors are still entitled to basic rights of representation contained in the Collective Agreement, the Fee for Service contract people have none.

Currently, anyone who is employed as a Fee for Service instructor outside of the SAFA Collective Agreement is what I would call an “at will” employee. That is, they are employed on a predetermined end-dated contract that is no more than one year—and usually less—in length. When that contract ends, the employment relationship with SAIT also ends. They may be offered another contract—or not. There are some instructors within the SAIT campus that have been working on that basis—contract to contract—for decades.

What happens if that instructor continues working on a casual contract basis—just as now—except under the current SAFA Collective Agreement?

Well, for starters you would have a mechanism to transition from a casual contract position to a permanent, full-time salaried position because the SAFA Collective Agreement contains a section that requires “*When casual employment of an academic staff member exceeds eight hundred (800) hours in an academic year, upon rehire in the following academic year, he will be assigned to a temporary or permanent salaried position.*”

Who sets the hourly rate paid? I’ve seen current Fee for Service contracts that are lower than the lowest pay grid available in the SAFA Collective Agreement—pay so low that SAIT claims “there are no SAFA members employed at that rate.” If SAFA members were under the current Collective Agreement—even on a casual contract—their rate would be tied to the salary grid contained in the SAFA Collective Agreement—Section 46. When the salary grid increases, they would get a raise! As well, they would receive an additional amount to their hourly rate as holiday allowance—currently at 14.2 percent for SAFA members on a casual contract.

Most importantly, what happens if you have a “falling out” with your supervisor, or a complaint is laid against you, or you are treated unfairly or disciplined unjustly? Right now, it means you won’t get offered another contract. However, if you were covered by the Collective Agreement, you would have representation and if it meant going through the grievance process all the way to an Arbitration Board to get justice, then SAFA pays the bill—no cost to you!

So, why aren’t Fee for Service instructors already covered by the SAFA Collective Agreement? They do virtually the same work—instruction—that all SAFA members do, yet they don’t get the same treatment. Why?

Well, unlike every other piece of labour legislation in Alberta and Canada, the Post Secondary Learning Act says that the employer—in this case the SAIT Board of Governors—NOT the employees—gets to determine who is represented by the Faculty Association and who isn’t, who gets to negotiate on an equal footing with their employer and who doesn’t. We (SAFA) say that is a violation of one of our basic human rights

as defined in the Canadian Charter of Rights and Freedoms—the right to Freedom of Association.

Freedom of Association as contained in the Charter encompasses the procedural right to collective bargaining and collective bargaining has been defined as follows: “*Collective bargaining is the procedure through which the views of the workers are made known. More than that, it is a procedure through which terms and conditions of employment may be settled by negotiations between an employer and his employees on the basis of a comparative equality of bargaining strength.*”

SAFA is endeavoring to ensure that the Fee for Service instructor has the same rights to representation and collective bargaining that all SAFA members enjoy.

In the meantime, I encourage you to visit the SAFA website—[www.safacalgary.com](http://www.safacalgary.com)—where you can find out more about SAFA, view copies of our Collective Agreement and Constitution and read past issues of the SAFAGRAM. Also, please stop by the SAFA office or e-mail me if you have any further questions.

**The “Know Your Collective Agreement” contest continues!**

**The rules for the contest areas follows:**

The **first** SAFA Member who **correctly** answers the question, quoting the appropriate section and subsection of the SAFA Collective Agreement, via e-mail to me at [al.brown@sait.ca](mailto:al.brown@sait.ca) wins a PRIZE!!! The prize for the winner is located in the SAFA Office (N201).

In case you do not have the Collective Agreement handy and you would like to answer the question, please click the following link

<http://www.safacalgary.com/collective%20agreement%202007%20-%202010.pdf> to receive an electronic copy to help you in your answer.

**TODAY’S QUESTION:**

An instructor advises his Academic Chair that “I’ve got an appointment to see my doctor at 8:15 a.m. next Tuesday. I’ll return for my scheduled classes from 10:00 a.m. to noon, but I also have a dental appointment at 12:45 p.m. However, I’ll return in time for my 3:00 p.m. to 5:00 p.m. class.”

Assuming the Academic Chair agrees, will the instructor lose any salary and why?

