

# ULFA News

March / April 2015



## Inside This Issue:

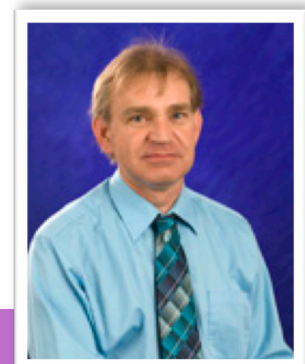
- Page 3 ~ Economic Benefits Committee
- Page 4 ~ Handbooks Committee  
~ Gender, Equity and Diversity Caucus
- Page 6 ~ Copyright Update
- Page 7 ~ Joint Work Site Health & Safety Committee
- Page 8 ~ CAFA Awards 2015
- Page 9 ~ Upcoming Workshops & Events
- Page 10 ~ Additional Information
- Page 11 ~ Meet the Executive 2014/2015

## Word From The President

Dear Colleagues,

This is a very busy time of the year in our Association. Just about every committee in the organisation is presently meeting, or is about to meet. Handbooks negotiations are underway, and economic benefits negotiations are waiting on the administration, who are waiting on the provincial budget. We recently held a couple of town hall meetings on the subject of study leave and a survey on study leave is presently open (haven't responded yet? Perhaps you should). Another pair of town hall meetings on evaluation and merit await us in March. And, in the wake of two recent resignations from the executive, we've had quite the shake-up in the Association.

All this activity underscores the need for people to be involved in ULFA. If you've never before been involved with the Association, I encourage you to consider stepping forward and volunteering in some capacity. Our nominating committee is beating the bushes to staff various standing committees, and we also need people to serve in less formal capacities. If you've been interested in participating in your faculty association, get in touch with the ULFA office and let us know of your interest in serving our community.



University of Lethbridge Faculty Association

Room D620, University Hall  
4401 University Drive  
Lethbridge, Alberta T1K 3M4

Phone: 403-329-2578  
Fax: 403-329-2113  
[www.ulfa.ca](http://www.ulfa.ca)

## Word from the President continued...

### Uncertainty in Provincial Funding Levels

The provincial government has been floating trial balloons about how to respond to the dramatic fall in the price of oil and gas, and concomitantly, provincial revenues. Recently, the Lethbridge Herald reported a story on the front page announcing a 9% cut being mooted by government, arrived at by a 5% cut, along with a failure to accommodate population growth and inflation. This is meant, of course, to soften us up for what the government intends to do, and other narratives appearing in the media suggest that government believes the public sector ought to be sharing the economic pain felt elsewhere in the private sector.

But we haven't been enjoying the same kind of growth in incomes found in the oilpatch. For the last 5 years, we've seen cost of living adjustments in our salaries of 0% (2010), 1.7% (2011), 2.25% (2012), 0% (2013) along with a 1% salary rollback, and finally 1.75% (2014). This pattern of settlements hardly indicates a lavish compensation scheme. Even worse, in the year we took a salary rollback, when the Campus Alberta grant was cut by \$150 million, we never did get a partial restoration of the rollback when the government returned \$50 million to post-secondary education.

We've been "sharing" pain for years.

### Sponsors Meeting

I was finally able to convene a meeting of our pension plan sponsors, after a couple of failed attempts earlier in the year. As reported earlier, the faculty association sponsors (in the form of an ad hoc CAFA pension committee) testified before a standing committee in the Alberta legislature on proposed legislation that could have had dire effects on our pension plan. The legislation died, but may yet be resurrected in some form in the coming year. What did happen this fall, however, was the proclamation of legislation governing our plan which was passed in 2012, but awaited the drafting of new regulations before the new pension legislation could take force.

With the proclamation of EPPA (2012) came the need to change our pension plan's text to come into accord with the new rules. This action was undertaken by the plan's trustees this fall, and was conveyed to the plan sponsors at our meeting earlier this month.

One of the tasks remaining for compliance with the new regulations is the drafting of a plan funding policy. At the moment, our plan's funding policy is minimal: if we incur an unfunded liability, we take the longest possible term to pay down that shortfall. The problem, as our trustee Geoffrey Hale has so ably conveyed at ULFA general meetings in the past, is that our contribution rates keep creeping upwards and now the combined employee-employer contribution rate is in excess of 25% of our salaries. The risk here -- quite apart from the rising cost of the plan -- is that the government has released discussion papers suggesting a willingness to impose contribution rate caps on public plans once rates hit the 30-35% range. This would have the effect of converting defined benefit plans into target benefit plans, and make retirement planning an uncertain exercise.

