



## President's Message



By Blair Howes

Hello Faculty,

I find myself writing the last SAFAGRAM article of the academic year on a day when I have two meetings, one with the Minister of Advanced Education and one with the Minister of Labour.

Although these meetings are very important to the way we do our daily business as instructors for SAIT, I am sometimes disappointed because I do feel the messaging falls on deaf ears with the UPC Government.

This has been an extremely challenging year for all Instructors moving from face-to-face delivery of our programs and any rush to get back to some sort of "normal" in the fall will be difficult at best.

My hope is that SAIT will take great care and time trying to plan for an uncertain September. With the rollout of vaccines happening across the Province, I am quite sure that we will be back in classes in the fall. What that will look like I have no idea, but Faculty are very resilient. We will find a way to make it the best experience for our students that we can.

I again want to remind everybody for September that there is a Mutual Agreement Form for you to fill out for any instructional hours outside of the Collective Agreement, including evenings and weekends. It is imperative for you the Faculty member to make sure that your Academic Chair has completed the form correctly including the who, what, where, when, and

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### Editorial Board

- Pat Squibb
- Wendy Strashok
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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@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/>

how long details for those instructional hours. Please see the archived March SAFAGRAM for the details on how the form is filled out on [safagram.com](http://safagram.com).

The spring has brought many changes for both Faculty and the administration of SAIT. Administration has instituted a new fiscal year to align with the Provincial Government's fiscal year. This has brought changes to the way that we as faculty spend our vacation. The bargaining team has made the vacation issue their top priority moving into the summer, and I am happy to say that we now have a Letter of Understanding on vacation usage that will bridge us into a new Collective Agreement at some point in the future.

Please make sure you visit the SAFA website if you are unsure of the details of the Letter of Understanding and, of course, watch for Al Brown's bargaining update townhalls. Legislation has now insured that both the employer and the Faculty Association have rights and obligations under the labour code. This includes strike and/or lockout options for both the employer and the union. As such SAFA has now formed a job action committee and the work for that committee will start in September.

Bargaining in the summer has been suspended by both parties and will resume in September.

I brought this message to you the members in March, and I am reaffirming it today: COVID-19 fatigue is a real thing and should not be taken lightly. I encourage anyone who is feeling the pressure to reach out to family and friends, share a virtual coffee and conversation to help ease the tensions, or seek assistance through the SAIT EFAP Program.

Whether you are permanent Faculty, temporary salary faculty, casual faculty, or an adjunct instructor, please book a Covid shot as you will be protecting your fellow instructors and students as well as yourself. When you book your shot and get confirmation, please let your manager know. If you have booked instructional hours at the time of your shot, then it is SAIT's obligation to find your substitution, as new legislation from the Government of Alberta ensures that you will not lose any time or pay for that shot. We have language in the Collective Agreement that ensures this as well.

I still cannot seem to find the "off button" and April, May, and June have been very busy with lots of things going on behind the scenes.

Some ACIFA updates for you for next year's Annual Conference: ACIFA AGM will be in Jasper next year, and I am looking forward to a live version of the conference in whatever format that will be. This year's ACIFA AGM went well with some minor changes to the ACIFA Constitution and Bylaws having passed with flying colours. I want to congratulate our own Secretary Treasurer, Cameron Gall, on his new position on the ACIFA Executive Board as the VP of Finance. I would like to also congratulate the outgoing NAIT Faculty Association President, Gary Wilson, as the new VP for ACIFA.

As an update, the ACIFA Executive have approved a new advocacy project for diversity, equality, and inclusion. This project is in its final stages of development, pending the final review of the Ethics Review Board at the Alberta University of the Arts. I look forward to a September startup by a community-based researcher for this task. I am very proud to have been on the guiding committee for this project and feel this is long overdue.

As a reminder from the March SAFAGRAM, the kickoff of this project will involve a small group of individual Faculty members from all 14 post-secondary institutions across the Province and will reach out to potential candidates privately to ask for their participation. This will be a very wholesome and eye-opening experience and hopefully will yield a strong foundation for faculty associations to have a better understanding of working conditions within each of our organizations. I am very excited about this direction of the ACIFA membership.

