



DECEMBER, 2020

# FACULTY NEWS & VIEWS

*The Bow Valley College Faculty Association's Newsletter*



## HAPPY HOLIDAYS!

*President, Penny Marcotte*



*Dear colleagues:*

*As 2020 draws to a close, and we all look forward to a time of well-deserved rest and relaxation, I am overwhelmed with gratitude and admiration for each and every one of you. The events of 2020 will stay with us forever.*

*COVID-19 gave us our marching orders back in the spring and we executed them brilliantly. We have adapted to new policies, technologies, delivery modes, and initiatives that support our students near and afar. To say this has been a time of rapid change would be a gross understatement. But you did it. We all did it.*

*As we look toward 2021, we at the BVCFA will continue to support and advocate for faculty in areas such as workload, job security, and the implementation of new initiatives. We will certainly face more challenges in the new year, but we will face these the way we always do – together.*

*On behalf of the Faculty Association I would like to wish you and yours a safe and happy holiday. Please take this time to recuperate, recharge, express gratitude, and find safe ways to connect and celebrate the season with friends and family.*

*I look forward to reconnecting with you all in the New Year. Happy holidays!*

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## MY FAVOURITE CHRISTMAS COOKIE!

### *Melting Moments*



Easy shortbread cookies that melt in your mouth

**"THESE COOKIES HAVE BEEN A FAMILY FAVOURITE FOR GENERATIONS"**

Prep Time 10 minutes  
Cook Time 15 minutes  
Chilling 1 hour  
Yield 20 cookies

### Ingredients

For the cookies

- 1 cup or 2 sticks unsalted butter, at room temperature
- 1/3 cup confectioner's sugar
- 3/4 cup cornstarch
- 1 cup all-purpose flour

### Instructions

- Blend together the soft butter, sugar, cornstarch and flour until everything is well incorporated. Cover with plastic and chill for at least an hour.
- Preheat oven to 350F
- Using a small spoon or a scoop, form small heaps or balls of dough and set them on an ungreased, cookie sheet. You can use parchment paper if you like.
- Bake for 12-15 minutes until the bottoms are just starting to turn a light brown. The tops will be white. Let the cookies cool a while on the baking sheet, and then transfer them carefully to a cooling rack. The cookies are very delicate, so use a very thin spatula to move them.
- Let them cool completely before frosting.

### Ingredients

For the frosting

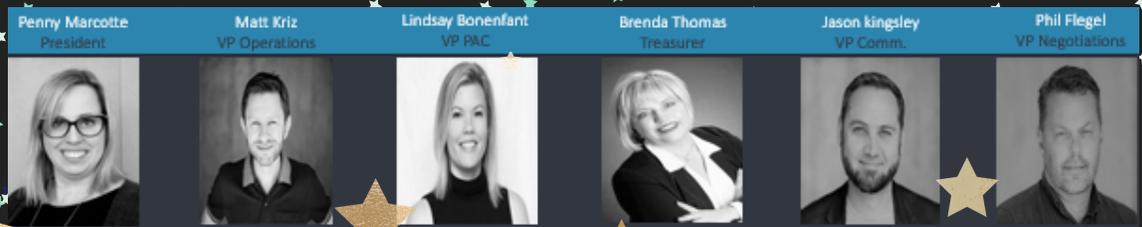
- 2 Tbsp unsalted butter at room temperature
- 1 cup confectioner's sugar
- 1 tsp vanilla extract
- cream or milk to thin
- grated chocolate for garnish

### Instructions

- Make the frosting by mixing the butter, sugar, vanilla, and enough milk or cream to make a spreadable consistency. It should be quite thick.
- Dab it on top of the cooled cookies, and garnish with some grated chocolate.

