

SAFAGRAM

President's Message

By James McWilliams



My Last SAFAGRAM

My fellow colleagues, this will be my last official SAFAGRAM correspondence as President of the SAFA Faculty Association. I would like to take this opportunity to share some of my reflections and observations that I have experienced over the past four years.

One of my many responsibilities I believe was important as President was to keep Faculty updated on the environment within the Institution, as well as the political, social, and economic climate that impacts our City and Province. Furthermore, I believe it was important to provide a snapshot, in letter form, through the years, on the seasonal events that encompassed our community and Institution.

Like many of you who participated in or attended the SAIT 100 year-Bicentennial, I believe this was an historical moment in the life of Calgary and a credit to the sustainability of SAIT as an Institution. Much work went into the success of that event through Faculty and staff participation and the unselfish support of our past and present alumni.

I always viewed the calendar events that transpired through the years as a jog down memory lane, although many of us may have become oblivious to them. There were no political innuendoes or overtones, just reflections. Christmas, Easter, and Thanksgiving were events that hopefully brought back some fond memories for many of us and may have even produced a smile or two and a moment to reminisce. On a more serious note, recognizing the “Day of Mourning” and the “International Women’s Day” were occasions to acknowledge the value of people in our work force.

Traditionally, as a Faculty, we all share in the stress and anxieties of those last remaining weeks of the academic year and look forward to that well-earned vacation time. Mental health issues are a topic that is not openly discussed but can have unforeseen consequences if not recognized not only on Faculty but also on the students we teach. I believe it is an issue that requires more awareness and discussion.

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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/>

Labour Relations Officer (LRO) Report

By Al Brown, LRO



After 15 months of bargaining with SAIT, we have a Memorandum of Settlement that your SAFA bargaining team and your SAFA Executive are forwarding to the SAFA membership for ratification with the recommendation to accept.

Although there is no provision for a cost of living raise in the first two years of the term of the Collective Agreement (2017/18 and 2018/19 Academic Years), there are several changes that will have positive benefits on the working lives of SAFA members—not the least of which is across the board reductions in Class Contact Hours (CCH).

Other changes that have a positive impact on work/life balance are the removal of the requirement for a doctor’s note after 3 days—not required now until after 10 days. The ability for members to use up to 10 days during a calendar year for absences due to family illness, the addition of two personal days for use as you see fit, and a workload appeal process are also significant.

The Designation of instructors formerly known as fee for service instructors as academic staff members resolves a long-standing friction between SAIT and SAFA. This will entitle this group of instructors to SAFA representation.

Finally, it’s important to note that SAIT and SAFA will reconvene by May 15, 2019, to negotiate a salary increase. If we’re unable to come to an agreement at the bargaining table by September 30, 2019, we can proceed to binding arbitration.

I’d like to mention that this Memorandum of Settlement is the result of the hard work and dedication to reach an agreement by the negotiation teams—both SAIT and SAFA. Although it was a long process (many of the meetings were all day sessions and at times there was dissention, heated discussion, and hard bargaining at the table), it was always done in a collegial manner as both teams made a commitment to reach a resolution that was based on the assumption of mutual gains to both sides through interest-based bargaining.

If you have any questions or comments, please stop by the SAFA office N201 in the Burns Building, contact me at Ext. 4067, or e-mail al.brown@sait.ca.

In solidarity



Key Highlights & Significant Changes

Monetary

Section 2 – Effective Date and Term

Three year collective agreement commencing July 1, 2017 (retroactive) and ending June 30, 2020.

- July 1, 2017: 0% cost of living adjustment with no change to the current salary table
- July 1, 2018: 0% cost of living adjustment with no change to the current salary table
- July 1, 2019: Wage re-opener on salary table only, with dispute resolution to be compulsory interest arbitration with a prescribed timeline—Negotiations to start no sooner than May 15, 2019 and, if there is no agreement at the bargaining table, either SAIT or SAFA may refer the dispute to binding arbitration no sooner than September 30, 2019.

Non-Monetary

Section 36 – Workload

The total amount of Class Contact Hours (CCH) required for each institutional unit will be averaged over **15 weeks** instead of 16 weeks. These changes shall be **effective January 1, 2019**.

Faculty will continue to work the same 40-hour work week for the same rate of pay. The change to CCH loading is to ensure adequate hours outside the classroom to support what happens in the classroom, both equally important in contributing to student success outcomes.

Business	540		
Hospitality & Tourism	540	735	
Core Service Instruction	555		
Construction	570	585	645
Health & Public Safety	570		
Information & Communications Technologies	555	615	675
MacPhail School of Energy	570	615	
Manufacturing & Automation	585	645	
Transportation	675		

Addition of a definition for Scholarly Activity and 33% offload for **any** assigned Scholarly Activity.

