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Our mailing address is:
NAIT Academic Staff Association

NASA welcomes your signed comments and letters. We will attempt to publish them as received, but reserve the right to edit for reasons of

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SUBMISSION DEADLINE:

[February 3, 2020](#)

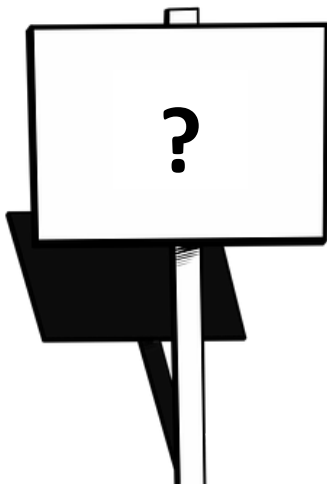
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FACTS ON STRIKE IN ALBERTA

By Gordon Cutting, VP Communications

Recently there has been a lot of talk about strikes. Between the strikes and threat of strikes in the East – The narrowly averted CUPE strike earlier this fall, the CN strike that threatened the propane supply in Quebec and the looming Ontario high school teachers strike – and talk of strikes here in Alberta – from the United Nurses of Alberta, AUPE and, worse, a general worker strike as discussed at MacEwan University at the beginning of the month – it seems the word “strike” appears daily in the national news.

I’m also hearing it frequently from my colleagues here at NAIT – “are we possibly going to go on strike?” Also, what if the ATA goes on strike? What if the AUPE goes on strike?



Now, many of you are new to the idea of striking as the right to strike was only recently ruled a Charter Right by the Canadian Supreme Court and the Alberta government complied with the ruling by introducing “Bill 4” in 2016. Previously, under the Post-Secondary Learning Act, we were required to submit to compulsory interest arbitration in the case of a collective bargaining failure.

Some of our fellow NASA members aren’t new to the idea at all, however, as many in the trade and health programs worked previously in fields with strong union presences.

To ensure everyone is on the same page before discussing the likelihood that NASA were to go on strike let’s go over a few of the rules.

There are legal strikes and illegal strikes. In general, as long as a Collective Agreement (CA) is in place, employees cannot legally go on strike. If employees do choose to go on strike during this time (without support from the union – a wildcat strike – or with the support of the union) then the employees and/or the union can face financial penalties or loss of employment.

A legal strike requires an expired CA and the following conditions have been met (drawn from the Alberta Labor Relations Board FAQ on Strike and Lockouts):

Q: When can a union go on strike?

A: There are several requirements for unions to hold a legal strike. These include:

1. Any collective agreement between the union and the employer must be expired.
2. The parties must enter into collective bargaining.
3. The parties must work with a government- appointed mediator.
4. A 14-day cooling-off period must elapse following mediation.
5. A Labour Board-supervised strike vote (unions) or lockout poll (employers) must be taken and a majority of those voting must agree to the strike or lockout.
6. One party must serve the other (as well as the mediator) with 72 hours of notice before the strike or lockout commences.

See http://www.alrb.gov.ab.ca/faq_strikes.html . More information can be found at <http://www.alrb.gov.ab.ca/bulletins/17bulletin.pdf>

So, to answer the question “are we (in NASA) possibly going on strike”: not yet. Currently we are past step 1: our CA officially expired on June 30, 2019, although we are still abiding by it until a new agreement is in place.

By the way, let me go off topic for a moment and answer another question that I’m getting from colleagues: “are we (in NASA) going to see a cut in pay in the near future?” Because we are abiding by the old CA, which includes

definitions of salary pay, until such time as members vote in favor of a new CA your pay will not change. Back when Ralph Klein enacted cuts to public sector pay, NASA members voted in favor of taking a 5% rollback because it was believed at the time that it was in the best interests of the province and that Klein had promised that employees would get the 5% back when the provincial economy recovered (the economy did recover but the rollbacks didn't).

Back to the question at hand. Currently negotiations between your Bargaining team and management are ongoing and there are regular bargaining updates being sent to members. If these negotiations become unproductive then we may progress to step three as outlined above – government-appointed mediation.

If mediation fails, then a strike vote can be put to membership (after the 14-day cooling off period) and things proceed from there.

In the midst of all of this, both parties may jointly select an arbitrator to decide collective agreement issues. This option is not commonly used for CA negotiations as the arbitrator's decision is binding and leaves no further room for negotiations for either party.

