

IN THIS ISSUE:

- 1 Word from the President
- 3 Committee Updates
- 7 Copyright Corner
- 9 Announcements
- 10 About Us

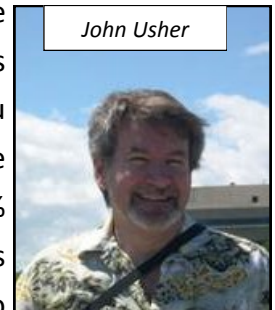
University of Lethbridge Faculty Association

Room D620, University Hall
4401 University Drive
Lethbridge, AB T1K 3M4
Phone: 403-329-2578
Fax: 403-329-2113

ULFA on the WEB
www.ulfa.ca

WORD FROM THE PRESIDENT

Well, after many false starts Spring seems finally to have arrived. Meanwhile the Budget Reductions saga also grinds forward with similar warm and cold spells. By the time you see this, GFC will have had a close look at how the University's senior leadership plans to cope with the 7.3% reduction in UofL's operating grant. The sharp pencils crowd has been busy making adjustments and ULFA has no reason to believe that their efforts are anything other than an attempt to play, to the best of their ability, the crappy hand that has been dealt by the provincial government. But it is also clear that the cuts play into the current EB negotiations quite well by creating an environment in which it is easy to conflate a sense of wanting to 'help out' or 'share the pain' as relates to the current crisis with a broader agenda on the part of the Board to address what they see as long-term, structural issues that are independent of the 7.3% reduction. We hope to begin a dialogue with the membership on several of the issues raised by the Board in this context once we have completed negotiation of our short-term response to the budget cuts.



John Usher

We have a strong EB team at the table now who are well-versed in what is going on elsewhere in the province and across Canada as various other associations engage their Boards. They are armed with your responses to the membership survey done earlier in the year (before the cuts were announced), but I'm sure that if you have advice for our team about your priorities with respect to salary and benefits, they would be happy to hear from you.

Meanwhile, it is clear that this cut is one that has been done to 'all of us' where that is defined as the entire post-secondary sector. ULFA is working hard to maintain as much common cause as possible while government attempts to divide us – common cause with UofA, UofC and AU through CAFA and with all of the other groups on campus that will be affected by budget reductions across our three campuses including AUPE, APOs and our students. The Minister seems particularly anxious to be a champion of students so we are happy to see him get the cold shoulder from our SU Executive. (continued)



PRESIDENT'S REPORT



WORD FROM THE PRESIDENT—continued

We're also doing whatever we can to build solidarity locally by staying in touch with the College – also cut 7.3% - speaking at various venues and talking with party leaders and MLAs outside the Conservative party to get their take on unfolding pronouncements and events. We are heartened by the resolution passed recently at Lethbridge City Council in support of local post-secondary institutions.

We encourage you all to participate as much as you can in the on-going opportunities to engage with the budget reduction process, but also to keep in mind that the ULFA Economic Benefits team and the Board's team are at the negotiating table at the same time this budgeting exercise is unfolding.

As you can probably imagine, this budget cut and the emerging process to deal with it have moved quickly to centre stage and pushed pretty much everything else out of the way. The business of the Association continues, however, and with the AGM behind us we begin our goodbyes to some members of the Executive (Ilsa Wong & Jon Doan) and welcome two new faces to the roles of Grievance Officer (Wendy Faith) and Secretary/Treasurer (Claudia Steinke).

Also, on the topic of transitions, ULFA's Executive Director, Brenda Rennie, has decided to make a staged retirement from ULFA over the next year. During that period, Annabree Fairweather will be gradually taking on increasing responsibilities and we will be hiring a new administrative officer to fill in behind Annabree. As will be the case with many of our colleagues who have chosen phased retirements as part of the recent ASVRP, ULFA's official goodbye for Brenda will not happen for quite some time but I hope that you will all take every opportunity between now and then to thank her for all the wise counsel and many kindnesses that she has brought to our members over her many years with ULFA.

Let me also take this opportunity as Spring 2013 ends to thank everyone on the ULFA Executive and all of our members who have given of their time to sit on ULFA's standing committees – EBC, Handbooks & Grievance, the Gender, Equity & Diversity Caucus and all of the other positions we staff each year including those members who represented ULFA on senior appointment committees. Thanks also to pension guru Geoffrey Hale who has done an incredible amount of work this year and to Annabree Fairweather who, besides being a tireless contributor, lives up to her name in both disposition and outlook.

We are stronger together.

