

### Fall General Meeting

The FGM has been scheduled for **Thursday, December 8, 12:00-3:00pm in TH201.**

All of ULFA's events are listed on page **14**

### Government Consultation:

### Post-secondary Labour Relations

Consultation on changing the PSLA (Post-secondary Learning Act).

Read the full article on page **9**

### Inside this Issue:

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### UofL Salary Data

Information regarding the 2014/2015 Salary Data of ULFA Members is now available.

Read the full article on page **5**



### Quote of the Month

Cheers to a new year and another chance for us to get it right.

- Oprah Winfrey

## A Word from the President

Welcome back to a new semester and a new academic year. The ULFA Executive and I look forward to working with all of you and encourage you to participate fully and/or to come forward if you have any individual concerns.

This upcoming year will bring fresh opportunities and new challenges to us as an Association and as a community as we enter an evolving post Post-Secondary Learning Act (PSLA) legislative environment.

In preparations for this new environment, and in order to ensure our voice in shaping it, we will be providing input to the provincial government as an association following our town hall consultations with faculty members and would encourage your active participation in one or more of these meetings (Sept. 16 at 12-2pm, Oct. 4 at 1:40-2:55pm, Oct. 7, 12-2pm (lunch provided for noontime meetings)).

more on page **2**

### **A Word from the President continued....**

The PSLA, as it currently stands, has been deemed unconstitutional as it prohibits both freedom of association and the right to strike (as we discussed in our annual general meeting). The provincial government appears to favour moving post-secondary institutions under the Labor Relations Act (or a hybrid model as was recently established for those deemed to be Essential Services); to that end, we need to work collectively, and in collaboration with other Comprehensive Research Institutions (CARIs), to ensure that certain unique aspects of our professional and institutional structures remain protected (such as tenure, academic freedom and collegial governance).



The Association is also currently involved in several grievance issues. One of the most recent and compelling is a disagreement regarding how Academic Career Years (ACYs) are calculated prior to UofL service for those whose letter of offer does not mention ACYs. Several members have come forward thus far to grieve and we would encourage members that are in disagreement with how their ACYs are calculated to bring it to our attention. As no valid appeal mechanism currently exists in the Handbook to address such disagreements, any proposed mechanism other than through the Handbook Grievance process should not be employed.

The new 2016-2017 Faculty Handbook has been ratified and will shortly be available on HR's website ([www.uleth.ca/hr/documents](http://www.uleth.ca/hr/documents)). The Sessional Lecturers Handbook has yet to be ratified but information sessions on the limited changes from the previous agreement are being organized and the ratification vote will be called following those meetings.

We want to welcome and thank Ken Vos, Physics and Astronomy, who has volunteered and been appointed into the role of Secretary/Treasurer for the remainder of the academic year.

Once again, we welcome all of you back and look forward to working with you and to an invigorating and lively new academic year.



Andrea Amelinckx,  
*ULFA President*

## Committee Updates

### Gender, Equity and Diversity Committee

We are looking forward to another productive year for the Gender, Equity and Diversity Committee. We have no shortage of project ideas to work on, which we will prioritize in our first meeting mid-September.

Welcome to new member Andrea Cuellar (Anthropology) and thank you to returning members John Sheriff (Past Chair, Math & Computer Science), Kelly Williams-Whitt (Management), Kien Tran (Economics), Bente Hansen (Music), Andrew Stewart (Music), and James Graham (New Media).

If you have issues relating to Gender, Equity and Diversity on campus, please bring them to our attention and we will do our best to address them through the appropriate channels.

Nicole Eva,  
*Chair, Gender,  
Equity and Diversity  
Committee*



### Grievance Committee

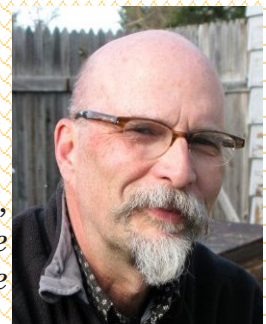
The Grievance committee has had a busy summer dealing with some important issues. Firstly, the implementation of the Administration's new policies; the Sexual Violence policy and the Harassment and Discrimination policy, which were being brought into operation outside of the collective bargaining process and existing language within the Faculty Handbook. And secondly, problems that quickly became apparent when the Deans started sending out letters notifying members of their positions regarding Academic Career Years. Both of these issues are ongoing.

