



What's new

September 2020 ULFA News



Members of ULFA's Executive and Staff at the Annual Change-Over Meeting in June, 2020

Message from the ULFA President

The ULFA Executive spent time this summer assessing the organizational structure of ULFA along with operational processes, and membership engagement. We've identified a number of areas where we need to make improvements (i.e. communication with the membership and local community, adding a third staff member to assist with grievances, etc.). We've met with three public relation (PR) firms to explore possibilities for developing a formal communications strategy. In addition, we are undertaking some longer-term strategic planning and working to solidify foundational elements that will help to guide the Association going forward. Some of the committees continued their work over the summer (e.g. Grievance Committee, Bargaining Resource Committee, etc.). Please refer to the specific Committee Reports provided in this newsletter.

[Read Claudia Steinke's Message to Members](#)

Copyright Corner, September/October 2020

Welcome to a new school year! This one seems bound to be exceptional in many ways, and I'm sure we will all learn many useful things about teaching, learning, and researching effectively in mostly online settings. In this column I share **information that may help you navigate some copyright-related aspects of your fall courses.**

[Read Copyright Corner](#)



Bargaining Resource Committee Report

As you are aware, our Collective Agreement expired on June 30th, 2020. ULFA spent the preceding year developing a bargaining mandate through one-on-one discussions, town halls and an opinion survey. The three key issues your colleagues raised were salary inequities, improving benefits and addressing workload. Collegial governance and equity, diversity, and inclusion issues were other issues that topped the list. The bargaining mandate was presented at our Annual General Meeting and voted upon with 94% in favor.

Bargaining was largely delayed over the summer due to physical distancing restrictions and significant staffing changes amongst the senior administration on the employers side.

[Read full update](#)

Grievance Committee Report - September 2020

The Grievance Committee has had a busy summer as member concerns continue to be on the rise, with relatively few having been resolved to date. We have worked on fifteen different concerns that range from issues of academic freedom, sessional rights of first refusal, movement of members between sessional and term instructor to avoid offering continuous positions, over extension of member discipline, assurance of safe work environments, age discrimination, assignment of duties and concerns over materials placed in a member's personal file.

Most of these issues are still in the process of discussion and hopeful resolution with the Administration. Unfortunately, one issue, that of supervisory overreach of member discipline remains contentious and will move to arbitration.



Gender, Equity and Diversity Committee Report September 2020

The GEDC has been very active. In June we advised ULFA's negotiating team on approved mandate items related to equity (specifically: examining salary inequities; revisiting summative use of teaching evaluations; implementing bias training for Chairs and academic administrators; and revisiting parameters used for evaluating Indigenous teaching and research). GEDC and ULFA also communicated with members on the disproportionate impact of Covid-19 on equity-seeking groups, and stated solidarity with anti-racist movements in support of our Black, Indigenous, and People of Colour (BIPOC) members.

[Read More](#)

ULFA Academic Award

This award is for students who are the spouse, common-law partner, child, or step-child of ULFA Members and are enrolled full-time at a post-secondary institution. The award amount depends on the number of qualifying students, but is at a minimum equivalent to one 3.0-credit UofL course.

Deadline for [Application](#) is September 30th.

Submit the completed application to awards@uleth.ca

Important Dates:



STP Workshop for Chairs and Committee Members
September 23, 1pm

Calgary Virtual Open House
September 25, 2pm

ULFA Virtual Water Cooler
September 29, 12pm

New Member Orientation
September 30, 3pm

STP Workshop for Chairs and Committee Members
October 1, 11am



NDP's PSE review

1. Alberta has a wide variety of post-secondary institutions and programs demonstrate that a 'one size fits all' approach won't help when it comes to ensuring our institutions and programs continue to be world class. From your organization's perspectives, what are the key challenges that the provincial government needs to step up and address to support the work of Alberta's diverse postsecondary system? The most important challenge to Alberta's PSE system is to maintain the quality and accessibility of post-secondary education for all Albertans. Our largest research universities....

[Read full report](#)

ULFA Contact Information

*****With the current COVID-19 pandemic ULFA is attempting to limit all non-essential interactions. The ULFA office is closed indefinitely. However, ULFA staff remain working and can be reached by email*****

Staff:

Aaron Chubb: officer@ulfa.ca
Executive Officer

Eva Cool: admin@ulfa.ca
Administrative Officer

WE'RE ALWAYS HAPPY TO HEAR FROM YOU!

ULFA Website

Academic Staff Collective Agreement

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Our email address is:

ulfacultyassociation@gmail.com

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