Of course, our plan is not technically a public sector plan, but the pension legislation that died this past summer would have nevertheless allowed government to reach into our plan.

Our trustees will be drafting a funding policy later this spring that the sponsors will review in May, in advance of the government's required August 31 filing date. I'll be sure to keep you posted on developments on this front, as will Geoffrey Hale.

## Word from the President continued...

### Upcoming Town Halls

Finally, in closing this already lengthy missive, I want to remind you of two town hall meetings to be held in early March on the subject of Merit Pay and Assessment. Your Economic Benefits Committee (EBC) will be providing an overview of how merit pay, and the associated mechanisms for determining who qualifies for merit, is implemented at other universities before inviting your thoughts on the subject. It is important that you give your EBC some direction on the subject, as it is a topic that surfaced in contract talks in the past, and is bound to appear again in the future.

David Kaminski  
ULFA President

## Committee Updates

# Economic Benefits Committee

Hello everyone,

I hope you are having a pleasant semester. I would like to remind you that the Sessional Lecturers salary and benefits will be negotiated this year. The ULFA representatives in the negotiations will consist of myself, Marc Roussel and Gerald Potter (who has served as a Sessional Lecturer for many years at our Edmonton Campus), with one or more of the following serving as observers or resource persons: Carla Carnaghan, Chris Burton, Trent Takeyasu, and Handbooks Chair, Phil Jones. ULFA has also sent out a short message to the current Sessional Lecturers, soliciting their comments and feedback for the upcoming negotiations.

Also, there will be two Town Halls to discuss the current awarding of Merit Pay and Assessment, on Tuesday March 10<sup>th</sup>, 3PM (L1060) and Wednesday March 11<sup>th</sup>, 2PM (L1170A). Although Merit is primarily a Handbook issue, it also has Economic implications, and ULFA is surveying several other universities about their Merit structures. Surveyed information would be presented in the Town Halls. Please consider attending the one which suits your schedule.

If you have any questions or comments, please let me or another member of the EBC know. Have a great rest of the semester.

Saurya Das  
Economic Benefit Committee Chair

## Committee Updates

### Handbooks Committee

Handbooks Committee negotiating team members (Phil Jones, Yale Belanger, Kevin McGeough, Rhys Stevens and Greg Patenaude) have met with the Board negotiating team on two occasions, with additional meetings planned for about every two weeks. The items which were agreed earlier to be brought forward are gradually being presented and we are engaging in the negotiating process to see if we can come to agreement on desired changes. The new interest negotiation process we are using this year has proven to be helpful in our discussions, and seems to be leading to a better negotiation process. Negotiations have been cordial and cooperative.

We have had a successful start to this year's negotiations, and I very much appreciate the active involvement of our Handbooks Committee members, our negotiating team, and our ULFA staff for our capacity to move forward with the negotiations.

Phil Jones  
Handbooks Committee Chair

### Gender, Equity and Diversity Caucus

The month of March brings with it a number of interesting events. We hope that you will add the following events to your calendar and that you have the opportunity to attend.

**Native Awareness Week ~ March 2<sup>nd</sup> to 6<sup>th</sup>**

Celebrating the 40<sup>th</sup> anniversary of the Native American Student Association. For further information on the week's events see <http://www.uleth.ca/artsci/event/70416>.

**Thursday March 12<sup>th</sup> ~ 2-4pm, L 1126 (Blue Room in Teaching Centre)**

"Walking the Talk: How Can the UofL Support Aboriginal/Minority Faculty?"

This event is part of the Teaching Centre's (He)art of Teaching program. Stop by (He)art of Teaching for some casual, confidential, drop-in conversation and peer mentoring.

Facilitators: Michelle Hogue (FNMI) and Olu Awosoga (Health Sciences)

This is followed by the **5<sup>th</sup> Annual Respect and Diversity Week ~ March 16<sup>th</sup> to 21<sup>st</sup>**.

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. Events taking place during the week include:

## Committee Updates

# Gender, Equity and Diversity Caucus continued...

### **March 17<sup>th</sup> to 21<sup>st</sup>**

“Unlimited” by Pamela Boyd and Lisa Doolittle

Original. Unexpected. Possible. Moving from physical theatre, to storytelling, to dance, actors and dancers of all kinds of abilities mix it up in a spirited and provocative performance. In partnership with local organizations supporting people living with disabilities, *Unlimited* gives us a chance to push at the limits of our imagination to ask - “what would happen if...?”

Tickets available online at [uleth.ca/tickets](http://uleth.ca/tickets), by phone (403-329-2616) or at the box office Monday-Friday 12:30-3:30 and 1 hour before ticketed performances.

