

ULFA News

May / June 2014



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Word From The President

It has been a long winter but it seems that the worst may be over. Most of you will hopefully be recovering from marking by this time or in a last minute panic to get grades submitted – in which you shouldn't be reading this newsletter. Shame on you!

As with my post-FGM report, much of what is contained in this one was raised at the AGM but is provided here again (with updates) for the benefit of those unable to attend.

At the national level, those who read the CAUT Bulletin will know that the Higher Education Quality Council of Ontario, <http://heqco.ca/SiteCollectionDocuments/FINAL%20Teaching%200Loads%20and%20Research%20Outputs%20ENG.pdf>, in March, 2014 surveyed 10 university web sites in that province to determine how many courses tenure and tenure-track faculty in chemistry, economics and philosophy taught, and determined their “research impact” based on citation indexes. The objective of the exercise was to use data gathered from university websites to evaluate the so-called under-utilized teaching capacity in the post-secondary system based on the productivity of research active academic staff. Those Members in Arts & Science may recall a similar initiative in the depths of the university's



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Word from the President continued...

adjustments to the cut to its operating grant. Additional information on the HEQC report is available by clicking on the link above.

Also at a very broad level, given the time of year, I'd like to take the opportunity to ensure that all of our Members are familiar with what are being called predatory journals. Everyone is familiar with email scams that promise riches, romance and physical enhancements and predatory journals operate along similar lines – something is promised that seems too good to be true. In the case of predatory journals, an email usually identifies one of your earlier works and promises a fast track process to publication for your most recent work. The catch, of course, is the 'shipping and handling,' i.e. the publication fee. Look at the following but know that this is not just a science problem and caveat emptor!

<http://www.vancouversun.com/technology/Blinded+scientific+gobbledygook/9759485/story.html>

Provincially, the promotion of our Minister, Dave Hancock, to Acting Premier has drawn off some political oversight but the bureaucracy grinds on with a final report of the Results Based Budgeting group that is working on outcomes and indicators for Innovation and Advanced Education due at the end of August. The progress of the other three major initiatives in IAE (Tuition Reform, Funding Model and PSLA) is less clear but a meeting of all 26 Presidents of the PSE sector on April 30th with Hancock may provide some answers.

Dr. Rob Sutherland (Neuroscience) will continue as CAFA President for an additional year until one of the other Presidents in the CARI group is seasoned enough to take over.

On the local scene, ULFA's standing committees are still hard at work and what information can be shared on that work will be provided in the Chairs' reports to follow in this newsletter. In addition to on-going negotiations and grievance matters, however, there has been some positive movement in ULFA's concerns with respect to potential impact of urban drilling near the Lethbridge campus and the health and safety of members of the university community. In response to my letter to President Mahon, he has drawn my attention to the following link: <http://www.uleth.ca/governance/working-group-proposed-lethbridge-drilling>. Available at this link are all of the relevant documents on this issue including the Statements of Concern issued by the Board.

Part of the usual work of the AGM is the bringing forward for acclamation or vote those of your colleagues who have agreed to let their names stand for the various positions upon which ULFA depends to get its work done. I would like to thank Will Smith (New Media) and the Nominations committee for their work this year – champion arm-twisters one and all – and, of course, also thank all of those who have chosen to make serving for ULFA a part of their service commitment for the coming year (or two)!

ULFA's Executive committee is changing slightly for the coming year with Trevor Harrison (Sociology) leaving the Vice-President role to be replaced by David Kaminski (Math & Computer Science) who is moving from Economic Benefits Chair and is himself being replaced by Saurya Das (Physics & Astronomy) in that position. Trevor will continue to serve as the Director of the Parkland Institute (among other duties) and will take a well-deserved Study Leave. Richelle Marynowski (Education) continues as Handbooks Chair; Wendy Faith (English) continues as Grievance Chair; Claudia Steinke (Health Sciences) continues as Secretary / Treasurer; Rob Sutherland (Neuroscience) continues as Past President and I enter my third (and final) year as President. Thank you all for the endless hours that you have put in during the year past (and continue to do so).

