

ULFA News

March / April 2014



Inside This Issue:

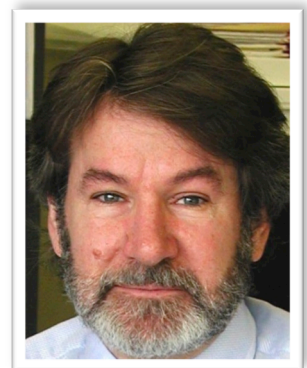
- Page 3 ~ Grievance Committee
- Page 4 ~ Economic Benefits Committee
~ Handbooks Committee
- Page 5 ~ Gender, Equity and Diversity Caucus
- Page 6 ~ Joint Work Site Health & Safety Committee
- Page 7 ~ Copyright Update
- Page 9 ~ Know Your Rights
- Page 10 ~ Upcoming Workshops & Events
- Page 11 ~ Announcements, Comments, & Extras
- Page 12 ~ Meet the Executive 2013/2014

Word From The President

In the town on the Black Sea where my wife was born, the bells of the church on the hill are rung whenever there is a local death: once for a child, twice for a woman, three times for a man. The first time that I heard the bells in the middle of the day, I couldn't help but think of the end of John Donne's Meditation 17: "Any man's death diminishes me because I am involved in mankind; and therefore never send to know for whom the bell tolls; it tolls for thee. . ." The recent death on campus has brought this home to me again as I think about the loss of a member of our community. ULFA expresses its condolences to the family, friends, colleagues and teachers of Curtis Stilling.

The past couple of months have not been an auspicious start to 2014. In addition to the passing of Mr. Stilling, the University and ULFA have been engaged externally in concerns on two fronts: the Government of Alberta's compensation disclosure policy and the urban drilling issue.

A statement on behalf of the ULFA Executive on the latter issue was sent out recently to the membership and I will not dwell on this further. We remain concerned for the health and safety of our members working on the Lethbridge campus and will monitor this aspect closely going forward.



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Word from the President continued...

Regarding compensation disclosure policy, we recently received the following statement from John Nicholls, the Executive Director of the Confederation of Alberta Faculty Associations. This is the best we know at this point but will advise everyone once greater clarity is available:

“The Associate Minister of Accountability, Transparency and Transformation, Don Scott, has announced that the government's Agency Governance Secretariat will develop a framework for compliance by the universities with the recently launched public sector compensation disclosure policy. As well, the Secretariat will work with the universities and AHS, among other organizations, on implementation of the policy. I have been in touch with the Executive Director of the Secretariat to request more information, and she made it clear that at this point the details on this still have to be worked out.

So, whatever some administrations may be saying, it appears that, as yet, no clear directive has been issued to them by the government - and no deadlines have been set. Mr. Scott himself has emphasized the importance of ensuring that all parties 'have a clear understanding of the obligations and expectations', so that there is no confusion going forward - and he has conceded that the government may find it necessary to pass legislation to get what it wants.”

I continue to be engaged with the Technical Committee of the Measures and Indicators Working Group of the Results-Based Budgeting initiative of the province and we are still trying to ‘tame’ RBB for IAE use by concentrating the measurement of outcomes at the overall Campus Alberta level in order to minimize interference at individual institutions. This means that measures and indicators are being developed for the twelve Campus Alberta Outcomes depicted in the graphic below as aggregated upward from the sectoral outcomes of the institutions within the six-sector model.

Campus Alberta produces a skilled, productive and creative workforce.	SKILLS	ACCESS	Campus Alberta enhances learner access to advanced education opportunities.
Campus Alberta supports a competitive and sustainable economy.	SUSTAINABLE	VALUE	Campus Alberta strives to provide learners an affordable, high quality advanced learning system that recognizes individual circumstance and rewards excellence.
Campus Alberta demonstrates innovation that supports learner outcomes.	INNOVATION	MOBILITY	Campus Alberta enhances the ability of learners to freely move both within, and outside the province in the pursuit of advanced learning opportunities.
Campus Alberta promotes an entrepreneurial spirit that encourages learners to take risks, to make bold decisions, and to explore ideas that challenge the status quo.	ENTREPRENEURIAL CULTURE	LIFELONG LEARNING	Campus Alberta contributes to and promotes lifelong learning in Alberta.
Members of Campus Alberta are leaders within their communities contributing to enhanced cultural awareness and community economic development.	COMMUNITY LEADERSHIP	SOCIAL RESPONSIBILITY	Campus Alberta promotes socially responsible values and attitudes.
Campus Alberta encourages Albertans to be global citizens.	GLOBAL CITIZENSHIP	ATTRACTION	Campus Alberta attracts international learners, researchers and entrepreneurs.

