



President’s Message



By Blair Howes

Hello Faculty,
Happy “almost end of semester time” with only a month or so to go. For the most part, the weather has been cooperating except for the four feet of snow that came down just a little west of us on September 30.

From mid-July through the end of August, SAFA was busy with the implementation of the new Banner 9 and a meeting with the new Advanced Education Minister. I am looking forward to the next meeting with him on November 26 as there are several issues to discuss.

No doubt everyone has heard about the budget cuts of the UPC Government to the post-secondary sector. This is not a surprise considering the current condition of Alberta.

I do want to clear up a few things for you:

The previous Government had given SAIT 2 percent increases to funding over the last three years of their term while hiding behind a mandate letter to SAIT to hold 0 percent increase to faculty salaries. SAFA made some gains in language and asked you the members to ratify a three-year deal with a wage reopener in the last year (this year). There are three institutes in this position: U of C, Keyano, and SAIT.

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Editorial Board

- Pat Squibb
- Wendy Strashok
- Jeffrey Logan – Cartoonist

Layout

Luda Paul

SAFACALGARY 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 SAFACALGARY, 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.

SAFACALGARY 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 SAFACALGARY do not necessarily represent the views of the Editorial Board or SAFA.

<http://www.safacalgary.com/>

In April, we voted in a new Government. In June the Minister of Finance of the UPC invited the three unions to a “consultation meeting **that basically lasted 10 minutes.**” They discussed the state of the economy for about seven minutes and in the last three minutes basically told us that the Government would legislate a bill to stall binding arbitrations for the third year wage reopeners for those of us in that situation.

In July, Bill 9 was introduced and passed in the legislature. Bill 9 trumps all collective agreements stalling all wage reopeners from filing for arbitration until after October 30, so the Government can table its budget.

It then quickly spiraled out of control from there; SAIT and SAFA swapped proposals. We opened with a 2 percent increase, and SAIT countered with 0 percent with the information that the new Government had not rescinded the previous Government's 0 percent mandate. This was in the last week of October and a few days into November.

A full week into November SAIT advised SAFA that the Government had issued a new mandate letter advising SAIT that if SAFA pulled the binding Arbitration trigger then SAIT must enter into that arbitration with a negative 2 percent (-2 percent) position. (SAIT had to disclose this as it would be bargaining in bad faith had they not done so.) **To that end it should be no surprise that this President will not spend \$70-80 k of your money to get a 0 percent increase in binding arbitration that would not be fiscally responsible.**

In mid-November, the Government issued Bills 20 and 21. Both are lengthy documents and well worth the read but particularly relative to the effects on post-secondary unions such as SAFA.

To SAIT's credit, they have never claimed a financial hardship in bargaining within the 13 years of my time with SAFA. Quite frankly this would be a very hard position for them to claim given the information they must post in their Annual General Reports.

Rather than use “Well the government holds a gun to our heads approach” to bargaining, SAFA has learned a fair bit through full disclosure asks. Probably one of the most enlightening was the labour cost savings to SAIT since the 2009 World Skills Event. We went from a 16-week semester to a 15-week semester, and the average saving to SAIT was about \$3.3 million per year for some 10 years since. (SAIT had to supply SAFA with that information in a Letter of Understanding from the previous contract.)

Another interesting tidbit of information that SAIT had to supply to SAFA was that although by far salaries are the biggest expenditure to SAIT only a mere 46 percent of that salary pool is spent in the classroom on instructors. Hmmm ... food for thought I would say.

From the budget, SAIT did take about a 5.5 percent hit to their base funding as posted by the Government. All post-secondary institutions who were in a surplus position took a 46 percent cut to their surpluses. SAIT posted a \$17 million surplus and thus took a 46 percent cut to that surplus in future funding.

The old rule of budget funding applies more so now than ever **“use it or lose it the next time round.”**

I will endeavour through this term to hold the employer's feet to the fire in regard to our current Collective Agreement. Bargaining will resume in March 2020 for a new agreement, but our current agreement has language that favours use in hard bargaining. Of course, the present agreement continues in force beyond the expiry date until a new agreement is reached.

Wishing everyone happy holidays this Christmas season. Some of you may be celebrating other special holidays or events. Some may be travelling to warmer places to visit family and friends. Some may just be enjoying “holiday from work” days. Hopefully all of us can rejuvenate for our next semester ... before we know it, it will be spring and warmer weather will be back!

Always, in service of membership. ♦

Congratulations to the SAFA
Dependent Scholarship winner:

Trevor Readman (Proud mother
is Fiona Wilson, School of
Health and Public Safety)

NEW LOOK FOR SAFAGRAM

**SAFAGRAM has a
new design and now
will be published three
times a year—Fall,
Winter, and Spring.**

SAFA TIDBITS:

- Watch for e-mails regarding upcoming dates for SAFA Town Hall meetings for Negotiations updates
- Check for FAQ e-mails (from Blair or Al) on the website – www.safacalgary.com

Labour Relations Officer Report



By Al Brown (LRO)

Season's Greetings Everyone!

