

ULFA News



Committee Updates

Read a variety of updates from ULFA's Bargaining Team; Gender, Equity and Diversity Committee; Grievance Committee; and Job Action Committee. And don't forget to check out ULFA's Bargaining Blog: www.ulfa.ca/bargaining

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President's Report

President Jon Doan updates on what has happened in ULFA over the Fall 2018 semester.

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CAUT Forum for Aboriginal Staff

Michelle M. Hogue shares her experience attending the CAUT Forum for Aboriginal Staff on October 19 & 20, 2018.

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President's Report

I hope you enjoyed a peaceful and recharging winter break, and I welcome you back for our Spring 2019 semester. Inside and outside our classrooms, our research spaces, and our service commitments, I am sure it will provide fresh opportunities and new challenges.

Fall General Meeting

Thank you to those who attended the general meeting and participated in the electronic ballot. The motions for bylaw changes passed with the requisite 75% support of the vote and an updated version of the bylaws will be posted to the website at <https://www.ulfa.ca/bylaws>. There was important feedback from the membership on a number of changes introduced in these bylaw, and we look forward to working with the membership to incorporate these suggestions in the future. Also coming from the general meeting was the constitution of the nominating committee and we look forward to the challenging work for our colleagues in the spring. The 2019 Nominating Committee includes Olu Awosoga, Paula Cardozo, Geoffrey Hale, as well as Jason Laurendeau, Jon Doan, and David Kaminski.

Collective Bargaining

As discussed at our Fall General Meeting, efforts here are on-going. Our extended bargaining team has prepared proposals and offered meeting dates from January through April. We are aiming for continued, even accelerating, progress this semester, and you can stay updated at our bargaining blog here: <https://www.ulfa.ca/bargaining>.

In an effort to maintain our communication with members, ULFA bargaining team members will be hosting town hall meetings in Spring 2019. The first of these are targeting our Instructor members, and are scheduled to take place on Wednesday, January 9, 2019 & Thursday, January 10, 2019.

Essential Services Agreement

Negotiations continue on this critically important agreement as well. Thanks to those who submitted their feedback on the member survey. The ESA committee has been scheduling meetings for further discussion with members who report a possible essential service requirement, and we look forward to sitting down with Board representatives to discuss these group findings in the near future.

Farewell to Professional Officer

I hope all members can join me in bidding a fond farewell (plus a giant thanks) to our Professional Officer Derrick Antson. Derrick has been a fantastic contributor to our association activities for the past five years, combining professionalism, organization, and enthusiasm to identify and tackle tasks in a way that has served us extremely well. He will be missed here in the office but we are happy for him as he moves into the prestigious role of Labour Relations Officer at Mount Royal Faculty Association.

I'll close with a reminder about ULFA executive office hours – we are there for your service, and very interested to discuss issues, concerns, ideas, and opportunities that rise to the surface in Spring 2019. We will send out a notice with the updated schedule in the new year.



Jon Doan, *President*

UPCOMING EVENTS & WORKSHOPS

Town Hall regarding Instructors & Academic Assistants

Wednesday, January 9, 2019; 2:00-4:00 p.m.; L1114

~or~

Thursday, January 10, 2019; 1:40-4:00 p.m.; L1114

Join ULFA's bargaining team as they discuss topics relating to potential Handbook language changes affecting Instructors/Academic Assistants. There will be an opportunity to provide feedback.

Annual General Meeting

When: Monday, April 8, 2019

Time: 12:00 – 3:00pm

Where: PE275

The provisional agenda will be circulated 3 weeks prior to the meeting. Lunch and beverages (alcoholic and non-alcoholic) will be provided.

Video conferencing will be offered using the university's WebEx program. This will allow members the ability to attend the meeting from anywhere in the world, whether they are on the Calgary campus, in their office, or abroad on study leave. To attend the meeting via WebEx, make arrangements with Annabree (annabree.fairweather@uleth.ca or 403-329-2578) by April 1, 2019 and she will ensure you receive the meeting invite.

Town Halls

ULFA will be hosting a variety of Town Halls throughout the Spring 2019 semester. Topics will be announced closer to the scheduled dates.