More on the six-sector model and how Campus Alberta is supposed to work can be found here: <http://eae.alberta.ca/post-secondary/institutions/public/types.aspx>

ULFA’s STP Workshops for STP Chairs and committee members were offered as usual in early January and provided an opportunity to share experiences and expertise across the Faculties and Library. Thanks to VP Trevor Harrison for his help in putting this on.

The ULFA Nominations Committee is hard at work beating the bushes for candidates to fill the various committees and Executive positions coming vacant this year. Please consider giving of your time when the canvasser comes to your door.

Word from the President continued...

Our first & second Members Socials held in the new venue (SU Ballroom) with food and beverages provided by the Zoo was an immediate financial success and we are hopeful that the participation will build. We are experimenting with revised offerings (wings & beer) as well as alternative dates and times (Friday night). Hope to see you there for the next one!

Warmest regards,

John Usher

Committee Updates

Grievance Committee

As many of you already know, the ULFA Executive launched a policy grievance on October 31st, 2013, with the support of our Grievance Committee: Don Gill, Mary Kavanagh, Dawn McBride, Richard Mueller, Marinus Swanepoel, John Vokey, and Past Chair Ilsa Wong. This grievance was prompted by the Administration's attempt to negotiate study leaves directly with our membership via the University Notice Board in defiance of Handbook Article 5.01, which names "the Association as the exclusive bargaining agent for all Members."

To echo President John Usher's recent announcement, the Board of Governors accepted our conditions for withdrawal of the grievance on January 21st, 2014—one day before arbitration was to proceed under Article 22.09. At this time, then, Faculty-level documents still guide practices surrounding the reassignment of academic staff to study leaves, and compensation for study leaves remains at 100% salary and benefits.

In other news, I had the privilege of attending CAUT's *Workshop for Senior Grievance Officers* in Ottawa from December 13th-15th. A common thread through the various sessions on dispute handling and arbitration law was the need to build solidarity with not only our own members but also other academic staff associations. No one highlighted this need better than the dynamic speaker David Hecker, Vice President of the American Federation of Teachers, who warned attendees that the financial security of academic staff associations may be in jeopardy. Certain jurisdictions in the U.S. have already successfully banned the automatic deduction of union dues and, in doing so, have crippled the ability of unions to legally defend their collective agreements. Such legislation, euphemistically labeled "right to work," is becoming increasingly popular with right-wing politicians across Canada.

ULFA also hosted CAUT's *Grievance Handling Workshop* on January 30th and 31st. Facilitated by former labour lawyer Paul Jones, this enjoyable, well organized workshop provided basic training to interested members on four parts of the grievance process: 1) What is a Grievance? 2) The Grievance Procedure 3) Developing the Case and 4) Advancing the Case.

As usual, President John Usher, Executive Director Brenda Rennie, and I continue to address concerns before they end up in Grievance, to identify the need for changes to our Collective Agreement, and to relay this information to the Chair of the Handbooks Committee, Richelle Marynowski.

Wendy Faith
Grievance Chair

Committee Updates

Economic Benefits Committee

Greetings, and I hope your reading week break was well-spent.

Your economic benefits committee has been steadily working on our opening positions for the coming round of negotiations, which we expect will get underway in mid-March (Handbooks negotiations have been proceeding apace). One bit of fallout from the negotiated settlement last year was the establishment of a "task force" on salary structure, and its final report was recently drafted and distributed to members of the EBC. This will be used to inform the negotiating team as we put the finishing touches on our opening positions. I would like to thank both Trevor Harrison and Saurya Das for

their efforts in serving on this task force as the ULFA representatives.