Best of luck to everyone!♦♦

hours per week. Get authorization first for overtime before doing any. If they won't pay overtime, then you have the right to refuse anything beyond 40 hours. Please be aware that they can average over the month or year for work hours. If that's the approach, then they need to tell you this and show you when you get the time made up, and if it doesn't appear, then it's overtime at that point. The Collective Agreement states that time after 6:00 p.m. shall be purchased on a fee-for-service basis unless mutually agreed to. Overtime seems to be no problem for time after 6:00 p.m. but often the 40-hours scenario is missed. If you were to work 8:00 a.m. to 6:00 p.m. every day that means 10 hour days and 50 hour weeks which then translates to 10 hours overtime every week for every instructor. Didn't see that on my last pay stub. Let me check the trough to see where it's at.

#### 8. Do we have to accept the overtime?

No you don't. Since our great parliamentarians in Edmonton saw fit to exclude us from that pesky labour rule stuff, they also excluded us from the employer having the right to request overtime. Guess the next time the PSLA gets opened up perhaps we will find that indentured labour has been brought back in to help maintain the Alberta Advantage.

I hope the above answers help everyone.

In keeping with the season, I want to wish everyone a joyous holiday and would like to welcome back to our hearth of helpful handy tips those individuals teaching on a fee-for-service basis. You most certainly will find coverage from us. ♦



## The Right to Breathe Clean Air

by Eugene Blanchard

This past August my office was moved from the Crandall Building to the 3rd Floor of the Burns Building. I am quite happy with the new office location, furnishing, and surroundings, but I was surprised by the bad air quality on the 3rd and 4th floor of the Burns Building.

When I enter the 3rd or 4th floor, I am immediately hit by the poor air quality--at times, I find it to be suffocating. When I enter my office, it is so strong that sometimes I can taste it. To put this in perspective, I routinely weld using a TIG welder, grind metal and machine metal in my garage as a hobby. I don't find the air quality in my garage as offensive.

I sent a request to test the air quality to SAIT's helpline and after one week didn't receive a reply. I contacted SAIT's Health Safety and Wellness Department and explained my concerns. I immediately received a response from the Health Safety and Environmental specialists, who came the same day to perform air flow checks of the ventilation system. The ventilation system checked out fine for acceptable airflow. At that time, they felt that it was the carpet "off-gassing" that was causing the poor air quality. They contacted Facilities Management and instigated a work order for an Indoor Air Quality test.

I've casually contacted other instructors on the two floors. It appears that the carpets were installed several years ago, and the smell has been associated with the installation.

I did a little research on the Internet and found that the EcologyCenter.com (<http://ecologycenter.org/terrain/blog/ask-the-ecoteam-my-new-carpet-is-off-gassing/>) defines off-gassing as:

"Off-gassing is the evaporation of chemicals from a material. Off-gassing materials emit volatile organic compounds (VOCs) and small particulate substances throughout the life of the material."

They further detail the potential harmful gasses emitted from carpets:

"Synthetic carpets are made from nylon fibers with a polypropylene backing. Of the chemicals released from carpet, most notable are styrene and 4-phenylcyclohexane (4-PC), both of which come from the latex backing used on 95 percent of carpets. The "new carpet" aroma is the odor of 4-PC off-gassing, which is an eye- and respiratory-tract irritant that may also affect the central nervous system. The adhesive used to affix the carpet to the floor typically contains benzene and toluene, some of the most harmful VOCs."

In the same article, the potential effects of VOCs emitted are described:

"Each of us reacts differently to the chemical stew we face on a daily basis, and recognizing such health effects may be difficult. Typical reactions to new carpet VOCs include headaches, nausea, dizziness, shortness of breath, and asthmatic reactions. Longer-term effects are also possible; the CHE lists benzene as having a strong link to leukemia and lymphomas, while styrene is associated with cognitive impairment and hearing loss, among other conditions."

How serious is carpet off-gassing? In January 2012, New York City instituted a law prohibiting the sale, offer for sale, or installation of carpets and carpet cushions that contain volatile

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## News from Articulation – December 2012



*Sandra Vogel, Diane Moreau, Kim Frayn, Karen McDaniel, and Jim Murtagh at the Transfer Options Fair Booth.*



*Dave Dawson shares information about the BGIS degree.*



*Representatives talking about degree completion opportunities in 5 countries! Between 600 and 800 students took advantage of the event!*

A huge thank you to SAFA members who spoke to their classes about the Transfer Options Fair on November 15 in the Irene Lewis Atrium. Many students attended as well as many instructors and staff. The deadline for applications for the Professional Credential Enhancement Program is coming up fast, so many instructors were there talking about degree options that were available for them.

