

# SAFAGRAM

## President's Message



*By Doug Spurgeon*

First, thank you to all those who have come forward to take part in the elected positions of the Association. It is good to see many new faces, and returning members will be able to contribute years of knowledge as we all move forward.

Also, thank you to everyone who helped me over the past seven years as President. It was only through the contribution of the Association members that we were able to accomplish what we have over the past few years.

I would like to comment on my message in the last SAFAGRAM. One thing that stood out was the number of people who came to me and said they knew who that person was and that they were from their department/school. Interestingly, I have heard that comment from someone in every school. Appropriately, I also heard comments of "there is hope coming forward" and even one who stated the "end was inspiration to know things are changing."

I have always welcomed your comments and thoughts, but it is very humbling to hear from many of you that you feel a lot of the change has come directly from my efforts. While I may have been the one in front, there were always many people who helped behind the scenes. The SAFA Executive has been a very cohesive functional group over the past few years, couple that with the administrative office staff and the willingness of members to stand up and assist where or when needed. The efforts of all members of the Association have enabled the elected representatives to make advancements on your behalf.

What would my message be without the union "rah rah."

Remember the upcoming AGM and elections. We would like to see record turnouts for these events. This also includes our "Brothers and Sisters" who work under "fee-for-service" contracts. It still stands that the Association will represent all those who are considered "Faculty." Be sure to attend the spring BBQ, which tends to be a memorable way to say goodbye to a long term and look forward to a well-deserved break.

*Continued on Page 6*

### In this Issue

President's Message .....	Page 1
LRO Report .....	Page 2
New Media Production and Design (NMPD) .....	Page 3
Library Report .....	Page 5
SAIT/SAFA Workload Committee Report.....	Page 6
Looking for a new opportunity at SAIT? .....	Page 6

### Editorial Board

- Pat Squibb
- Wendy Strashok
- Patricia Brown
- BJ Hamilton—Cartoonist

### Layout

Luda Paul

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



Recently, I have been asked questions regarding the Long Service Allowance and Overload, respectively.

The following is an article that was in a previous SAFAGRAM. This article reviews the Long Service Allowance (LSA) Section 46.02 of the SAIT/SAFA Collective Agreement followed by a Q & A article describing

how overload works (written by Eugene Blanchard who kindly allowed me to include it in this issue).

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

## 1. 46.02 Long Service Allowance:

*An academic staff member shall be eligible for an annual Long Service Allowance (LSA) of \$3,000.00 per year provided the academic staff member has:*

(a) Completed seven years of current, continuous service, and

(b) Has been paid at the same maximum salary step during the immediately preceding two (2) years, and

(c) Has received in the two prior years and continues to receive a satisfactory performance review.

(d) Effective July 1, 2012 educational Counsellors and Librarians will be eligible for an annual long service allowance of three thousand dollars (\$3,000.00) per year in accordance with 46.02(a) and 46.02(b) and 46.02(c) above.

*The allowance shall be paid monthly. (\$3,000.00 divided by 12 = \$250.00 per month)*

*Long service allowances are not part of "annual salary" as defined by section 1.01(d).*

Further explanation of the **three criteria** follows:

**Seven years of current, continuous service.** This is fairly self-explanatory. The years are calculated using your anniversary date—the date you were hired.

**You've been paid at the same maximum salary step during the immediately preceding two (2) years.** This is where the Letter of Understanding contained in the current Collective Bargaining Agreement (CBA) defines what that means to those who aren't at the top of the salary grid. It states that the LSA will be paid to those academic staff members who would have become entitled to receive it during the next four years if additional steps had not been added. So, if no additional steps had been added, step 15 would be the maximum step. For example, if your anniversary date is December 1, and you are currently on step 14, you will advance to step 15 on December 1, 2014. On December 1, 2015, you will have year one of the requirement of having been at the same maximum salary step for the preceding two years. On December 1, 2016, you will have the second year in and will then be eligible for the LSA. For the example above, I used an anniversary date of December 1. Your anniversary date will vary.

**Has received in the two prior years and continues to receive a satisfactory performance review.** Failure to get an

overall rating of "Expected Performance" on your performance review will result in the loss of your LSA for two years—a substantial financial penalty!

Effective July 1, 2012, Educational Counsellors and Librarians became eligible to receive the Long Service Allowance. They would also have to meet the criteria as above.

## 2. Q & A on Overload:

### Q. What is the process to receive credit for overload hours?

A. All overload must be pre-approved and documented using the Overload Pre-Approval Form by both the Academic Chair and the Dean in order to be paid:

*"The instructor is to keep a copy of the approved overload and substitution form(s) and submit at year end with the Load Verification Form to substantiate overload payment."* SAIT Overload Communication June 27 07.doc

### Q. If I agree to work overload, am I guaranteed to be paid for the extra work?

A. There is **no** guarantee that extra work completed in the Fall or Winter sessions as "overload" work will be compensated for. For example, in the case of apprentice instructors, once you've met your yearly Classroom Contact Hours (CCH) load, there is a chance that you may not be loaded for the latter part of the year. If you accepted extra work in the Fall as "overload," classes may be collapsed due to poor enrollment or attrition and you may lose part of your Winter or Spring load and not have enough total student contact hours to reach your CCH.