#1 - Friday, January 25, 2019, 1:00-3:00pm,
M1035.

#2 - Friday, February 15, 2019, 1:00-3:00pm,
AH175.

#3 - Friday, March 8, 2019, 1:00-3:00pm,
W565.

#4 - Friday, March 29, 2019, 1:00-3:00pm,
AH175.

Calgary Campus Meetings

ULFA will be hosting a variety of meetings with members on the Calgary Campus. The meetings will take place as follows:

#1 - Wednesday, January 23, 2019, 3:30-6:00pm,
S6025.

#2 - Wednesday, February 20, 2019, 3:30-6:00pm,
S6025.

#3 - Wednesday, March 27, 2019, 3:30-6:00pm,
S6025.

Committee Updates

Grievance

Over the last year we have dealt with many interesting and complex issues. One of the most significant of these concerns members on reduced load, whose increments have been miscalculated over an extended period: the Handbook provides a process for these calculations which, read straightforwardly, begins with the normal process for calculating salaries for members on full load, followed by a reduction proportionate to the actual load of the member. However, as previously reported, for a number of years this reduction has been applied twice rather than once resulting in underpayment of our members' salaries. The administration's position has been that this is the way it should be done, but it has not argued this based on language in the Handbook, instead arguing simply that this is the proper and fair way to do it according to their interpretation. Arbitration of the dispute had been scheduled for the spring of 2018, but the Administration requested that we meet to discuss the issue in a mediated context and see if it could be resolved. We accepted that request, but were very disappointed by the subsequent discussion, which resolved only a small side issue regarding the impact of the miscalculated salaries for members on reduced load on merit pools for all members. We are still waiting for the finalized agreement on this partial resolution. Arbitration is now re-scheduled for April 29-May 1; we hope to report good news about this case later this year.

A second important grievance for us concerns the University's refusal to add COLA to our salaries as of July 1 2018. The 'bridging' provisions in labour law extend an existing contract for up to two years while bargaining continues, and COLA is part of that continuing contract, so we are optimistic about our chances here as well. This grievance is scheduled for a Labour Board hearing in Calgary February 6 and 7, with a resolution conference taking place January 8. We hope (and on the whole, we expect) that we'll soon have good news to report on this front.

During the fall term we also met with administration regarding a request that PAR submissions include details about external, paid professional activities including the amount the members were to be paid under the agreement. Both sides articulated their concerns about the situation, and the administration agreed to revisit the form, removing the request for specific monetary detail. The aim of the new policy, we were told, was to ensure members are aware of risks that can be associated with such contracts- as an example, we were given an account of one case, in which member wound up in a difficult financial situation as a result of an external contract. We continue to hold the position that external work performed can and should be evaluated under one's annual performance evaluation. We also recognize that it is the Member's responsibility to seek permission from the Dean for engaging in external professional activities that receive remuneration of \$1,000 per occurrence or accumulate to more than \$5,000 annually. More information on this can be found in Article 13.10 of the Handbook.

Finally, we have some concerns about membership issues. It is important to ULFA that University employees who do the kinds of work that ULFA members do be members of ULFA. There are currently some University employees who are not ULFA members, but are doing work we believe should be done by ULFA members, and some have expressed interest in becoming members of ULFA. We will be following up on these (and other) concerns in the months to come.



Bryson Brown,
Chair, Grievance Committee

Health and Safety Advisory Committee

Hello!

My name is Katharina Stevens, and I am your representative for the Health and Safety Advisory Committee.

The Committee investigates and makes recommendations about health and safety concerns, so if there is anything you would like me to report to the committee, or request for you, please email me at katharina.stevens@uleth.ca.



Katharina Stevens,
*ULFA's rep., Health and Safety
Advisory Committee*



Committee Updates

Job Action

The ULFA Job Action Committee (JAC) has been active through the fall term and is meeting regularly as negotiations proceed. Committee members include Andrea Amelinckx, Chris Churchill, Robbin Derry, Heather Ladd, Chad Povey, and Ying Zheng, along with co-chairs Kristine Alexander and Rob Kossuth.

