



President's Message



By Blair Howes

Hello Faculty,
 In just a couple of weeks, we will mark the end of what has been a challenging academic year for everyone. There have been a few “firsts” this year including our online AGM and SAITSA’s Online Awards Ceremony.

I would like to congratulate all the nominees: you have made a difference in students’ lives. Congratulations to all the winners listed below:

- Hospitality and Tourism, **Danielle Radke**
- Transportation, **Wade Anderson**
- Manufacturing and Automation, **Mona Salma**
- Health and Public Safety, **Kalin Provan**
- School of Construction, **Vannessa Mastin**
- School of Business, **Dan Wong**
- School of Information and Technology, **Jean Paterson**
- McPhail School of Energy, **Gary Saundh**
- Core Academic Learner Services, **Antony Chen**
- Athena Award for her work on OER Librarian, **Jacqueline Lyndon**
- Sentinel Award, **Chinook Lodge**

Al Brown and I, as well as the bargaining team, have been in constant communication with SAIT concerning the pressing issues of each day. Although my crystal ball remains foggy for September being more normal than not, I do believe we will be in a different world and any sort of normal will not return until 2021.

SAIT’s management will be looking to us, the Faculty members on the front line, to help with finding solutions for any sort of front line contact with students in September. When SAIT asks you for input, I would suggest you

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Editorial Board

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Send submissions to SAFAGRAM, care of the SAFA office, N201 or e-mail submissions to 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 Report



By Al Brown (LRO)

Hello everyone.

I am hoping you and your families are all staying safe during these extraordinary times! As we head into the summer, there is still a lot of uncertainty about what the Fall semester will look like. Rest assured SAFA will be working through the summer to ensure your safety and your rights are protected.

I know most of you are on vacation. However, there will be e-mails coming your way (both from SAIT and SAFA) seeking input on scheduling, bargaining topics, and just generally keeping you in the loop as things are clarified over the summer. If you have any concerns, questions, or feedback on any topic, please contact me at al.brown@sait.ca.

I want to update all of you on the topic of Position Abolishment. Prior to leaving campus, you may have attended one or more of the several “Town Hall” meetings SAFA conducted regarding a letter we received outlining “SAIT’s response to financial challenges.” In this letter, SAIT was projecting up to 56 positions would be abolished, of which 46 were occupied and 10 were currently vacant.

Obviously, to say things have changed since then would be an understatement. However, on a positive note, after a lot of consultation and consideration given to the current events, SAIT has determined only 6 permanent full-time instructors will have their positions abolished. Unfortunately, that still results in many Adjunct and Temporary Salaried Instructors not having their contracts renewed.

I know there seemed to be some confusion over the mention of a “voluntary departure” in Brad Donaldson’s e-mail of early June:

We now expect the SAFA voluntary departure solicitation process to close around June 12 and as per our collective agreement, a period of consultation will occur with expected notification of position eliminations by the end of June.

This “voluntary departure” refers to Section 13.04(b) (copied below) and is used only if there is a decrease in enrollment in the academic staff member’s area of instruction; or the discontinuation or cancellation of a course or program. So, unless your position is in jeopardy of being abolished, the volunteer process won’t be available to you.

13.04 Except in circumstances beyond the reasonable control of the instructional unit, the following shall be considered prior to any permanent positions in the program being impacted:

- a) The Employer will release Casual, Temporary and Probationary employees;
- b) The use of a Voluntary process:
 - i. An academic staff member may volunteer for position abolishment. If the Parties agree, the academic staff member shall enter into an agreement to resign or retire with the provisions as outlined in Section 13.05.
 - ii. If more volunteers than positions for abolishment occur, in conjunction with skills, abilities and operational teaching requirements the final factor for consideration shall be years of service.
- c) Permanent full and part time instructors.