As you can see, any decision to strike would not come suddenly or as a surprise for any member.

Also, as far as any other labor organization is concerned, their choice to strike is their own and does not force NASA members into any required action.



But what if NASA members want to show support for fellow public-sector employees in Alberta? As individuals we are all free to participate in information picketing or in the protests at the Legislature.

As for NASA itself, we are looking to establish a Labor Action Committee in the next few months and would love to hear your opinion and feedback on roles and responsibilities of the committee. These may include keeping members up to date on negotiations and labor action in Alberta and across the national education sector, establishing a strike procedure, communicating with and directing members in case of a strike or other job-action and organizing protests or information campaigns.

Please send any questions or comments to intercom@nait.ca.

PRESIDENT'S REPORT

By Garry Wilson, NASA President



John F Kennedy once remarked “Ask not what your country can do for you...ask what you can do for your country”.

There are many things that come to mind when I reflect on this quote. How can I help someone without asking anything from them?

As an Instructor - Ask not what your student can do for you but ask what you can do for your student.

As a Leader – Ask not what your Instructor can do for you but ask what you can do for your instructor.

I look at our leaders and think what our leaders can do for us. Does leadership show leadership by demanding things be done? They should be asking what they can do to help me succeed. Success is attained when we meet our mutual goal in student success.

Leaders should be leading by example.

I don't know how many times I hear about pressures that are put on people through micro managers. Instead of allowing people to do the job that they were hired to do, leaders should be asking how and what they can do to help you succeed in helping students succeed.

I was sent a link to a video I would like to share it with you, click [HERE](#) to view and please, let me know your thoughts.

I want to wish everyone a Happy Holidays. Enjoy this time away to be with family and friends. Have a safe festive season.

NASA PRESIDENT - ACTIVITY REPORT

Oct. 23 – Nov. 1/2019

- Meeting – Faculty Emeritus Award Committee
- Meeting – SAFA (Calgary)
- Meeting – ACIFA Presidents Council (Calgary)
- Meeting – ACIFA Defense Fund (Calgary)
- Meeting – Scholarly Activity Focus Group
- Meetings with members
- Meeting – JRS School of Business Dean and HR
- Meeting – NAITSA
- Meeting – LTC Council
- Meeting – Mental Health & Wellbeing Advisory Group
- Meeting – HR
- Meeting – NASA Legislative Sub-committee
- Meeting – NASA Arbitration Sub-committee
- Meetings – Legal Counsel
- Meeting – Occupational Health & Safety
- Meeting – School of Applied Sciences & Technology Dean and HR
- Meeting with Leadership in School of Health & Life Sciences
- Meeting with Leadership of JRS School of Business
- Meetings – NASA Executive (x2)
- Meeting – HR (re: PSLA)
- Meeting – School of Trades Dean
- Meeting – LTC (Learning Delivery Portfolio)
- Meeting – ODS
- Meeting Faculty Emeritus Committee
- Meeting – NASA Academic Council Reps
- Meeting – Academic Council
- Meeting – Legal Counsel
- Meeting – HR (x5)
- Meeting - School of Applied Sciences & Technology Leadership
- Meetings – NASA Table Officers (x2)
- Meetings – Investigative (x2)
- Hearing – Labour Board
- Attended – G. Feltham Retirement
- Volunteered – Share the Warmth (item purchases)

November 2019

- Meetings – Members (x9)

Bargaining Update #9

December 17, 2019

Since our last update, we have met with the employer prepared to bargain in good faith on five occasions in November and two days during December. Negotiations will resume on January 10, 2020. Additional bargaining dates have been scheduled for January 17, 24 and 31, 2020.

During our collective bargaining session on December 4, 2019, the employer discussed their financial situation, specifically, decreases in government funding. Labour is NAIT's largest expense with 70% of their budget being allocated to AUPE, MAE and NASA wages and benefits. The employer brought forward their need to find \$12 million in savings over the next 6 months, which may be found through cuts to infrastructure as well as potential reductions in MAE, NASA and AUPE. NAIT has committed to submit a report to the government by the end of February 2020, addressing how they will address these budget challenges.

None of these items speak to your concerns or the improvements you're pushing for to keep providing NAIT students with quality education.

