



e-BULLETIN: March 2016

ANNOUNCEMENTS

ACADFA ANNUAL GENERAL MEETING

April 26, 2016
5:15 PM
Room 520

Nominations for the following ACADFA Executive positions are being accepted

INTERIM PRESIDENT (July 1, 2016 - June 30, 2017)
VP/TREASURER ( 2 years)

FPAC REP (2 years)
GRIEVANCE ADVISOR (2 years)

SESSIONAL REP (2 years)
BOARD OF GOVERNORS REP (3 years)

ALBERTA COLLEGES & INSTITUTES FACULTY ASSOCIATIONS

ACIFA Annual Spring Conference
May 15 - 17

The conference will be held at the beautiful Fairmont Jasper Park Lodge and hosted by Bow Valley College Faculty Association.

Please see the ACIFA website for further information.

http://www.acifa.ca/

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT)

http://www.caut.ca/

THE FOLLOWING WRITTEN REPORTS WERE PRESENTED AT THE ACADFA EXECUTIVE MEETING MARCH 10, 2016

President - Alex Link

I had a meeting with the President March 9. For the most part, we discussed the slowness of response on the part of government to our funding requests, and the article in Metro News in which both he and I made reference to the provincial funding disparity under which we suffer a disadvantage.

Some faculty have been asked to record on video some of the content in their courses as a step toward a "blended learning" model of course delivery. I met with the AVPIA who indicated a desire to a) record faculty demonstrations for use in class, particularly in Drawing 115, and b) create online content through a California service for the Pre-College program. We agreed that doing so in the absence of contract language might put us in violation of the PSLA and so we should wait and see what bargaining produces. In the meantime, questions around compensation, revenue distribution, and intellectual property, and how they pertain to the different potential uses of digital content in marketing and teaching, should be in mind when we consider this issue.

I participated in the ACAD/ACADFA co-sponsored workshops on workplace relationships in a post-secondary context.

I participated in an Interest Based Bargaining workshop held by HR for its bargaining team, and to which the ACADFA bargaining team was invited.

I'll be attending ACIFA Presidents Council Saturday.

At our most recent joint consultation, I raised an issue that had been brought to my attention concerning the application of Article 22.03 f), which indicates payment for off-contract work for sessional members at \$150/day. It seems that some sessional faculty have been asked to do work for the college only tangentially related to their contractual duties, and told to bill the college at this rate. So far as I can tell, either the work is contractual and ought to be paid equivalent to a deload, since it is ongoing, or it is not contractual and the Collective Agreement does not apply to this separate (consulting? casual?) employment. HR is investigating the matter.

I was unable to attend a Board meeting because of a conflict. My thanks to ACADFA VP/Treasurer Mitch Kern for attending in my place. While the ACADFA President's attendance at Board meetings isn't required, it's nevertheless helpful to have an Executive Member present should any questions arise.

As ever, I fielded several enquiries and concerns with regard to disparate issues, from sessional/permanent work relationships, to protocols around the treatment of internal candidates in our faculty searches, to workload distribution, to confidentiality around evaluations, to negotiating initial grid steps for potential new hires, and so on.

Otherwise, this continues to be a quiet time in the ACADFA office, no doubt because issues are slated to come under formal discussion at the bargaining table in the next few weeks.

NAC Chair - Chris Frey

Demarcation, said the prisoner named Caravaggio. That is all we need to remember.

- Ondaatje. In the Skin of a Lion

Since the last ACADFA Executive meeting, January 26, I have updated members regarding NAC's preparations for negotiations (General Meeting, February 9), and attended a session on interest-based negotiations, organized by Human Resources (March 9).

NAC met three times to discuss and organize negotiation plans, with Terry Sway attending (January 26, February 10, March 9). NAC's letter to the Board announcing ACADFA's intention to negotiate was delivered to Administration on February 9. A meeting between the college's negotiation team's chair (Jill Brown) and the NAC Chair to exchange letters identifying articles proposed for opening is scheduled for March 17. Note that required communications between NAC and Administration has respected the schedule of events as described in Article 20\*.

Meetings to negotiate have been set for the months of March and April.

\*The negotiation schedule proceeds as follows: "... Written notice of intention to bargain takes place no later than the second work day of March 2016. Thereafter, the negotiating committees shall meet and exchange proposals on those items, which either party wishes to negotiate prior to April 1, 2016. On or before May 1, 2016, the negotiation committees shall meet from time to time to bargain in good faith and attempt to agree upon the terms of a new agreement. If, by July 1, 2016, the Association and Board have been unable to agree upon the terms of a new agreement, the parties may agree to continue negotiations at a future date or one (1) party may advise the other party of its intention to request a mediator. ..." (Article 20: Term of Agreement and Negotiations).

ACADFA FPAC Rep - Tyler Rock

FPAC Representative Report - submitted March 9th 2016 by Tyler Rock

FPAC

Nothing to Report.

ACIFA

Sitting on the ACIFA Innovation in Teaching Award jury.

Creative Research Funding

As a follow up about concerns from the Winter General meeting in early February regarding the Creative Research Fund, I spoke with the Manager of Academic Administration in the Office of Research and Academic Affairs.

I was told that the Creative Research fund is intact but that the dispersal of the fund has been temporarily suspended for the 2015-2016 academic year, until we appoint a new director of Research and Graduate studies. The director of Research and Graduate Studies is the chair of the Creative Research Funding committee, and this fund falls under their purview and oversight.

GRIEVANCE ADVISOR - JEFF LENNARD

Matters that affected individual faculty members are confidential.

A few colleagues contacted me this past year and all were resolved without initiating formal grievance procedures.

I am also pleased to report that despite the challenges we are very fortunate to still have a very positive working relationship with our employer. And expect that future issues and interpretation of the contract will continue to be resolved in a collegial manner.

For our new faculty members. And a reminder:

Section 19:03 of our collective agreement states: A grievance is any dispute or difference arising out of the application, administration, interpretation, discipline without just cause, or alleged violation of the provisions of the collective agreement.

I trust that you won't have need of our help, but if you have questions or have a dispute please contact me anytime.

SESSIONAL REP - DIANA SHERLOCK

If you have been teaching at the College for 5 years (cumulative load) or more, you may be entitled to receive a long-term service recognition award, including an honorarium. Please see the following description of this process and contact Jill Brown in HR and ACADFA if you have questions.

400.08.01 Employee Recognition Procedure

(full procedure available on InfoLab under Policies + Procedures > Human Resources)

Long-Term Service: continuous employment at ACAD of five (5) or more years as a permanent/sessional faculty member or regular part-time/full-time staff member. Sessional faculty members achieve Long-Term Employee status regardless of the number of courses taught, and will be recognized as part-time employees.

Recognition eligibility will be calculated based on the calendar year (January 1-December 31), i.e. any employee with a service anniversary date falling within the calendar year will normally be recognized at the annual event within the same calendar year.

College celebrations to recognize Long-Term Service milestones will take place once per fiscal year at a College event, normally to be held on or before the end of the Fall semester.

The following Articles in the Collective Agreement\* are worth reviewing if you are a Sessional faculty member:

Article 15: Professional Expense Reimbursement Allowance (PERA)

Every sessional faculty member is entitled to PERA funds calculated on a pro-rata course load basis. In some cases these funds will disappear at the end of the Winter term.

If you do not know your balance, contact Su Soyer in the Research Office or Marion Shill in Finance.

Article 8: Categories of Employment

8.02 b) iv Particularly for long-term sessionals who may be reapplying for a teaching position.

\*Collective Agreement is available on the ACADFA website.

http://acadfa.wix.com/acadfa1