I would like to welcome Goldie Morgentaler, English; and Michael Stingl, Philosophy; to the Committee this year and thank outgoing members Shahdat Hossain and Jon Doan (Acting Past Chair) for their service.

I would also like to welcome returning members: Dawn McBride, Education; Robbin Derry, Management; John Vokey, Psychology; Mike Perry, Library; and Ying Zheng, Chemistry & Biochemistry.

As always ULFA is encouraging any members who are knowledgeable (or interested in becoming knowledgeable) about the Handbook and related matters, i.e. other collective agreements, labour law, rights arbitration, requirements of procedural fairness to consider putting their names forward for future service.

Don Gill,  
*Chair, Grievance  
Committee*



## Committee Updates

### Economic Benefits Committee

Dear ULFA members,

My name is Paul Hayes and I am writing to you in my capacity as the new Chair of ULFA's Economic Benefits Committee (EBC). As you likely know, EBC is an investigative, deliberative and advisory body within ULFA whose proper sphere of action includes all matters relating to the economic welfare of the ULFA membership, including, but not limited to, salary, benefits and pensions. It is also responsible for negotiating with the U of L Board of Governors on these issues. It works closely with other ULFA committees, as well as ULFA executive.

Before I introduce the new team I would like to take this opportunity to thank outgoing EBC members Chris Burton and David Kaminski for their hard work and dedication over numerous years. In addition, Saurya Das is acknowledged for his outstanding efforts as past EBC Chair. During the two years that he filled the role Saurya successfully negotiated the economic benefits portions of collective agreements for both Sessional Lecturers and Faculty Handbooks. Accordingly, I am most grateful that EBC will retain Saurya's expertise as Past Chair.

In addition to Saurya and myself, this year's Economic Benefits Committee consists of returning members Olu Awosoga, Carla Carnaghan, Rumi Graham, Trent Takeyasu and new members Paul Hazendonk and Jim Byrne. This is a particularly experienced, enthusiastic and capable group (Carla and Rumi were on last year's negotiating team), which will hopefully assist those beginning new positions. Notably, we still have one vacancy allocated to a member of the professional faculties (Fine Arts, Education, Health Sciences and Management). It is crucial that EBC aim for broad representation from across the spectrum of ULFA members, as such diversity and perspective is most valuable. Thus, I strongly encourage any eligible and interested members to contact ULFA.

For those of you who are curious about me, I am a Professor in the Department of Chemistry and Biochemistry and have lived in Lethbridge since joining the U of L in 2006. I grew up on the east coast where I completed my undergraduate degree at Mount Allison University. Immediately thereafter I moved west for a Ph.D. at the University of Calgary, followed by a two-year postdoctoral stint at the University of California, Berkeley. Although my research focus does not deal with finance, or even mathematical topics, I have always had a deeply rooted interest in all aspects of economics, perhaps because my father worked for the Royal Bank of Canada for 40 years. Last year I served as ULFA Secretary/Treasurer and prior to that I was an observer during a previous round of EB negotiations. I am excited to be EBC Chair and pledge to perform the role diligently and to the best of my ability.

Although this is not a negotiating year for EBC, we nonetheless plan to be very busy. We will spend our time mapping out strategies and obtaining and scrutinizing relevant data. If there are any questions of concerns regarding EB matters, please do not hesitate to contact the ULFA office, myself ([p.hayes@uleth.ca](mailto:p.hayes@uleth.ca), 403-329-2313) or any member of EBC. We will endeavour to respond in a timely and thorough manner.



Paul Hayes,  
*Chair, Economic  
Benefits Committee*

## Committee Updates

### Handbooks Committee

With the beginning of the new academic year, the 2016-2017 Handbooks Committee will start its work.

This year will be different from previous years in two ways.

The first is that it will be happening in the context of a changing legislative environment that is likely to impact the way the Association represents its Members in negotiations with the Board. The Executive as a whole will be holding consultations with the membership as the situation develops and the Committee will adapt as the direction the province decides to go in become more clear.

The second difference is that, for the first time, the Board and the Association will distinguish between “negotiating” and “non-negotiating” years. As of this writing, we do not know if we will be presented with topics for negotiation by the Board. The Committee will review outstanding Handbooks issues in September and October so that it is prepared should negotiations be convened this year.