To date, I have visited seven of the eight school leadership teams to talk about specific degree agreements and share information about where our graduates are going to complete degrees. Please ask your Academic Chair for that information if you have not received it. As well, all instructors should have received a postcard and magnet about Transfer Options so that this information may be shared with the students. If you have not received one, please contact Kim Frayn at 5658 or [kim.frayn@sait.ca](mailto:kim.frayn@sait.ca), and she will send one to you.

Our Transfer Options website is receiving over 7000 hits each month, and if you Google “transfer options,” you will see that we are No. 1 out of 566 million results! We are pleased to announce that there are well over 700 transfer options on the TO website. We know that 20 percent of our graduates are completing degrees, so why don’t you see where they are going at [www.sait.ca/transferoptions](http://www.sait.ca/transferoptions).

If your program has a Facebook page, you can “like” us for regular updates. Follow the link on the TO website or search for us at Transfer Options at SAIT. We are also on Twitter.

Thank you for your continued support and many fine suggestions for future transfer options. We are also being approached by receiving institutions for transfer agreements because our graduates have applied there. Please contact me or encourage your students to do so through [transfer.options@sait.ca](mailto:transfer.options@sait.ca) if you would like more information.

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## SAIT Trojans Report

### SAIT Trojans Varsity Sports

Five Varsity sports: basketball, cross-country running, hockey, soccer, volleyball.

What is a SAIT Trojan? “A SAIT Athlete with courageous determination and fighting spirit.”

160+ athletes compete in Trojan athletics annually September to March in the ACAC (Alberta Colleges Athletic Conference).

SAIT Trojan Athletics are officially on Facebook, Twitter, and YouTube.

### Winning Success

To date, the SAIT Trojan teams have won 122 ACAC Provincial Championships and 16 CCAA National Championships.

So far this 2012-2013 Season, Men’s soccer and Men’s Cross Country have captured ACAC gold, and Cross Country Women have captured ACAC Bronze for the second consecutive season.

### Spirit and Pride

Home games are all on campus! The arena, gymnasium, and soccer field are located in or beside the SAIT Campus Centre.

Red Alert Fridays: Wear red on game day Fridays to show your spirit and have a chance to WIN prizes from the Trojan Red Alert street team.

Thousands of dollars of prizes are given out at SAIT Trojan home games every year; fun for everyone!

Kids 12 and under are always free at SAIT Trojan home games.

Annual special events: Skate with the Trojans, Team Shan Night for Breast Cancer Awareness, January 18 & 19, 2013; Toupee for a Day, March 5, 2013.

### Intramurals and Camps

Intramurals (fun, recreational sports for SAIT/ACAD students and staff) such as basketball, floor hockey, ice hockey, bowling, dodgeball, volleyball, and indoor soccer.

“Train Like A Trojan” Sport Camps for youth every summer; discounts for SAIT staff/alumni.

[www.sait.ca/trojans](http://www.sait.ca/trojans)

### Trojans of Tomorrow

The SAIT Trojans Men’s and Women’s Hockey teams would like to extend an invitation for your team to join us on game night for our “Trojans of Tomorrow” program.

Minor hockey teams will be provided with complimentary tickets to a SAIT Men’s or Women’s game of their choice, and parents can take advantage of a two-for-one admission discount at the ticket office.

Your team will be invited to visit the dressing room post game and get autographs from their favorite players.

Have your team come out to cheer on the Trojans at a home game while wearing your club’s jersey and sitting in our VIP reserved boxes for a night of fun!