Also serving on the Executive committee is Annabree Fairweather who was promoted recently to Executive

Word from the President continued...

Director and will assume all the duties of that position with the retirement at the end of May of Brenda Rennie. The Association is losing a priceless resource with Brenda's departure but Annabree (ably assisted by Derrick Antson) has shown herself to be up to the challenge through many tests of her abilities over the transition period of the last several months. Thank you Brenda for your many, many years of service to ULFA and thanks also to Annabree and Derrick – the faces of a new generation!

Have a great summer and remember:
We are stronger together.

John Usher
ULFA President

Committee Updates

Grievance Committee

I'd like to begin by thanking this year's Grievance Committee for its service: members include Past Chair Ilsa Wong, John Vokey, Marinus Swanepoel, Richard Mueller, Dawn McBride, Mary Kavanagh, and Don Gill.

While many concerns have recently been brought to my attention as Grievance Officer, a conspicuous number of these relate to the area of Health and Wellness. In response, ULFA has been investigating the ways that Human Resource practices harmonize, or fail to harmonize, with not only our Collective Bargaining Agreement but also statutory documents such as the Freedom of Information and Protection of Privacy Act and the Albert Human Rights Act. If you've had problematic experiences with sick leave provisions or long-term disability benefits, I invite you to contact—in confidence—Executive Director Annabree Fairweather, who will relay the relevant information to Grievance.

Also troubling is an emergent history of selective attempts by the Administration to ignore Handbook language pertaining to the appointments of Faculty and Instructors. The Grievance Committee—and the ULFA Executive as a whole—is at once morally and legally obliged to protect its membership against preferential hiring and advancement practices (e.g., see Articles 18.03.2 and 18.03.3) while meeting the standards of *Duty of Fair Representation*: that is, the Association must not be arbitrary, discriminatory, or act in bad faith in representing our Members. (Although Alberta's Post-Secondary Learning Act neglects to include a DFR clause, the Supreme Court of Canada has held this principle as common law.) We must ensure, then, that our Collective Bargaining Agreement is applied evenly to all individuals and groups within a given bargaining unit.

As a member of ULFA, you may initiate the grievance process upon “violation, improper application, or non-application of the terms” (Article 22.01) of our Collective Agreement. You also have the right, in accordance with ULFA's current bylaws, to appear before the Grievance Committee upon request. If you would like more information on a particular matter or dispute, feel free to contact me, John Usher (ULFA President), or Annabree Fairweather (Executive Director).

Wendy Faith
Grievance Committee Chair

Committee Updates

Economic Benefits Committee

Hello Everyone,

There's not much that's new to report since the AGM, but I can offer up the following items.

As I write this, we've had two negotiating sessions with the Board side and have exhausted all of the scheduled meeting times for the month. As a result, talks will resume in May and possibly carry over to June.

For those of you following the ongoing pensions discussion, you should note that Bills 9 and 10 were introduced into the Legislature, and Bill 10 passed second reading. Bill 10 concerns revisions to the Employment Pension Plans Act (EPPA), legislation that governs our own UAPP. Many of the proposed changes are of a housekeeping nature, but there are several worrying points in both bills that we will be paying close attention to.

Finally, with the consent of Board and ULFA executive, we are releasing the task force report on salary structures for all to read. This was commissioned as a result of last year's mediated settlement. You may find a copy on the website or by following the direct link,

<http://ulfa.ca/images/Task%20Force%20Report%20on%20Salary%20Structure%20-%20Feb%202014.pdf>

David Kaminski
EBC Chair

Handbook Committee

The Handbooks committee Negotiating team has been busy meeting with the members of the Board Negotiating team to secure language changes to both the Sessional Lecturers Handbook and the Faculty Handbook. Negotiations have been ongoing since January. This has been a long year of negotiating as there were several concerns raised that we want to make sure we get right. Your Negotiating team consists of myself, Trevor Harrison, and Phil Jones. Trevor and Phil have been fantastic to have at the negotiating table.

