

# The FAN



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# President's Message



It has been a very interesting year in post-secondary education! The [government's implementation of Bill 7 in April has changed our future in a significant way](#). We are now, in the governments eyes, still a Faculty Association, but moving toward becoming fully a Union. The most significant change that this brings is the way in which negotiation disputes are settled - from binding arbitration to strike/lockout action. This, obviously, comes with ramifications that we've never experienced before, such as the need for defense funds should some sort of job action take place in the future.

The FA has grown this year, as we hired [Kim Smith](#) on a part time basis as our Labour Relations Officer. We also hired [Melanie Little](#) to step into the Office Manager role as Sharon Durdey is now enjoying the first weeks of her retirement. Both of these individuals have proven to be great additions to the FA by providing a high level of service and knowledge to their respective roles.

Our colleagues in Ontario just finished a strike 5 week strike which ended with them being mandated back to work by the government and told solve the dispute by binding mediation/arbitration. It is interesting that they were mandated by government to settle their dispute by binding arbitration considering this option has been revoked by the Alberta government and replaced with strike/lockout.

I would also like to take this time to invite everyone to engage with your Faculty Association! [Get involved in committees or run for a position on the executive team to make a difference and help decide how the FA moves forward](#). We can only be as effective and strong as the people we represent and your participation matters. We have a current opening for Treasurer, and in 2018 we will have vacancies in the positions of VP Welfare & Grievance and VP Negotiations. Contact anyone on the FA team or [bvcfa@bvcfa.com](mailto:bvcfa@bvcfa.com) to find out more.

# President's Report Cont.



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

On behalf of the entire executive team, I would like to wish EVERYONE a very Happy Holiday season filled with joy and all of the very best in 2018.

Sincerely,

Bart Chudleigh

President, BVCFA



# Meet Our New LRO



## I would like to introduce you to Kim Smith, our new Labour Relations Officer!

Kim joined us this fall and we are delighted to have her expertise! She has 16 years of Human Resources experience in areas such as labour law, policy development employee benefits and performance management. Her knowledge and abilities have already been put to very good use by the Faculty Executive and, more importantly, by you and your colleagues.

Your first question may be why we hired Kim. There are several answers to this. The first is that as your Vice President, Welfare and Grievance, I am happy to assist you whenever possible, but since I am a volunteer it is becoming more and more difficult to fit in the required time around the available cracks in my full time teaching load. Having a person like me in this volunteer role worked very well when we were a small college, but has become more unmanageable as we have grown. It would not be fair to shortchange any of you in regard to your important issues and concerns, so it is important that we fill that need. Secondly, changes within ACIFA and our relationship with that association made it apparent that we have lost our most important advisor. Terry Sway was an invaluable resource for us for all the years that we have been a Faculty Association. We absolutely need a person to fulfill that role. Finally, the provincial government made a decision recently to move post-secondaries such as BVC from the Post-Secondary Learning Act to bring us under the jurisdiction of the Labour Relations Code. This is new to all of us, bringing new legalities into our working lives, and it became clear that we needed someone with expertise in this area. Overall, this was the time for your Faculty Executive to hire a professional in the field.

Now you know who Kim is and why we need her, it is important to clarify how best to make use of her as the valuable resource that she is. Kim is contracted for about 16 hours a week. (I say "about" as in the case of formal grievances we may require more of her time.) The first and easiest way to contact her is through e-mail ([labourrelations@bvcfa.com](mailto:labourrelations@bvcfa.com)). Another way to contact her is to leave a message at the Faculty Association telephone number (403-453-0444).

