

# SAFAGRAM

## President's Message

By James McWilliams



### Retirement on Your Horizon?

As we move into another year, many of us are still passionately committed to follow through on those New Year's resolutions, whether we visit the gym on a regular basis, cut back on those cheerful nightly libations, and/or adopt one of the many dietary plans that we get inundated with through social media. More importantly, though, many of our Faculty members are beginning to reflect and ponder about that ever-imposing retirement day. This is a reality that we will all face eventually, and for many it can be quite daunting. Faced with an array of questions and assumptions, we spend precious time and energy searching, often

with much skepticism, for guidance and clear information. However, it is encouraging to know that there are procedures in place here at SAIT that make the transition into the retirement world more reassuring. Coincidentally, on February 01, 2018, SAIT (Employee Services) introduced a one-time proposal of a Volunteer Departure Incentive Program (VDIP), which can be viewed at SAITNOW.

Four months prior to that inevitable date when you do turn 65, SAIT will forward those Faculty member(s) a letter of confirmation. The letter will outline in detail the changes that will occur to your benefits when you turn 65. The letter will come from one of the Pension and Benefit Specialists in Employee Services.

At 65 your Extended Health Care terminates; that is, the health coverage for prescriptions, physio, glasses, chiropractor, medical travel insurance, and more. This coincides with the start of the Provincial Health coverage that will commence. It is under the auspices of Blue Cross for Seniors and is provided by Alberta Health. Furthermore, Alberta Health will also contact that Faculty member about four months prior to the 65th birthday. This coverage is beneficial as it covers the cost of drugs, etc. The Long Term Disability coverage also ceases at 65. However, casual sick leave remains (10 days) and short-term sickness (80 days) also remains in place.

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SAFAGRAM is published by the SAIT Academic Faculty Association (SAFA) five times a year usually closer to the end of the months of October, December, February, April, and June. Deadline for submissions is the 10th of the month preceding publication. Send submissions to SAFAGRAM, care of the SAFA office, N201 or e-mail submissions to [kathie.dann@sait.ca](mailto:kathie.dann@sait.ca). Please keep submissions under 300 words, double-spaced. Submissions may be edited for grammar, length, or content.

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/>

# Labour Relations Officer (LRO) Report

By Al Brown, LRO



Hi Everyone!

By now, I'm sure you're all aware of the Voluntary Departure Incentive Program (VDIP) that SAIT is offering to those who have seven or more years of continuous years of service.

SAIT approached SAFA regarding our interest in participating in a voluntary departure program in early January. After some negotiating back and forth, SAFA's Executive voted in favour of the VDIP being offered to the SAFA membership.

I must say that there was a robust debate regarding the maximum payout being 26 weeks—we would have preferred more—but this was the best we were able to achieve. In the end, we felt it would be a disservice to SAFA membership to walk away from this program and deny the opportunity to those members who may wish to participate.

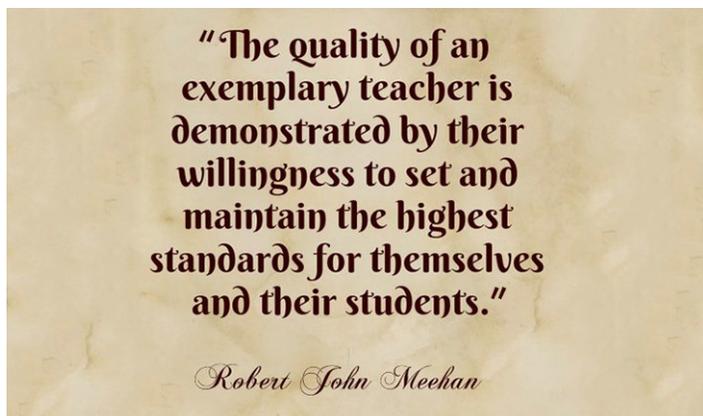
There are a few important things to keep in mind:

- the program is completely voluntary
- it's completely confidential—your AC or Dean will find out only after you have been accepted and are leaving
- the participants are ranked anonymously based solely on years of service to SAIT and years in the Local Authorities Pension Plan (LAPP).
- you must have a minimum of seven years continuous service to SAIT
- the payout will include the long service and education allowances as applicable
- the cut-off date to apply is February 28, 2018.

This program does not replace the position abolishment provisions contained in the Collective Agreement. The positions are not necessarily lost—it's a voluntary program. If someone's position is abolished, they will receive what they are entitled to in the Collective Agreement.

Further, SAIT has committed to posting any Code 1 positions that are vacated as permanent positions, and first consideration will be given to temporary salaried or casual employees when filling these postings.

As always, if you have any questions, please stop by the SAFA Office N201 in the Burns Building, contact me directly at Ext. 4067, or e-mail [al.brown@sait.ca](mailto:al.brown@sait.ca).