As the 2013 – 2014 academic year wraps up, I want to thank the Handbooks committee members whose terms have come to an end: Trevor Harrison, Dan Kazakoff, and Dan O'Donnell. Each of your contributions to the Handbooks committee has been greatly appreciated. I also would like to thank returning members: Phil Jones, Joy Morris, Yale Belanger, and Rhys Stevens for your continued contributions to the committee. I welcome new members to the Handbooks committee: Pamela Adams, Kevin McGeough, and Greg Patenaude.

Sincerely yours,
Richelle Marynowski
Handbooks Committee Chair

Committee Updates

Gender, Equity & Diversity Caucus

I would like to begin by thanking the members of the Caucus for all of their hard work this past year: Carly Adams, Sandra Cowan, Robbin Derry, Sameer Deshpande, Jo-Anne Fiske, James MacKenzie, and Luz Ospina. I would also like to thank John Usher and Ilsa Wong who represented the ULFA Executive at our meetings, ensuring regular communication between the Caucus and the Executive.

We've been involved directly and indirectly in a number of events and initiatives this year. We worked informally with the city to promote the Coalition of Municipalities Against Racism and Discrimination conference that was co-sponsored by the City and the U of L. The conference featured presentations from several U of L Faculty and also included a talk on campus by Cathy Gallagher-Louisy, of the Canadian Institute of Diversity and Inclusion, on the topic of cross cultural competence. From March 10-14th we hosted the 4th Annual Respect and Diversity Week. The purpose of the week is to initiate and stimulate conversations about respect and diversity on our campus. We are grateful to the Centre for Oral History and Tradition, the Alberta Teachers' Association, and the Teaching Centre, who helped facilitate such conversations by co-sponsoring events during the week. We are also very appreciative of the financial and promotional support provided by ULFA.

We had productive discussions at our annual breakfast meeting with President Mike Mahon and other members of senior administration. While the Strategic Plan and Comprehensive Institutional Plan identify the promotion of diversity, equal opportunity, gender equity and increased participation of FNMI peoples as fundamental principles of the University, strategies and actions in support of these principles receive little attention in either plan. The People Plan, which is in development, will provide an opportunity to develop policies and procedures that will support these fundamental principles. This is a process in which faculty will have ample opportunity to participate, and we encourage you to take advantage of such opportunities as they arise. We were also able to follow up on an ongoing initiative regarding inclusive washrooms. This initiative has been promoted by individuals from various groups on campus and has resulted in the conversion of ten washrooms to gender-neutral, inclusive washrooms. They may be found in Anderson Hall, Physical Education, Fine Arts, Exploration Place and the LINC, and may be identified by signage displaying a simple pictogram of a toilet. We will continue to promote the conversion of single-user facilities where possible and the inclusion of inclusive washrooms in new construction and renovations.

We look forward to the 2014/2015 academic year, to welcoming new members to the Caucus, and to working with all members of ULFA in support of equity, diversity and respect on our campus.

John Sheriff
GEDC Chair

Copyright Update

“Work Available Through Internet”

One of the goals of the *Copyright Act* amendments passed by Parliament in June 2012 was to “allow educators and students to make greater use of copyright material.”¹ This goal was achieved through expansion of the *Act*’s infringement exceptions, which the Supreme Court of Canada has suggested are more properly understood as “users’ rights.”² An important and well-publicized example is the inclusion of education (as well as parody and satire)³ as new fair dealing purposes in s. 29. Another example available only to educational institutions is the “work available through Internet”⁴ user’s right in s. 30.04.

