

# NEWS AND VIEWS

## Events

Thank you to those who joined us for Lindsey Fiebig's Wise & Well presentation on Student Code of Conduct as it relates to faculty!

(Due to the potential for sensitive discussion, this session was not recorded)

## Union News

University of Lethbridge: The Union and the Employer had their first meetings with a government appointed mediator. The Union's mediation brief may be of interest to some, in particular their research regarding salary floors.

NAIT: Following overwhelming support in a strike vote (83% voted in favour of a strike mandate), NASA (NAIT's Academic Staff Association) has ratified a new collective agreement without taking job action. Despite the commitment of membership, their new agreements offer the standard 12% pay increase, and no other exceptional gains for the union.

## PAC: Wise and Well

We are always looking for members to join our PAC Committee!  
If you're interested email - [pac@bvcfa.com](mailto:pac@bvcfa.com)

If you have ideas for a wise and well session email us at - [pac@bvcfa.com](mailto:pac@bvcfa.com)

## BVCFA Executive Updates

### VP Communications - Dara Taylor

Following the College's recent announcement regarding the Centre for Entertainment Arts (CEA), the BVCFA has sought clarification to better understand the implications for faculty and students.

Here is what we know at this time:

- The college had a contract with the external organization called Centre for Entertainment Arts. This contract will expire and will not be renewed.
- There will be no Fall 2026 intake, and no further cohorts will be admitted.
- No layoffs have been announced.
- Students currently enrolled in CEA programs will continue to receive instruction and institutional support through to graduation.

The BVCFA does not feel that the initial announcement provided sufficient detail regarding staffing implications, or longer-term planning. We have requested further clarity and will continue to press for transparent communication.

We want to be clear: the BVCFA stands with all faculty members teaching in CEA programs. Change of this nature creates uncertainty, and uncertainty affects working conditions. We are available to answer questions, provide guidance, and advocate on your behalf as more information becomes available.



**BVCFA Website:**

 <https://bvcfa.com>

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## Pensions & Tax Time: A Quick Refresher

As we head into tax season, here are a few helpful reminders about your pension and how it appears on your tax slips. (Thrilling, we know!)

Contributions to the Public Service Pension Plan (PSP) are tax-deductible. When you receive your T4 from the College, you will see:

### Box 20 – Registered Pension Plan (RPP) Contributions

- This is the total amount you contributed to PSP during the tax year. These contributions reduce your taxable income.

### Box 52 – Pension Adjustment (PA)

- This reflects the value of the pension benefits you earned this year. The Pension Adjustment reduces your available RRSP contribution room for the following year, because your PSP participation is already generating tax-sheltered retirement income.

It's important to review Box 52 carefully to ensure you do not inadvertently overcontribute to your RRSP, which can result in penalties.

A quick check now can help you avoid surprises later.

Happy Tax Season!

## Campus Mental Health Plan: Together in Wellness

### BVC Faculty Mental Health Toolkit



## Key Takeaways from the Wise & Well Session on Student Conduct

Student conduct concerns continue to rise across post-secondary institutions, and Bow Valley College is no exception. The recent Wise & Well session highlighted several important reminders for faculty:

- Document everything—whether the issue seems big or small.
- Act early—delaying action often means people come forward when it's already too late to intervene effectively.
- Seek guidance when unsure—reach out to your Program Chair or connect with Counselling Services for support.

Faculty were also encouraged to make use of the BVC Faculty Mental Health Toolkit (linked above), an excellent and regularly updated resource designed to support both instructors and students.

*Which superhero pays no tax?*

*Spider-Man. All his income is net.*

**HAHAHA**