### **Thursday March 19<sup>th</sup> ~ 7-9pm. Penny Building**

PUBLIC Professor Series: Michelle Hogue

Topic: "Two-Eyed Seeing: A Different Vision for Teaching Aboriginal Learners Science and Mathematics"

This talk explores unique, creative methodological approaches to teaching FN students science and mathematics; methodologies that work as well for 21<sup>st</sup> Century Learners.

Learn more about the PUBLIC Professor Series: [ulethbridge.ca/artsci/publicprofessor](http://ulethbridge.ca/artsci/publicprofessor)

### **Friday March 20<sup>th</sup>, 2:30-4:30pm. L 1050**

Teaching Centre - Talking About Teaching

“Are We Challenging Our Students with Dangerous Ideas?”

Do we cover less controversial topics because they can cause feelings of discomfort among students in the class? Do we push discussion far enough or do we not push our students to dig for fear of an argument? Are our incoming students capable of dealing with controversial issues? Is there content that you use or do not use because of the student reaction to the content? Have you lost any resources or teaching strategies due to students feeling they were pushed beyond their comfort zone? Are you pulling content from your courses simply because the course has become too challenging for incoming students? If we are not challenging our students to deal with controversial issues, have we done enough to prepare them to be a citizen in the world? Is that the job of the university?

All instructors and graduate students are encouraged to attend this workshop presented by the Teaching Centre.

<http://www.uleth.ca/teachingcentre/events/talking-about-teaching-are-we-challenging-our-students-dangerous-ideas>

### **Monday March 16<sup>th</sup> through Saturday March 21<sup>st</sup>. Edmonton Campus**

Diversity and Culture Breaks: Enjoy food, music and cultural sharing during evening class breaks all week on the Edmonton campus. Brought to you by fourth year Management student Justin Pesheau and Dr. Robbin Derry.

Sincere thanks to the members of the Gender, Equity and Diversity Caucus, Robin Derry, Sameer Deshpande, Nicole Eva, Jo-Anne Fiske and James MacKenzie.

John Sheriff ([john.sheriff@uleth.ca](mailto:john.sheriff@uleth.ca))  
Chair, Gender, Equity and Diversity Caucus

# Copyright Update

One of the many changes that were introduced in recent Canadian copyright reform is what has become known as the YouTube exception, a.k.a. the mash-up exception, or more properly called the Non-commercial User-generated Content exception, which is detailed in the Canadian *Copyright Act* s. 29.21. Like fair dealing, this is an *exception* to copyright. Exceptions outline specific situations and conditions that allow some copying of materials that otherwise would be restricted under copyright law.

The Non-commercial User-generated Content exception permits copying small portions of existing published or publicly available work in the production of a new work, which may then be shared publicly (e.g., via social media such as YouTube). What this means is that it's okay for someone to make a mash-up or use bits of publicly available material in their own multi-media creation, and then make the new work publicly (but not commercially) available. This re-use of content without permission will no longer be considered an infringement of copyright, as long as it follows the conditions outlined in the legislation.

There are several conditions that must be followed in order to take advantage of this exception to copyright, and, as always, some ambiguities in the legislation. Some of the conditions include: the new work may not be used for any commercial purposes; the source of the re-used content must be mentioned (you can never avoid proper attribution!); the creator of the new work must be reasonably certain that the content they are using is not itself infringing copyright; and the new work may not have any substantial adverse effect on the original work.

The language of section 29.21 specifically states that an *individual* may use this exception, and the individual, "or, with the individual's authorization, a member of their household," may disseminate it and make it available to the public. One would assume from this that the legislation is restricted to the personal and domestic realm, and excludes organizations or groups from taking advantage of it. However, this new exception is worded quite generally and has not yet been tested by litigation. More defined interpretation of it will emerge over time through case law.

There are many potential uses for this exception within education, such as multi-media productions as an alternative to the traditional student essay or presentation, or New Media student projects. The exception for user-generated content is truly a modernization of the *Copyright Act*. It allows for the evolving and emerging ways in which works are created and disseminated in our contemporary digital culture. "Produser" is a hybrid word recently coined to describe the combination of actively producing and passively using information. The boundaries between producing and using, between producer and user, are increasingly and dynamically blurring in our use of digital media, and the YouTube exception acknowledges this change.