In the previous newsletter, I offered up a means by which you could estimate your mediated settlement salary, but didn't have the current merit unit values to hand. These are now available, and you should now be able to calculate your salary exactly using the following figures: for academic assistants/instructors, the value of a single merit unit for 2013-2014 is \$1454.40. For members in the librarian or professor ranks, the merit unit value varies by faculty: for those in Arts and Science, a merit unit is worth \$235.07; for those in Education, \$467.34; for those in Fine Arts, \$324.07; for those in

Health Sciences, \$354.17; for those in Management, \$269.23; and finally, for those in the Library, \$217.39. The normal career progress increment for librarians and professors of any rank is \$2183.75.

By the end of the 3rd week of March we anticipate the publication of the February-February consumer price indices for Canada and Alberta, figures used for COLA calculations for the coming contract year. We'll pass that along as it comes available.

I wish you well as we enter the last half of the winter semester.

David Kaminski
EBC Chair

Handbook Committee

Dear Colleagues,

You Handbooks Negotiating Team, comprised of Richelle Marynowski, Trevor Harrison, and Phil Jones, have been working on negotiating language for both the Sessional Lecturer's Handbook and the Faculty Handbook. Negotiations have been going smoothly and we expect to wrap up negotiations at the end of March 2014. I want to thank members of the Handbooks committee who will not be returning: Dan Kazakoff, Dan O'Donnell, and Greg Patenaude, for their service and their contributions. I also want to thank those members who will be back next year: Phil Jones, Joy Morris, Yale Belanger, and Rhys Stevens, as I look forward to working with the Handbooks Committee for another year as the chair.

Sincerely yours,
Richelle Marynowski
Handbooks Committee Chair

Committee Updates

Gender, Equity & Diversity Caucus

I would like to take this opportunity to tell you about the, **4rd Annual Respect and Diversity Week ~ March 10th to 14th**.

The purpose of the week is to initiate and stimulate conversations about respect and diversity on our campus, with the ultimate goal to promote respect and diversity to enhance our workplace. The theme of this year's event is "The Changing Face of Inclusion". We will look at how ideas and practices about inclusion have changed through time, and how people from different generations and backgrounds understand and experience inclusivity. Through this week, we hope to raise awareness about the shifting nature of inclusion, and the various ways we can come to terms with changes in what respect and diversity means today, and might mean in the past, present, and future. We hope that you will take a moment to add the following events to your calendar and join us!

Monday March 10th ~ 12-1pm, L 1170A

“Open Doors and Silent Voices: Conducting Oral History Interviews with the Ivy Benson Band”
Using material from over 80 oral history interviews, Dr. Jenna Bailey will discuss the lives and careers of musicians in the Ivy Benson Band, the first nationally known and longest running all girl band in British history (1940-1985). Dr. Bailey will address the historical dismissal of female popular musicians based on gender and sexuality and explore how this impacted upon the process of oral history interviewing. Presented in partnership with the Centre for Oral History and Tradition.

Tuesday March 11th ~ 12:15-1:30pm, AH 118

Spoken Word – Poetry Slam “Changing Face(s) of Inclusion”
Building on last year's success, we would like to invite faculty, staff, and students to participate in a Spoken Word event again this year. We're looking for people interested in speaking, performing, acting, reciting, reading, improvising, or ranting a short (3 minutes maximum) piece that is in some way related to any aspect of diversity and inclusion. If you are interested in performing?, please contact Sandra Cowan at sandra.cowan@uleth.ca or 403-332-4465.

We would welcome submissions by YouTube or mp4 from Calgary and Edmonton campuses. All performers will receive a certificate of participation.

Wednesday, March 12th ~ 7pm, Lethbridge Public Library

Film Night: “Amreeka”

Presented in partnership with the Lethbridge Public Library, the award-winning Amreeka chronicles the adventures of Muna, a single mother who leaves the West Bank with Fadi, her teenage son, with dreams of an exciting future in the promised land of small-town Illinois. Told with heartfelt humor by writer/director Cherien Dabis, Amreeka is a universal journey into the lives of a family of immigrants and first-generation teenagers caught between their heritage, the new world in which they now live and the bittersweet search for a place to call home.