Prior to the amendments enacted in 2012, educators wishing to use copyrighted resources (works) available on the open Internet had to seek permission for beyond-fair dealing uses unless the copyright owner had provided permission for the desired use on the website or on the resource itself. Chasing down the needed permission was sometimes a time-consuming and convoluted exercise as it was not always clear who the copyright owner was or where he or she could be contacted. Today the new user’s right for educational institutions in s. 30.04 may eliminate the need to seek copyright permission if all of the following conditions are met:

- there is no technological protection measure restricting access to the resource you wish to use in your class or to the Internet site where the resource is posted;
- the resource and the Internet site where it is posted have no technological protection measures restricting the reproduction, communication or public performance act you wish to do;
- there is no clearly visible notice (beyond merely the copyright symbol) prohibiting your desired use on the resource itself or on the Internet site where it is posted; and
- you have no reason to believe the resource was made available through the Internet without the consent of the copyright owner.

As long as none of above four limitations apply, s. 30.04 provides that:

. . . it is not an infringement of copyright for an educational institution, or a person acting under the authority of one, to do any of the following acts for educational or training purposes in respect of a work or other subject-matter that is available through the Internet:

- a) reproduce it;*
- b) communicate it to the public by telecommunication, if that public primarily consists of students of the educational institution or other persons acting under its authority;*
- c) perform it in public, if that public primarily consists of students of the educational institution or other persons acting under its authority; or*
- d) do any other act that is necessary for the purpose of the acts referred to in paragraphs (a) to (c).*

It is important to note a final condition attaching to the “work available through Internet” user’s right, which is that it does not apply unless you provide attribution (the source, and, if given in the source, the name of the creator of the resource you used).

Copyright Update continued...

Crown Copyright

Unlike U.S. government publications which are not protected by copyright and are therefore in the public domain,⁵ copyright in works created by Canadian government departments belong to the Crown as set out in s. 12 of the *Copyright Act*. In 2010, Publishing and Depository Services (PDS), which publishes and distributes Government of Canada publications, announced that unless otherwise specified, permission was no longer required to copy federal government publications for personal or public non-commercial purposes.⁶ This meant that most Canadian government publications could be copied for educational purposes without the need to seek Crown copyright permission.

Alas, that period of relative clarity about Crown copyright permissions was all too brief, as last November PDS posted a new announcement that it no longer administers federal Crown copyright and licencing.⁷ This means that permission to reproduce a federal government publication must (once again) be sought from the department or agency that published it. Interestingly, wording similar to the 2010 DPS announcement regarding reproduction permission not being required for Government of Canada works is available on the Industry Canada website (last modified on November 18, 2013) along with an online application for required copyright permission for Industry Canada publications.⁸

It is also notable that Statistics Canada offers an Open Licence Agreement⁹ (last modified on October 12, 2013). Subject to specified conditions, the open licence grants to individuals a “royalty-free, non-exclusive licence” to, among other things, “use, reproduce, publish, freely distribute, or sell” Statistics Canada information sources of various types including data files, maps and text. Information on how other federal government departments are handling Crown copyright permissions must be sought from the department contacts which are listed by PDS.¹⁰

As always, feel free to contact me if you would like help obtaining needed copying permissions or sorting out whether permissions are needed for course materials, or on any other copyright-related issue.

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



Sources:

1. S.C 2012, Ch 20. An Act to Amend the Copyright Act.
<http://www.parl.gc.ca/HousePublications/Publication.aspx?Language=E&Mode=1&DocId=5697419&File=19>
2. CCH Canadian Ltd. v. Law Society of Upper Canada (2004 SCC 13), para. 12 <http://scc-csc.lexum.com/scc-csc/scc-csc/en/item/2125/index.do>
3. *Copyright Act*, RSC 1985, c 42, s 29 <http://laws-lois.justice.gc.ca/eng/acts/C-42/page-18.html#h-26>
4. *Copyright Act*, RSC 19985, c 42, s 30.04 <http://laws-lois.justice.gc.ca/eng/acts/C-42/page-26.html#docCont>
5. See <http://www.usa.gov/copyright.shtml>
6. See <http://web.archive.org/web/20101207134525/http://publications.gc.ca/site/eng/ccl/aboutCrownCopyright.html>
7. See <http://publications.gc.ca/site/eng/ccl/index.html>
8. See http://www.ic.gc.ca/eic/site/icgc.nsf/eng/07414.html#permission_not_required
9. See <http://www.statcan.gc.ca/eng/reference/licence-eng>
10. See <http://publications.gc.ca/site/eng/ccl/index.html#Contact>