As of the last bargaining meeting on December 13, 2019, we have reached agreement in principle on proposals regarding Special Leave (Section 19). Specifically, the parties have agreed to incorporate the previous Letter of Understanding around utilizing bereavement leave when off on vacation.

Moreover, both parties have negotiated new provisions under Professional Development (Section 24) which have addressed some of your concerns. We are pleased to say there is an agreement in principle.

Both parties also agreed to new probationary language (Section 43) which we feel addresses your concerns over communication, consistency and transparent evaluations.

Minor agreed to in principle updates to the collective agreement includes changing the word Section to Article.

On December 13, 2019, we discussed Sections relating to workload, grievance procedure, just cause, vacation entitlement, probationary period and redundancy. In reference to your Workload concerns, some outstanding discussion items still to be addressed include:

- class sizes (number of students in class)
- impacts of different types and amounts of marking required in different courses
- impact of different amounts of course updating required for different courses

- number of unique and new deliveries
- concerns around substantive/specified credit given for course development
- lack of substantive/specified credit given for PD/skills upgrading
- lack of protection against unbalanced loading (semester, week, day)
- concern around the removal of CCPs such as what occurred within various School of Skilled Trades programs.

In regards to Wages and Benefits, financial items will be discussed once the parties can agree on other proposals dealing with Workload (Section 16) and certain types of employees under the Instructor classification.

Your bargaining team will provide you another update after the collective bargaining sessions in January 2020. Until then, we would like to wish all of you Happy Holidays, a Merry Christmas and have a Happy New Year!

Your, **NASA Bargaining Committee**

Jarret Serediak
Rhonda Betker
Bernie Budinski
Peter Kamstra
Christine Loo
Spenser Rawluk
Katherine St. Laurent

Keep up to date by visiting the NASA Website's [Bargaining Update](#) page.

COMMUNICATION COMMITTEE

By Gordon Cutting, VP Communications

In the past two months since the last report the NASA Communications Committee has completed the following:

- Completed the majority of the NASA website review
- Purchased goods for the Share the Warmth Campaign – thank you to Paula Hawrysz and Garry Wilson (and his wife) for coordinating and completing several of these purchases
- Organized and completed the Christmas drive for the Share the Warmth by supplying and collecting boxes for donation to many of the office areas around the NAIT campuses. Thank you to Lana Bjorkquist for sending out the boxes, ensuring that they were collected and organizing and counting the donations. Also thank you to everyone who hosted a box – the collection of donations would be nearly impossible without you.
- Supported the coming Membership Services survey through a gift card sponsorship.
- Published the *Intercom* for October and December
- Hosted the Share the Warmth booth at the NAIT Children's Christmas party
- Assigned remaining duties for the NASA website review

Coming work will include:

- Continued review of the NASA Constitution and policies
- Completion of the reporting guidelines for NASA positions
- Final purchases and disbursement of goods for the Share the Warmth Campaign
- New initiatives for better communication through the NASA website
- Ensuring NASA logo copyright and establishing guidelines for use of the NASA logo
- Reviewing communication guidelines regarding NASA election campaign information and candidate mail-outs

Recent meetings have been December 3rd and December 17th, 2019. Please see links to the meeting minutes for more information.

Next meeting will be in January of 2020.

If you have any questions or comments about this report or other NASA issues, please contact Lana Bjorkquist at the NASA office, thanks,

Gordon Cutting
VP Communications, NASA

GRIEVANCE STATUS REPORT – as at December 18, 2019

GRIEVANCE #	ISSUE / ACTIONS	STATUS
2019-10-04	Awaiting Arbitration date Motion: ARB-2019/20-01 Termination	Open
2019-06-14	Step 3 Grievance Hearing: Extension to December 19, 2019 Code of Ethics and Conduct	Open
2019-04-10	Arbitration Date: March 9-10, 2019 Motion: ARB-2018/9-17 Termination	Open
2018-11-07 G	Awaiting Arbitration date Motion: ARB-2018/9-16 CCP Group	Open
2018-11-07 P	Awaiting Arbitration date Motion: ARB-2018/9-12 CCP Policy	Open
2018-09-202	Arbitration: May 5-8, 2020 Motion: ARB-2018/9-14 Redundancy	Open
2018-09-201	Arbitration Date: May 5-8, 2020 Motion: ARB-2018/9-14 Redundancy	Open
2018-09-21	Arbitration Date: March 31 – April 3, 2020 Motion: ARB-2018/9-11 Contractor	Open
2018-08-291	Arbitration Date: April 8, 9 & 15, 2020 Motion: ARB-2018/9-10 Redundancy	Open
2018-08-30	Arbitration Date: December 9, 2019 Motion: ARB-2018/9-9 Redundancy	Ongoing
2018-04-16	On hold pending arbitration 2018-01-17 Motion: ARB-2018/9-7 Interference	Open
2018-01-17	Arbitration Date: November 20 - 22, 2019 Motion: ARB-2018/9-6 Compensation	Open
ALRB	Arbitration Date: February 20, 21 and April 28 – 30, 2020 Designation - ESL	Open
2018-04-091	Arbitration Date: January 16-17, 2020 Motion: ARB-2018/9-5 Discipline	Closed