On June 12, 2020, there was an inspection of the worksite as part of the Government of Alberta – Occupational Health and Safety (OHS) 2020 Stage One Pandemic Relaunch Inspections initiative. The inspection was conducted with the following worksite representatives: the Employer Representative, the Employer Manager (Health, Safety and Environment), the Employer Director (Facilities Management), the Employer Dean (MacPhail School of Energy/HSC Employer Chair), and the Health and Safety Committee Worker Chair.

During the inspection, the OHS Officer was asked about workers who are concerned about returning to campus due to potential risk of COVID-19 exposure and the right to refuse work. If you do have any concerns, please contact Blair or me.

This is the response we received:

In regards to your question “With COVID-19 what are practical ways to deal with refusal-to-work by a worker who is worried about potential exposure to COVID-19?”, I provide the following as the OHS guidance in this situation:

Under Alberta’s OHS legislation, a worker (essential and non-essential) may refuse to work or to do particular work at a work site if the worker believes on reasonable grounds that there is a dangerous condition at the work site or that the work constitutes a danger to the worker’s health and safety or to the health and safety of other workers. If the employer has implemented reasonable controls,

such as those recommended by Alberta's Chief Medical Officer of Health, the dangerous condition associated with exposure to the virus should be addressed and there is no right to refuse the work under OHS legislation. If a worker still feels uncomfortable with those controls, they are encouraged to first discuss their concerns with their employer so the concerns may be addressed. For information regarding the work refusal process, which may be relevant if the employer is not implementing the controls required by Alberta's Chief Medical Officer of Health, refer to www.alberta.ca/refuse-dangerous-work.aspx or the publication, Right to Refuse Dangerous Work, at ohs-pubstore.labour.alberta.ca/li049.

Alberta Health Services is recommending individuals who are at higher risk for severe illness from COVID-19 to stay at home, and avoid public places and social interaction www.albertahealthservices.ca/assets/info/ppih/if-ppih-ncov-2019-public-faq.pdf. If you have a concern that your work conditions create an additional risk to your health and safety due to personal circumstances (high risk for severe illness), you should discuss these concerns with your employer. If you are unable to reach a satisfactory resolution, you may contact the Government of Alberta's Occupational Health and Safety (OHS) Contact Centre, which can be reached by telephone at 1-866-415-8690 (in Alberta) or 780-415-8690 (in Edmonton) or online at www.alberta.ca/file-complaint-online.aspx. The Alberta Human Rights Commission is encouraging employers to be sensitive to workers who are at a high risk for severe illness from COVID-19 and provide flexible options for workers (such as a leave or an arrangement to work home) as an accommodation for any worker who needs to stay home for reasons related to COVID-19. For more information on this please visit www.albertahumanrights.ab.ca/employment/Pages/covid19.aspx.

Here are links to some COVID-19 information that I am sure you will find useful:

COVID-19 Info for Albertans – <https://www.alberta.ca/coronavirus-info-for-Albertans.aspx>

- COVID-19 Help Prevent the Spread – <https://www.alberta.ca/prevent-the-spread.aspx>

Alberta BizConnect (Workplace guidance and supports to help businesses and non-profits affected by COVID-19 begin to reopen and resume operations safely) – <https://www.alberta.ca/biz-connect.aspx>

- Workplace Guidance for Business Owners (specific document from website above) – <https://www.alberta.ca/assets/documents/covid-19-workplace-guidance-for-business-owners.pdf>
- Relaunch Plan Template – <https://www.alberta.ca/assets/documents/covid-19-relaunch-considerations-for-businesses.docx>
- Industry specific guidance available at this worksite (i.e. – restaurants, retail, daycare, hair salons/barber shops, etc.)