Report From CAUT Diversity and Equity Forum

Perpetual Crisis? Diversity with Equity in the Academy



Instead of asking whether we are in perpetual crisis, the CAUT Forum, like most, tried hard to provide a means by which participants could consider CHANGE, attempt CHANGE, and possibly enact CHANGE. Two Keynotes and a Plenary provided many thinking points as we each ponder our own role in attempting and enacting CHANGE.

Camille Nelson, Dean of the Suffolk University Law School began the forum with the message that “Diversity is not a spectator sport.” Dr. Nelson suggested that in order to get in the game, we should create pipelines in order to set the stage for others to access leadership roles, avoid ‘we-they’ thinking and to consider the context of our own environment as we push ourselves and our leadership. More specifically, mentor those with potential; be willing to be mentored by people not like you; ensure that evaluation criteria are not infused by hidden bias; and position yourself and others. Finally, Dr. Nelson advocated for us to make the implicit explicit – gain an understanding

of what is going on under the surface and ‘surface’ it. She cautioned that one person or one effort is not enough and if change is not intentional and deliberate, people will opt out of the ‘system’.

The second Keynote was Dr. Philomena Essed from Antioch University. Dr. Essed discussed the concept of ‘everyday oppression’ and suggested that these oppressions are so commonplace that we often don’t recognize their presence. If we can structurally eliminate these oppressions, we will be closer to changing the underlying values that validate norms permitting those oppressions. Dr. Essed suggested that to reduce underlying values in a higher education setting institutions should consider a learning-centered approach with less competition and more collaboration; less peer review and more peer learning; the elimination of publications as a measure of success; and an expansion in heterogeneity in academia – not in terms of people but in terms of processes, i.e., hiring. She encouraged

‘disobedience’ through conversation versus confrontation.

A Plenary with David Newhouse, Sirma Bilge, Grace-Edward Galabuzi, and Sarita Srivastava was the final presentation of the forum. All four spoke of their work in relation to equity-seeking groups, whether that is specific to the groups themselves, or related to environments that those groups function within. A lively question period followed and we were reminded to recognize intersectionality and be willing to identify the need for it in everyday life; to use negativity creatively; to consider converting killbuzz to killjoy; to put more energy into things that give you energy; to recognize that you are being pushed; and to resist and find your own speed.

In the end, everyday racism is the interaction of racism into everyday life and the discussions at this forum should provide some inspiration for CHANGE – considered; attempted; and enacted.

Ilsa Wong
Kinesiology & Physical Education
Faculty of Arts & Science



Know Your Rights



Internet link to the Faculty Handbook here: <http://www.uleth.ca/hr/documents>

Professional Supplements

Explanation:

Each year, our Members receive professional supplement money. Full time Faculty Members receive \$1,900, full time Instructors/Academic Assistants receive \$1,520 and part time Members and those who are on reduced load receive proportional amounts. Up until this year, Members have been permitted to carry forward an unlimited amount of unspent monies; however, this year will see the implementation of a new cap. Starting July 1, 2014, a Faculty Member can accrue up to a maximum of \$7,600 and Instructors/Academic Assistants can accrue up to \$6,080. For those of you who do not carry forward a balance on your professional supplement accounts, this notice will not be relevant to you. But for many of our Members, there have been questions about the logistics of this new cap.

How do I make sure I receive all of my professional supplement entitlement on July 1, 2014?