Thursday, March 14th ~ 3:05-4:20pm, C 610

Workshop with the Alberta Teacher's Association: “Building Inclusive Schools”
Open to faculty and students, this workshop will address how to build inclusive classrooms and schools, where all students feel welcome and empowered to learn.

Gender, Equity and Diversity Caucus continued...**Friday March 14th, 2:30-4:30pm, L 1168**

“Two Decades of Change in Higher Education”

Join three University of Lethbridge professors at differing stages in their careers in a discussion of the changing face of education and the challenges faced by faculty in this changing environment. This workshop is being hosted with the Teaching Centre.

Monday March 10th through Friday March 14th, Edmonton Campus

Diversity and Culture Breaks: Enjoy food, music and micro-theatre during evening class breaks all week on the Edmonton campus. Brought to you by Jerry Potter and Dr. Robin Derry.

Thanks to all of the members of the Gender, Equity, and Diversity Caucus, and especially James MacKenzie, Sandra Cowan, Luz Ospina, Robin Derry, and Jo-Anne Fiske who have spent endless hours organizing these events.

John Sheriff (john.sheriff@uleth.ca)
GEDC Chair

Joint Work Site Health & Safety Committee

The JWSHSC would like to welcome Anne Baxter as the appointed Employer Co-Chair of the committee. Carolin Cattoi-Demkiw continues in her role as Acting Employee Co-Chair, and we look forward to working together as a committee in the coming months.

It has been a busy year for members of the JWSHSC, and all across campus as safety inspections and chemical inventories have continued to be conducted. Some of the construction and renovation projects occurring across campus have been completed, but we would like to remind you to keep safety in mind as you travel around campus. It is not uncommon to see students (and yes, faculty too!) walking around campus with their eyes on their mobile devices, thumbs working overtime to send messages, and not really paying attention to what lies ahead. Please be particularly careful in the parking lots, as drivers may not see well with the sun reflecting off the snow and ice! As we begin to move toward a spring thaw, we may also see more bicycles on our campus and we encourage you to watch for them as well.

There is a new Campus Accident / Incident Report (CAIR) form to use when reporting occurrences on campus, including near-misses. The CAIR can be found on the RSS website at <http://www.uleth.ca/risk-and-safety-services/>. The new form makes reporting easier!

Mental health workshops, Wellness Lunch and Learn sessions, mini-massages, and many more initiatives continue to promote health and wellbeing on campus. Watch for the Steps for Life Walk launch coming soon, and come out in support of those who have lost their lives or been injured in the workplace. Safety inspections have occurred in locations on campus and in our community sites, and the committee is happy to take additional requests for sites.

If you have any health or safety related concerns, please don't hesitate to contact your current ULFA rep on the JWSHSC, Bernadine Wojtowicz (bernadine.wojtowicz@uleth.ca). Access minutes from monthly meetings at the Risk and Safety Services website under JWSHSC at <http://www.uleth.ca/risk-and-safety-services/>.

Bernadine Wojtowicz
ULFA Rep

Copyright Update

Course-Related Copying

First of all, many thanks to the departments and faculties who have made room in their meeting agendas for an overview of the study of course-related copying completed last fall, a large part of which comprised the Moodle copyright project. In this month's column I will touch on some findings and issues from that study, as some departments have indicated they may not be able to accommodate a copyright presentation this semester.

Of the instructors who said they used Moodle for one or more of their Spring 2012 courses, 89% allowed me to examine the copyright and permission status of content used in those courses. Your responses to my inquiry about Moodle use and permission to view Moodle content which led to an excellent course inclusion rate were very much appreciated.

Analyses were focused mainly on Moodle content authored by individuals other than U of L instructors, which fell into two broad categories: readings (textual materials) and resources (primarily audio-visual materials). For these materials, I tried to answer the following questions:

- 1) Does the item appear to be protected by copyright?
- 2) Does permission appear to be needed, and if so, what are the likely sources?

In the previous newsletter issue I talked about the largest permission category—content lacking source attribution (predominantly visual materials inserted in lesson slides)—for which I was unable to answer the above questions. For materials that did contain attribution (primarily readings), the most important permission sources were course textbook publishers, library licenses, fair dealing and U of L students.