In addition to its usual work of reviewing the Handbooks and preparing for negotiations, the Committee hopes this year to devote some attention to training. We expect to hold mock negotiating sessions in the course of the year. While the primary focus of this training will be current members of the Committee, other Members of the Association will be welcome also.

I'd like to conclude with a final thanks to the outgoing members of the 2015-2016 Handbooks Committee and the incoming members of the 2016-2017. The 2015 Committee was Dan O'Donnell, Kevin McGeough, Joy Morris, Pamela Adams, Richelle Marynowski, Rhys Stevens, and Greg Patenaude. The 2016-2017 Handbooks Committee is Dan O'Donnell, Joy Morris, Chris Burton, Richelle Marynowski, YJ Bao, Rhys Stevens, and Nicole Wilson.



Dan O'Donnell,  
*Chair, Handbooks  
Committee*

## Additional Information

### HOW TO ACCESS EXECUTIVE MINUTES

Meeting minutes of the Executive are available, upon request, for any statutory Member to review. There are two ways in which Members can access these documents:

- 1) Hardcopy access: Submit a request to the President soliciting access to the hard copy of minutes. Such examination may be made in the Association office during normal office hours and at a mutually agreeable date and time. (See reference ULFA Bylaws clause 13.2.3)
- 2) Virtual access: Access the documents via the University of Lethbridge Archives, subject to registration and approval. Registration can be completed at the following webpage <https://www.uleth.ca/dspace/register> and access is subject to approval of the ULFA Executive.



# The Benefits of ULFA

*“Together we are stronger”*

As a Member of the Association you are awarded a variety of benefits. These benefits range from the right to be accompanied by another Member for all matters relating to the Handbooks, to salary growth (as determined by Cost of Living Allowance [COLA] and merit increments), to tuition benefits, to scholarships.

## Professional Supplement

One of the economic benefits to which you are entitled is a Professional Supplement. This supplement may be used to purchase travel, books, and other items necessary to your teaching and research.

For the 2016-2017 academic year, the Professional Supplement allotment is \$2,000 for Faculty and Professional Librarians and \$1,600 for Instructors & Academic Assistants. These amounts are pro-rated for terms shorter than one year. Allocation of unused balances from Members whose appointments have ended during the academic year will be made to the Professional Supplement accounts of Members on record as of 30 September of each year. As of July 1, 2016, a Faculty Member can accrue up to a maximum of \$8,000 and Instructors/Academic Assistants can accrue up to \$6,400.

You can view your personal supplement account using The Bridge online information system. For full details, please contact Human Resources.

## Convocation Regalia

Each semester ULFA Members are encouraged to attend the convocation ceremonies. In order to help facilitate Members' participation, ULFA pays for the rental cost so that Members can attend in the UofL's regalia. Convocation regalia rental will be available through Gaspard and Sons. Please contact Sarah Faulkner, the Convocation Coordinator, by phone (403-329-2049) or by email ([convocation@uleth.ca](mailto:convocation@uleth.ca)) for more information.

## Member Relation Gifts

The Association would like to recognize the significant events of our Members' lives. Whether there has been a recent accomplishment, the birth of a child, a hospital stay, the death of a loved one, or a retirement the Association likes to send cards, gifts, or flowers.

Please keep us informed by contacting the ULFA office at ext. 2578 or by emailing the Professional Officer (Derrick) at [antson@uleth.ca](mailto:antson@uleth.ca).

## Communications with ULFA

Communications to and from ULFA are one of the most prominent benefits the Association offers. ULFA keeps an up-to-date list of all academic staff in its membership and from time to time we like to communicate with our members. We primarily communicate through the ULFA listserv. You will receive emails with relevant and important information about the goings on of the Association. For instance, you will be notified when there are meetings and important deadlines, and you will be invited to give input on important decisions that affect you. If you suspect that you are not on the email list, or if you know someone who is not on the list, please notify the ULFA office.

The ULFA website ([www.ulfa.ca](http://www.ulfa.ca)) is also kept up to date with the most recent information and notices. In addition, the website acts as a repository for information such as the Handbooks, information on signing a contract, retirement information, and information on study leaves, just to list a few topics.

Communications from our Members are also vital as they have first hand experience about the daily activities of the University. Please feel free to give us a call, send us an email, or drop by the ULFA office. Visitors are always welcome.

