

THE FAN

Spring 2018





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PRESIDENT'S MESSAGE

As I get closer to having spent one full year as your Faculty Association President, I thought it might be a good time to ponder what has happened and where we are going as we move forward.

Recently, the Executive members of the Faculty Association spent a full day revising many of our bylaws and constitution. Our goal was to ensure that the Executive team is well positioned to support the membership while being compliant with the new rules and regulations resulting from changes made to the Post-Secondary Learning Act. **These changes, including the addition of two new VP roles, will be presented to you for electronic vote via SurveyMonkey in the coming days.**

It is also important to bring the Association and our members into compliance with significant portions of the Labour Relations Code - we are now considered a union with the right to strike, instead of an association with the right to binding arbitration.

This change alone means that there has never been a better or more important time to get involved with the FA and there are many opportunities for you to do so! We have some very important roles opening up this June: VP Negotiations, the Academic Council Chair, and Treasurer (currently vacant). There are also opportunities on various committees and as members at large available.

It is your association and I encourage you to run for a position and make a difference! Come by the FA office (N306), send an email to anyone on the

Executive or to bvcfa@bvcfa.com to learn more or to submit your interest in any of these positions. On June 12 we will be holding our 2018 AGM and so [all interested parties should have their names submitted on or before May 12.](#)

Nicole Estabrooks, our long time FA executive member has moved on from her role on Executive and I would like to sincerely thank her for the countless hours of passion, dedication and hard work that she has contributed over the years in several positions. Our FA would not be as successful with Nicole's efforts and her seasoned perspective and insights will be missed. Please join me in thanking Nicole if you see her in the hallways!

I would also like to thank all of the BVCFA executive for their dedication, time, and energy: Jeri Wylie-Smith, Trevor McIvor, Hana Taleb Imai, Nicole Estabrooks, Lindsay Bonenfant and Nadia Khan for all of your hard work and support this past year!

Sincerely,

**Bart Chudleigh
President, BVCFA**

**Watch your inbox for
the proposed bylaw updates and new roles
electronic vote!**



WELFARE AND GRIEVANCE

Why Should I?

This is a question that we all ask ourselves regularly. *Why should I?* This may be followed closely by: *Can't someone else do it?*

The excuses not to take on a job come easily. *It isn't my job. If I don't step up, surely someone else will. Someone else could do a better job. What is in it for me?* These are thoughts we have likely all had—maybe why a person might be reluctant to step up and take on a role in the Faculty Association.

Well, according to Dawn C. Carr in a 2014 article in *Psychology Today* magazine, here is what is in it for you:

- ♦ **People who volunteer live longer and are healthier.**
- ♦ **Volunteering establishes strong relationships.**
- ♦ **Volunteering is good for your career.**
- ♦ **Volunteering is good for society.**
- ♦ **Volunteering give you a sense of purpose. *****

Wow! Those are some pretty clear answers to *Why Should I?*

Professional Benefits

Volunteering with the Faculty Association is good for you personally. It doesn't stop there, however, as you also will find some strong professional benefits from volunteering with the Faculty Association as well.

To begin, you will work closely with other professionals from a variety of departments with a variety of roles within the college. *This gives you immediate access to a wealth of knowledge and experience* you might otherwise never have. It gives you connections and resources that can benefit you in ways you hadn't even foreseen.

Expand Your Network

Taking on a role with the FA will give you more opportunities to with even more faculty members in different ways.

Direct Impact

Third, it will give you a chance to interact regularly with the college executive team in our regular joint Faculty Association/College Executive meetings. *You will get a chance to hear and*

give input into some of the myriad of plans and decisions at the executive level. This gives a rare insight into the operations of the college at a level we often don't often experience. FA Executives have the chance to help guide and shape the association as we find our way into our new reality as a full-fledged union.

Mentor Others

You will have chances to assist colleagues when they need help. *Mentoring and aiding others* is a professional responsibility for all of us as we move forward in our careers.

You aren't expected to have the answers to the questions we all have, but you will have a front row seat and opportunity to learn and grow along with the rest of the association as we navigate this new territory. *How*

Follow this link to the full Psychology Today article:
www.psychologytoday.com/us/blog/the-third-age/201403/5-reasons-why-you-should-volunteer



WELFARE AND GRIEVANCE

Let's Talk!

Sometimes people are afraid to step forward because they are afraid of making a commitment without knowing what the job actually entails. Also, sometimes people are afraid they don't know enough going in, to do a good job.

If this has you nodding your head in agreement, then let us help clarify exactly what these positions require. **Why not let one of the current members of the executive buy you a coffee and you can ask all the questions you**

want? We will gladly answer any and all questions about the sort of commitment required.