Results of the Moodle copyright project provided data on course-related copying that was previously missing, which then allowed broader questions to be addressed, one of which asked “What does course-related copying look like across all courses, and what kinds of permissions are needed?” To answer this question, permission analyses needed to be amalgamated for copied materials distributed via Library Reserve, Moodle and in coursepacks.

Notwithstanding the mostly non-textual Moodle materials for which copyright and permission statuses could not be determined, a semester-wide picture of permission sources for Spring 2012 course readings did emerge. A key finding was that for more than 75% of readings, permission sources were attributable to fair dealing, textbook publishers or library licenses for electronic resources. Another notable finding was that the proportion of readings likely to depend on transactional or collective licenses was less than 7%, with the latter accounting for under 2% of the semester-wide total.

In terms of next steps, one area comprises practical ways to make it easier for instructors to deal with permission issues pertaining to copyrighted works used inside or outside of Moodle. The other area involves next steps at a University-wide level where I feel we need a body responsible for providing oversight and advice on copyright policy and related matters affecting the whole of the institution. If you are interested in determining what the membership and mandate of such a body might be, please let me know, as it has been suggested that a working group could be assembled to examine this issue.

Copyright Update continued...

Making Copies of a Copy for Class Use

Over the past several years I've received several inquiries about whether it is permissible to distribute to a class a copy of an article or book chapter obtained from elsewhere because the item is unavailable in the U of L Library. Prior to the Supreme Court's landmark *Alberta (Education)* decision in 2012, my usual answer was that outside of an applicable license agreement or copyright owner permission, further copying or distribution of the copied item for a class was not advisable since our (then-current) fair dealing guidelines appeared not to be applicable. One recommended alternative was to try to acquire a copy of the source book or journal issue for the Library's collection, which would then enable us to place the original publication or a copy of a fair dealing excerpt on Library Reserve.

Today in our post-*Alberta (Education)* copying environment where "education" is now a statutory fair dealing purpose, the U of L's revised [fair dealing guidelines](#) accommodate copying of short excerpts by an instructor for use by students. So as long as a reproduced article or chapter you wish to make available to a class is within our fair dealing guidelines and you possess a lawful copy (any reproduction obtained via interlibrary loan, for instance, is a lawful copy), you may post it in Moodle, e-mail it to students, ask the Library to place it on E-Reserve or distribute it to the class as a photocopied handout.

As always, feel free to contact me if you would like help sorting out whether permissions are likely needed for material you plan to use in a course, or on any other copyright-related issue.

Useful Links

Supreme Court's landmark *Alberta (Education)* decision in 2012

<http://scc.lexum.org/en/2012/2012scc37/2012scc37.html>

U of L's revised fair dealing guidelines

http://www.uleth.ca/lib/copyright/documents/UofL_copying_guidelines_poster-8x14-final.pdf

U of L Copyright Webpage

<http://www.uleth.ca/copyright>

Rumi Graham
University Copyright Advisor
copyright@uleth.ca
(403) 332-4472



Know Your Rights

Internet link to the handbook here: www.uleth.ca/hr/popular-documents

Employer's Duty to Accommodate:

While it may not be explicitly stated in the Faculty Handbook or the Sessional Lecturers Handbook, federal and provincial legislation dictates an employer's duty to accommodate the needs of its employees. The duty to accommodate is a legal principle that requires an employer to provide an environment that is barrier free and one in which all people have equal access to opportunity, to the point of undue hardship.

All workplaces have general rules or practices that apply to everyone (such as the prohibition of alcohol consumption or a certain dress code); however, in some instances, certain rules or policies can create barriers for some individuals. Remember, *equal* does not necessarily mean *fair* (see Figure 1).

Accommodation in employment most often involves the protected grounds of physical or mental disability (short-term or chronic), and it may also involve the other protected grounds in the Canadian Charter of Rights and Freedoms, such as gender (including pregnancy), family status, marital status, and religious beliefs.

Some things an employer must consider when accommodating employees include, but are not limited to the following:

- Purchasing or modifying tools, equipment or aids, as necessary;
- Altering the premises to make them accessible;
- Altering aspects of the job, such as job duties;
- Offering flexible work schedules
- Allowing time off for recuperation
- Hiring an assistant.

