



*Great blue heron (ardea herodias) & ochre sea star (pisaster ochraceus), South Moresby Island Haida Gwaii. Photo: Ted Binnema*

## ***“ALERTNESS, PREPARATION, AND SOLIDARITY”***

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### **Message from the President**

***Stephen Rader***  
*Professor, Chemistry*  
*President UNBC-FA*

Dear Colleagues,

It would be easy, in these turbulent times at UNBC, to let our attention waiver from our goal, namely to at last correct the horrible salary structure with which we have suffered for years. And the distractions are legion, including the Administration’s attempt to bargain directly with you, our members (which is illegal); their violation of the Memorandum of Understanding they signed mere weeks ago on the Early Retirement Offer; the nearly 30 case files opened this year to deal with complaints, investigations, and grievances; and their

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dissembling about what they proposed in their “final” offer, just to name a few. As they say, if you are not outraged, you are not paying attention.

Yet this is not the time to be distracted, for two reasons. First, our cause is just. Indeed, it is so just that our administrators themselves have been saying for several years that our salaries are the number one enterprise risk for UNBC. They have signed an understanding with the Faculty Association agreeing that our salaries should be at the 50th percentile of our comparators. Since both sides agree, there should be little obstacle to reaching a fair, negotiated contract.

The second reason not to be distracted is that we hold the power in these negotiations, thanks to your unwavering support. The unanimous vote of confidence in your bargaining team last week, and re-assertion of your support for our bargaining priorities, allow us to continue our steady march towards success, and make laughable the idea that we would give up the rights - such as the protections of our sessional colleagues - that we won in the last round by going on strike.

In my naïve early days in this position - like last year - I thought that contract negotiations were an exercise in reasoned discussion and dispassionate debate, in which the side that marshalled the most convincing evidence would sway the other through force of logic.

They are not—or at least, not entirely.

Negotiations involve discussion, argument, and persuasion. But ultimately, and particularly when impasse looms, contract negotiations are an exercise in power. So long as we stand together, each of us clearly focused on our common objective, we will be successful. We may have to ratchet up the pressure. We may need to appeal for the help of allies. But we will succeed, because our cause is just.

President Weeks has said so.

In this newsletter, former Acting VP Paul Sanborn, to whom we all owe an enormous debt of gratitude for his two tours of duty in that role, describes the high state of readiness to which he has brought the Action Committee. Jacqueline Holler, President of CUFA-BC, provides a provincial take on student opinion surveys in light of the Ryerson arbitration decision, and discusses her presentation to the Standing Committee on Finance on casualization in the academy. Chief Negotiator, Ted Binnema, shares some of your messages of support. And your Grievance Officer, Catherine Nolin, gives a brief update on the status of grievances.

Speaking of the Grievance Officer, I would like to welcome our new Assistant Grievance Officer, Jacqueline Holler. The AGO position was created to help us cope with the upsurge of Collective Agreement violations to which we have been forced to respond. We would much prefer that this Administration would simply follow the Agreement, but we will never shirk from defending the values that define the academy, such as your right to identify yourself as a UNBC employee through the use of letterhead, even – in fact especially – when addressing controversial issues.



Also, a big welcome to our new Executive, who took office July 1. Nathan Andrews and Brian Menounos join the directors as Members at Large, and Catherine Whalen takes office as the FA's Treasurer. The remainder of the Executive Committee includes returning members Paul Siakaluk, now promoted to VP, Monica Mattfeld, Bruce Bidgood, Trina Fyfe, Jenia Blair, Art Fredeen, Jacqueline Holler, Catherine Nolin, and of course Yours Truly as President. Donna Sindaco, Executive Director, and Christa Florell, Professional Services Officer, continue as the staff who keep your Association running day to day.

Finally, a huge thank you to our members who are stepping down from the Executive. Sylvia Barton, served as Treasurer, Kristen Guest as Member at Large, and Paul Sanborn as Acting VP. Please join me in thanking them for their service to your Association. Without our stalwart and dedicated volunteers, we are nothing.

I hope you are having a productive summer and finding some time to relax and recharge.

*Hail to the Chief!*

**Chief Negotiator Ted Binnema scrutinizes a costing spreadsheet at bargaining.** Photo: Donna Sindaco.

**UNBC FA Executive Committee**  
**July 1, 2019 – June 30, 2021**

<i>President:</i>	Stephen Rader
<i>Vice President:</i>	Paul Siakaluk
<i>Past President:</i>	Jacqueline Holler
<i>Secretary:</i>	Monica Mattfeld
<i>Treasurer:</i>	Catherine Whalen

*Members at-large:*

<i>Faculty rep</i>	Nathan Andrews
<i>Faculty rep</i>	Art Fredeen
<i>Faculty rep</i>	Brian Menounos
<i>Librarian rep</i>	Trina Fyfe
<i>SLI rep</i>	Jenia Blair
<i>Term rep</i>	Monica Mattfeld
<i>Regional rep</i>	Bruce Bidgood