2018-02-08		Arbitration Date: October 23-25, 2019 Motion: ARB-2018/9-2 Discipline	Closed
2018-01-31		Arbitration hearing completed Motion: ARB-2018/9-3 Discipline	Closed
2018-11-27		Arbitration hearing completed Motion: ARB-2018/9-13 Discipline	Closed

MEMBERSHIP SERVICES

By Glenn Tkachuk, NASA MSC VP

Christmas is quickly approaching and so is our much looked forward to break from classes. Membership Services Committee is busy planning social events and contests for our membership, and we need your help. Recently a survey was sent out seeking feedback on current events and suggestions for future ones. As with any organization changes are made so things don't become stagnant; we are no different. We requested input from the membership for functions or events and speakers that would be of interest to our organization. The results will be published in the next issue of *Intercom*.



Our monthly draws, and social gatherings have been a hit in the past and I hope that they will continue. The Mid-Winter Frolic, which will be held January 30, 2020 (RSVP is required by January 23rd), is now being planned to feature a Roaring 20's/Speakeasy theme. Prizes for the best costumes will be awarded, so we hope to see a lot of people dressing up for this event. We would appreciate any decorations that you might lend us that reflect the times of this era. As always, a collection of items for NASA's Share the Warmth will be accepted which will give you more chances in winning the door prizes provided by some of our corporate sponsors. In addition to Share the Warmth, NAITSA will also be collecting items for the Student Food Bank at the door.

The license for our Family Movie Day is in place and the movies, a children's movie in the morning and a PG movie in the afternoon, will be advertised early next year – watch your email for details.

In closing I would like to wish everyone a Merry Christmas and a happy and prosperous New Year.

Glenn Tkachuk
V.P. Membership Services

UPCOMING DATES TO REMEMBER

January 15, 2020EPDA Expenses incurred between Oct. 1st to Dec. 31st
January 16, 2020Speaker: K. Watt
January 23, 2020RSVP required for Mid-Winter Frolic
February 17 – 21, 2020Reading Break
February 29, 2020Family Movie Day
March 31, 2020Speaker: Philip Mak (LAPP)
April 10 & 13, 2020Holidays - Good Friday & Easter Monday
May 4 – 5, 2020NASA Elections
May 10 – 12, 2020ACIFA Spring Conference
May 21, 2020NASA AGM (2:30 pm start)

LAPP UPDATE

By Doug Short, NASA Member

On November 21, 2019, the UCP passed omnibus legislation, Bill 22, that contained significant changes to your pension plan, the LAPP. This legislation was hastily passed without full considered debate and without researched reasoning as to why these changes were necessary. These changes reversed legislation passed in March of this year that gave a proper governance structure to the Pension Plan, after over 20 years of government promises to do so. The governance structure, put in place in March, had received the support of employee and employer groups in the Plan. The reversal of the March governance provisions are of primary concern.

The governance structure of the Pension Plan is now subject to the whims of the Finance Minister and the government of the day. The Finance Minister will now make final appointments of our representatives to the pension Boards. The Pension Boards are the decision-making bodies for benefits and contribution rates.

Furthermore, the manner in which the government forced through this legislation, which has now received royal ascent, is truly unacceptable. Their actions are paternalistic, overly authoritarian and disrespectful of the pension membership's collective wisdom.

At the moment your promised retirement benefit is secure and valuable.