John Usher, *President*
Faculty of Management



COMMITTEE UPDATES



ECONOMIC BENEFITS COMMITTEE

I have little new to report since the account I gave at the Annual General Meeting, even though we've been very busy in the interim.

The polls for our UAPP Pension Plan changes have closed, and we will be releasing the results after all member associations have made their decisions regarding the proposed changes, probably sometime in June. Whether you agreed with the proposed plan alterations or not, I hope you exercised your vote.

Your economic benefits and negotiating teams have both been busy. We have yet to reach agreement with the Board about our next contract, and we have three further negotiating meetings planned throughout May. With luck, we can arrive at some consensus by month-end and have something more substantial to report to you in June.

I wish you well in your summer activities and hope you remember to pause once in a while just to relax and recharge before the fall semester is once again upon us.

David Kaminski, *Chair*

Department of Mathematics & Computer Science

GRIEVANCE COMMITTEE

There were no grievances to report over the last year. Thanks to the following committee members for their dedication: Trevor Harrison (Past Chair), Bernie Williams, Lorraine Beaudin, Don Gill, Richard Mueller, John Vokey, Glenna Westwood, and Wendy Faith.

Welcome to the new chair, Wendy Faith, and her committee members: Don Gill, Richard Mueller, John Vokey, Glenna Westwood, Mary Kavanagh, and Dawn McBride.

Ilsa Wong, *chair*

Department of Kinesiology & Physical Education



COMMITTEE UPDATES



HANDBOOKS COMMITTEE

The ULFA and Board negotiating teams have met continuously and progress is favorable. Negotiations are continuing and we look forward to bringing a package to the membership for ratification at the Fall General Meeting.

I'd like to thank the committee members for their time and dedication during such an exciting year. Thanks to Dan Kazakoff, Dan O'Donnell, Paul Hayes, Leona Jacobs, and Greg Patenaude, as well as Trevor Harrison and John Usher.

Richelle Marynowski, *chair*
Faculty of Education

JOINT WORK SITE HEALTH & SAFETY COMMITTEE

Over the past year, the JWSHSC has been working hard towards bringing forward your risk and safety concerns to be addressed. Construction and renovation has been occurring widely across campus, and your continued reporting of accidents, incidents and near misses will ensure that our campus is as safe as possible for everyone. We also encourage you to keep your eyes open for pedestrians and bicycles on campus! Faculty can report any concerns using the Campus Accident / Incident Report (CAIR) forms.

Campus health is also a top priority. Mental health workshops, Wellness Lunch and Learn sessions, mini-massages, and many more initiatives took place this past year to promote health and prevent injury. Safety inspections have occurred in various locations on campus. Research labs have conducted chemical inventories, enabling responders to manage chemical spills on campus more efficiently and safely.

Access minutes from monthly meetings at the Risk and Safety Services website under JWSHSC at <http://www.uleth.ca/hum/riskandsafetyservices/JWSHSC>

Bernadine Wojtowicz, ULFA Rep
Faculty of Health Sciences



COMMITTEE UPDATES



GENDER, EQUITY, & DIVERSITY CAUCUS

I'd like to take this opportunity to thank the members of the Gender, Equity, & Diversity Caucus – many of whom are at the end of their term. Noella Piquette, Sandra Cowan, Luz Ospina, Ilsa Wong, Jennifer Thannhauser, Kevin McGeough, Past Chair Hester Jiskoot, and John Usher. 2012/2013 has been a very busy year for us and I really appreciate their dedication to the various initiatives we took on this year. I also look forward to welcoming the new members of the Caucus.

This past year we were involved in many exciting initiatives and events. In September we partnered with other groups on campus in hosting Trudeau and Vanier scholar, Danielle Peers. She gave two talks as part of her visit on the uses and dangers of inspirational disability. In March we hosted the 3rd Annual Respect and Diversity Week with six events taking place: A lecture by Dr. Robbin Gibb on sex differences in the brain; Spoken Word poetry slam on diversity and Inclusion; a session with the Teaching Centre on supporting faculty in supporting students with learning disabilities; a wheelchair basketball event with the Lethbridge Wheelchair Basketball Association; a film night; and a talk by Mary Butterfield from Research Services on the Strengthening Academic Capacity: Gender Dimensions report that came out in the fall from the Council of Canadian Academies. Most of the events were really well attended and many received coverage in the Lethbridge Herald, Global TV, The Legend and other media outlets. The week was successful in initiating conversations about respect and diversity and creating awareness about these issues on our campus. I'd like to thank Noella Piquette, Sandra Cowan, and Luz Ospina, who spent countless hours organizing and planning these events.

