



FALL, 2021

FACULTY NEWS & VIEWS

The Bow Valley College Faculty Association's Newsletter



A message from the President

President, Penny Marcotte

Dear colleagues,

As with every term in the past two years, the Fall 2021 term has been fraught with challenges. In September, many of us navigated a return to campus; a time made even more exciting thanks to finicky classroom technology and rusty social skills. By mid-month, the fourth wave of the pandemic had crested, resulting in rapidly shifting protocols and policies in Alberta and at BVC. As these crystallized, the employment landscape was more permanently altered in October: BVC and many other employers chose to mandate the COVID-19 vaccine as a condition of employment. Now that we are nearing the end of November, it seems there is a new status quo, and so we can once again put our focus where it needs to be — on teaching and learning.

At the BVCFA, we have been busy behind the scenes working on several initiatives. One major undertaking was the revamp of our organization's website. We aimed to create a user-friendly site rich in resources, including a members-only area for private content. The new website launched on September 30th, and feedback has been very positive thus far. I must thank Dara MacKay, Lindsay Fairbrother, and Jeff Clemens for the countless hours invested in realizing this vision.

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Bargaining for our new collective agreement is underway, and we are excited about this opportunity to strengthen the language in articles related to workload, compensation, professional responsibility, among others. In the coming months, you can expect to receive regular updates from our VP Negotiations, Phil Flegel, as talks progress.

I recognize the past few terms have been an extensive professional development undertaking. Still, if you have any reserves left, I encourage you to take time to focus on your growth by engaging in the Faculty Development Process. This celebratory, faculty-driven initiative is an opportunity to strategically plan a sustainable and rewarding balance of personal and professional goals in the upcoming academic year.

Finally, I welcome our new BVCFA members: Andreas Lambrinoudis (Treasurer) and Scott Mark (Chair of Academic Council Faculty Caucus). They have already shown incredible dedication to ensuring we meet the needs of our membership. It is also worth mentioning the VP of Professional Affairs position is currently vacant. If you are interested in learning more about this role, please reach out to any Faculty Executive member for more information.

In closing, I feel fortunate that, under trying circumstances, I have witnessed the professionalism, resilience, and collegiality of the faculty at BVC. Please take care of yourselves and reach out to others to ask for or offer support as we move into these last weeks of the term. I look forward to seeing you all at the GM on November 30th.

Cheers,

Penny



Fall Bargaining Update

By Phil Flegel

Hi Y'all,

My name is Phil Flegel, and I am the Faculty Association Vice President responsible for bargaining the new collective agreement. Your BVCFA Bargaining Team consists of myself, Penny Marcotte, BVCFA President; Kim Smith, Labour Relations Specialist; and Terry Sway, Consultant. The current Collective Agreement (CA) expired at the end of June 2020 though it remains in effect until a new CA is bargained and ratified by both sides.

COVID and the shifting of priorities for both sides have delayed the bargaining process over the past year. However, since September of 2020, the BVCFA has been busy researching, collecting information, surveying faculty, and developing plans, strategies, and ultimately a proposal to present to the College, based on the information YOU provided us—so thank you to all who filled out our surveys. We believe we have a strong, fair, and equitable proposal that addresses the concerns you provided to us.

We will begin the bargaining process with the College at the end of this month. We will exchange proposals and after a short period of time to review, we meet with the College to commence bargaining. I would like to caution you that this process may take some time and ask for your patience. Due to circumstances beyond our control, the process will very likely stretch into the new year—though we hope to have an agreement in the spring of 2022. I will provide a brief update on the progress of bargaining at our annual GM in November, so I encourage you all to attend that important meeting for a status update report.

Once we DO have an agreement in principle, the BVCFA will call for a Ratification Vote and Meeting where myself and the rest of the bargaining team will thoroughly review the proposal and our recommendations regarding a vote. You will receive an email from the FA when that happens, and I encourage everyone to participate in the process when that takes place. That will be the END of the process, but I wanted to give everyone a road map of where this will all lead to.

Again, hope to see everyone at the GM in November for an important update from your bargaining team.

Cheers!

MEET *the team*



PENNY MARCOTTE
President



MATT KRIZ
VP Operations



PHIL FLEGEL
VP Negotiations



VACANT
VP PAC



LINDSAY BONENFANT
Past-Exec



DARA MACKAY
VP Communications



ANDREAS LAMBRINOUDIS
Treasurer



JEFF CLEMENS
BOG Rep



SCOTT MARK
AC Council



ALEX MAY
Member-at-Large



CHRISTIE PETTIPAS
Member-at-Large



KIM SMITH
Labour Relations



LINDSAY FAIRBROTHER
Office Manager

NEW FA EXEC Q&A

1. Why did you decide to join the BVCFA?
2. What is one thing you hope to accomplish in your term?
3. What is one thing we don't know about you?