### Notes:

- Be sure to let your cookie sheets cool down before reusing them, or your cookies will spread.
- Make sure your butter is truly at room temperature.
- These cookies are quite delicate, especially when they are still warm. Move them and frost them gently. You will be rewarded for your efforts.
- Top with your favourite topping; powdered sugar, icing, or marischino cherries



# DID YOU KNOW?

ARE YOU BEING OVER  
WORKED AND UNDER  
PAID?

by Kim Smith

The pandemic has brought on several levels of stress for all faculty across the board. Sometimes we are so deep in work that we forget that our employment rights are here to protect us. Here are a few sections I encourage you to review. And if you have questions please do not hesitate to contact Kim Smith, your Labour Relations officer.

**Are you being asked to work a great deal of hours? Anything more than 36.25 hours is not required as per Section 12.1**

The normal hours of work, for the purpose of determining pay and benefits, shall be 36.25 hours per week or the equivalent on a bi-weekly, monthly, quarterly, tri-annual, semi-annual or annual basis.

Are you a casual employee and your pay rate has changed over the last year? This is may be a violation of the collective agreement **Section 38.6**

Every effort shall be made to ensure that any person who was an active Casual Employee during the previous Collective Agreement, receives no less than the rate(s) of pay received during that period if re-employed to perform a comparable assignment(s) during the current Collective Agreement.

**Are you being asked to work on weekends? Here is a reminder of the definition of a workday.**

**Section 1.1 (h)** Wherever the terms "work day" or "working day" are used in this Agreement, they shall mean a day, **Monday to Friday**, on which the College is open to the public.

**Are you being asked to take on additional work above and beyond 36.25 hours? Whether voluntary or at the request of your supervisor you are entitled to one the following as per Section 37:**

### **37.1 Voluntary Application For Additional Instructional Work:**

The Parties agree that continuous full-time and temporary full-time Employees who voluntarily apply for additional instructional work will be hired on an employment contract and none of the provisions of this Collective Agreement shall apply.

### **37.2 Substitution Pay:**

A Continuous full-time Employee who is required by the Employer to take on an additional instructional workload that is normally assigned to another person, shall be paid, for each hour of substitution, an additional payment calculated as follows:

a)  $\text{annual salary} \times \text{the number of hours of substitution}$

1400

Substitution pay shall be calculated from the annual salary rate in effect at the time the substitution occurs regardless of any subsequent retroactive change in the rate of pay.

### **37.3 Authorized Hours Worked In Excess Of The Full Normal Hours Of Work**

An Employee shall receive overtime compensation, at the rate of one and one-half (1 ½) times, for all authorized hours worked in excess of the full normal hours of work.

If you don't have a copy of the Collective Agreement, [here](#) is a link to view or download.

If you have questions regarding your current contract please contact Kim Smith, Labour Relations Officer at [labourrelations@bvdfa.com](mailto:labourrelations@bvdfa.com)



## Being mindful of your Mental well-being

**DURING TIMES OF UNCERTAINTY, ADDED STRESS AND ANXIETY, PEOPLE MAY NEED SOME TIPS ON HOW TO HELP KEEP IT ALL TOGETHER**

*by Lindsay Fairbrother*



Often when our lives are uncertain and unpredictable it's easy to snowball into a place of worry and anxiety that can trigger panic attacks, depression or even just a minor case of the blues

Here's some advice and tips on how to keep your cool during this crisis and always.