As always, feel free to contact the Copyright Office with any questions at [copyright@uleth.ca](mailto:copyright@uleth.ca) or 403-332-4472.

by Sandra Cowan,  
Acting University Copyright Advisor

# Joint Work Site Health & Safety Committee

The JWSHSC welcomed Bill McKay as the Employee Co-Chair. Anne Baxter is the Employer Co-Chair of the committee. We look forward to working together on supporting a shared vision for a safe workplace.

My name is Sharon Yanicki, [yanism@uleth.ca](mailto:yanism@uleth.ca) and I joined the JWSHSC as the ULFA representative this past fall. I am the coordinator for the public health degree and a lecturer in the Faculty of Health Sciences. In September, I received a notice from the Canadian Association of University Teachers (CAUT) regarding concerns about past exposure to asbestos in workplaces. As some of you may know, Dr. Patricia Martens, a distinguished professor in the Faculty of Medicine at the University of Manitoba, and former director of the Manitoba Centre for Health Policy, spoke out in the [CAUT Bulletin](#) (Sept 2014) about her diagnosis of mesothelioma, a cancer linked to exposure to asbestos. She sought to bring attention to the issue of preventable asbestos-related diseases even as she faced this terminal illness. Tragically, [Dr. Martens](#) died in January at age 62. In the Faculty of Health Sciences, Pat was known to many and we were deeply saddened by her passing.

Workplace exposures to asbestos can take up to 50 years before signs of asbestos related diseases develop. For faculty who have been working in universities prior to the improved standards for control and abatement of asbestos in Canada, this could be a concern. In recognition of Dr. Martens' efforts to address the prevention of asbestos related diseases, I'd like to update you on how this issue has been addressed by the JWSHSC and by ULFA.

After sharing this issue with the JWSHSC in October, the committee received a briefing on asbestos abatement at the U of L at our November meeting. I was pleased to hear that significant efforts have been made in abatement of asbestos at U of L. The committee appreciated the background information provided and was interested in learning more about the issue of asbestos. In the fall, ULFA Executive addressed the issue of asbestos exposure in a meeting with university administration. At our January meeting of JWSHSC, Darlene Konynenbelt of Risk and Safety Services shared a draft Asbestos Awareness presentation that she had prepared for the university community. This presentation will be made available to interested departments within the university to raise awareness and encourage dialogue about the prevention of asbestos exposures. CAUT maintains a national data system and faculty who suspect they may have been exposed to asbestos within the course of their employment are encouraged to complete a report form (contact Risk and Safety Services).

Other issues addressed by the committee include: a proposed review of the placement of defibrillators ([AEDs](#)) and [first aid kits](#) in campus buildings, a presentation on the bike safety survey results, campus safety inspections, and recommended updates for the campus smoking policy. Please note that first aid kits managed by departments should be refilled regularly and audited annually; please report on first aid kit inspections to Christina Harsch at Risk and Safety Services.

Please see the minutes of the JWSHSC at <http://www.uleth.ca/risk-and-safety-services/minutes>

Please feel free to contact me if you have concerns about safety issues you would like addressed by the committee ([yanism@uleth.ca](mailto:yanism@uleth.ca)).

Sharon Yanicki  
ULFA's Representative on the  
Joint Work Site Health & Safety Committee

# CAFA

Confederation of Alberta  
Faculty Associations

11043-90 Avenue  
Edmonton, AB  
T6G 2E1  
780-492-5630

## 2015 CAFA Distinguished Academic Award

Recognizing an academic staff member or group of staff members, who through their research and/or other scholarly, creative or professional activities have made an outstanding contribution to the wider community beyond the university.

## 2015 CAFA Distinguished Academic Early Career Award

Recognizing an academic staff member at an early stage of his or her career, who through his or her research and /or other scholarly activity has made an outstanding contribution to the wider community beyond the university.



**CAFA Awards Dinner will be in Edmonton on September 17, 2015**

CAFA is a professional organization of faculty and faculty associations in Alberta universities. It is a federation of four associations: The Association of Academic Staff University of Alberta, Athabasca University Faculty Association, The Faculty Association of the University of Calgary and The University of Lethbridge Faculty Association.

The objects of the Confederation are to promote the quality of education in the province and to promote the well-being of Alberta universities and their academic staff.

**Deadline for nominations is April 17, 2015**

Nomination details and forms available at <http://www.ualberta.ca/cafa>



# Upcoming Workshops & Events

## Post Secondary Education is the Answer – Advocacy Meetings

The Post-Secondary Education Task Force of Public Interest Alberta is hosting a meeting in Lethbridge on **March 5, 2015 from 12:00 – 1:30pm** to reach out to partner organizations and concerned citizens to get involved in advocating for more investments in post-secondary education.