Andreas

1. I personally felt an urge and need to give something back in terms of volunteering/service. Running for treasurer felt that this was a good fit with what I can provide based on my previous industry experience.
2. I believe in helping faculty understand how funds are used by BVCFA. This is one area, I believe, that remains as a bit of confusion for faculty. How are the funds being used? Keeping it simple for faculty as far as the financial statements go including uses of money saved/used/invested.
3. I love Cooking! After university I enrolled in SNT's Culinary program and won a scholarship.

Scott

1. I wanted to join the BVCFA to help me learn and push myself to pursue the types of learning I have not been a part of in the past. I am still relatively new here at BVC and still working to learn as much as I can, and adapt to this new career path I have chosen to pursue.
2. The only goal I hope to accomplish is learning, and living up to the compliment that inspired me to be here. I volunteered with the Academic Council to learn, and in that first year Jennifer Rousseau approached me and asked if I had considered pursuing the Chair position when she left, as she thought I may be a good person in the role. I took that as a great compliment and hope to live up to it in my year here, as well as pay forward the kindness she showed me.
3. One thing you may not know about me is that I was recently honored to be invited by the Uganda Police Service, to collaborate on a virtual training for their members in the field of fingerprint identification. To do so, meant for a week I was up and teaching at 3am-7am before coming to BVC, which was noon to 4pm their time. But it was an amazing experience to work with such an amazing group, and running a course in Uganda from a virtual platform in my home here, was a great experience. To learn their processes and share my knowledge and insights, was a great learning experience as well, and at the end of the course, the group honored me with a traditional Swahili thank you chant, which was rather amazing thing to see.

Shout-Outs!

Also a shoutout to **Fiona Munro** who has been working like crazy to ensure that everything is completed and in a good place before leaving on a maternity leave. Looking to make sure that instructors in her programs are happy and well looked after.



**ARE WELL-EQUIPPED
FOR THE
ZOMBIE APOCALYPSE**



1

The ability to operate on very little sleep and with caffeine alone

2

Masters of resourcefulness
with the ability to overcome
seemingly insurmountable
obstacles



3

Leadership experience with coordinating hordes of people in difficult situations



4

Creativity with adopting technology and resources in problem-solving



5

Even on the best days can seem slow-moving, uncoordinated, and constantly hungry. Will be able to blend-in with the zombie mob. If you can't beat 'em, join 'em!



Take body breaks from screen time, rest your eyes, stretch your neck, and protect your

A REMINDER TO FACULTY OF SECTION 37 OF THE COLLECTIVE AGREEMENT: MANAGE YOUR WORKLOADS CLOSELY

Section 37 COMPENSATION FOR ADDITIONAL WORKLOAD, SUBSTITUTION OR OVERTIME

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) $\frac{\text{annual salary} \times \text{the number of hours of substitution}}{1400}$

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.

shall be paid



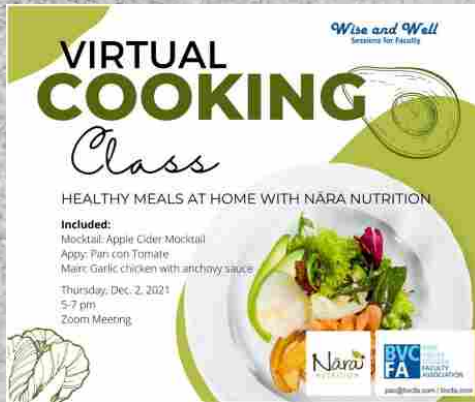
FROM PAC

Wise & Well Sessions to Watch For:

- **Circle of Life (Niitsitapi) by Crystal Manyfingers**
- **(Link Here <https://youtu.be/OQi70F9yKw0>)**

Watch for the recordings on bvcfa.com

- **Coming soon - Cooking class with Pam Eike (Nara Nutrition) - Certified in Holistic Nutrition (December)**



Check out this sway on mental health



<https://sway.office.com/0mkoHQ7BqomN6gmO?ref=Link&loc=play>

Check out this sway to get inspired!



<https://sway.office.com/lqkcTjAM6GnNHbvk?ref=Link&loc=play>

MENTAL HEALTH/ WELLNESS

- **WEEKLY ON-LINE YOGA CLASSES AND SHADOW BOXING CLASSES FOR STAFF WITH HEALTHY WORKPLACE COMMITTEE (COLLEGE CONNECT)**

Loving That PD

Professional Development idea:

LinkedIn Learning (should be accessible to all BVC faculty with bvc login credentials)

“Influencing Others. Making influence work” on-line course (41m), access any time With John Ullmen - Executive Coach, Professor at UCLA Anderson School of Management

Course details:

“Ever had trouble persuading someone to do something, even if it was in their best interest? Sometimes people don't budge, but thankfully you have more than rewards and penalties at your disposal. Join John Ullmen, PhD, as he explains how to influence others when you're at the "pivot point of influence, by applying 18 scientifically confirmed methods. Whether you're influencing at work or at home, you can learn what the best influencers do before they influence, and see how to choose the best steps for your situation, and have people want to be influenced by you.”

https://www.linkedin.com/learning-login/share?account=26149170&forceAccount=false&redirect=https%3A%2F%2Fwww.linkedin.com%2Flearning%2Finfluencing-others%3Ftrk%3Dshare_ent_url%26shareId%3DIYT2B5ZFSIClpALMDD1rbw%253D%253D



Free Performances Nearby!