- Keep informed on news and current situations but lessen the amount of time you consume this information per day, whether on your smart device or T.V. and if possible try not to do this just before going to bed
- Have a support system of friends, family or colleagues that you can talk to (even virtually) to keep from feeling alone and isolated
- Deep belly breathing can be something that people don't do often enough and shallow breathing becomes a normal way to breathe. Belly breathing, practiced regularly, can reduce stress, anxiety, lower blood pressure and heart-rate among many other benefits. Try an app or resource online to help guide you, or simply just take a minute or two every hour and deep breathe
- Finish your shower off with a minute or two (or whatever you can stand) of cold water. Some say that having cold showers can stimulate your immune and lymphatic systems, reduce stress, improve emotional resilience, improve skin and hair and increase alertness
- Focus on the positive aspects of your life and consider adding meditation to your routine. These are very beneficial to your well being.
- Get active and consider adding Yoga in to your exercise routine
- Tackle long overdue "To Do List" items. It is a great feeling to complete tasks off your list to provide you with a well deserved sense of accomplishment
- Eat Clean! Trying to get a good source of nutrients through your diet is not only amazing for your health but can also help you feel mentally stronger and improve your immune system
- Rest and relaxation. Take a bath, read a book, binge on Netflix or have a nap! Taking time for 'you' is extremely important and great for your well being.
- Be kind and generous to others. Kindness can spread like a wild fire from which new growth blooms

Try some or all of these things, even just for a week and see if they help you in any way. There's no harm in trying and only well being to gain.

Be well!



Valuable links -

<https://headversity.com/>

For more information and the BVC Code go to:  
<https://collegeconnect.mybvc.ca/en/News/2020/October/Headversityhttps://headversity.com/>

<https://www.breathwrk.com/>

Breathwrk App: Breathe Better, Live better



**COFFEE PLEASE**

**A CHANCE TO BE ABLE TO CHAT, ANSWER QUESTIONS AND CONNECT WITH MEMBERS**

OUR FIRST "COFFEE WITH BVCFA" WAS SUCCESSFUL. WE'D LIKE TO CONTINUE HOSTING THESE EVERY MONTH OR TWO.

**WE'LL SEND AN INVITE FOR UPCOMING EVENTS WHEN SCHEDULED!**



*Wise & Well Winter & Spring Sessions up ahead - Stay Tuned*

**WORKING CONDITIONS DURING COVID-19 PANDEMIC:**

*by Kim Smith*

Several positive measures have been taken so far to mitigate the negative impacts of the pandemic on faculty working conditions. Documents, tips and forms related to COVID 19 such as Covid Related Absences, Working from home Tips and Office Chair Requests Forms, can be found on the College Connect website.

<https://bowvalley.sharepoint.com/teams/CollegeConnect/Working%20from%20home/Forms/AllItems.aspx>

While these measures have alleviated the pandemic impact to some extent, they are not sufficient as they cover only some aspects of the faculty working conditions and were not set up with an understanding that the pandemic conditions will be extended at least to April 2021. We are in the process of reviewing these measures, and meeting frequently with the Executive to provide consultation regarding the process of reentry and other COVID related measures. On November 12th, our executives met with the the President and CEO, Misheck Mwaba to discuss communication and our continued partnership. We will continue to work with Executives on proposals to both extend and expand COVID-19 accommodations. We have also heard from many of our members about concerns regarding recording classes, workload and mental health and the possibility of delivering face to face classes before and after hours. These and other ongoing issues have been discussed by the Executive and the Joint Committee and solutions, even if temporary, have been worked out.

**BARGAINING UPDATE**

*by Kim Smith*

Our Collective Agreement expired June 30, 2020. Initially the College submitted a letter of notice to commence bargaining which was received from the College on April 1, 2020. Due to Covid and other unplanned events the Faculty Association was not able to respond to this until November 10, 2020.

Currently, our negotiating teams are in the process of agreeing to dates to commence bargaining. In order to protect the bargaining process and to ensure that we have a fair bargaining process, we will not be issuing specific information regarding the items that will be negotiated. Information regarding our progress will be housed on the BVCFA website.

**College Bargaining Committee**

- 1) Donna Schendel, AVP Human Resources, Spokesperson
- 2) Paulette Hanna, Interim VPA,
- 3) Erin McMicking, Manager Labour & Employee Relations,
- 4) Nora MacLachlan, Dean,

**Faculty Bargaining Committee**

- 1) Terry Sway Labour Advisor, (Spokesperson)
- 2) Philip Flegel, Vice President Negotiations
- 3) Kim Smith, Labour Relations Officer