*The Right to Breathe Clean Air  
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organic compounds (VOCs) in excess of the Green Label Plus standards from the Carpet & Rug Institute based on their Task Force proposal “Health & Toxicity 1: Limit Harmful Emissions From Carpets” which is available here:

[http://www.nyc.gov/html/gbee/downloads/pdf/health\\_&\\_toxicity.pdf](http://www.nyc.gov/html/gbee/downloads/pdf/health_&_toxicity.pdf)

After reading these reports, I felt uncomfortable about the strong smell lingering in my office area! However there is good news, and I have to give kudos to SAIT’s Environmental Specialists Tahir and Raleen for their very thorough investigation of my complaint. They looked at the complete picture which encompassed the whole work environment and went about systematically checking and discounting every possible source of the offensive odor. I can honestly say that no stone went unturned and that they were refreshingly open and transparent about what they were doing and what they found.

The Air Quality assessment from my office was sent to a laboratory for analysis, and the results indicated that no VOCs were found in the air sample. No VOCs in the air sample is a good thing!

While this was being done, Tahir had several meetings with the HVAC contractors and requested flow analysis of the area and investigated whether the HVAC could be the source of the poor air quality. Poor air flow can lead to stagnant air and

unpleasant odors. Tahir also investigated the office area looking for other potential sources of the smell such as furniture, carpet cleaning products, chemicals left in an office, etc.

In addition, Tahir had contacted the carpet installation company and the manufacturer for more information. Representatives from both came to examine the installation and discuss the odor. MSDS sheets were requested and verified. It was suspected that the odor was coming from the interaction of the carpet backing, glue, and original tile floor, and a sample was taken for analysis. Again it came back negative for VOCs which is nice to know.

The result of the investigation is that the source of the smell is off-gassing of the rubber backing of the carpet tiles. While unpleasant, the results of the two lab analyses indicate it is not harmful and we are not going to die yet.

The HVAC system for the 3rd and 4th floor is being tweaked to give more air flow to aid in dispensing of the odor. It is not a solution to the problem but a temporary measure to alleviate the symptoms—the offensive odor. I think that any carpet that off-gasses continuously for a period of years is defective and should be replaced by the manufacturer. That is the proper solution to this problem. I have added this bad air quality issue to my Dean’s doable list as clean air in the office is a right that we all should have. ➡

## Precise Mathematics:

This comes from 2 math teachers with a combined total of 70 yrs. Experience.

It has an indisputable mathematical logic. It also made me Laugh Out Loud.

This is a strictly mathematical viewpoint..it goes like this:

What Makes 100%?

What does it mean to give MORE than 100%?

Ever wonder about those people who say they are giving more than 100%? We have all been to those meetings where someone wants you to give over 100%.

How about achieving 103%?

What makes up 100% in life?

Here's a little mathematical formula that might help you answer these questions:

If:

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

Is represented as:

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22  
23 24 25 26.

Then:

H-A-R-D-W-O-R-K

8+1+18+4+23+15+18+11 =98%

And,

K-N-O-W-L-E-D-G-E

11+14+15+23+12+5+4+7+5 =96%

But,

A-T-T-I-T-U-D-E

1+20+20+9+20+21+4+5 =100%

And,

B-U-L-L-S-H-I-T

2+21+12+12+19+8+9+20 =103%

AND, look how far ass kissing will take you.

A-S-S-K-I-S-S-I-N-G

1+19+19+11+9+19+19+9+14+7 = 118%

So, one can conclude with mathematical certainty, that while Hard work and Knowledge will get you close, and Attitude will get you there, it's the Bullshit and ass Kissing that will put you over the top.

Now you know why some people are where they are!



## Upcoming Wellness Lunch and Learns

The SAIT Wellness Committee invites all SAIT employees to be part of regular lunch and learn sessions on a variety of health and wellness topics. Watch your e-mail for invitations to register.

January 23, 2013

### **BOOTCAMP!**

Bootcamp is a great workout and is really fun, too. Come out and give it a try, free of charge. (You won't be eating your lunch during this one, so be sure to fuel up ahead of time.)

Kim Sweeney  
Infinite Wellness

February 20, 2013

### **The Myths of Eating Your Heart Out**

Eating for heart health

Dr. Arden Baker-Hadley, ND  
Paradigm Health

March 20, 2013

### **The Myths of Difficult People**

Using the Myers Briggs Type Indicator to explore differences between us

In this small-group interactive workshop, we will learn about ourselves and others through the MBTI. Our focus will be to understand the challenges that can occur with people we may find difficult. Why is it that we get along effortlessly with certain people while, with others, we struggle to understand and to be understood?

Jim Pender, MSW, PhD  
James Pender Associates