## What would it be appropriate to contact Kim about?

### Some examples might include :

- ◆ a change in your job duties or contract
- ◆ a change in your job duties or contract
- ◆ the Collective Agreement
- ◆ your rights and responsibilities as a BVC employee
- ◆ a change in your job circumstances
- ◆ an upcoming meeting with your supervisor and the Human Relations department
- ◆ a belief you are being treated unfairly



# Meet Our New LRO! (cont)

When contacting Kim, *please be cognizant of the value of her limited time with us each week. Think about what exactly your concern is beforehand and try to stay on topic. It is also helpful if you have some idea of what resolution you are seeking ahead of time. We don't expect you to know the answer to your question before you contact Kim, but it helps if you know what the question is!*

Of course, you can stop by the Faculty Association office (N306) between 10 am and 2 pm to arrange a meeting or to leave a message with the Office Manager whenever you have a question. Also, this term, on Thursdays and Fridays the office is generally open beyond 2:00. *Please note* that if the door is not open, you should knock. We leave it closed, not to be unwelcoming, but to be mindful of privacy concerns and because the lineup at Tim Horton's is noisy! Bart, our President, and I, along with any other member of the executive, are also very good resources for you.

We are delighted to have Kim with us and she has already developed a very comfortable rapport with the members of our Human Resources department. If you have questions or concerns, or aren't sure if you should be speaking to Kim, I can be reached at [welfare@bvcfa.com](mailto:welfare@bvcfa.com), or my work number of 1549. Don't hesitate to ask for assistance when you need it. We are all in this together and want to continue to make BVC a good place to work.

Jeri Wylie-Smith  
V.P. Welfare and Grievance





# On the Board With:



*On the Board with... is a newsletter interview series profiling members of the Board of Governors at the College.*

**On the Board with Andrea Robertson.**

Andrea Robertson is the President and Chief Executive Officer of STARS and STARS Foundation. She is currently in her first term on the Board of Governors and is in the role of Vice Chair. Andrea brings an enthusiasm for student success and a positive outlook backed up by years of business and service experience. Read more about her [here](#).

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

Learning about our amazing students, their background and ambitions. Ultimately what they will contribute to their own lives and our great city.

**What are three traits that are important to your role?**

Understanding the needs of our students.

Understanding the needs of our employers.

Understanding the Calgary environment.

**What advice would you offer to new Board members?**

Take your time to learn. BVC is an incredibly gifted College with much to offer students and our city.

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

The incredible diverse student population and how well they are supported to succeed.

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

This is an EMPLOYERS COLLEGE! HIRE FROM US!!

If you have any questions about the Board of Governors, please feel free to connect with me at [hana@bvcfa.com](mailto:hana@bvcfa.com)

Respectfully submitted,

Hana Taleb Imai

FA Representative

To the Board of Governors

# Welfare and Greivance Report



It has been a very, very busy fall! Thank you for all your enquiries and I hope we have been able to address and answer your questions and concerns. There have been questions concerning the pursuit of a Master's degree. To clarify this for all faculty, **Section 39.6** in the Collective Agreement outlines the conditions around an increase on the pay grid while working on a Master's:

- 6) E – Five (5) or more years of study at a recognized university with two (2) Bachelor's degrees or a Bachelor's degree and one (1) year of post-graduate studies and/or a post degree professional designation.

What this means is that if you have a Bachelor's degree, and are working on your Master's degree, you will be eligible for a move from D to E on the pay grid at the halfway point of your Master's degree (completion of 5 full time courses or equivalent). To achieve this, contact Human Resources, let them know you have completed an additional year of education, provide them with the required documentation, and the following month you will get your increase!

A second area of common concern is workload. A myth exists about work hours. That myth is that we work 7.25 hours a day. That is NOT the case as we have no "daily" hours in our agreement. What we *do have is a weekly number per week. The agreement states 36.25 hours weekly but there is some flexibility built into that number for those who work in unusual circumstances. Of particular significance is [Section 37 of the Collective Agreement: Compensation for Additional Workload, Substitution or Overtime](#). There have been a number of incidences of individuals being asked/expected to take on extra duties, substitute, or otherwise cover the duties of someone else on top of their own work without compensation. Please note that this is **not** in accordance to our Collective Agreement. We have filed grievances over this in the past and have consistently won them. You can say "no" to extra duties and certainly must be compensated if asked to work your own job, as well as part or whole of someone else's, too. If you have concerns about this, please feel free to contact us and we can assist you.*