In January we had our annual breakfast with President Mahon and other members of the Executive. At this year's meeting we spoke about concerns we had with the strategic planning process and issues of accessibility on our campus. We felt the meeting was quite productive this year. The meeting led to additional meetings to discuss our concerns about accessibility on campus. While they did not agree to our main suggestion to conduct an accessibility audit on campus they did agree to make smaller more immediate changes. For example, they are assessing and making changes to the podium in PE250 to accommodate wheelchair users and smaller persons using the space; and the weight of fire (continued)



COMMITTEE UPDATES



GENDER, EQUITY, & DIVERSITY CAUCUS—continued

doors in various buildings have been adjusted so someone on crutches or in a wheelchair can more easily open them. They have also agreed to convert a number of the single-user washrooms on campus into more inclusive washroom space. This is an ongoing initiative that is just getting off the ground. We are hopeful that by September there will be proper signage on these washrooms and education about the location of these washrooms so that people who need them will be able to find them more easily. Over the last decade, many universities across Canada (Western University, University of Alberta, University of Victoria, University of Regina, University of Winnipeg, McGill University, for example) have endorsed similar Inclusive Washrooms initiatives. Access to inclusive washrooms is an equity and safety issue and we believe that part of this includes making washrooms accessible to *all* individuals who need them by way of supporting inclusivity on our campus. Many of these bathrooms will also be wheelchair accessible and provide privacy and safety for all individuals who require them. For example: people who do not identify as male or female; individuals with opposite-sex attendants; parents with children; individuals with health needs; individuals washing before prayer, or those who need privacy. This is an exciting initiative that is ongoing, but hopefully we will see some changes on campus soon.

Lastly, we have also been reviewing the Handbook this year. We have put forward recommendations to the Executive that language related to salary and pay equity and accommodation be added to the Handbook. This will be considered for future handbook negotiations.

As my term as chair of the Caucus is coming to a close, I look forward to working with the Caucus over the next two years as past-chair.

Carly Adams, *chair*

Department of Kinesiology & Physical Education



COPYRIGHT CORNER [©]



COPYRIGHT ADVISOR'S UPDATE

Collective Licensing is Back in the News

On April 8, 2013 Access Copyright announced three legal actions taken against ministries of education, school boards and postsecondary institutions regarding what it views to be “damaging interpretations of fair dealing.” One of the actions is a lawsuit against York University that claims “*York’s purported fair dealing guidelines authorize and encourage copying that is not supported by the law, and that there is no justification for the University to operate outside the interim tariff.*” It is worth noting that York’s fair dealing guidelines are similar to the U of L’s recently revised guidelines, both of which reflect what Michael Geist has called the emergence of a fair dealing consensus within the Canadian educational community.

The two other legal actions are applications to the Copyright Board of Canada for i) an interim elementary and secondary tariff that “*seeks an effective enforcement mechanism against the ministries of education and Ontario school boards for their stated intention to stop paying . . . royalties,*” and ii) a proposed postsecondary tariff for 2014-2017 that seeks to ensure continued coverage after the (not yet certified) proposed postsecondary tariff for 2011-2013. These Copyright Board applications bring to the fore the question of whether, once certified, such tariffs are effectively mandatory, a matter on which Ariel Katz has offered some thoughts.

Electronic Reserve

Beginning in Summer Session 2013, instructors have the option to make course readings available via electronic reserve as an alternative to placing photocopies in the Reserve Collection in the Library. Both persistent links and copyright-cleared digital items may be put on electronic reserve. Prior to last year’s landmark Supreme Court of Canada decision, our E-Reserve system was little used due to the time-consuming and sometimes costly permissions clearance process required under the former more restrictive understanding of fair dealing’s applicability to making multiple copies of short excerpts for instructional purposes.

Most recently used in the Spring 2010, Spring 2011 and Fall 2012 semesters for one course each, the E-Reserve system is integrated into the Library’s existing Course Reserves system. To find E-Reserve readings, students look them up by course or professor name just as they would for print reserve readings. A major difference, however, is that E-Reserve readings are available 24/7, not just during (continued)



COPYRIGHT CORNER [©]



COPYRIGHT ADVISOR'S UPDATE

Library hours of opening. E-Reserve access is limited to the instructor and students for a given course through the assignment of a unique course password distributed by the instructor to enrolled students.