As negotiations continue, the JAC has been working to operationalize the recently approved ULFA Job Action Policy [link]. The focus on this work is to prepare ULFA for a possible lockout or strike. Several of the issues the JAC have been addressing include setting the terms of reference for JAC subcommittees that will be required if job action occurs. These subcommittees reflect the JAC's responsibilities during job action including Governance, Finance, Administration, Logistics, and Communication.

According to the ULFA Job Action Policy, the mandate of the JAC is to fulfill "the logistical duties associated with conducting job action." To this end, the committee is tasked with preparing for the possibility of lockout or strike action. These activities include, but are not limited to, securing office space for headquarters (Lethbridge and Calgary), managing picket lines, arranging duties for members and distributing lockout/strike pay, coordinating member access to university facilities, and creating a communication strategy. These and other duties will require the support of all ULFA members if job action occurs.

With the assistance of the ULFA office staff, the JAC has created a preliminary budget addressing expected lockout/strike expenses. The committee is also working to provide ULFA members with as much information as possible including a public presentation at the ULFA Fall General Meeting. As negotiations proceed the JAC will continue the work necessary to insure ULFA is prepared should job action take place. This will require increased coordination between the JAC and the ULFA negotiating team through the spring term. The JAC committee will provide regular updates on job action preparations as negotiations proceed.

ULFA members are asked to contact the co-chairs if there are any questions concerning the activities of the JAC, however we remind the membership that this committee is not directly involved in negotiations.



Kristine Alexander & Rob Kossuth,
Co-Chairs, Job Action Committee



Photo: Job Action Committee.

Ying Zheng, Chad Povey, Robert Kossuth, Kristine Alexander, Annabree Fairweather, Heather Ladd, Andrea Amelinckx [missing: Robbin Derry & Christopher Churchill]



*Photo: ULFA Calgary Campus Volunteers – Fall 2018
Jim Wishloff, Kelly Williams-Whitt, YJ Bao
[missing: Katharine Howie & Robbin Derry]*

Gender, Equity & Diversity

The GEDC continued working on various projects last Fall such as the analysis of the Perception Survey about equity, diversity and inclusiveness sent to faculty last Spring, and a gender characterization of faculty composition by academic unit. We have also started to assess TRC and indigenization initiatives at the University with the goal of identifying areas to which the University could devote energy. Across Canadian campuses, calls to implement the TRC recommendations have resulted in various outcomes of a structural nature such as the creation of indigenous councils, VP positions dedicated to indigenization, cluster hiring of indigenous scholars, curriculum reforms, and others. We welcome anyone interested in these issues to share insights/proposals/ideas with us, and we thank you in advance for your responsiveness when we knock on your doors to ask about them.

Soon you will receive an invitation to complete a Salary Survey. This is primarily designed to collect data about start-up salary since 2006, information which would be made available to incoming hires so as to better guide them through the start-up salary negotiation process. Various sources suggest that this is a main cause of salary inequities in university campuses; thus, incoming faculty can benefit from having access to concrete salary figures and to advice from faculty (which we will ask you to provide if you have experience with that). The survey will also serve to assess teaching workload across academic units, which will help ULFA to better understand disparities in that realm. Thanks in advance for your willingness to complete the survey and work towards an equitable campus!

Many thanks to all faculty who have responded to our questions and that have given us input as we advance our work. As always, all ULFA members are welcome to contact us with ideas or concerns regarding equity, diversity and inclusion at the University.



Andrea Cuellar,
Chair, Gender, Equity and
Diversity Committee



*Photo: ULFA Gender, Equity & Diversity Committee
Heather Ladd, Nicole Eva, Andrea Cuellar, Beth Gerwin,
Jennifer Mather
[missing: Robert Benkoczi, Katharine Howie, Majid
Mohajerani]*

Committee Updates

Bargaining

Bargaining Team Work, Status of Bargaining

The ULFA Collective Bargaining team (Dan O'Donnell; Rumi Graham; Terry Sway; Rob Sutherland; Kelly Williams-Whitt; Joy Morris) has been working very hard since April. For most of the Fall, we spent at least 3 hours every Tuesday and Thursday morning in either bargaining or preparatory meetings, and hundreds of hours went into preparations outside of meeting times.