## ULFA MEMBERSHIP DUES

*Please find below the 2016-2017 dues deductions for ULFA, the Confederation of Alberta Faculty Associations (CAFA), and the Canadian Association of University Teachers (CAUT). Effective July 1, 2016, the following dues schedule affects Faculty, Professional Librarians, Instructors, Academic Assistants, and Sessional Lecturers.*

### ULFA

- All Members  
~Mil rate (7.5) x actual salary

### CAFA

- All Members - \$7.65/mos.
- Sessional Lecturers - Exempt

### CAUT

- Professors/Prof. Librarians IV - \$18.02/mos.
- Associate Professors/Prof. Librarians III - \$14.28/mos.
- Assistant Professors/Prof. Librarians II - \$11.56/mos.
- Lecturers/Other - \$11.31/mos.
- Part-Time - \$3.74/mos.
- Sessional Lecturers - \$3.70/mos.

## ULFA Academic Scholarship

The Faculty Association has an annual academic scholarship fund that provides a tuition benefit for spouses and dependents of ULFA Members. The value of the scholarship is variable, with a minimum equivalent to tuition for one (1) 3.0 credit course offered at the University of Lethbridge (as outlined in the Academic Calendar for that year). The available funds will be divided equally among eligible students regardless of location (i.e., those not attending the UofL; those attending the UofL), and variable depending on the number of applicants.



Application forms for the ULFA Academic Scholarship are available from the Scholarships & Student Finances office (AH151) by phone (403-329-2585) or by email ([awards@uleth.ca](mailto:awards@uleth.ca)).

Eligibility requirements are as follows:

A full-time student who is the spouse, common-law partner, child, or step-child of a dues-paying Statutory Member of ULFA\*, and who is either:

- A. an undergraduate student at a recognized university, including the University of Lethbridge, who has completed at minimum of ten (10) semester courses (or equivalent) of a baccalaureate degree-granting program;

**OR**

- B. an undergraduate student at a recognized University, including the University of Lethbridge, who has completed twenty (20) semester courses (or equivalent) in a program that began at a college and transferred to a baccalaureate degree-granting program.”

\*The member must be a dues-paying ULFA member and hold a full-time or full-time part-year appointment in the academic year for which the application is submitted.

**No student may receive this award more than two times.**

**The student applying for the scholarship must have a minimum cumulative GPA of 2.70 (or equivalent).**

**The deadline for complete applications is  
September 30, 2016.**







# Copyright Corner

## What's At Stake in the Coming *Copyright Act* Review?

The bundle of *Copyright Act* amendments that came into force in 2012 included a requirement to review the *Act* every five years. Since the first scheduled review is just around the corner, some publishers, collectives and author societies have begun to promulgate the view that changes to the *Act* made in 2012—especially the addition of “education” as a fair dealing purpose—are crippling the publishing industry.<sup>1</sup> Learners and creators have much to lose if unsubstantiated partisan claims hold sway in the review process. It is thus essential to understand the evidentiary basis of the shift in Canadian educational institutions’ copying practices that unfolded after mid-2012.

In this regard, the keynote address at a recent Canadian copyright conference was very much on point. It reviewed factors that led Canada’s publicly funded schools, colleges and universities to revise their estimation of the applicability of fair dealing to classroom copying. The presenter, Wanda Noel, was legal counsel to the Council of Ministers of Education Canada (CMEC) in its successful Supreme Court appeal in *Alberta (Education) v. Access Copyright* in 2012. This column highlights aspects of Noel’s address entitled *Fair Dealing: Past, Present and Future*.

Before the landmark 2004 Supreme Court decision in *CCH v. Law Society of Upper Canada*, it was widely considered to be risky to rely on fair dealing for educational copying. Under the [Canadian Copyright Act](#), [fair dealing](#) is an exception to infringement: it permits us to engage in activities that otherwise might infringe copyright. Uses that are fair dealings do not require copyright owner permission or payment of fees. *CCH* established infringement exceptions to be users’ rights requiring liberal interpretation and outlined a two-part test to determine if a use qualifies as fair dealing.<sup>2</sup>

Despite the unanimous decision in *CCH*, Canadian educators remained leery of relying on fair dealing for educational copying until the Supreme Court’s 2012 decision in *Alberta*. The Court determined teachers’ copying of short excerpts for use by students *could* qualify as fair dealing. On almost all counts the Court rejected Access Copyright’s owner-centric views on how fair dealing should be assessed, and instead emphatically reconfirmed fair dealing to be a users’ right that, in terms of purpose, is correctly assessed from the stance of the ultimate user (the student), not the person making the copy.