### Q. Do sick benefits affect overload?

A. If you get sick **after** reaching overload, your sick days are deducted from the overload:

*"Any class contact hours that are missed for any reason do not count towards overload."* SAIT Overload Communication June 27 07.doc

### Q. How does offloading affect overload?

A. The CCH is not based on just classroom contact hours. If you are **offloaded** to do extra work such as curriculum development or representing SAIT at an event, those hours count toward reducing overload!

*"Assigned offload will reduce the overload position. For example with a CCH of 688 and 100 hours offload, overload will occur after 588 contact hours."* SAIT Overload Communication June 27 07.doc

### Q. How is my CCH affected if I miss part of the school year?

A. If for some reason you cannot teach at SAIT during the school year, your class contact hours (CCH) will be pro-rated (reduced) by 10 percent per month of absence.

*"For instructors that start or return to work during the academic year, they will receive an offload of 10% of their CCH for each month after the normal start date for that position that they return."* SAIT Overload Communication June 27 07.doc

Labour Relations Officer Report  
Continued from Page 2

### Q. When is it paid?

A. It is paid at the **end** of July; the money you earn in September is not available until the end of July. You are required to submit your overload documentation at the end of the school year.

### Q. When does overload “kick in”?

A. Once you reach your CCH, then any hours over your CCH count as overload.

### Q. How is my CCH calculated?

A. It is important that you understand how your CCH is calculated in your particular situation if you are considering extra work that will result in overload pay. Your regular load (CCH) is calculated based on 16 weeks even though the “semesters” may be 6, 8, 15 or another variant depending on if you teach for the grant, apprentice, or earned revenue departments.

For example, if your loading is 656 student contact hours per year and the semesters are taught over 15 weeks at a normal weekly load of 20 hours per week:

$15 \times 20 \times 2 \text{ semesters} = 600 \text{ hours of student contact.}$

You must work an additional 56 hours of assigned offload or student contact hours before overload kicks in.

### Q. How much does overload pay?

A. The calculation for the overload hourly rate is based on your yearly salary divided by 850. SAFA Collective Agreement Section 50.01. ➡

## The Ten Commandments of Good Human Relations

1. SPEAK TO PEOPLE — there's nothing as nice as a cheerful word of greeting.
2. SMILE AT PEOPLE — it takes 72 muscles to frown, and only 14 to smile
3. CALL PEOPLE BY NAME — the sweetest music to anyone's ears is the sound of his own name.
4. BE FRIENDLY AND HELPFUL — if you would have friends, be friendly.
5. BE CORDIAL — speak and act as if everything you do is a genuine pleasure.
6. BE GENUINELY INTERESTED IN PEOPLE — you can like everybody if you try.
7. BE GENEROUS WITH PRAISE — cautious with criticism.
8. BE CONSIDERATE OF THE FEELINGS OF OTHERS — it will always be appreciated.
9. BE THOUGHTFUL OF THE OPINIONS OF OTHERS — there are three sides to controversy — yours the other fellow's and the right one.
10. BE ALERT TO GIVE SERVICE — what counts most in life is what we do for others.

## New Media Production and Design (NMPD)

### Student winner of logo design

By Gerald Flim, GCPT and NMPD Academic Chair

The Printing and Graphics Industry Association (PGIA) recently approached students in Graphic Communication and Print Technology, as well as New Media Production and Design, to re-design their logo. Entries from students in both programs were received.

The board chose the submission of Alberto Tolentino-Pineda, an international student from Mexico, who is in his second semester of NMPD. This was part of a class exercise in a Visual Communications course led by Luba Diduch. Below is Alberto's design and a photo of him receiving his prize cheque. ➡



Alberto Tolentino-Pineda with PGIA President Kevin Lanuke

**PLEASE REMEMBER TO VOTE**

**Advanced Polls: SAFA Office N201**

**April 28 and May 7**

**Electronic Voting**

**May 15**

# Annual SAFA BBQ

## **SAFA**

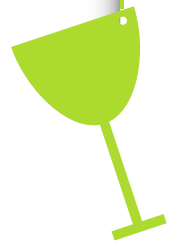
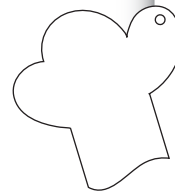
Cordially Invites You to Our  
**Annual BBQ**

**May 15, 2014**

4:00 p.m. to 7:30 p.m.

4 Nines, John Ware

- You will receive 2 complimentary drink tickets/person
- Additional drink tickets may be purchased for \$2 each
- Raffle and 50/50 tickets will be sold
- All proceeds will go to the Calgary Women's Shelter
- Taxi vouchers will be provided



# Library Report

By Alison Hart

## Spring Tech Faire 2014

Most people are aware of the extraordinary possibilities that the genre, science fiction, presents to us. Probably many of us have watched films or read about dystopian worlds that are ruled by rebelling anthropomorphic robots. Dystopian societies appear in many sub-genres of fiction and are often used to draw attention to real-world issues regarding society, environment, politics, economics, religion, psychology, ethics, science, and/or technology. Science fiction often forces its human characters to rely on strength and fortitude and to have a great deal of technical knowledge about robotics.