To see what an electronic reserve item looks like:

- do a [Course Search](#) for “**test ereserve**”
- click the title of a listed reading with a Format designation of “*ELECTRONIC COPY AVAILABLE*”
- enter your U of L login information
- enter “**ereserve**” as the course password

More details about [electronic reserve](#) are available on the Copyright website. For now, putting materials on electronic reserve requires completion of a downloadable processing request form, but an online form is currently in development that will allow instructors to upload PDFs and other digital readings in the near future. Usage statistics are automatically tracked for each reading made available via the E-Reserve system (a summary can be made available for interested instructors at the end of each semester), and students will have the option to save or print E-Reserve readings provided that they do so only for their own personal use.

As always, feel free to contact me for more information about electronic reserves or any other copyright-related matters.

Rumi Graham
University Copyright Advisor

copyright@uleth.ca

(403) 332-4472





ANNOUNCEMENTS



ANNUAL GENERAL MEETING & ELECTION

The Annual General Meeting was held on April 15, 2013. Thank you to the many individuals who attended the meeting. There has been so much activity with the Faculty Association this past year, it was nice to be able to share it with our membership. There was a great turnout and lots of discussion about the pension and provincial budget. Thanks for your dedication!

The election took place April 22-30. One hundred and twelve people participated and successfully voted in Yale Belanger & Joy Morris (Handbooks Committee), Mary Kavanagh & Dawn McBride (Grievance Committee), Jo-Anne Fiske & James MacKenzie (Gender, Equity & Diversity Caucus), Inge Genee (Study Leave Relocation Committee), and Janay Nugent (Daycare Advisory Committee). Thanks to all the nominees who ran in the election!

POST SECONDARY EDUCATION PETITION

Thank you to everyone who signed the recent petition in support of post secondary education. The Faculty Association gathered nearly 500 signatures from members and students! Thanks to those of you who collected signatures in your classes and thanks to Maureen Hawkins, Beth Gerwin, and Deanna Oye for volunteering at the table in the atrium! The petitions were sent to Edmonton with representatives from the Lethbridge Public Research Group (LPIRG).



FACULTY SOCIALS 2013-2014



Every month during the Fall and Spring semesters, ULFA organizes a social activity for all faculty members in the hopes of breaking down social isolation on campus. Snacks are provided at no cost to members and a cash bar is provided with a variety of beer and wine.

The **Welcome Back Social** will be a great time to welcome our newest Faculty Members and catch up with friends. Because this social is a special one to kick-start the year, there will be no cost for food or drinks.

Faculty Socials Schedule

**All socials are from 3-5pm in AH100*

Thursday, September 19, 2013

Wednesday, October 16, 2013

Thursday, November 28, 2013

Thursday, January 23, 2014

Thursday, February 27, 2014

Wednesday, March 26, 2014



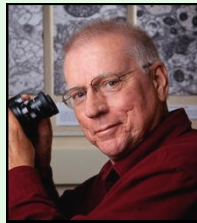
ABOUT US



OUTGOING EXECUTIVE 2012/2013



John Usher
President



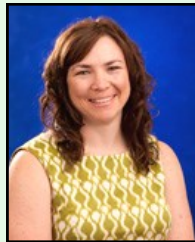
Rob Sutherland
Past President



Trevor Harrison
*VP/President
Nominate*



Jon Doan
Secretary/Treasurer



Richelle Marynowski
*Chair, Handbooks
Committee*



Ilsa Wong
*Chair, Grievance
Committee*



David Kaminski
*Chair, Economic
Benefits Committee*



Andrea Amelinckx
Board Rep



Scott Allen
*Non-Executive Member
Ombuds Officer*



Brenda Rennie
Executive Director



Annabree Fairweather
Administrative Officer

Current and past issues of ULFA News are posted on the website at www.ulfa.ca or follow this [link](#).





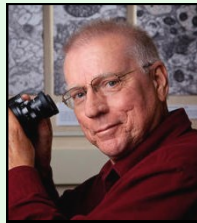
ABOUT US



INCOMING EXECUTIVE 2013/2014



John Usher
President



Rob Sutherland
Past President



Trevor Harrison
*VP/President
Nominate*



Claudia Steinke
Secretary/Treasurer



Richelle Marynowski
*Chair, Handbooks
Committee*



Wendy Faith
*Chair, Grievance
Committee*



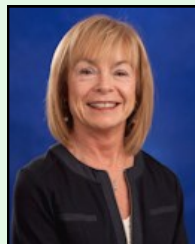
David Kaminski
*Chair, Economic
Benefits Committee*



Andrea Amelinckx
Board Rep



Scott Allen
*Non-Executive Member
Ombuds Officer*



Brenda Rennie
Executive Director



Annabree Fairweather
Administrative Officer

Current and past issues of ULFA News are posted on the website at www.ulfa.ca or follow this [link](#).