Jeri Wylie-Smith  
V.P. Welfare and Grievance



# Faculty Resources



Are you aware of resources available to you? You have access to training or areas of assistance in dealing with issues in the workplace. Here's a few ways you can access assistance:

- \* Consult with the "Who's Who in HR" list on the Human Resources page of [MyCampus](#). You may have a question for someone in HR and don't know who to call – this list may help.
- \* If you would like an opportunity to consult with someone on an interpersonal or conflict issue, the [HR Business Partners](#) are available for consultation.
- \* If you'd like to learn more about how to manage conflict on your own, HR runs a module of the Fierce Conversations program on Confrontation. This is an interactive, 3 hour session that provides a useful tool to help you, plus you get time to actually work on it during the session
- \* [Lynda.com](#) has lots to offer, for communication, for knowledge – it's all available to you for free! It provides an online, on-demand video content learning resource.
- \* [Respect in the Workplace](#) sessions – employees will be invited to sessions to learn more about this new policy and how it can impact you as a faculty member.
- \* Our [EAP program](#) has many on-line tools and access to counseling, all for free. This is a confidential program, and no information is ever shared with the College. EAP can be accessed by calling 1-800-663-1142.
- \* Through our EAP program, we post a monthly news letter which contains a different topic each month designed to improve your quality of life.

General information and inquiries of Human Resources is available at local 1600 or at [humanresources@bowvalleycollege.ca](mailto:humanresources@bowvalleycollege.ca)

Donna Schendel, CPHR  
Associate VP, Human Resources





# You Asked!



A faculty member recently asked me about the makeup of the Board of Governors so I thought that I would share here as well.

**The Board of Governors is comprised of both internal and external members:**

- ♦ eight public members (one of whom is designated by Order in Council as Chair),
- ♦ Bow Valley College's President & CEO
- ♦ one student member (the President of SABVC)
- ♦ one faculty member, and one staff member who are both elected.

The Board is the governing body of Bow Valley College and makes and administers policy for the College. Its sole employee is the College President and CEO.

If you have any questions about the Board of Governors, please feel free to connect with me at [hana@bvcfa.com](mailto:hana@bvcfa.com)

Respectfully submitted,

Hana Taleb Imai

FA Representative

To the Board of Governors



Have a question for the executive team? Get in touch!

[bvcfa@bvcfa.com](mailto:bvcfa@bvcfa.com)

# Upcoming Events!



- \* Winter Celebration December 7, 4:00—6:00 pm. Twoonie bar will be available.
- \* 2017 Workload Survey Due December 20!
- \* June 2018—Annual General Meeting (date TBA) AND Elections for V.P Negotiations and V.P Welfare and Grievance

Want us to know about a great event, PD opportunity, or local conference?

Email [bvcfa@bvcfa.com](mailto:bvcfa@bvcfa.com) or [pac@bvcfa.com](mailto:pac@bvcfa.com) with the details!

# About Your Faculty Association



**President:**

Bart Chudleigh  
president@bvcfa.com



**V.P. Welfare and Grievance:**

Jeri Wylie-Smith  
welfare@bvcfa.com



**V.P. Negotiations:**

Trevor McIvor  
negotiations@bvcfa.com



**V.P. Professional Affairs:**

Lindsay Bonenfant  
pac@bvcfa.com



**Past Executive**

Nicole Estabrooks  
pastexec@bvcfa.com



**FA Representative to the  
Board of Governors:**

Hana Taleb Imai  
Hana@bvcfa.com

We are here for YOU!

To get in touch with a member of the executive team, please either email directly or contact Melanie Little (Office Manager) at [bvcfa@bvcfa.com](mailto:bvcfa@bvcfa.com) or in person (N306).

Office Manager Hours: Monday to Thursday 10:00 am—2:00 pm (closed stat holidays)

**NOTE:** The office will be closed for the holidays December 22 to January 2!