- 1 For example, a PriceWaterhouseCoopers report (p. 94) commissioned by Access Copyright states the copying guidelines now used by Canadian educational institutions “have caused an atmosphere where unlimited copying has become commonplace, while content producers are unable to assert their intellectual property rights in any meaningful way,” <http://bit.ly/1La3kDg>, and according to a *Globe and Mail* columnist, “kids will suffer if Canada’s copyright legislation doesn’t change” <http://bit.ly/1Tokxtg>.
- 2 See the fair dealing FAQ on the U of L Copyright website at <http://bit.ly/2oNgvor>.



## Copyright Corner

It took the July 2012 ruling from Canada's highest appellate court to sufficiently assure educators that making copies of short excerpts by instructors for students' research or private study purposes could, pursuant to a properly conducted fairness assessment, constitute fair dealing. Moreover, the case was decided on the basis of the *Copyright Act* as it stood *before* "education" was added as a new fair dealing purpose in June 2012.

These pivotal developments prompted CMEC, the Association of Universities and Colleges of Canada, and the Association of Canadian Community Colleges<sup>3</sup> to work out a shared interpretation of educational fair dealing. Their carefully reasoned drafting process looked at Canadian statutory and case law as well as copyright laws, court decisions, and negotiated agreements and settlements in Australia, New Zealand, Israel, and the U.S. Now widely adopted, the resulting guidelines are intended to provide a safe harbour for those wishing to exercise fair dealing without assistance from a lawyer.<sup>4</sup>

As little educational copying lies outside of library licensing, statutory users' rights, and open access,<sup>5</sup> many institutions have decided not to renew long-standing blanket Access Copyright licenses.<sup>6</sup> They instead acquire transactional licensing, when needed, for copying not otherwise covered by users' rights, owner permission or licensing. It is the educational sector's exit from blanket licensing that detractors say is wrong. In their view, the root problem is the inclusion of "education" as a statutory fair dealing purpose, but this overlooks the crucial role played by *Alberta* and the fact that the case was heard *before* the *Act* was changed in 2012.

The fair dealing tussle is far from over, as more court cases and Copyright Board tariff proceedings on educational copying are ongoing. Their outcomes will further develop the law on educational fair dealing in Canada. It thus remains critically important for all instructors to ensure that when course-related copying of protected works is not covered by an existing licensing agreement, statutory users' rights, or open access, owner permission is acquired. And when the *Copyright Act* review gets underway, we need to act on opportunities to oppose lobbying aiming to reduce the statutory users' rights that have greatly benefited students, educators and society at large since 2012.

As always, Betsy Greenlees and I in the Copyright Advisor office are happy to help you sort out copyright matters such as whether your teaching or research-related copying requires permission or is already covered by existing permission sources.

Rumi Graham,  
University Copyright Advisor



E-mail: [copyright@uleth.ca](mailto:copyright@uleth.ca)

Phone: 403-332-4472

Website: [www.uleth.ca/copyright](http://www.uleth.ca/copyright)



<sup>3</sup> Now Universities Canada and Colleges and Institutes Canada, respectively.

<sup>4</sup> See the University of Lethbridge *Guidelines for Copying Under Fair Dealing* at <http://bit.ly/1NFXzon>.

<sup>5</sup> "Open access" refers to content made publicly available by the copyright owner for copying, redistribution and other legal uses without need to acquire permission or pay fees. Some owners may stipulate that uses must be noncommercial. For more information see the Copyright website FAQ at <http://bit.ly/2aYemg1>.

<sup>6</sup> As of January 1, 2016, the University of Lethbridge operates outside of a blanket copying license.



# Scholarly Communication Series: Open Access Publishing

Many researchers and faculty across the world are embracing Open Access (OA) scholarly publishing. The motivations to turn to OA include: the desire to have their research more widely available and to increase the impact of their work; a sense of social justice; an understanding of the economic unsustainability of the commercial scholarly publishing oligopoly;<sup>1</sup> the Canadian Tri-Agency Open Access Policy; and other granting agencies that increasingly require the results of publicly-funded research to be openly accessible.