A new Letter of Understanding (LOU) commits SAIT and SAFA to working through issues related to workload assignment and provides faculty with an expedited process to grieve such assignments based on set criteria. Existing LOU language from the workload study committee is now incorporated as part of this section.

Section 3 – Jurisdiction

Fee-for-Service Instructors will be re-named as **Adjunct Instructors** and **designated** as Academic Staff Members. Adjunct Instructors gain access to limited provisions of the Collective Agreement—most notably grievance procedures.

SAFA’s jurisdiction is now confirmed for the Province of Alberta only. This means that any SAIT faculty engaged in an out-of-province or an out-of-country work assignment are not

President's Report
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Although when summer has almost concluded, we all seem to be a bit more energized when we return in the fall to begin yet another year.

The affairs of SAFA and the Institution's governing body are intricate, but it is our connection to our SAIT community that provides us with an opportunity for thought and reflection. Although the demographics of our Faculty are diverse, we do share many common interests along with the anxieties and apprehensions we advocate for educational excellence and promote student success through learning.

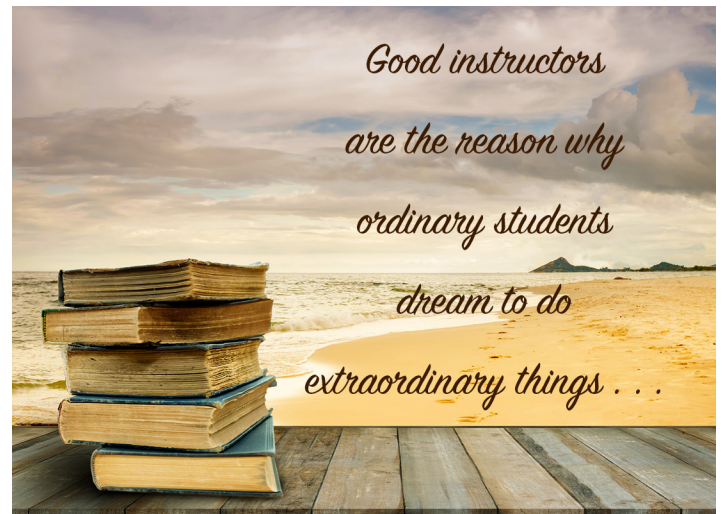
Moreover, we as Faculty expect fair, ethical, and unbiased treatment when dealing with our Managers. These concerns I previously addressed in letter form and in the SAFAGRAM regarding the PPR and SIR II process. This is a process in which the understandings and perceptions can be misaligned, and outcomes can have negative consequences for employees. My philosophy has always been to maintain a collegial alliance with "Big SAIT." I made every effort to bridge communications with SAIT through open dialogue and honest discourse in bringing the concerns and issues of Faculty to the VPA and the President. Resolve may have been slow, but I remained optimistic in that process. Some may have viewed these actions as postulating; I viewed them as being responsible, not conceited.

I have supported and endorsed the annual ACIFA Conferences. I witnessed firsthand the benefits of being involved and attending the ACIFA Conferences. It is an idyllic event for all faculties and Institutions and the opportunity to present and showcase their innovative educational ideas with colleagues from all of Alberta's Post-Secondary colleges. Making connections and the sharing of ideas epitomized the value of these conferences. I encourage anyone who has never experienced this conference to make the effort to attend. Although it has been alluded to by some Academic Chairs within SAIT that this is only a "Union Conference" ... which is far from the truth. My hope is that Professional Development funding becomes a priority at SAIT. More importantly I hope that PD becomes precedence in all schools for the value it brings to the enhancement and enriching of our Faculty, not just as a budget line on a spreadsheet. School administrators should encourage educational growth for their Faculty regardless of the event or conference.

Although we are always attentive to our students' needs, the opportunity to attend any of the SAFA social events became an important part of our instructional fabric. These are a chance to converse with old and new colleagues and savour some well-orchestrated fare. More noticeably the participation at the annual SAFA Christmas Party and Spring Bar-B-Q has certainly evolved over the years.

The SAFA Faculty Association will experience many changes over the next several years, none more important than the change in legislation that introduced Bill 7, giving the "Right to Strike" to Post-Secondary institutions. Accumulating a defense fund will be a fundamental necessity for all Institutions in this Province, and more importantly for SAFA. Procrastinating will have dire consequences for any Association; like the story of the grasshopper and the ant, one was busy during the slow times and the other frolicked and enjoyed the moment of the day ... we all know the moral of that story. Asking questions of your SAFA representatives and bringing concerns forward to your Association will keep you, the members, informed and apprised.

As summer beckons us all to its warm and relaxing days, enjoy your well-earned vacation. Be careful and be safe. ⇨



Missing the ice already?