You can **contact any one on the Executive or the Faculty Association Office** and let us know what area you think you might be interested in and we will connect you with the person best suited to answer questions about that particular area.

If you aren't sure what position you are interested in, that's okay, too, as we are more than happy to discuss

any position or committee that might be

a good fit for you. What have you got to lose?

Consider putting your name forward for one of the upcoming vacancies or join one of the committees.

Why should I? **You should** because participating has a great deal to offer you personally and professionally and because WE are better TOGETHER!

Jeri Wylie-Smith
V.P. Welfare & Grievance



Better Together!

- ▶ Become a better speaker and presenter Communicate with confidence
- ▶ Develop your leadership skills Listen effectively



We're always accepting new members!

LOCATION: S3044

MEETING TIME: 1st Thursday of the month, 12:30pm - 1:30pm

3rd Tuesday of the month, 5:05pm – 6:05pm

Please check with your supervisor for Professional Development reimbursement through the College.

Contact bvctoastmasters@bowvalleycollege.ca or visit N445 to request new membership application form



Open to BVC Learners, Staff, and Alumni



NEGOTIATIONS UPDATE

Bargaining Update 2018

While it was some time between successive rounds of bargaining, which began in May of 2017, [we have resumed bargaining as of February 9, 2018.](#)

The bargaining team consists of a spokesperson, Terry Sway (Associate Director of Negotiations at the University of Alberta), myself (Trevor McIvor, VP Negotiations BVCFA) and Kim Smith, (Labour Relations Officer at BVCFA). We have met only once this year and are arranging to meet again at the end of April and beginning of May. [Please note that there are provisions in our collective agreement for continuing without a new contract. Essentially, the old contract stays in force until a new one replaces it.](#)

While, generally, we aim to benefit faculty members with increases in compensation,

by way of either wages, professional development, or benefits, we are restrained by the current bargaining climate.

Several unions, including nurses and K-12 teachers, have settled for no increases in upcoming years with changes to language in the collective agreement that benefit working conditions or job security, but no changes to compensation. Grant MacEwan University settled for no increases to wages or other forms of compensation (2 years of zeros) in June of 2017, and Portage College also settled for zeros from 2016-2018.

In both cases, if anyone else in the province gets a positive wage adjustment these institutions have as part of their ratification language that they would also receive the same adjustment.

Given the results of the workload survey, which was completed in mid-January of this year, workload was identified

as an issue of concern and one that we've brought to the table.

[Seventy percent of the 183 respondents identified an increase in their workload from the previous year.](#) Also, and because we've been doing these surveys for many rounds of bargaining going back to the early 2000s, we noticed a significant drop in the number of positive comments from past surveys.

Furthermore, we wish to address [concerns over the casualization of labour](#) - the decline in ratio of continuous to temporary or casual employees.

Updates on subsequent rounds of bargaining will be sent to faculty members in a timely fashion .

Trevor McIvor
V.P Negotiations



ON THE BOARD WITH...

On the Board With... is a newsletter interview series written by the FA's Board of Governors Representative, Hana Taleb Imai to profile public members of the Board of Governors at the College.

This interview, the fifth in a series, highlights **Parand Meysami**.

On the Board With....

Parand Meysami is a professional engineer, who has worked for two decades in the engineering and energy industries. Parand is a Hearing Commissionaire at the Alberta Energy Regulator. She is in her first term on the Board which began in April 2017. Read more about [her here](#).

What do you enjoy about your role on the Board of Governors?

My biggest joy through the last year of working with the college has been getting to learn about the college, its wonderful programs and the profound impact it has in our southern Alberta community and society.

I feel honoured to be part of an impactful community like Bow Valley College. The college has a very friendly and family like vibe and feel to it.

As faculty, you are making a difference every day in the lives of your learners and in our society and it is a privilege of mine to witness your impact and be associated with it.

What are three traits that are important to your role?

I have spent many years working in development roles. Those developments required taking a concept and idea and refining it and making it a tangible reality. Currently I serve on the

Campus Development Committee which is set up to assist the college on its path to develop the future growth it is envisioning.

I also have been in roles that involved management of operating budgets, financial management, and fiscal planning. Currently I also serve on the Risk and Audit Committee that primarily is responsible for assisting the college in financial and risk governance.

What advice would you offer to new Board members?

Try to learn about the college as much as you can. Roll up your selves and help when needed. Enjoy your time on the board. *It is a great community to be part of.*



ON THE BOARD WITH...

What is one thing that you have learned about Bow Valley College?

Oh, I have learned many things and continue learning. It is difficult to choose one.

The one that comes to mind at this point is how the college is looking ahead into the future needs of the learners and is being very proactive. The college is studying how the demographics, learning needs and learning styles of future learners are evolving and is planning to be ready as times change. The information I received

about the evolution and changes in the styles of learners was very enlightening.