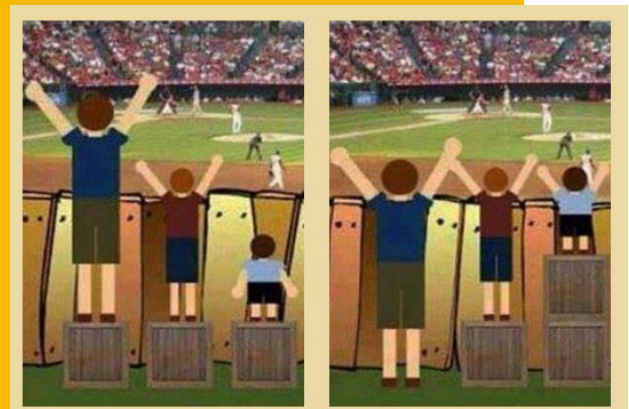




Figure 1. Equal ≠ Fair

Source: <http://www.pinterest.com/pin/51861833181467380/>

A recent UofL example of accommodation is the change to some of the bathrooms on campus. The single-occupant bathrooms used to indicate a female or male symbol  but, thanks to ULFA's Gender, Equity and Diversity Caucus, it was recognized that there are individuals on campus who self-identify as a sex and/or gender that is other than male or female or a combination of both. The UofL responded by creating gender-neutral bathroom signs  on the single-occupant bathrooms. Kudos to our institution for taking steps in the right direction.

Other situations for accommodation may not be as simple. Within the course of your career, you may experience a need for accommodation. If that time ever comes, know that the Faculty Association is able to help or get you the information you need to make a fully informed decision.

Sources:

Canadian Charter of Rights & Freedoms, Section 15

Canadian Human Rights Act, Section 2

Employment Equity Act

Alberta Human Rights Act (http://www.albertahumanrights.ab.ca/publications/bulletins_sheets_booklets/bulletins/duty_to_accommodate.asp)

Treasury Board of Canada Secretariat website: <http://www.tbs-sct.gc.ca/ee/dorf-eng.asp>

The Professional Institute of the Public Service of Canada pocket guide:

<https://www.pipsc.ca/portal/page/portal/website/stewards/pdfs/dutyaccommodate.en.pdf>

Upcoming Workshops & Events

Faculty Socials

Every month during the Fall & Spring semesters, ULFA organizes social activities for all Faculty Association Members. March will be the last social of the semester so we want to end things with a bang. We will be having a Friday night wing night with a variety of chicken wings available. There will also be a variety of vegetarian snacks, all provided at no cost to members. A cash bar will be on site with a selection of beers and wines (pop/juice \$2.00 & wine/beer/coolers \$4.50).

We would like to give a big THANK YOU to those of you who turned out for the January & February socials. It is because of you we have had such great turnouts. We hope you can make it for one of the upcoming socials.

The Next Faculty Social: **Friday, March 28, 2014**
SU Ballroom A
3:00-5:00pm



Annual General Meeting

The Annual General Meeting will take place on **April 16, 2014 from 12:00pm to 3:00pm in UH-C674**. A variety of topics will be discussed and committee elections will commence at this time. Lunch and refreshments will be provided at the meeting. Please RSVP your attendance to Derrick at smithson@uleth.ca.

Videoconferencing will be made available to the Edmonton and Calgary campuses if it is requested. If you would like to participate in the meeting from either of these locations please contact Derrick (smithson@uleth.ca) to let him know.

We look forward to seeing you there!



Convocation - Spring 2014

With Spring quickly approaching, attentions begin to turn toward the end of the semester. UofL's Spring Convocation is scheduled Thursday, May 29 and Friday, May 30. Faculty Association members are welcome to attend the ceremonies and are given the privilege of having the rental fee for the regalia paid for by ULFA.

If you would like to buy your own regalia it can be done through Gaspard. Additional information on this process can be found on their website (www.gaspard.ca). Please order early since processing and shipment will take some time.