Faculty Members

If you want to receive the full \$1,900, then you would need to have at most \$5,700 in your account on June 30, 2014. If you have more than \$5,700 but less than the maximum, then you will only be topped up to the maximum. If you have more than the maximum amount, you will not receive any professional supplement but you will also not have any excess money taken away.

Instructors/Academic Assistants

If you want to receive the full \$1,520, then you would need to have at most \$4,560 in your account on June 30, 2014. If you have more than \$4,560 but less than the maximum, then you will only be topped up to the maximum. If you have more than the maximum amount, you will not receive any professional supplement but you will also not have any excess money taken away.

Reference: Schedule B - B.01.5

The Professional Supplement shall be provided annually on or around July 1 as follows:

- (a) For the period July 1, 2013 to June 30, 2014:
 - (i) Faculty Members/Professional Librarians \$1,900 per Member per year
 - (ii) Instructors/Academic Assistants \$1,520 per Member per year
- (b) Effective July 1, 2014

| | Per Member per Year | Maximum Accumulated Balance per Member as of July 1 |
|---|---------------------|---|
| Faculty Members/Professional Librarians | \$1,900 | \$7,600 |
| Instructors/Academic Assistants | \$1,520 | \$6,080 |

- i. The maximum balance per Member is the equivalent of four (4) years' accrual of the annual entitlement per Member.
- ii. If the given year's entitlement would put a Member's Professional Supplement balance over the maximum, only the amount required to bring the balance to the maximum will be added.
- (c) Effective July 1, 2014, no funds will be added to or subtracted from any Professional Supplement balance that is already over the maximum accumulated balance as of June 30.

ULFA Annual General Meeting & Spring 2014 Ballot Results

The Spring 2014 Annual General Meeting

The Annual General Meeting was held on April 16, 2014. Thank you to the many individuals who attended the meeting. This past year has been very eventful for the Faculty Association, it was a great opportunity 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. 125 people participated and successfully passed all motions. After the Annual General Meeting on April 16, one nominee withdrew from the contested position on the Handbooks Committee. Thereby, all new standing committee members were elected by acclamation.

After the Annual General Meeting, a retirement party was held for Brenda Rennie. She would like to thank everyone for making her many years enjoyable. See page 14 for more.

Meet Our New Members to the ULFA Executive Committee



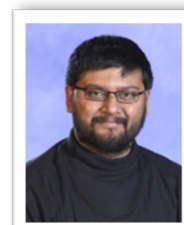
Rob Sutherland
Past President



John Usher
President



David Kaminski
VP/Pres. Nominate



Saurya Das
*Chair, Economic
Benefits Committee*

Update on the Board of Governors

The University of Lethbridge approved revisions to the *Rules of Operation* at their December meeting, and some changes were made regarding distribution of the open meeting agendas. The agenda only will now be posted on the governance website prior to each meeting.

The link to this page is <http://www.uleth.ca/governance/board-open-and-closed-meeting-dates>. Please note that the agenda should be posted about one-week prior to each meeting.

The approved minutes from past meetings are still available on the Board of Governors website, <http://www.uleth.ca/governance/board-governors/board-meeting-minutes>.

If you have any questions please contact Jodie Black, Director, University Secretariat at 403-329-2010.

Upcoming Workshops & Events

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).

Salary, Tenure & Promotion (STP) Workshop



Are you up for salary, tenure or promotion this year? Are you unsure what information is relevant or how much is too much? ULFA cordially invites you to our annual STP Workshop where, with the assistance of three experts, you will hear tips and techniques for completing your application for extension of probation, tenure, and/or promotion.

Presentations will cover the STP process as well as providing advice on putting together a teaching dossier, research materials, and the service component of assigned duties. There will also be information on how to engage the appeal process in the event of a negative decision. Join us for guidance on successful STP applications.

Two workshops will be offered to ensure you can attend.

STP Workshop #1 – Monday, September 8
Room: TBA
Time: 10:00 – 11:50

STP Workshop #2 – Tuesday, September 9
Room: TBA
Time: 10:00 – 11:50

ULFA Socials

A really big THANK YOU to all those who attended the socials this past year, it is because of you they have been such a great success!