What do you think Calgarians should know about Bow Valley College?

Calgarians need to know how impactful Bow Valley College is in shaping the future of our province through the many programs it offers to its mature learners. [Bow Valley College is a very inclusive post-secondary institute and provides flexible](#)

[educational opportunities that fits almost any learner.](#)

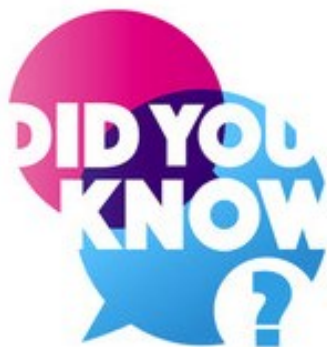
With many colleges taking university status, I think the members of our community need to how unique the position of Bow Valley College is in our city and province.

If you have any questions about the Board of Governors, please feel free to connect with me at

bogrepresentative@bvcfa.com

Respectfully submitted,

Hana Taleb Imai
Board of Governors
Representative



While the spring equinox typically occurs on March 20 or 21, meteorological spring begins on March 1, a month when average temperatures increase by 10 degrees over the month!



Mental Health First Aid

Presented by Certified MHFA Trainers

One in three Canadians will experience a mental health problem within his or her lifetime...would you know how to help?

This 14 hour workshop will teach you to:

- Preserve life where a person may be a danger to self or others
- Provide help to prevent the mental health problem from becoming worse
- Promote the recovery of good mental health
- Provide comfort to a person experiencing a mental health problem

This training will cover:

Substance use/ abuse, mood, anxiety, and psychotic disorders, along with the appropriate mental health first aid responses specific to each disorder.

Upcoming Dates:

- March 13 & 14, 2018
- April 11 & 12, 2018
- May 1 & 2, 2018
- June 13 & 14, 2018
- July (TBD)
- October 17 & 18, 2018
- December 5 & 6, 2018

There is no cost for this training but there will be a \$25 deposit that will be returned to you when you attend.

TO REGISTER:  [2018 MHFA Registration Form.docx](#)

The number of available seats are limited for this workshop: To register please complete the registration form above and return to Christie Mellan, Mental Health Outreach Liaison, Learner Success Services at cmellan@bowvalleycollege.ca **SAFETALK and MENTAL HEALTH FIRST AID WORKSHOPS**



Mental Health First Aid

As part of the post secondary mental health initiatives and funding, a number of BVC staff and students can register for the above two free programs. Safetalk is offered through the Centre for Suicide Prevention and Mental Health First Aid is offered through the Canadian Mental Health Association; both reward you a certificate upon completion.

Safetalk is our newest workshop and eight BVC staff have been trained to deliver it. This is a **half-day (3.5 hours)** workshop which teaches one to be aware of the warning signs which may indicate a risk of suicide. The workshop emphasizes the importance of recognizing the signs, communicating with the person at risk and getting help or resources for the person at risk. It does not teach intervention, it teaches you to be a suicide alert helper.

There is a \$15 cost that is refunded to you upon course completion.
Upcoming sessions are being offered:

Thursday, March 22, 2018

Morning session	N624
Afternoon session	N624

Friday, April 27, 2018

Morning session	S5022
Afternoon session	S5022

Friday, May 24

Morning Session	N223
Afternoon Session	N223

Register for this half day session by emailing Christie Mellan at cmellan@bowvalleycollege.ca

YOUR BVCFA EXECUTIVE TEAM



President

Bart Chudleigh
president@bvcfa.com



V.P. Negotiations

Trevor McIvor
negotiations@bvcfa.com



V.P. Welfare and Grievance

Jeri Wylie-Smith
welfare@bvcfa.com



Board Of Governors Representative

Hana Taleb Imai
bogrepresentative@bvcfa.com



V.P. Professional Affairs

Lindsay Bonenfant
pac@bvcfa.com



Academic Council Chair

Nadia Khan
accouncil@bvcfa.com



Labour Relations Officer

Kim Smith
labourrelations@bvcfa.com

We Are Here For YOU!

Contact any member of the executive team by emailing directly, sending an email to the Office Manager (Melanie Little) at bvcfa@bvcfa.com, or by calling the office at 403-453-0444.

The BVCFA Office is located in the North Campus, room N306.
General Hours: Monday to Thursday 10:00 am—2:00 pm
Closed Friday—Sunday and Statutory Holidays



See you JUNE 12 for the 2018 AGM and
this Summer for the July edition of
The FAN!



You made it to the end!

The first 5 people to email bvcfa@bvcfa.com saying "Hi Five Me—I Read the Newsletter!" will receive a voucher for a free coffee, tea, or canned beverage redeemable on BVC campus' The Riverwalk Café or The Market!