If you have any questions regarding the upcoming Spring 2014 convocation please contact Armin Escher by phone (403-329-2049) or by email (armin.escher@uleth.ca).

Volunteers Needed

A voluntary organization such as ULFA can succeed in serving the interests of its membership only to the extent that the members participate in formulating and executing policy. At any given time, approximately two-dozen individuals are actively engaged in representing the interests of all the members. Your valuable experience and wisdom can help ULFA succeed at this!

We ask you to consider lending us some of your talent and knowledge in the coming years by offering your name for one of ULFA's many committees.

This month the Nominating Committee will begin its task of filling vacancies on the Executive and standing committees. We hope that you will consider becoming involved and volunteering.

We here at ULFA would always love to hear from you!

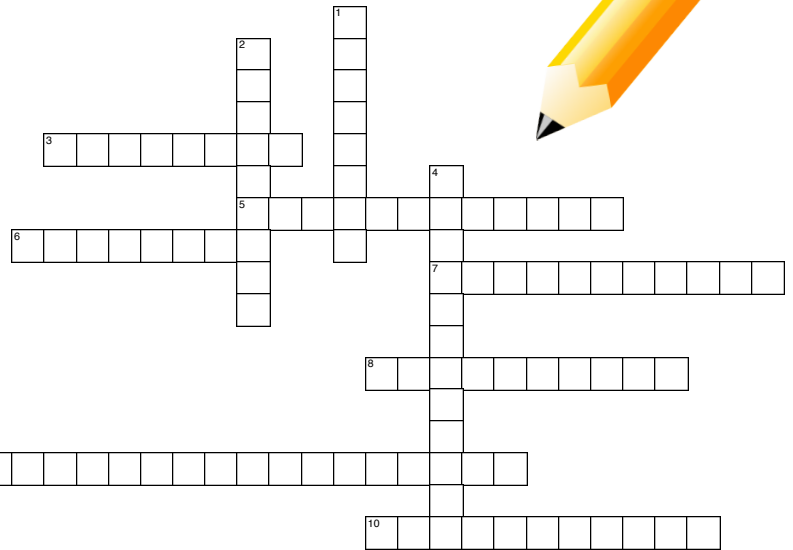
If you ever have any comments, concerns, suggestions, or ideas please feel free to bring them to our attention.

You can call or email Derrick at 403-329-2578 or at smithson@uleth.ca

Because there was space...

ACROSS

- 3 In light of the death on campus last month, counselling ____ is a helpful service on campus accessible to faculty members; Phone 403-317-2845.
- 5 What building is Spoken Word – Poetry Slam “Changing Face(s) of Inclusion” taking place?
- 6 In regards to the arrest made on campus last month of individuals with BB guns, these are the procedures that need to be followed in the event of an Act of Violence on campus (www.uleth.ca/security/content/act-violence).
- 7 A great place to meet your fellow association members and have a great time!
- 8 Compensation for study leaves remains at ____% salary and benefits.
- 9 This will happen on April 16 at noon in C674 and is an annual event.
- 10 The Handbooks Committee and the Economic Benefit Committee are currently ____ with the University administration.



DOWN

- 1 This two-wheeled mode of transportation is something extra we need to look out for as we move around campus when the weather gets warmer.
- 2 What workshop did the Faculty Association members have the opportunity to participate in; CAUT ____ Handling Workshop.
- 4 Is a great way to get involved in ULFA.

Want to help build next newsletter's crossword? Send Derrick an answer and a clue to smithson@uleth.ca

Meet the 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*



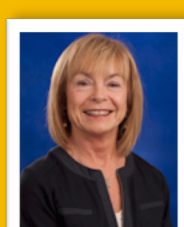
David Kaminski
*Chair, Economic
Benefits Committee*



Andrea Amelinckx
Board Rep



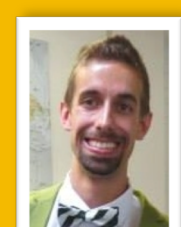
Scott Allen
*Non-Executive Member
Ombuds Officer*



Brenda Rennie
*Executive
Director*



Annabree Fairweather
Executive Officer



Derrick Smithson
Administrative Assistant

Current and past issues of ULFA News are posted on the website at www.ulfa.ca

