

President's Message



By Blair Howes

Hello Faculty,

It is hard to believe that we find ourselves in the situation we are in after only a few short weeks. April also sees us in a very similar circumstance and I'm not holding my breath for things to be better in May or June.

Along with Al Brown, I am in continuing communication with the SAIT executive every couple of days.

There have been many changes this year for both Faculty and management, but I want to assure you these changes are happening with some form of consultation with SAFA. On a temporary basis, negotiations on these changes occur daily on an *as required* basis only.

As the guardian and enforcer of our Collective Agreement, I caution you that we are in a unique storm and as the wind blows the tree must bend a bit or it will break. I can't imagine how disruptive this has been for everyone from work life to home life, but I am very proud of the Faculty for their dedication to get the job done in crisis mode. The move to an online platform in a short time frame (3 days) was monumental, and it should be recognized that it took superhuman effort on both sides to pull it off.

SAFA and the negotiations team are ramping up for bargaining this spring. **(Yes, that is still happening)**, and Al and the bargaining team will provide updates as that progresses.

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SAFAGRAM is published by the SAIT Academic Faculty Association (SAFA) three times a year usually closer to the end of the months of Fall, Winter, and Spring.

Send submissions to SAFAGRAM, care of the SAFA office, N201 or e-mail submissions to kathie.dann@saif.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 Report



By Al Brown (LRO)

I want to start by saying I'm continuously amazed at the herculean and selfless effort our SAFA Faculty is affording their students and the SAIT community! Thank You!!

The SAFA leadership team (Amir Fard, Candace VanApeldoorn, Dan Jones, Earl Simpson, Jessica Norman, Ken Upton, Moira MacLoughlin, Peter Reitz, and Sheldon Thunstrum) continue to meet weekly to maintain information sharing between the Schools. Meanwhile, Blair Howes, SAFA President, and I continue to talk weekly with SAIT's Senior Executive and daily with Employee Services. We plan to continue to do this for the duration of this Pandemic event.

It is important that you continue to raise questions or concerns affecting Faculty so that, where appropriate, we can work toward consistent and fair implementation of these new operational guidelines. Despite the isolation of our individual work environments, please remember that you are NOT alone, and sharing best practices across the Schools can help all of us adjust and adapt along with the changing environment.

Both SAFA and SAIT are still expecting to begin the bargaining process for the renewal of our Collective Agreement. You will see surveys for input in the coming weeks.

Your experience in the workplace is our primary concern. Your feedback is valuable, and we're listening to members' concerns throughout our decision-making. You can send your questions to the SAFA Divisional Rep or contact me directly. Either way, your SAFA Executive is committed to do its very best to consider all member input and to address your concerns.

On the note of support, while we don't have a lot of answers to "what happens at the end of this semester," we have confirmed that ALL Faculty, including Adjunct, are currently able to access the Employee and Family Assistance Program (EFAP) which includes:

Short-term professional counselling provides support for personal and emotional concerns.

Specialized counselling and online programs assist with career challenges, managing stress, and more.

Family support services provide access to child and eldercare resources.

Nutritional services offer consultations with registered dietitians.

Legal support services provide consultation with legal professionals.

Health coaching connects you to registered nurses for information and advice.

Financial support services provide consultation with financial professionals.

Do you have questions about the EFAP? Contact [Employee Services](#).

Employees are encouraged to use the EFAP anytime you need it.

Get started by calling LifeWorks' toll-free number:

1.844.671.3327 (TTY: 1.877.338.0275).

In addition, the federal government has brought forward the **new Canada Emergency Response Benefit (CERB)**. As I understand it at time of writing, this will provide a taxable benefit of \$2,000 a month for up to 4 months to self-employed individuals, including contract workers (**Adjunct Faculty**), who would not otherwise be eligible for Employment Insurance. I have copied a link to the Government website for further information:

<https://www.canada.ca/en/department-finance/economic-response-plan/covid19-individuals.html>

Please continue to stay safe and healthy. As always, please contact me directly at e-mail al.brown@sait.ca if you have any questions.

OER at SAIT

2017-2019 Update

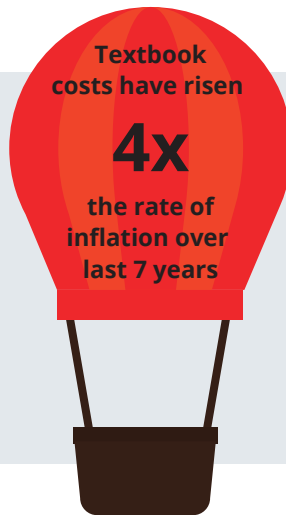
Open Educational Resources (OER) are any type of educational materials that are introduced with an open licence. With the current shift to online learning, adopting an OER for your class provides an accessible option for students and a flexible option for instructors.



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Students have content that is:

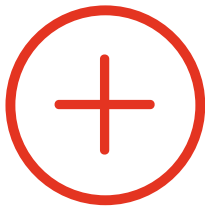
- Low cost or free
- Easy to access - even before classes start
- More diverse, engaging, and relevant



Faculty and Institution see:

- Increased student retention by reducing cost
- Increased academic reputation
- Same or better resource quality

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My message is short as my days for the last three weeks have been extremely long. Keep watching for e-mails from me or AI as things progress.

In closing, I would like to wish everyone a safe and healthy work-from-home experience.

I would also like to remind everyone of the SAFA election and the AGM in May (not sure how SAFA will pull the AGM off yet), but we will figure it out.

Always, in service of membership.



As you continue to work from home,
we wish that you and your family
will remain in good health.

– SAFAGRAM Board