There are several different options to choose from in OA scholarly publishing; these options are usually referred to as Green, Gold, or Hybrid OA.

**Green OA** refers to the self-archiving of an article, usually in an institutional repository (e.g., [U of L's Institutional Repository](#)) or in a subject repository (e.g., [arXiv.org](#), a very successful repository of pre-publication research in Physics, Mathematics, Computer Science). Green OA can include either a pre- or post-publication version of an article, preferably after it has been peer-reviewed. Commercial publishers often impose an embargo period before allowing an author to self-archive a published article, so research may not be immediately available through Green OA. There is no cost to the author and no cost to users who wish to access the articles in an OA repository.

**Gold OA** refers to published scholarly work that is immediately accessible online to all readers, typically in the form of journal articles that are published in a recognized OA journal. There are beginning to be OA book publishers as well, but the majority of Gold OA publishing has been in journals. An OA journal is entirely open, such as the new Canadian interdisciplinary science journal *FACETS* or the Public Library of Science suite of journals (e.g., *PlosOne*). There is no cost to the user and no subscription cost, however some Gold OA journals charge an Article Processing Charge (APC) to the authors in order to fund the production of the journal. APCs can range from several hundred to several thousand dollars, but once paid truly Gold OA journal articles are then open and freely available to anyone in the world with an Internet connection.

**Hybrid OA** refers to publishing in scholarly journals that are not open, but give authors the option of paying an APC to make an individual article “open access.” However, they still charge subscription fees, and so have a dual revenue stream – a good deal for the journal, but doubly expensive for the academic researchers and libraries that are essentially paying twice for the material. Many would argue that, although these Hybrid OA journals may be good at increasing their own profits, they are not truly open, since subscription fees are still charged.



Inspired by Katie Fortney, UC Santa Cruz  
[guides.library.ucsc.edu/openaccess](http://guides.library.ucsc.edu/openaccess)

To kick off this year’s Scholarly Communications brown bag series brought to you by the Library and the Centre for the Study of Scholarly Communications, we will have a panel discussion about Open Access Publishing on **Thursday, October 27 at noon in L950**. In addition, Gerald Beasley, the University Librarian from U of A, will present our annual Open Access Week talk, Open Access in Action, on **October 27 at 3pm in the Library**. Please join us if you are interested in finding out more!

1 For more about the economic model of the oligopoly of big commercial scholarly publishers, and the difficulty it is causing universities and academic libraries, see this excellent study from Université de Montréal: Larivière, V., Haustein, S., & Mongeon, P. (2015). The oligopoly of academic publishers in the digital era,” PLoS ONE 10(6). DOI: 10.1371/journal.pone.0127502

Sandra Cowan,  
 Professional Librarian



## Government Consultation: Post-secondary Labour Relations

As promised, the Government of Alberta has begun its second round of consultations with the post-secondary institutions in Alberta following a Supreme Court of Canada ruling that asserted the right to strike as a fundamental right. As you may remember from this past year, it was this key decision that inspired our change in mil rate for the lockout/strike preparedness fund approved by the Membership at April's general meeting.

The Ministry of Advanced Education is currently soliciting feedback from Faculty Associations and its members, among other interest groups, on the matter of labour relations as the Post Secondary Learning Act undergoes significant transformation. The discussion document itself (found on the website here: <http://ulfa.ca/news-events/item/post-secondary-labour-relations-consultation>) is aimed at individuals, with a deadline of October 17, 2016.

The questions the discussion guide asks involve at times quite technical aspects of labour relations law and custom and the choices it present have in some cases very significant consequences for the post-secondary environment we have lived in since our incipience in the mid-1960s. Some of the questions imply specific outcomes that the Faculty Association has obvious vested interests in, that speak to the core principles of academia, while other questions broadly address the complex logistics of meshing post-secondary in Alberta with the traditional labour relations model found elsewhere. Finding ourselves at the forefront of major change, we look forward to helping shape this future with a goal of ensuring the smoothest transition to whatever comes our [collective] way.

The Association has prepared for this final consultation with the Ministry by consulting with prominent labour lawyers and labour relations practitioners, as well as our colleagues in the Confederation of Alberta Faculty Associations (CAFA) and the Canadian Association of University Teachers (CAUT). We would like at this point to consult with our Members and also to share our understanding of the issues involved.