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If you are planning to continue working after 65, SAIT will also provide the following:

- The Health Care Spending Account
- Dental Coverage until you retire
- Life Insurance until age 70
- Accidental Death & Dismemberment Insurance until age 70

It may also be important to consider topping up the provincial health plan by purchasing additional private health coverage through an independent provider. Manulife (the existing carrier) has a product called "Follow Me," which if you apply for within 31 days of losing the SAIT health coverage, there will be no medical questionnaire to fill out, and you can simply move from a group plan to the private plan. However, if you leave it for more than 31 days, then you would have to apply for coverage. It is not essential that an employee stays with Manulife; however, it is worthwhile to note that ALL Insurance Companies follow the same rules.

If you are receiving your CPP at age 65, you also have the option to stop paying into the CPP if you wish. I would recommend making an appointment with a Government representative to get more precise information on what is more beneficial for you and your future. If you plan to stop your CPP payments, you will need to provide SAIT with a CPT30 Form, which authorizes Payroll to stop deductions.

It is reassuring to know that SAIT (Pension & Benefits Specialists) have their employees' best interests at heart and are available for consultation and guidance. It is also important to note that there is no "mandatory" retirement at 65, and by law no employee can be forced out of the workforce. Deliberating on whether to continue to work after 65 is a personal decision regardless of the reasons. If retirement is looming ever closer on your horizon, it would be wise to start to gather all the relative information early. This will make your decision making less stressful. ⇄

## UPCOMING EVENT



SAFA Fun Money Casino  
March 17, 2018  
6:00 p.m. – 11:00 p.m.  
Watch for more details.

# Green Building Technologies

Solar Seminars

Rupi Gill, Event Marketing

Green Building Technologies host regular solar seminars in partnership with Solar Energy Society of Alberta. SAIT instructors, staff, and students are welcome to attend. For further information, please see the following session details:

## 1. The Solar Opportunity—Working in the Industry

Wednesday, February 28, 2018

7:00 p.m. to 9:00 p.m.

Orpheus Theatre

### Speaker/Instructor

Overview by Rob Harlan, Executive Director of Solar Energy Society of Alberta

A panel of Solar Professionals

### Description

Alberta's solar-generating capacity is growing rapidly with no sign of slowing down. The industry needs installers, designers, salespeople, energy assessors, teachers, equipment manufacturers and suppliers. Looking for meaningful, gainful employment in an industry with a bright future? What training is needed? What kinds of jobs are available? How does one set up a solar business? What is it like to work in the field? A panel of professionals who make their living in the solar industry will share their experiences and answer your questions about this burgeoning field.

## 2. Greater Heights for Solar and Energy Efficient Technologies

Wednesday, March 28, 2018

7:00 p.m. to 9:00 p.m.

Orpheus Theatre

### Speaker/Instructor

David Silburn, Research Associate/General Manager, Green Building Technologies, SAIT Polytechnic

### Description

Alberta is a Canadian leader in the application of green home technologies. To ensure it remains this way we need to keep pushing the envelope. Homes in Canada account for about 15 per cent of all greenhouse gas emissions in the country. Net zero housing helps to bring that percentage to zero!

Join us to hear from David Silburn's work which is dedicated to identifying cost-effective and high-performing building-envelope technologies and systems and to help train both tradespeople and home inspectors on their use.

## 3. Solar Systems—The Homeowner Experience

Wednesday, April 25, 2018

7:00 p.m. to 9:00 p.m.

Orpheus Theatre

### Speaker/Instructor

David Silburn, Research Associate/General Manager, Green Building Technologies, SAIT Polytechnic

### Description

Alberta farmers, city dwellers, business owners, and cabin owners are installing solar systems. Come and hear four solar system owners discuss their experience of living with solar. How are these systems performing in Alberta? How much do they cost? How do you finance a solar system? How do you choose the right installer? Can you do it yourself? What kind of maintenance is required? Sources of good unbiased information and support?

This evening will be useful for anyone considering solar energy in all of its forms.

For further information, go to

<https://solaralberta.ca/seminars/download> ⇄



## ANAGRAMS

PRESBYTERIAN

When you rearrange the letters:  
BEST IN PRAYER

ASTRONOMER

When you rearrange the letters:  
MOON STARER

DESPERATION

When you rearrange the letters:  
A ROPE ENDS IT

THE EYES

When you rearrange the letters:  
THEY SEE

THE MORSE CODE

When you rearrange the letters:  
HERE COME DOTS

DORMITORY

When you rearrange the letters:  
DIRTY ROOM

SLOT MACHINES

When you rearrange the letters:  
CASH LOST IN ME

ANIMOSITY

When you rearrange the letters:  
IS NO AMITY

ELECTION RESULTS

When you arrange the letters:  
LIES – LET'S RECOUNT

SNOOZE ALARMS

When you rearrange the letters:  
ALAS! NO MORE Z'S

A DECIMAL POINT

When you rearrange the letters:  
I'M A DOT IN PLACE

THE EARTHQUAKES

When you rearrange the letters:  
THAT QUEER SHAKE

# READING WEEK

Would be the  
**MOST WONDERFUL  
STAY-CATION**

**Limited Meetings!!**



**Choice of Elevators!!**



**No Coffee Line Ups!!**



**Plenty of Parking!!**



...if it wasn't for the **MARKING!!!**