We have tentatively settled 12 Articles and 1 Schedule, but agreements are coming more slowly now that we are dealing with more difficult issues, meaning we do not anticipate a swift conclusion. You can read more about what has been agreed to and follow the progress of bargaining on our blog at ulfa.ca/bargaining.

“Bridging” Complaint

At the moment, there has been little movement on either side with regard to the most important areas of disagreement. This may change in February-March, when our case on “bridging” before the Labour Board will be heard and a ruling will be issued. “Bridging” refers to the provision in the Labour Relations Code requiring that all working terms and conditions that were in effect at the time when bargaining commenced, remain in effect until a new agreement is reached unless job action takes place or the union is dissolved. It is ULFA's contention and sincere belief that this applies to the COLA (cost of living adjustment) provisions from our 2016-2018 Handbook. If the Labour Board rules in ULFA's favour, which we believe to be likely, the Board of Governors will be expected to pay our members a 2.2% cost of living increase retroactive to July 1, and our salaries will continue at this higher level.

Expedited Package

At the end of October, the Board team asked us what it would take for ULFA to withdraw our “bridging” complaint to the Labour Relations Board. The ULFA team took this question very seriously and proposed that we could prepare an “expedited package.” This package included a number of our key priorities: job security for our most vulnerable members; equity and accommodations; and improvements to health benefits. It also provided cost savings for the Board compared to a loss at the Labour Board. All other articles, except for those on which an agreement in principle had already been reached, would revert to their 2016-2018 language. Unfortunately, after the Board team saw the package, they decided that our positions were too far apart to continue on this basis given what they believe to be the strength of their position in our upcoming hearing at the Labour Board.

Town Halls for Instructors and Academic Assistants

As a consequence of the workload involved in preparing our expedited package, we were forced to cancel two Town Hall meetings that we had planned in November for Instructors and Academic Assistants. These Town Hall meetings have now been rescheduled for the first week of January:

Wednesday January 9, 2-4 p.m. L1114

Thursday January 10, 1:40-4 p.m. L1114

Please attend one or the other if your schedule permits. As part of our efforts to make more language parallel across job categories, we have in mind some changes to the way things currently work for Instructors and AAs. Any changes we propose may not ultimately be achieved in this round of negotiations regardless, but we want to ask you whether or not these specific changes are even desirable.

Organisational Changes

Rob Wood took over Ed Jurkowski's role as co-Chair (with Chris Nicol) of the Board bargaining team on Ed's departure in October.

Dan O'Donnell remains the Chief Spokesperson for ULFA, but stepped down at the end of November from the role of Handbooks Chair. Joy Morris was appointed by the Executive to fill this vacancy for the remainder of the term ending June 30, 2019. Joy brings experience to this position and is a natural fit for the role of Handbooks Chair, considering her role already within the bargaining team.

Communications

In addition to the bargaining blog, we will be holding a number of Town Hall Meetings for all Members at intervals through the Spring semester, to facilitate two-way communication with the bargaining team and the membership. We encourage you to keep yourself informed, and to attend these as you are able. We also encourage you to discuss the status of bargaining with your colleagues - our position at the table is strengthened by the knowledge and understanding, and support, of our Members.

We are looking for Members with close ties to the local community, who would be willing to let us write up profiles about them as part of our communications. If you know such a person, or if you are interested in helping the bargaining team with communications, please contact us directly or through the ULFA office.

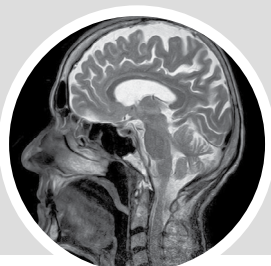


Photo (above): ULFA members gather to stand with AUPE Local 053.

Photo (below): Jon Doan, President, offers words of support.