SAIT Curling League

The SAIT Curling League is looking for teams and interested individuals to join our community of friends, colleagues, and alumni for the 2018/2019 season. Since 1963 we have carried on a tradition of friendly and fun competition. Our regular season runs from October to March culminating with a Bonspiel and wrap up party. Games are held on Thursdays and start at 4:30 p.m. We curl at the Calgary Curling Club which is located at 720 - 3 Street NW.

Please contact Kevin.campbell@sait.ca for more info.

governed by the collective agreement. However, SAFA members on any such secondment will maintain benefits and the right to return to their pre-secondment appointment and this secondment will not constitute a break in service.

Section 13 – Position Abolishment

The SAFA President will now receive advance notice (at least 10 days) prior to the commencement of any planned position abolishment activity to allow for consultation between SAFA and SAIT.

Con Ed, Corporate Training and other such courses may be used, with mutual agreement, to reduce the number of permanent positions abolished.

Permanent faculty now have a provision to allow for self-selection (**volunteering**) for position abolishment. Finally, vesting rights have been increased to 12 months from 180 days.

Other Changes, Amendments, Deletions and Additions

Section 12 – Professional Development

- SAIT will update the PD policy and procedures that impact academic staff members October 1, 2018.

Section 14 – Probationary Period

- The initial probation period remains 12 months. However, in the event the academic staff member is dismissed during the initial period, they will receive one month pay in lieu of notice instead of the current two weeks.
- Probation period extension reduced to **6 months** (currently 12 months) with an **additional** one month of pay in lieu of notice if dismissed in this additional six-month period.

Section 15 – Performance Reviews

- If the performance of a faculty member is deemed unsatisfactory, they will be given one year to improve before losing entitlement to an annual salary increment.
- SAFA members will move to use the new online performance management (PPR) system.
- Through the Joint Advisory Committee, SAIT will have regular consultation on the direction of the online performance management process and associated documentation.

Section 16 – Disciplinary Action

- SAFA members will be notified in **writing** of their right to representation.
- The “sunset clause” concerning disciplinary action is **reduced** from 30 months to 24 months.
- Disciplinary action greater than five working days will remain part of the employee’s file for 48 months—**reduced** from 60 months.

Section 17 – Grievance Procedure

- Complaints regarding alleged unfair working conditions, unjust treatment or discrimination may now be taken to arbitration for resolution.

Section 23 – General Illness

- Medical certificates (Dr. notes) **will not** be required until an absence is over ten days.

Section 32 – Annual Vacation Leave – Instructors and Education Counsellors.

- Removal of reference to summer months. This is **not** changing the normal cycle of summer vacation but allows flexibility to take vacation any time during the academic year.

Section 33 – Annual Vacation Leave – Librarians.

- Removes the “rounding out” of vacation days.

Section 35 – Special Leave

- The entire existing pool of 10 Special Leave days may be used for bereavement or family illness or travel time for illness within the immediate family or bereavement in one calendar year.
- Two new “**personal leave**” days have been added—in addition to the existing pool of 10 days.

Section 40 – Maternity/Parental/Adoption Leave

- SAIT will review the Maternity leave plan benefits with plans to implement any changes no later than January 1, 2019.

Section 42 – Long Service Allowance

- Criteria has been altered to ten years of current, continuous service plus two years of satisfactory performance (no longer required to be at the top pay step increment). Anyone qualifying under the new LSA criteria will receive the LSA **retroactive to July 1, 2017**.

Section 43 – Education Allowance

- Instructors who have earned **two Red Seal trade** endorsements will now be entitled to an Education Allowance of \$1,500 per year. Anyone qualifying under the new (2 red seal TQ) criteria will receive their Education Allowance **retroactive to July 1, 2017**.

Section 49 – Copyright and Patents

- Existing LOU language regarding the requirement to train instructors now incorporated as part of this section and LOU therefore deleted.

Letters of Understanding

- New LOU—expanded workload criteria and a loading (workload) appeal process in the event that an instructor considers their workload is unfair, unreasonable or arbitrary.
- New LOU - to address transitional terms and conditions for Adjunct Instructors. It includes how these instructors are covered by the Collective Agreement, the scale for hourly payment, what the hourly rate pays for and will be reviewed by both parties before June 30, 2019.
- New LOU to establish a Joint Benefits Program Review Committee to review and recommend a more modern benefit plan. SAIT will invest in resources, training and supports to ensure funding to prioritize the compliance with Alberta’s Bill 30 legislation.
- New LOU to confirm the transitional provisions for faculty affected by the changes to the Long Service Allowance (grandfathering provision).
- New LOU to transition the payment of the step increase to a common date of October 1 with provision that **no one will be disadvantaged monetarily** by this move. ➡

Retirement – What me worry?