We are back into collective bargaining again this coming March as the current Collective Agreement expires on June 30, 2020. "Expires" isn't the best term to use—the Collective Agreement stays in effect until a new one is ratified.

On April 6, 2017, the Alberta Provincial Government introduced legislation in the form of BILL 7—AN ACT TO ENHANCE POST-SECONDARY ACADEMIC BARGAINING that fundamentally changed our bargaining process. Previously, our Collective Agreement had provisions to use binding arbitration to settle any bargaining impasse.

However, the legislation mentioned above eliminates binding arbitration as a method of dispute resolution. Instead, Academic Staff Associations have the right to withdraw their services (strike) and their employers to "lock out" their staff. But, having that as the default dispute resolution doesn't mean that it is used often—in fact the opposite is true—most collective bargaining cycles end in a ratified Collective Agreement without having to go on strike. At any rate, any strike or "lock out" would be subject to the process and restrictions clearly set out in the Alberta Labour Relations Code.

In May 2019, the SAFA Executive selected the Negotiations Committee members for this next round of bargaining (as per the SAFA Constitution). The SAFA Steering Committee—consisting of your SAFA Executive and the Negotiations Committee are working to prepare our initial proposal for bargaining. The SAFA Executive and I met with the negotiations team before the summer break to review the previous round of bargaining and to "brainstorm" for the next round of bargaining.

SAFA has started hosting "town hall" meetings with Faculty in each school. The purpose of these sessions is to get input from Faculty regarding what issues are most on their minds for this coming round of collective bargaining. We intend to survey the SAFA membership for more detailed information on topics for bargaining.

So far, the topic of workload has generated a lot of feedback. The ever-growing list of "assignable duties" and the expansion of numbers of students in each class are contributing to a general feeling of fatigue. Many instructors are commenting that they are consistently taking work home in the evenings and on weekends. The addition of Scholarly Activity for those in the degree programs has added to an already heavy load. It's important to note that we have a loading (workload) appeal process in the current Collective Agreement that you can use if you consider your workload unfair, unreasonable, or arbitrary.

Another major topic has been the use of Adjunct Instructors. During the previous round of bargaining, SAFA was successful in making sure that Adjunct Instructors (formerly known as fee for service instructors) have the same rights to representation and collective bargaining that all SAFA members enjoy. In the next bargaining round, SAFA is committed to improving the entitlements for adjunct instructors. High on our list includes being covered by SAIT benefits plan and a "bridging" clause that gives a path to permanent, full time employment for adjunct and casual contract employees.

If you have any questions or comments, please stop by the SAFAGRAM Office N201 in the Burns Building or contact me directly Ext. 4067 or e-mail Al.Brown@sait.ca

In closing, I hope everyone has a joyful and restful time over the Holidays! See you in 2020! ♦

IMPORTANT UPCOMING EVENT DATES

SAFA/AUPE Christmas Party

Thursday, December 5, 2019
4:00 p.m. – 7:30 p.m.
4 Nines

CHRISTMAS HOLIDAYS

SAFA Floater Day – Tuesday, December 24, 2019
Return to work – Thursday, January 2, 2020

ACIFA Conference

May 10 – 13, 2020
Jasper Park Lodge
See details on Page 4

ACIFA 2020 | Jasper Park Lodge



Register Through SAFA:

For the first 40 people **SAFA will complete the registration & pay the ACIFA registration costs, and reimburse you \$421.00 of your hotel accommodation costs.**

Deadline: Conference deadline – April 30, 2020

ACIFA 2020 CONFERENCE

Jasper Park Lodge

May 10 to May 13, 2020

Hosted by Keyano College

RESPONSIBILITY OF FACULTY MEMBER:

Bring to the SAFA office (N201, Senator Burns)

1. an **authorized** AP60 form**
2. \$150.00 non-refundable cheque

Things to include on your AP60 form: \$150.00 cheque payable to SAFA (put this under Registration costs); half of the room cost (\$421.00 for a standard room), car mileage, Park pass, parking costs.

Book your Accommodations for the Jasper Park Lodge + 1 (780) 852 - 3301, ask for the ACIFA group rate.

Standard Room rate (king size bed or 2 double beds) – \$280.42 including tax/night
Book early before all the standard rooms are booked!

SAFA will reimburse \$421.00 for the hotel cost after the Conference, so please bring your Hotel receipt to SAFA after the Conference for the SAFA hotel portion of the reimbursement. Members may use a portion of their SAFA Professional Development Funding (available via application to your department) to provide part of your subsidy for the ACIFA Conference if you have no other use for it.