Dan O'Donnell,
*Chief Spokesperson,
Bargaining Team*



Rob Sutherland,
*Chair, Economic
Benefits Committee*



Joy Morris,
*Chair, Handbooks
Committee*



CAUT Forum for Aboriginal Staff

The Canadian Association of University Teachers (CAUT) holds a conference every two years to enable Aboriginal academic staff from post-secondary institutions across the nation to come together to network and share experiences about being an Aboriginal educator in Eurocentric-based PS institutions. The 2018 forum was held in Ottawa, ON, October 19th & 20th, 2018 and was led by Dr. David Newhouse, CAUT Chair of the Aboriginal Post-Secondary Education Working Group. Originally the conference organizers expected the usual 80 attendees but registration had to be closed at 160 participants for capacity reasons. CAUT was both surprised and pleased. Leading Aboriginal educators and administrators from across the nation were plenary session speakers for this two-day forum which focused specifically on the Truth and Reconciliation Calls to Action: Education (6-12), Language and culture (13-17), and Education for reconciliation (62-65). The forum began with an opening prayer and territorial acknowledgement by Algonquin Elder Claudette Commanda. This was followed by a conference overview by Dr. David Newhouse, CAUT president James Compton and CAUT ED David Robinson. Unlike other like CAUT conferences, each day consisted of a number of plenary sessions throughout the day and only one assigned group discussion circle at the end of the day.

Day 1 – October 19th, 2018

Plenary One: Experiences of New Indigenous Scholars

– newly appointed Indigenous faculty (Tracy Bear UofA and Jennifer Leason, UofC) shared their experiences of the challenges and opportunities they faced as new Indigenous faculty. key to their experience of balancing their workload and commitment to both the academy and community, their need for support, and their feeling that they had to be “everything Indigenous”.

Plenary Two: Advancing Indigenous Academic Staff – this session explored what can be done to promote the expansion of Indigenous academic staff who make up a small percentage of faculty, and how to retain them. Sharon McIvor (Nicola Valley Institute of Technology), Raney Gaywish (UofM) and Jerome Fontaine (Sagkeeng First Nation) shared their experiences and thoughts. Key points were around mentorship, ensuring fair and transparent hiring, Indigenous peer-directed hiring and guaranteeing appropriate career training and support for new and advancing faculty. Recognition of community commitments was key to being equitably recognized as academic contributions.

Mark S. Docstator, President of First Nations University of Canada, gave the keynote address for day one which focused on implementing the CTAs of the TRC specifically what has been done and what more needs to be done.

After the Keynote, participants broke to their assigned discussion circles to share their experiences at their own respective institutions, around indigenizing the academy. These were shared broadly after reconvening.

Summary of Broad Themes of Discussion Groups (Synthesized by CAUT)

- Support: To overcome isolation and racism, Indigenous faculty, elders, knowledge keepers and students must support one another and receive support from non Indigenous faculty. In addition to mutual support, institutions and governments also had to increase financial and material support for overburdened Indigenous/Indigenization programs
- Community: Indigenization is inextricably linked to community, it must be embedded in Indigenous communities and connected to the land. Indigenization also requires respect and recognition of Indigenous knowledge systems.
- Indigenous Leadership: Indigenization cannot occur without Indigenous people in leadership rolls developing content and occupying positions with decision making power. Non Indigenous allies play an important but secondary role.
- Employment terms and conditions: Recruitment, hiring, and promotion and tenure processes must be reformed to provide Indigenous academic staff career advancement equal to their non Indigenous colleagues. Prospective Indigenous faculty must have opportunities to gain classroom teaching experience. The volunteer/service work of Indigenous faculty must be properly recognized, and Elders and Knowledge Keepers adequately compensated by institutions. CAUT must develop and collate best practice collective agreement language in these areas

Day 2 – October 20th, 2018

Plenary Three: Focused on Indigenizing the academy with respect to adopting policies and practices (with voice not tokenism) that involve Indigenous Peoples at all levels and incorporating Indigenous knowledge in all aspects of campus life. Wanda Wuttunnee (UofM), Cash Ahenakew (UBC), Robin Vose (St. Thomas U) and Adam Gaudry (UofA) spoke to the progress their universities have made, and the role academic staff can make in supporting the goal of proper Indigenization.