As spring winds down and the hot days of July and August approach, I look forward to getting away from the computer screen and to start enjoying the work on my "honey do" list, to shedding some Covid weight gain, and, of course, to enjoy some activities with family and friends. My best wish would be to reengage with you the members in some long overdue SAFA activities like Cobbs Family Day or the SAFA social functions and just to personally see some old work friends and to engage with some of the new members of SAFA.

Again, my message is short as my days are long, but I remain dedicated to you the Faculty and remind everyone that I continue to meet with the other faculty association presidents throughout ACIFA to ensure we have current and up-to-date information as to what is happening at the other institutions.

As well, we will continue to meet with the Government of Alberta officials in our sector.

In closing, I would like to wish everyone a safe and happy summer and, of course, a warm one as well.

On behalf of the SAFA Executive Team and me, we hope you will be well and can take time to recharge the batteries for the fall.

Always, in service of membership.

Best Regards,  
Blair Howes  
SAFA President

## Labour Relations Officer Report

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*By Al Brown (LRO)*

Dear Faculty Colleagues,

As we approach the summer break, I want to take this opportunity to remind everyone that for some Faculty at SAIT there is no summer vacation—only summer unemployment.

It is probably not a surprise to hear that not all instructors have equal rights at SAIT. **Did you know that currently one third of instructors at SAIT are working under fewer rights?** These contingent instructors find themselves working in extremely precarious, poorly paid positions. SAIT makes little or no long-term commitment to instructors holding these positions. In fact, the **only protection contingent instructors have is what is negotiated into their Collective Agreement.**

This is why SAFA has been fighting for adjunct rights for years. During the last round of collective bargaining, SAIT and SAFA agreed to bring “fee for service” into the Collective Agreement as “adjunct instructors.” This means, for the first time, that the terms and conditions for adjunct faculty are now subject to collective bargaining. **In this round of bargaining, a primary goal of SAFA’s Negotiating Team is addressing issues specific to adjunct faculty such as: improved pay scale, more transparent and consistent processes for hiring and performance reviews, and access to benefits. As well, the Team is working to maintain casual instructor status.**

Contingent faculty are our colleagues, our friends, our equals in all ways—except in the way they are treated. Over the past decade, SAIT has invested heavily in infrastructure—new buildings, technology, etc. **Now SAIT needs to move from investing in things back to investing in people.**

To view the full statement from the SAFA Negotiating Team, as well as to see the contingent faculty survey results, please go to the SAFA bargaining webpage.

Please contact me directly at [al.brown@sait.ca](mailto:al.brown@sait.ca) if you have any questions, comments, or concerns.

In Solidarity,

Al Brown,  
SAFA Labour Relations Officer

## Journalism Humour: PROOFREADING IS A DYING ART THESE DAYS ...

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### Real Headlines:

Police Begin Campaign to Run Down Jaywalkers

Panda Mating Fails; Veterinarian Takes Over

Miners Refuse to Work after Death

Juvenile Court to Try Shooting Defendant

War Dims Hope for Peace

If Strike Isn’t Settled Quickly, It May Last Awhile

Cold Wave Linked to Temperatures

Red Tape Holds Up New Bridges

Man Struck By Lightning; Faces Battery Charge

New Study of Obesity Looks for Larger Test Group



Saitsa believes outstanding instructors should be acknowledged for their dedication and hard work at SAIT. Since 2008, Saitsa has encouraged students to nominate distinguished instructors for these prominent awards.