ULFA Socials will resume in September and continue every month for the Fall & Spring semester. ULFA always tries to have at least one social activity for all Members each month, thereby, if you have any ideas on types of events or know of any events that may be open to partnership with ULFA please contact Derrick (ext.2578 or smithson@uleth.ca).



ULFA Summer Hours:

With the increase in nicer weather the ULFA staff has begun to dream about being outside. Nonetheless, the office will maintain its regular hours. Monday to Friday, 8:30 to 4:30, closed for an hour at lunch.

If you have any concerns, questions, or just want to brag about how nice the weather outside is, Please feel free to contact Annabree Fairweather, Phone: 403-329-2453
Email: annabree.fairweather@uleth.ca

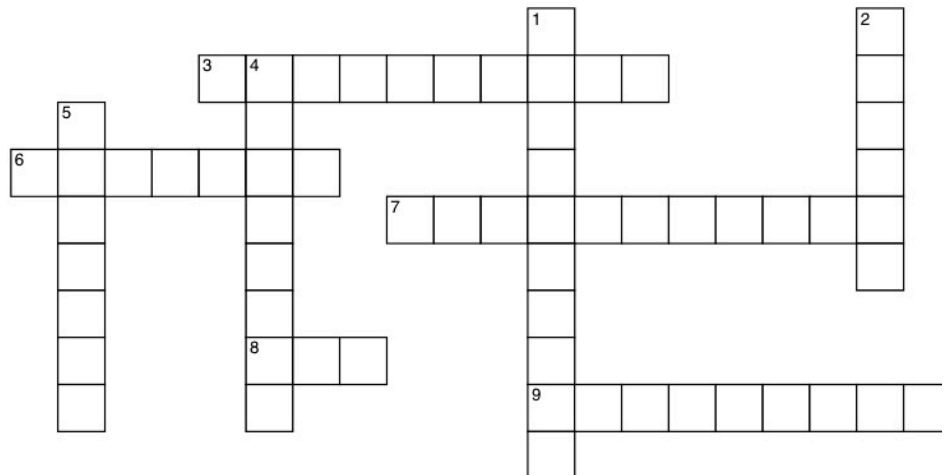
Because there was space...

ACROSS

- 3 The number of ULFA Members that retired/are retiring during May and June.
- 6 Handbooks Negotiating has been taking place since which month?
- 7 Bill 9 and 10 were introduced into the ____ and relate to ongoing pension discussions.
- 8 The number of sons Brenda Rennie has.
- 9 One of the goals of the Copyright Act amendments passed by Parliament in June 2012 was to “allow educators and students to make greater use of ____ material.”

DOWN

- 1 If you’ve had problematic experiences with sick leave provisions or long-term disability benefits, please contact – in ____ - Executive Director Annabree Fairweather, who will replay the relevant information to the Grievance committee.
- 2 The gender-neutral, inclusive washrooms are marked with a pictogram of a ____.
- 4 ULFA will be offering two Salary, Tenure & Promotion (STP) ____ in September.
- 5 Regarding Professional Supplements, starting July 1,



Retirements

The U. of L. Faculty Association would like to bid farewell to a few of our members who will be retiring.

Lynn Ambedian (Arts & Science, Dean’s Office), Cheryl Calver (English Department), Cathy Campbell (Faculty of Education), Leslie Dawn (Faculty of Fine Arts), Brian Doving (Faculty of Management), Bill Glaister (Faculty of Education), Peter Heffernan (Faculty of Education), Jim Henry (Faculty of Education), Pat Hodd (Faculty of Management), Maria Ng (English Department), Tim Pope (Modern Languages Department), Leslie Robison-Greene (Faculty of Fine Arts), Margaret Rodermond (Faculty of Education), Keith Roscoe (Faculty of Education), Robert Runte (Faculty of Education), David Siminovitch (Physics & Astronomy Department), Karl Staenz (Geography Department), Maxine Tedesco (Library), Brian Titley (Faculty of Education), David Townsend (Faculty of Education), and Judith Whitehead (Anthropology Department).