Plenary Four: Focused on Indigenous knowledges and languages in the classroom. Where and how do they fit and the implications of using such knowledges were key to the presentations. David Newhouse (Trent U), Paul Jones (CAUT) and Judy Thompson (UNBC) talked about how universities can facilitate Indigenous scholars, students and communities to bring their knowledge and language into the academy. A particular focus was on copyright and intellectual property and how these can serve to help or pose barriers to academic freedom. Trent University has been a key pioneer to Indigenous academic success on many levels.

Julie Williams Senior Policy Analyst for Education, Assembly of First Nations spoke in place of National Chief Perry Bellegarde. Under the Trudeau gov't the AFN leads the PS file and a national task team has been established to address the unique needs of FN students particularly in remote communities. One of the key challenges is that many Indigenous students don't have the education skills and level to enter PSE. There is a focus on Transition Programs – UofL was mentioned as having an excellent one. 32,000 FN students across the nation are currently enrolled in some type of PSE and 23,000 receive some funding (less than \$3,400/yr for those funded – still at the same level as 25 years ago). The CTAs call for adequate funding and wrap around supports, culturally relevant and accessible education. Sadly the gap is actually increasing not closing. This is a key critical issue that needs to be addressed given the expected number of Indigenous school age children in 2018 already.

Plenary 5: Focused on the state of PSE Indigenous studies programs in Canada. While there is much talk of indigenizing and funding, most IS programs haven't been the recipients of the monies and they are often service for other programs rather than stand alone equitable programs. Jacqueline Romanow (UofW), Natasha Simon (St. Thomas U) and Don McCaskill (Trent U) shared their thoughts and experiences on what needs to be done to strengthen these programs.

Plenary 6 was a discussion circle of needed outcome and wrap up of next steps.

In comparison to other Aboriginal Academic Staff CAUT conferences this by far had the greatest attendance and conversation. There were significantly many more non Indigenous staff in attendance and the conversation was significantly more intense around Indigenous academic experience. While there has been some improvement, marginalization, lack of voice, lack of support and lack of recognition for Indigenous scholarship as being unique and culturally and community based remains an issue. Importantly and disconcertedly was the experience of lateral violence.

This conference is an important conference as a support for Indigenous academics as well as allies. However every two years (in this case 3 as the last one was in 2015) is too far apart as we continually revisit the same questions rather than have collaborative strategies for moving forward. One of the outcomes suggested were perhaps smaller groups that could meet locally more often or a central website for collaboration and discussion. This would be beneficial to new faculty in particular but also for continuity. There are so few Indigenous faculty across the nation and while this has improved, there needs to be a national accessible support system.

Once again, thank you for the support and the privilege of attending this very important conversation.

E'kosi,



Michelle M. Hogue,
*Coordinator First Nations'
Transition Program*



Copyright Corner

Statutory Review of the Copyright Act

Included in the latest set of major amendments to the Copyright Act enacted in 2012 is the requirement for Parliament to review the Act every five years. Thus, in December 2017, the Ministers of Innovation, Science and Economic Development and Canadian Heritage jointly directed the Standing Committee on Industry, Science and Technology (INDU) to conduct the first statutory review.

In essence, the goal of the statutory review is for INDU to recommend evidence-informed ways to improve and protect the Act's delicate balance between just rewards for creators and the public interest in an educated citizenry and thriving creative communities. It is particularly noteworthy that the Ministers' mandate letter to the INDU Chair contained the following words of caution:

Market disruption has often driven copyright reform. . . . We respectfully suggest that the Copyright Act itself might not be the most effective tool to address all of the concerns stemming from recent disruptions.

Alongside its own statutory review, INDU invited the Standing Committee on Canadian Heritage (CHPC) to conduct a study on remuneration models for artists and creative industries.

INDU spent most of 2018 holding a series of public consultations that ended in mid-December. It heard testimony from more than 200 witnesses from targeted sectors such as education, publishing, visual arts, software, and telecommunication, from stakeholder groups such as Indigenous communities and interest groups, and from the legal community and professional associations. As well, all Canadians were invited to contribute written briefs. As of this writing, more than 180 briefs have been submitted, including one from the U of L which can be found [here](#).