***Just as we did last year in preparation for the lockout/strike fund vote, we have organized three town halls to enable full discussion.***

### **Town Hall 1:**

Friday, September 16 from 12-2pm (room E690)

### **Town Hall 2:**

Tuesday, October 4 from 1:40-2:55pm (room AH100)

### **Town Hall 3:**

Friday, October 7 from 12-2pm (room M1090)

Note: An additional town hall has been added to accommodate more attendees.

I encourage you to participate in one or more of them. To facilitate your attendance, lunch will be provided.

We will ensure that you have a chance to review our draft response following the last town hall prior to making our final submission to the Minister on October 17. During this consultation process and the collective creation of the Faculty Association's position on labour relations in post-secondary institutions, we would encourage you to stay informed so that you, too, can add your voice to the changing landscape of our labour relations.



## Sessional Lecturer Ratification Vote

When: To be held this fall

Where: TBA

Prior to the Sessional Lecturers Handbook being sent to electronic vote, a meeting has been scheduled in order to facilitate questions and discussion.

## Fall General Meeting

When: Thursday, December 8, 2016

Time: 12:00 – 3:00pm

Where: TH201

Lunch will be provided and WebEx will be available by RSVP.

## STP Workshop for Chairs & Committee Members

Workshop #1

Monday, September

12<sup>th</sup> 1:00-3:00pm

D633

Workshop #2

Tuesday, September

13<sup>th</sup>

1:40-3:40pm

D633

The presentation will cover the STP process as well as provide advice on chairing a STP Committee and how the STP Procedures relate to the Handbook.

## Fall Convocation

When: Saturday, October 15, 2016

ULFA covers the cost of rentals, but for those interested in purchasing their own regalia can do so through the professional supplement program. You must first order the regalia and then submit an electronic expense claim and a physical copy of proof of payment to Financial Services.

Two suggested regalia sources in Canada are Gaspard and Sons in Winnipeg ([www.gaspard.ca](http://www.gaspard.ca)) and Harcourts Ltd in Toronto ([www.harcourts.com](http://www.harcourts.com)).



## ULFA Member Gala

When: Friday, September 30, 2016

Time: 12:00 – 3:00pm

Where: Markin Hall Atrium

All ULFA Members are welcome to attend, and mix & mingle with their colleagues. Refreshments and snacks will be provided for those who attend.

The guests of honour will be ULFA's new Members who will be introduced to the crowd at 1:00pm.

## Town Hall Meetings on Labour Relations Review

Town Hall #1

Friday, September 16<sup>th</sup>

12:00-2:00pm

E690

Town Hall #2

Tuesday, October 4<sup>th</sup>

1:40-2:55pm

AH100

Town Hall #3

Friday, October 7<sup>th</sup>

12:00-2:00pm

M1090

More information can be found here: <http://ulfa.ca/item/post-secondary-labour-relations-consultation>



Andrea Amelinckx  
*President*



David Kaminski  
*Past President*



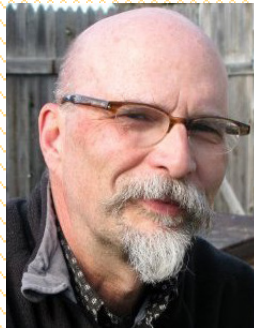
Jon Doan  
*VP/President Nominate*



Ken Vos  
*Secretary/Treasurer*



Dan O'Donnell  
*Chair, Handbooks  
Committee*



Don Gill  
*Chair, Grievance  
Committee*



Paul Hayes  
*Chair, Economic  
Benefits Committee*



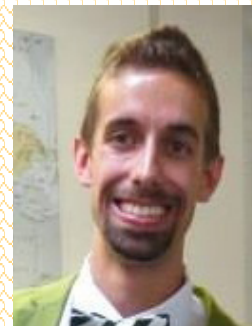
Nicole Eva  
*Chair, Gender, Equity  
and Diversity Committee*



Scott Allen  
*Ombuds Officer*



Annabree Fairweather  
*Executive Director*



Derrick Antson  
*Professional Officer*

Current and past issues of ULFA news are posted on  
the Association's website ([www.ulfa.ca](http://www.ulfa.ca))