We wish you all the best in your retirement!



A Final Word from ULFA Executive Director, Brenda Rennie

Bestselling Book to Come

One very cold winter day in February 1985 I was interviewed and hired by Jay Allen, Larry Merkle and Luke Stebbins to fill the soon-to-be vacated ULFA office support staff position. At that time I was to work half-days for nine months of the year. Over the next 29+ years I had an incredible journey, essentially having the opportunity to develop my own position descriptions and advancing to my current position as full-time Executive Director.

Over the course of this time I worked with 23 different ULFA Presidents, or as some might say, experienced *Presopause* 23 times with the transitioning of each new President, and I worked with 5 different staff colleagues in 6 different offices on campus. For those of you who may have visited the offices on the 4th floor in U-Hall, you will well understand the belief that there was a height restriction for ULFA employees, the one consolation being that the windows actually opened.

During these 29+ years I had the opportunity to travel to Ottawa for at least 34 Council meetings of the Canadian Association of University Teachers (CAUT), attended roughly 20 Western Regional Conferences of Faculty Associations, travelled Alberta to approximately 90 meetings and retreats of the Confederation of Alberta Faculty Associations (CAFA), and travelled across Canada to some 25 conferences of Faculty Association Staff (COFAS).

I could go on about the number of times I've sat in on negotiations, Executive and standing committee meetings, grievances, etc. The job was a cyclical one from academic year to year but always involved different people and ever changing issues which kept it interesting. No two days were ever the same, or in any way predictable.

Even though the Faculty Association is a separate entity from the University of Lethbridge, I have had the wonderful opportunity to work with many individuals from all areas of campus, many of whom I consider good colleagues and friends. In addition, the travelling and involvement with other post-secondary organizations across the country has provided an opportunity for me to establish close and lifelong friendships with a number of colleagues from other institutions.

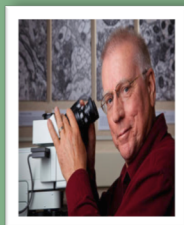
It is important to acknowledge my husband Rob and children Courtney and Kriston, both graduates of the University of Lethbridge, for their tireless support during this time. I would also like to thank the Faculty Association for this incredible opportunity to work with you over the last 29+ years. This place has been my life, my identity and I will miss it. But, I know that I leave you in very good hands with my successor, Executive Director Annabree (Fairweather), and Administrative Assistant extraordinaire Derrick (Antson). My last official day with ULFA is Friday, May 30, 2014.

And about that bestseller many have suggested I write, devoting a chapter to each President...stay tuned.

Meet the Executive 2013/2014



John Usher
President



Rob Sutherland
Past President



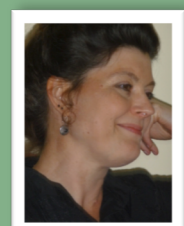
Trevor Harrison
*VP/President
Nominate*



Claudia Steinke
Secretary/Treasurer



Richelle Marynowski
*Chair, Handbooks
Committee*



Wendy Faith
*Chair, Grievance
Committee*



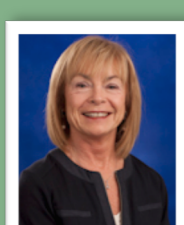
David Kaminski
*Chair, Economic
Benefits Committee*



Andrea Amelinckx
Board Rep



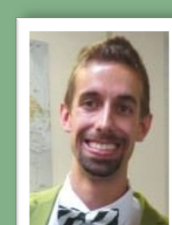
Scott Allen
*Non-Executive Member
Ombuds Officer*



Brenda Rennie
*Executive
Director*



Annabree Fairweather
Executive Officer



Derrick Antson
Administrative Assistant

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