OHS resources on minimizing risk from COVID-19 and respiratory viruses in the workplace – <https://ohs-pubstore.labour.alberta.ca/covid-19>

- Respiratory Viruses and the Workplace – <https://ohs-pubstore.labour.alberta.ca/bh022>
- Reporting and Investigating Injuries and Incidents – <https://ohs-pubstore.labour.alberta.ca/li016>
- Reporting and Investigating Potentially Serious Incidents (PSIs) – <https://ohs-pubstore.labour.alberta.ca/li016-1>
- Hazard Assessment and Control: a handbook for Alberta employers and workers – <https://ohs-pubstore.labour.alberta.ca/bp018>

We wish you all the best and to stay healthy!
This is going to be a challenging time for
everyone, but we must all do what we can to
help each other through this.



– SAFAGRAM Board

get involved and give them as much information as you can—only you know about what occurs in your classrooms daily. David Ross's last President's message gave a link to the guidelines for reopening post-secondary institutes throughout the province. I think it is in everyone's best interest to look at these documents.

One of the things I am looking forward to in July and will be as close to normal for me as it can get is the long list of summer chores that I always have. Gardening, fishing, and those projects that almost get completed before time runs out. This is how I recharge my batteries.

This is the second year for my latest special summer project. I hope to be able to finish the restoration that I started last summer. This little gem is now 40 years old!!



It is these little projects that will help us to get grounded for the next year of teaching.

As I stated in the previous SAFAGRAM, I remain to you, the Faculty members, as the guardian and enforcer of our Collective Agreement. I would like to caution you that this year we are in a unique storm, and as the wind blows, the tree must bend a bit or it will break. There will be some changes in the Fall as we get ready for the next evolution of this new normal we find ourselves in. SAIT and SAFA still do not have a full picture of those details, but I remain committed to letting you know as soon as we hear anything.

I believe the tasks required to prepare for the Fall will be as monumental this year as the work you did in the spring. I believe SAIT's message was just as strong to suggest that some of that prep work will simply not get done and that is ok and understandable for the near future.

SAFA and the Negotiations Team are ramping up for bargaining next spring. (YES, THAT IS STILL HAPPENING), and AI and the bargaining team will update as that progresses.

My year end message is simple: my first and foremost concern is that everyone remains safe and healthy as the new situations unfold. Keep watching for e-mails from me or AI as things progress.

In closing, I would like to wish everyone a fun, relaxing summer. Take time to smell the roses, so to speak, and connect with family and friends as the COVID restrictions relax. I am a creature of habit and do monitor e-mails, so if there is something pressing or troublesome, reach out to me at blair.howes@sait.ca. It may take a day or two to respond in July or August, but let me assure you that you will get a response.

I would also like to thank everyone who attended the online AGM. The recording of the meeting will soon be up on the SAFA website for anyone who wishes to view it.

Always, in service of membership.

Just a few Grammar Jokes

Q: What's the difference between a cat and a comma?

A: One has claws and the end of its paws, and the other is a pause at the ends of a clause.

“Knock knock.” “Who’s there?” “To.” “To who?” “Actually, it’s to whom.”

Q: Why should you never date an apostrophe?

A: They’re too possessive

Q: What do you call Santa’s little helpers?

A: Subordinate clauses

A linguistics professor was lecturing to his English class one day.

“In English,” he said, “A double negative forms a positive. In some languages, though, such as Russian, a double negative is still a negative. However, there is no language wherein a double positive can form a negative.”

A voice from the back of the room piped up, “Yeah, right.”

A panda walks into a cafe. He orders a sandwich, eats it, then draws a gun and fires two shots in the air.

“Why?” asks the confused waiter, as the panda makes towards the exit.

The panda produces a badly punctuated wildlife manual and tosses it over his shoulder. “*I’m a panda,*” he says at the door. “*Look it up.*”

The waiter turns to the relevant entry and, sure enough, finds an explanation. “*Panda. Large black-and-white bear-like mammal, native to China. Eats, shoots, and leaves.*”

Team Meetings during Social Distancing

Hello, I am checking in from my home office...



Day 1

Hi there, let me just close out my Netflix and make Zoom full screen



Day 5

... 'SUP !?!



Day 9