The LAPP website provides good reasoned information on these changes:

<https://www.lapp.ca/page/whats-new/decf8363-56b2-49fc-7533-08d76d4a8929?title=Message%20to%20LAPP%20Members%20from%20the%20CEO>

I am available to answer any questions you may have on the LAPP. I have served, through ACIFA, for a decade on the SCG [Stakeholders Consultation Group], a group that follows the pension developments and provides advice to the LAPP Boards.

Slainte!

Doug

J Douglas Short
NAIT Instructor – Finance
dougs@nait.ca
780 378-1174

LETTER TO THE EDITOR

By Doug Short, NASA Member

Transformation

NAIT is in a process to transform how we do things. My hope is for real engagement of those fulfilling our basic mission – the training and educating of students.

Within this context I would like to borrow thoughts of Henry Mintzberg, one of the great management thinkers of the 20th and 21st centuries. I paraphrase:

“You learn to lead on the shop floor”

“Real leaders don’t take bonuses”

In the context of post-secondary education and our budget challenges I suggest some transformational goals as we go forward. These are focused on our primary pursuit, which is to train, teach and learn in our classrooms, shops and labs. There are other pursuits that may be interesting, but we should be focused on this primary pursuit.

- **No more bonuses for management.** NAIT has published grids for every employee. Stick to them! We are all in this together. Bonuses should not be paid for doing the expected job, as a good job should be expected. Bonuses have no place in publicly supported post secondary education.
- **Target teaching positions at 52% of our FTE [full time equivalent] staff.** Over the last decade FTEs for teaching positions at NAIT have decreased from 52% to 42%. That is unacceptable! And that 52% includes Chairs who have administrative responsibilities. Too much bureaucracy has been created at NAIT to the extent that we have lost focus. Examples abound!
- **Consult and engage** - in a real sense, walk the talk. We learn on the shop floor and this gives our institution a wealth of experience to call upon.
 - Department Heads, Associate Chairs and Deans [every couple of years] should have a teaching load. If not, we/ they forget!
 - Consultation means sharing tentative ideas as soon as they are envisioned, encouraging staff to critique, analyse and propose alternatives before a decision is made. Engage those who know!
- **And make change in a compassionate way.** NAIT has accumulated surpluses, rather than spending in the classrooms, shops and labs. The government cut our annual operating budget by over \$4 million as a result. Use those accumulated surpluses to transition staff compassionately.

These are my two bits for consideration!

Doug Short

CORPORATE DISCOUNTS FOR ALL NAIT STAFF & ARNS – 2019

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\$129/night plus taxes (double/queen)

(BOD: June 10-13, July 5-14, Nov. 21-25)

International Hotel of Calgary

www.internationalhotel.ca

403-265-9600 or 1-800-661-8627

220 – 4th Avenue SW, Calgary

Jan-Mar 31 - \$186, (Sun-Thurs)

\$139 Fri/Sat

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Studio King Suite, WIFI & parking included

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1-866-341-1777

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5% off per cabin on any AmaWaterways River Cruise

VISION CARE

Eyewear Advantage

(Lenscrafters, Pearle Vision, Precision Optical, Sears Optical)

30% off prescription eyewear, 20% off non-prescription sunglasses & accessories
(use coupon next page)

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www.Iris.ca/benefits

Various discounts

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DISCOUNTS

All Expire: December 31/19

(Unless otherwise noted)

Some hotels have blackout dates (BOD).

Quote NAIT when making reservations.

All businesses are in Edmonton

(Unless noted otherwise)

All will accept NAIT ID

(unless otherwise noted that a membership card, coupon or corporate account number/code is required.)

NASA gratefully acknowledges the donations of our Door Prize Sponsors at our annual Mid-Winter Frolic Event.

For changes, updates or new discount offers, please contact the NASA Office 780.471.8702 or email nasa@nait.ca

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2020 Mid-Winter Frolic DOOR PRIZE SPONSORS TBA



The NAIT Academic Staff Association

Cordially invites All NASA Members (& Guest) to enjoy a Night in

The Roaring 20's Speakeasy



Thursday

January 30, 2020

4:30 – 7:00 pm

North Lobby

◀◀ DOOR PRIZES ▶▶

****RSVP**** to the NASA Office (471-8702)
or reply via email to nasa@nait.ca **by January 23rd**
****Seating is limited for this event****

(**Please indicate any food allergies or dietary requirements**)

Sponsored by the NASA Membership Services Committee