Home Schedule Events Concert Series Volunteer Donate About Us Support Us

proarts

Passionate About Performance? We'll See You Soon.

The ProArts Society is continuing to present the weekly ProArts/Noon Concert Series - in strict compliance with all current COVID regulations currently in effect. This means mandatory masking, photo identification plus evidence of vaccinations (or evidence of negative covid test within 72 hours) will be required to join us at our presentations in the Cathedral. Also, please note that all eating and drinking in the Cathedral during the performances has been suspended indefinitely. On behalf of the performing artists and ProArts volunteers, we sincerely thank you for your compliance, and look forward to you choosing to join us for a concert!

SINCE 2002 WE HAVE PRESENTED FREE CONCERTS EVERY WEDNESDAY FROM 12:00 - 1:00PM IN THE CATHEDRAL CHURCH (corner of 1st Street and 7 Ave SE). Guests are welcome to bring their lunch, join a local concert series. Details are in The Schedule.

ProArts brings together artists and audiences in an historic venue at the heart of Calgary's cultural district. Our non-profit organization provides talented individuals with showcasing opportunities through the ProArts Noon Concert Series, contributing to Calgary's vibrant arts community through diverse performances year-round.

free Wednesday concerts

take a break

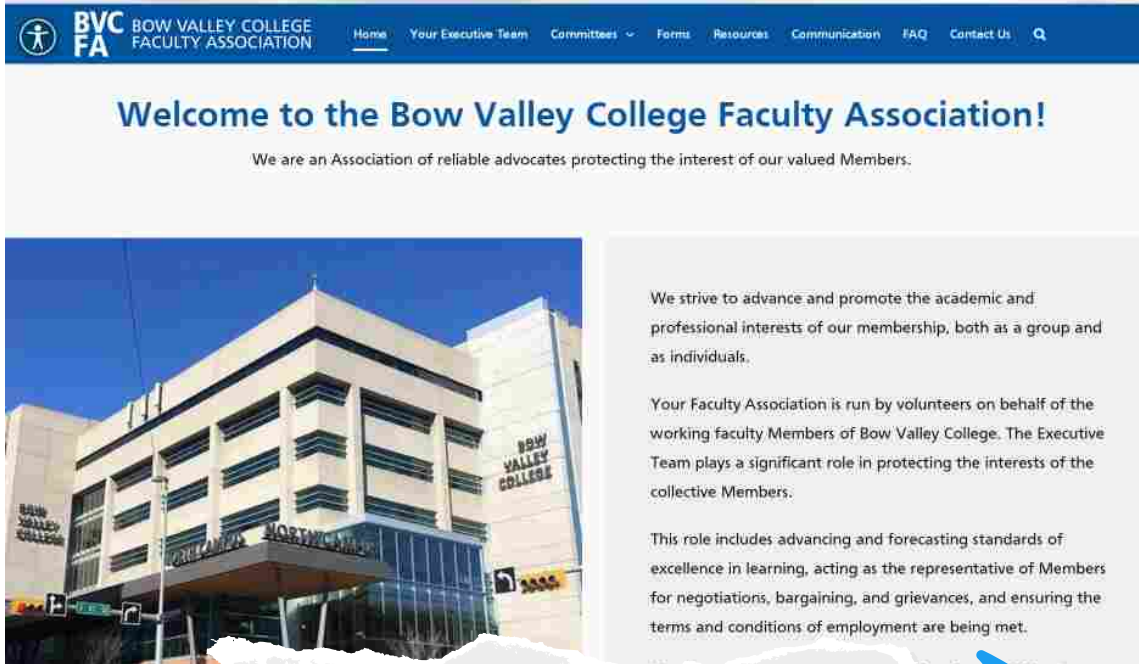
bing your lunch

Subscribe to ProArts Newsletter

[HTTP://WWW.PROARTSSOCIETY.CA/](http://www.proartssociety.ca/)



Communications



[Bow Valley College
Faculty Association |
BVCFA](https://www.bvcfa.com)

www.bvcfa.com

Contact BVCFA, if you need to
gain access to the private
members' area on the website



Watch for the last
podcast of 2021 in
December!

Contact Us!

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BVCFA's General Meeting

**November 30, 2021
3:30 PM - 4:30 PM
Zoom Webinar**

Here to support you

Zoom

AGENDA

- Call to order
- Approval of Agenda
- Approval of minutes from AGM June 7, 2021
- Executive Introduction
- Executive Reports
- New Business, Questions
- Upcoming Events, Contact Info
- Adjourn