Library Report

By Alison Hart



Exciting News About OER!

For the first time, SAIT has publically published an openly-licensed textbook! These new open educational resources (OER) have been posted on the SAIT OER page and have been accepted at the national MERLOT and OER Commons repositories.

- The Communications department published their Business Communication for Success textbook under a CC BY NC SA Creative Commons licence.
- The faculty of the Academic Upgrading Mathematics program have produced the 3rd edition of their Applied Mathematics open textbook for MATH172.

Many more faculty in Business, CORE, Civil Engineering, and other programs are working this fall to add OER to their courses, providing students with flexible, high quality, and free learning materials!

SAIT has also joined Mount Royal University, University of Lethbridge, and MacEwan University, in University of Alberta Libraries' new Provincial OER Publishing Program. This means that SAIT faculty now have free access to the most popular ebook authoring software, Pressbooks, as hosted by U of A.

If you are interested in setting up a Pressbooks account to create or edit an ebook or would like to learn more about how open educational resources could benefit you and your students, contact Jessica Norman at the Reg Erhardt Library.

(OER logo produced by Duke ScholarWorks, used under CC-BY-NC-SA licence.) ♦

Sustainability Matters

By Sonia Perna

Communication & Liberal Arts Studies

As a longtime Faculty member at SAIT, I have founded and Chair an Environment Committee for my Department (LAS) that focuses on sustainability at work and at home. We meet once a month and brainstorm action items. We also contribute to our weekly department newsletters with tips on sustainability. If you have any questions or suggestions or want to start a committee in your area, please contact lasec@sait.ca.

Cold Weather Tips

As the weather gets colder, energy used to heat buildings and homes is on the rise. Here are a few tips to save money and help the environment:

- Turn down the heat and put on a sweater. Research shows that lower temperatures inside our homes promote health and better sleep.
- Get a programmable thermostat so that when no one is home, the temperature is lower. You can program it to increase once people are inside again.
- Consider a home audit by Green Calgary. They will let you know more ways to save energy and costs.
- Support renewable energy, such as getting solar panels and signing up for Alberta Cooperative Energy (ACE). You can switch your energy provider to ACE for comparable pricing and feel good about supporting local, green energy. ♦

Every year nominations are advertised for the SAFA 'F.I.R.S.T' Award. The criteria for all nominees is as follows:

SAFA 'FIRST' Award Criteria

- The nominee must be in management (Coordinator, Manager or Academic Chair).
- The nominee must meet SAIT's Ethics F.I.R.S.T principles in their interactions with Faculty Members.
 - Fairness
 - Integrity
 - Respect
 - Safety
 - Transparency
- The nominator will have to submit in writing (either by e-mail/handwritten) a short paragraph as to how the nominee has met all 5 of the SAIT Ethics F.I.R.S.T principles within their role as a Manager, plus the nominee's name and title.

The winner will receive a recognition plaque from the SAFA office and will be invited to the SAFA Christmas party.

SAFA's very worthy nominees for the SAFA F.I.R.S.T award for this year were:

Cindy Findlay	Academic Chair	Hospitality & Tourism
Gerald Flim	Academic Chair	Information and Communications Technologies
Meena Kumar	Academic Chair	Health & Public Safety
Genevieve Luthy	Library Manager	Library
Blair Marsden	Academic Chair	Construction
Pablo Pina	Academic Chair	MacPhail School of Energy
Jim Slobodian	Academic Chair	Information and Communications Technologies
Mike Steman	Academic Chair	Transportation
Marion Synnott	Academic Chair	Learner & Academic Services

CONGRATULATIONS to this year's winner:

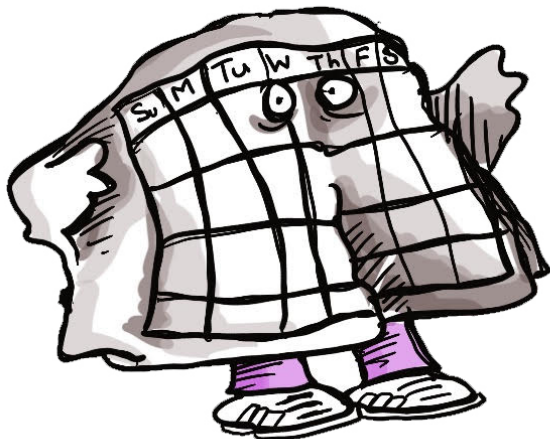
Marion Synnott Academic Chair Learner & Academic Services

Mountain of Midterm Marking



**SCARY
FACULTY
HALLOWEEN
COSTUMES**

The Spectre of Next Semester's Schedule



J. Logan 2019



**Dead White
Board Marker**