In light of the ongoing [Access Copyright vs. York University](#) case, it was no surprise to see [fair dealing](#) spotlighted in much of the witness testimony and written briefs from the educational and publishing sectors. For their part, publishers, author societies and copyright collectives argued that Access Copyright's greatly reduced licensing revenue is a consequence of the 2012 amendment to the Act that saw "[education](#)" added as a new fair dealing purpose.

That is, many authors and publishers and Access Copyright see a cause-and-effect relationship between the expansion of statutory fair dealing in 2012 and the post-2012 decision of the majority of the Canadian public education sector to opt out of blanket licensing. In this view, educational copying under current fair dealing guidelines (like that of York University and the [U of L](#)) amounts to free-riding on the backs of Canadian authors, many of whom, even before 2012, were barely eking out a living from their writing.

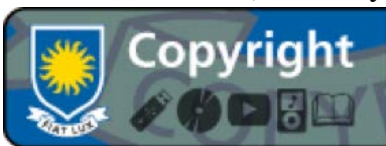


Despite the compelling nature of this story, factually, it is just that. In the text of his [December 3 INDU testimony](#), Ariel Katz notes three uncontroversial facts: a) most Canadian educational institutions outside of Quebec have moved away from blanket licensing, b) Access Copyright's blanket licensing revenue has declined significantly since 2012, and c) most of Canada's freelance writers continue to earn very little from their writing. Where authors and publishers see causal relationships between these facts, the actual operational experiences of schools, colleges and universities reflect a much more complex environment in which there are many more relevant facts than just these three.

To expose commonly heard myths and half-truths about the import of the 2012 amendments and the kinds of educational resources used today, Michael Geist recently wrote a 10-part series of evidence-based blog posts he calls "Misleading on Fair Dealing." For convenience, links to all 10 posts are listed here, which I recommend to all ULFA members, especially Parts 6 and 10.

- [Part 1](#): Access Copyright's inconsistent claims on the legal effect of the 2012 fair dealing reforms
- [Part 2](#): Why Access Copyright's claim of 600 million uncompensated copies don't add up
- [Part 3](#): Data shows books are rapidly declining as part of coursepack materials
- [Part 4](#): The shift from coursepacks to digital course management systems
- [Part 5](#): The multi-million dollar educational investment in e-book licensing
- [Part 6](#): Why site licenses offer education more than the Access Copyright licence
- [Part 7](#): [Geist's] appearance before the Standing Committee on Canadian Heritage
- [Part 8](#): The Access Copyright fight against transactional licensing
- [Part 9](#): The remarkable growth of free and open materials
- [Part 10](#): Rejecting Access Copyright's demand to force its licence on Canadian education

If you would to chat about how any of the above blog posts relate to the U of L's copying environment or if you would like assistance with copyright matters in your teaching, research or other U of L work, as always, please feel free to contact me.



E-mail: copyright@uleth.ca
Phone: 403-332-4472
Website: www.uleth.ca/copyright



Rumi Graham,
University Copyright Advisor



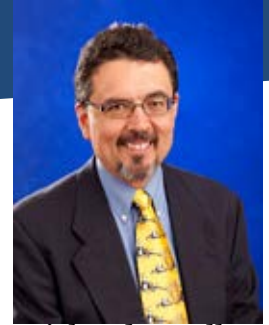
Jon Doan
President



Andrea Amelinckx
Past President



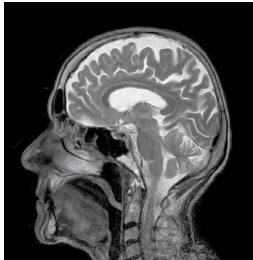
David Kaminski
VP/President Nominate



Richard Mueller
Secretary/Treasurer



Joy Morris
*Chair, Handbooks
Committee*



Rob Sutherland
*Chair, Economic
Benefits Committee*



Bryson Brown
*Chair, Grievance
Committee*



Andrea Cuellar
*Chair, Gender, Equity
and Diversity Committee*



Dan O'Donnell
*Chief Spokesperson,
Bargaining Team*



Jim Wishloff
Ombuds Officer



Annabree Fairweather
Executive Director

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