For more information and to RSVP please visit Public Interest Alberta's website or follow this link:  
<http://pialberta.org/PSEmeetings>

## Merit Pay and Assessment Town Hall Meetings

The Economic Benefits Committee is looking ahead to next year's negotiations and would like to hear your feedback on the topic of Merit. ULFA has organized two town hall meetings to gather your feedback on the topic. Please contact the ULFA office if you would like to attend the town hall meeting virtually.

Please join us.



Town Hall #1 – Tuesday, March 10  
 Room: L1060  
 Time: 3:05 – 5:00pm

Town Hall #2 – Wednesday, March 11  
 Room: L1170A  
 Time: 2:00 – 4:00pm

For those who are unable to attend the town halls you can still offer your feedback in two different ways.

- 1) Attend the Wednesday meeting virtually via Adobe Connect, please contact Derrick Antson for more details;
- 2) Provide your feedback to the ULFA office, and this information will be forwarded to the Economic Benefits Committee.

It is not a requirement to RSVP; however, it would be greatly appreciated.

To RSVP your attendance, please contact Derrick via phone (2578) or by email ([antson@uleth.ca](mailto:antson@uleth.ca)).

## Annual General Meeting

The Annual General Meeting will take place on **April 20, 2015 from 12:00pm to 3:00pm in TH201**. 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 [antson@uleth.ca](mailto:antson@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 ([antson@uleth.ca](mailto:antson@uleth.ca)) to let him know.

We look forward to seeing you there!

## Respect and Diversity Week

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. Respect and Diversity Week will run from Monday, March 16 to Saturday, March 21 on all three of the UofL campuses. A variety of events will be taking place throughout the week, and we would love for you to come out and join us at all of them.

Highlights of a few of the Events:

- ⊙ Monday, March 16 to Saturday, March 21 (Edmonton Campus) – Diversity and Culture Breaks
- ⊙ Monday, March 16 to Saturday, March 21 (Lethbridge Campus) – “Unlimited” by Pamela Boyd and Lisa Doolittle
- ⊙ Thursday, March 19 from 7:00-9:00pm (Lethbridge Campus) – PUBLIC Professor Series: Michelle Hogue
- ⊙ Friday, March 20 from 2:30-4:30pm (Lethbridge Campus) – Teaching Centre-Talking About Teaching
- ⊙ Monday, March 16 to Saturday, March 21 (Calgary Campus) – Diversity and Culture Activities



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 [antson@uleth.ca](mailto:antson@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.

## Study Leave Working Group Report

The Study Leave Working Group has released their report on the Study Leave provisions at the University of Lethbridge. The working group operated under the mandate outlined in Schedule O of the current Faculty Handbook. Please take a moment to review the document by following this link: <http://ulfa.ca/news-events/item/study-leave-working-group-report>.

Note: you must be a active account on the ULFA website to access the document. Please contact the ULFA office if you have difficulties.

## Moving on to Bigger and Better Things

It seems like yesterday that ULFA was announcing our new Interim Executive Director Amanda Jensen. Amanda brought a new set of expertise to ULFA, having previously worked for a variety of non-profit organizations she approached many of ULFA's day-to-day working engagements from a new perspective. With a smile always on her face, Amanda assisted the Executive Committee and well as each of ULFA's standing committees. Her presence will be missed, but not forgotten. THANK YOU Amanda for your valiant service!

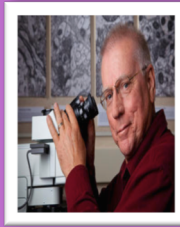
Amanda's last day with ULFA will be Wednesday, March 18. Please feel free to stop by the ULFA office to wish her well or send her an email to thank her for her months of service at [a.jensen@uleth.ca](mailto:a.jensen@uleth.ca).



## Meet the Executive 2014/2015



David Kaminski  
*President*



Rob Sutherland  
*Past President*



Claudia Steinke  
*Secretary/Treasurer*



Phil Jones  
*Chair, Handbooks  
Committee*



Ilsa Wong  
*Chair, Grievance  
Committee*



Saurya Das,  
*Chair, Economic  
Benefits Committee*



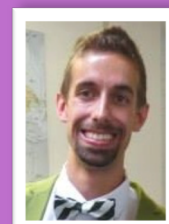
Andrea Amelinckx  
*Board Rep*



Scott Allen  
*Non-Executive Member  
Ombuds Officer*



Amanda Jensen  
*Executive Director*



Derrick Antson  
*Administrative Assistant*

Current and past issues of ULFA News  
are posted on the website at [www.ulfa.ca](http://www.ulfa.ca)