On Friday, March 21, guests at the **Second Annual Spring Tech Faire** were asked to consider what they would do in the event of a robot uprising. They learned that the Library has a lot of information that would help them survive this type of android attack. The Library has many resources on the actual science of robotics and other related nanotechnologies. There are some great graphic novels and science fiction too.

- The robot book display was one of eight exciting exhibits at the Tech Faire, which was proudly presented by the Reg Erhardt Library at SAIT.
- Guests were astounded by the speed and aerodynamics of an ice boat made by SAIT's own, Stefan Dalberg.
- Our neighbors from ACAD represented their Media Arts + Digital Technologies Department by showcasing their cutting-edge art.
- Alberta Aquaponics showed us how to set up a system which simultaneously raises fish and grows plant food at home.
- Shannon Chappell, a local artist, hobbyist and technologist, showed off some of the awesome wearable, moving objects that he creates at Infernal Studios.
- Greg Ball, a SAIT Instructor, and his students from the Mechanical Engineering Technology Program, explained laser-cutting technologies. They exhibited some impressive souvenirs that were made using a variety of materials.
- ARIS was out in full-force at the event—the RAD Lab presented their RFID dress, and the Environmental Technologists displayed a water treatment system used to increase efficiency in the oil and gas industry.

The Library thanks everyone involved in this year's Spring Tech Faire! Next year, this event promises to be bigger and better with most of our exhibitors returning and new applicants already registered. If you are interested in participating in this event, please let us know by contacting Emma Thompson, Coordinator of Library Instruction, by phone (403) 284-8617 or e-mail [emma.thompson@sait.ca](mailto:emma.thompson@sait.ca).

We hope to see you next year when we will once again be celebrating technology, science, creativity, and beyond! ♦



*One of Shannon Chappell's (Infernal Creations) wearable creations*



*Stefan Dalberg's ice boat, which aerodynamically glides on ice at truly astonishing speeds*

# SAIT/SAFA Workload Committee Report

By Donna Campbell

The SAIT/SAFA Workload Committee continued its meetings in March and April. With Lee Haldeman's change in responsibilities to become the Vice President, Academic, we welcomed Jennifer Bennett, Registrar and Director of Student Services, as a new member of the Committee. Having Jennifer on the Committee has been valuable for our discussions about instructor scheduling concerns. We were able to make great progress discussing scheduling concerns identified by SAFA in the past survey. The Committee also looked at the Policy and Procedures on Professional Development (PD), and how PD impacts teaching loads.

The Committee will continue to meet throughout the summer with more work on 36.10 (Development and Preparation) and 36.11 (Assignable Work).

The SAFA Committee members are Richard Thompson (Construction), Earl Simpson (M & A), Roger Duckworth (Business), and Donna Campbell (ICT). ♦

*President's Message  
Continued from Page 1*

Times are changing; more openness and a true willingness to work together is emerging on both sides of the fence. There is still work to do and some pieces that have to be ratified. This will happen in due course, and I will continue working to finish what I have initiated.

Once again, I would like to thank everyone for all the support and ask that as the year progresses and we move to a slower pace to rise up and look around at the changes. Some have been very subtle while others have been drastic; regardless, change is something that once again will make the campus community stronger by your continued efforts and guidance. The same patience and "unflinching" coaching you provide to your students will also serve well in the days to come. ♦

## Looking for a new opportunity at SAIT?

Our busy hiring season will soon be upon us, and we will be looking for various positions including Instructors! Networking is the KEY to our success, and we encourage you to visit SAIT's job postings at [www.sait.ca/work-at-sait.php](http://www.sait.ca/work-at-sait.php) and share opportunities with anyone you know who would love to be part of SAIT.

SAIT Employees, Alumni and Retirees are eligible to participate in SAIT's Referring Exceptional Applicants Program (REAP). For completed details of the program, a copy of the application form and eligibility criteria visit: <http://www.sait.ca/work-at-sait/referring-exceptional-applicants-program.php>

## Punography

I did a theatrical performance about puns. It was a play on words.

They told me I had type A blood, but it was a Type-O.

PMS jokes aren't funny, period.

Class trip to the Coca-Cola factory. I hope there's no pop quiz.

Energizer bunny arrested. Charged with battery.

I didn't like my beard at first. Then it grew on me.

How do you make holy water? Boil the hell out of it!

Did you hear about the cross eyed teacher who lost her job because she couldn't control her pupils?

When you get a bladder infection, urine trouble.

I used to be a banker, but I lost interest.

What does a clock do when it's hungry? It goes back four seconds.

I wondered why the baseball was getting bigger. Then it hit me!

Broken pencils are pointless.

What do you call a dinosaur with an extensive vocabulary? A thesaurus.

England has no kidney bank, but it does have a Liverpool.

I dropped out of communism class because of lousy Marx.

All the toilets in New York's police stations have been stolen. Police have nothing to go on.

I got a job at a bakery because I kneaded dough.

Haunted French pancakes give me the crepes.