By Eugene Blanchard

If you are a full-time employee, where do you start when you are thinking of retirement? Are you worried whether you will have enough retirement income? A good place to start is with the Local Authority Pension Plan (LAPP) website and the online tools. The Pension Estimator is a quick tool (no login required) to *approximate* the monthly income that you would receive from LAPP based on estimates calculated from start date, age, and other data. You can find out your Pensionable Service, which is the number of years you've worked at SAIT, by visiting mySAIT.ca and selecting the myEmployee tab—Benefits and Deductions—Retirement Plans. It will list the start date from when you joined the plan. Use that to determine the number of Pensionable Service years that you have earned (today's date – start date = Pensionable service years). Don't be alarmed as your LAPP income is only part of the monthly income that you will receive.

Another tool provided by LAPP is <https://mypensionplan.apsc.ca/LAPP> (a more accurate tool that requires you to login). It will use information based on your pension plan contributions.

Canada Pensions Plan (CPP) has the Canadian Retirement Income Calculator located at <https://www.canada.ca/en/services/benefits/publicpensions/cpp/retirement-income-calculator.html> which gives a *bigger picture* of your retirement income. In the monthly income calculation, you provide input from LAPP, CPP, Old Age Security (OAS), and retirement savings (RRSPs, etc.). Each of these income sources add up to your monthly retirement income. You can simulate when you want to retire (60, 65, 68 years old), the length of time that you plan on receiving income (85, 90, etc.), and whether you have a spouse or not. You may be pleasantly surprised to find out that all of your investments added with LAPP, CPP, and OAS monthly incomes may provide you with a healthy lifestyle during your retirement years.

Canadian Retirement Income Calculator - Canada.ca

www.canada.ca

The Canadian Retirement Income Calculator will provide you with retirement income information, including the Old Age Security (OAS) pension and Canada Pension Plan (CPP) retirement benefits. You will need to work through a series of modules in order to estimate your retirement incomes from various . . .

One concern you may have is with health benefits. As soon as you retire from SAIT, your SAIT health benefits stop. There is a solution. You are eligible to join the Alberta Retired Teachers' Association at <https://www.arta.net/>. One of the services they provide is a group health and dental plan, which is comparable to SAIT's health plan.

When you turn 65, the Government of Alberta provides premium-free Alberta Blue Cross Coverage for Seniors for health services not covered by the Alberta Health Care Insurance Plan (AHCIP). This coverage is available to all Albertans 65 years of age and older and all recipients of the Alberta Widows' Pension, and their dependants. The link is: <http://www.health.alberta.ca/services/drugs-seniors.html>

Naturally, everyone's situation is a little bit different and if you have questions, you should consult with SAIT's Employee Services as they have experts who can answer your questions or point you in the right direction. The contact information is 403.284.8633 or e-mail working@sait.ca. ⇄



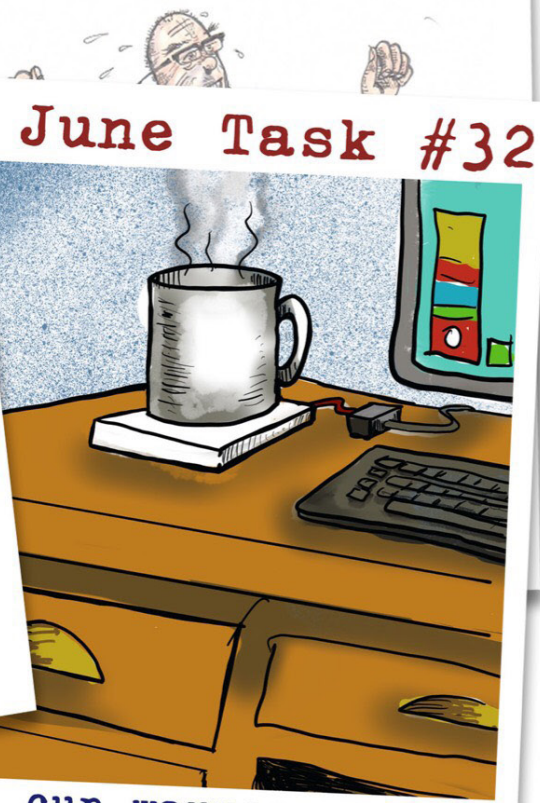
May & June Faculty To-Do List

May/June Task #4



Setting up meetings that get you out of your office

June Task #24



June Task #32

Modify a cup warmer so the drink is always steaming hot making it look like I just left my desk at all times.

May/June Task



Updating Cultural References for Classroom, AKA Netflix Binging



at the best places to drink coffee...away from your desk.