Congratulations to the following recipients who were recognized and received the Instructor Excellence Award (2021) in their school.

|   |                                      |
|---|--------------------------------------|
| MacPhail School of Energy                             | Steve Gao                            |
| School of Business                                    | Linda Gardner                        |
| School of Construction                                | Carina Butterworth                   |
| School of Health and Public Safety                    | Teela Kowalchuk                      |
| School of Hospitality and Tourism                     | Ray Bucknell                         |
| School of Information and Communications Technologies | Jim Cunningham* (posthumously)       |
| School of Manufacturing and Automation                | Ben Millen                           |
| Athena Award  | Jennifer Dunn (School of Energy)     |
| Marcel Carpenter Award                                | Jessica Norman (Reg Erhardt Library) |

For more information about these awards see

<https://saitsa.com/awards/>

I would like to acknowledge and thank the Instructors who have received the Saitsa awards this year for your dedication and hard work to always ensure the success of your students.

Although I didn't know Jim Cunningham in my personal life, he was no stranger to SAFA. His quick wit, humour, advice, and opinions around government issues surrounding post-secondary education in Alberta will indeed be missed by this SAFA President.

*Blair Howes*

A big THANKS to Nisha Midha, who is a thoughtful team member of the IMW (Industrial Mechanic (Millwright)) program.

She always goes that extra mile to help her colleagues! I appreciate your efforts and thoughtfulness.

- Lisa Kleebaum

An act of kindness . . .

(The following message was missed from our previous SAFAGRAM edition.)

One day this past semester I drove to the SAIT parking lot only to realize that I did not have my credit card. I could not get in. I was about to turn around and go home when a nice man who works at SAIT used his credit card to let me into the parking lot. I promised to repay him, but I did not get his name and he didn't wait to give it to me.

I want to thank him again for his kindness and generosity, but I have no idea who he is or how to contact him to pay him back. Regardless, someone needs to know that we work with exceptional people who greatly deserve our respect.

- Tom Vernham

## Spell Check Bloopers

*(Comic relief while marking papers)*

From emails:

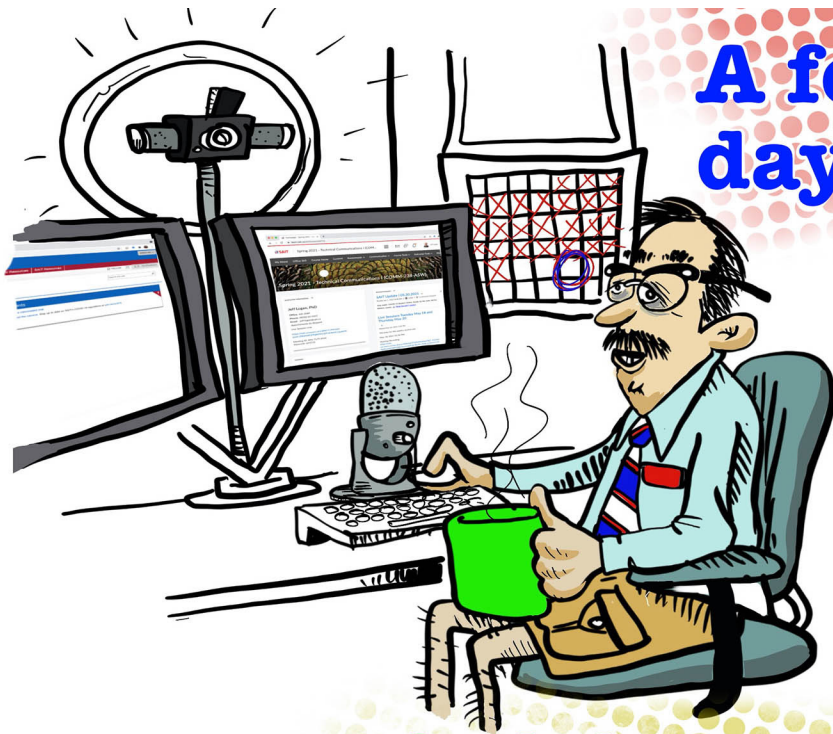
“Hi I was wondering how come my marks in grade detail of skills test is not on my there.”

“I will be apsent the first to classes of my bio due to peasonal issues. and the third class because of my EMR. Will be apsent Sep 3, 5 and 8”

“it's Sam im wondering who do I find out witch buildings are my classes are in.”



**A few more days...**



**And then...**



**Summer Time!!**

*HJ LOGAN 2011*