<i>Grievance Officer:</i>	Catherine Nolin
<i>Assistant Grievance Officer:</i>	Jacqueline Holler
<i>Executive Director:</i>	Donna Sindaco





## “In solidarity...”

### Members’ Messages of Support

**Ted Binnema**

*Professor and Chair, History*

*Chief Negotiator and CAUT Defence Fund Trustee, UNBC-FA*

The Faculty Association’s bargaining team thought it would be great to share with you a sampling of the messages of encouragement and support that we have received over the past few weeks. While we were not able to include all of them for reasons of space, we hope that you will get a sense of how buoyed we were as these messages tumbled into our inboxes. We also think that you, like us, might find them useful for sensing how unified and solid we now are.

We received many amazing messages during an intensive week of bargaining (17—21 June):

- *I wish to provide my heart-felt support for the sustained efforts on the faculty negotiations. I realize this week (Mon June 17-Fri June 21) has been very busy for all of you. Thank you for all the work you have done, and continue to do.*
- *I know that this has been a strenuous week and just wanted you all to know how very much you are appreciated for your work on behalf of UNBC faculty. I am proud to be represented by such smart, principled people, and support entirely your determination to uphold the interests of our members.*
- *We realize this is the last day this week of full on bargaining and have been thinking about what that must be like for you. The value to the UNBC faculty is immense and we appreciate your efforts so much.*
- *I just wanted to say thanks for giving up so much of your time and energy for the sake of the membership. I really appreciate it!*
- *We are aware that you have been engaged in long, long days of negotiations with administration this week. We would like you to know that we are with you every moment and we greatly appreciate your hard work, which at times can be very challenging. We know that you are working with all your efforts on our behalf to negotiate better salaries and to maintain our rights as faculty, which are our life-lines. Solidarity! We are behind you!*
- *I wanted to send big thank you for taking on such an enormous task on behalf of all faculty members. I am so grateful. I know I don’t have to ask you to stay strong so let me just say I support your direction and vision 100% and I’d be proud to stand on a picket line to defend it.*
- *I would like to express my personal thanks, as well as on behalf of [my department], for your hard work you are doing on our behalf. I seriously can’t fathom the frustration you go through during this process, but I am extremely grateful that you not only do it, but do it with such good cheer. I was visiting with old friends this past weekend and a couple of them were bashing unions for various reasons. I was able to tell them how much I appreciated belonging to a union and all the protections my membership affords me in my work. Another friend is at the U of Calgary and she said the same thing. So, what you are doing is very important for so many of us. Again, thank you!*



- *I understand that you are in lengthy sessions each day this week and expect that these are tough/rough hours. Please know that all of us outside those rooms appreciate your efforts on our behalf, especially when it is tough going... I know how important it is to have good language in the Agreement to protect faculty members & how hard it must be to keep it in. Thank you for your principled participation in this difficult task.*

Some who couldn't make the well-attended extraordinary meeting sent their solidarity:

- *I cannot make the extraordinary meeting, unfortunately. But I want to express my sincere gratitude and steadfast support to the FA bargaining team. It sounds as though negotiations have heated up, and I want our team to know they have my support and appreciation. These are the times we hold strong to make real progress for working lives of our members, and the well being and success of the university.*
- *I won't be able to attend this Thursday's meeting... It is disappointing to hear that the negotiations are stalled but I'm happy that the bargaining team remains committed to representing the interests and expectations of our faculty members... Hopefully, UNBC will become more reasonable in the next few days but, if not, it will be good to know what the next steps are and how I can support the bargaining team's efforts and my fellow faculty members.*
- *I will be on an airplane on Thursday so I will miss the [extraordinary] meeting. But I want to take this opportunity to express my appreciation and full support for the ongoing efforts of our negotiating team/the FA to secure a contract that includes what I think are reasonable and just proposals. It is disappointing to hear how things have unfolded this week. I firmly believe that we cannot give up essential language nor demands for meaningful restructuring of the salary grid nor other critical proposals that the negotiating committee has put forward on our behalf (following substantial consultation with all "groupings" within the FA) – nor should we abandon the grievances. We all want a successful conclusion to these negotiations but not at the expense of vital contract language, benefits and compensation. We owe it to ourselves and future FA members to stand strong for what we know are reasonable, just demands.*

Here are messages sent from members after the extraordinary meeting:

- *I walked away from that meeting knowing we are in good hands...not that I had any doubts previous to this shake up...but... yesterday was, yet, another positive pivotal point for the UNBC FA. The members in attendance...physical or via phone... clearly support and trust the direction you folks are taking regarding the negotiation process. Yesterday was a huge expression of our desire to stay strong and steady with solidarity within our FA.*
- *I just wanted to add my name to the list of enthusiastic supporters for the work you are doing on our behalf! I attended the meeting yesterday over the phone, and was heartened by the outpouring of support. I am in full agreement of our goals of achieving sector-norm salaries without compromising work conditions, freedom of speech provisions, or any of the hard-won items from the last round of bargaining (which I was not a part of). Consideration of all FA members and their positions is also greatly appreciated.*
- *Thank you so much for your courage, tenacity and accuracy on behalf of all of us!! The dual communication strategy and your corrections remind me of the Netflix show "Suits" where competitive lawyers battle through strategizing legal and not-so-legal tactics to undermine each other and social*



*justice. In solidarity for our micro FA social justice efforts and the global ramifications for all who walk the “road less traveled.”*

- *I just wanted to show my 100% support to the association. I have never been part of a union before, and I was not a fan at first. However I am completely converted, and you have solidarity. I am overwhelmed by appreciation.*
- *I attended yesterday’s extraordinary membership meeting. Thank you for the update. The information you provided was very helpful. I want to add my name to the long list of people who have expressed their full support of the bargaining team to fulfill its mandate as prescribed by the FA membership: that we achieve sector-norm salaries without compromising the sector-norm non-monetary terms and conditions of work. As mentioned during the meeting, we must have as much, or more, resolve in this round of negotiations as we had in the last round. As a member of the UNBC FA, I am prepared to do what is needed to fulfill the mandate. You have my full support.*
- *At the end of the presentation today Ted mentioned that you do nothing without thinking of us looking over your shoulder. Know that on the membership end the metaphor goes like this: we stand behind you and have your back. I hope you all get some well-deserved down time this summer.*

And on that note, the members of the UNBC-FA Negotiating Committee (Ted Binnema, Chief Negotiator; Jacqueline Holler; Umesh Parshotam; Matt Reid; and Donna Sindaco) wish you a peaceful, productive, and happy summer.

In solidarity!



***Team members at the bargaining table.*** Photo: Donna Sindaco



## **Action Committee Update: Veterans of 2015 Return to Lead Negotiations Support Committee**

***Paul Sanborn***

*Associate Professor, Ecosystem Science & Management  
A/Vice-President (to 30 June 2019), UNBC-FA*

In my final report before handing over to our new Vice President, Paul Siakuluk, I'm pleased to provide this update on the Action Committee's preparations for supporting the work of our bargaining team.

This past winter, we compiled a comprehensive strike manual, which pulls together resources from CAUT and allied faculty associations elsewhere in Canada, along with lessons learned from our experiences on the picket line in 2015.

Next, we recruited Chairs and Vice-Chairs for the four critical support committees. On behalf of the FA Executive, I want to thank these nine colleagues for their willingness to serve in these essential roles. All are veterans of our first job action in 2015, and in at least one case, have extensive experience as a rank and file participant in multiple strikes elsewhere in the education sector.

### ***Strike Services Committee***

Jon Swainger (Chair)

Mike Murphy (Vice-Chair)

This committee handles the nuts-and-bolts details of the physical infrastructure for a successful strike – from renting porta-potties to equipping a strike headquarters!

### ***Picket Line Committee***

Art Fredeen (Chair)

Dawn Hemingway (Vice-Chair)

Bruce Bidgood (Regional Representative)

Making sure that picket lines are staffed, scheduled and running smoothly is the heart of any successful job action, and that's this committee's responsibility. In recognition of the special circumstances of our regional colleagues, this committee also has a regional representative.

### ***Strike Finance Committee***

Sylvia Barton (Chair)

Catherine Whalen (Vice-Chair)

Keeping on top of the budget and ensuring that strike pay is provided promptly and accurately is this committee's role. We're fortunate that our former FA Treasurer has stepped forward to Chair this committee.



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### **Communications Committee**

Brian Menounos (Chair)

Zoe Meletis (Vice-Chair)

Beyond its responsibilities for arranging communications services, and preparing picket signs, leaflets, and media advertising, this committee will ensure that the FA has a strong presence on social media.

So thanks again to all of the above for stepping forward. In the coming days, they'll be recruiting members for their committees, so please pitch in and do your part!



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### **The UNBC-FA Grievance Landscape**

***Catherine Nolin***  
***Associate Professor and Chair, Geography***  
***UNBC-FA Grievance Officer***

I want to briefly discuss the range of grievances, complaints, and investigations that make up the grievance landscape in 2019. The Grievance Office, along with the Grievance and Arbitration (G & A) Committee, deals with a wide range and diversity of issues throughout the year. 2019, though, has been a year like no other. Figure 1 illustrates that, at the end of March 2019, only 3.5 months into 2019, we faced almost the same number of issues (14) as in all of 2018 (16). Now, more than six months into 2019, I can report that we have more than 25 active files.

#### **Investigations**

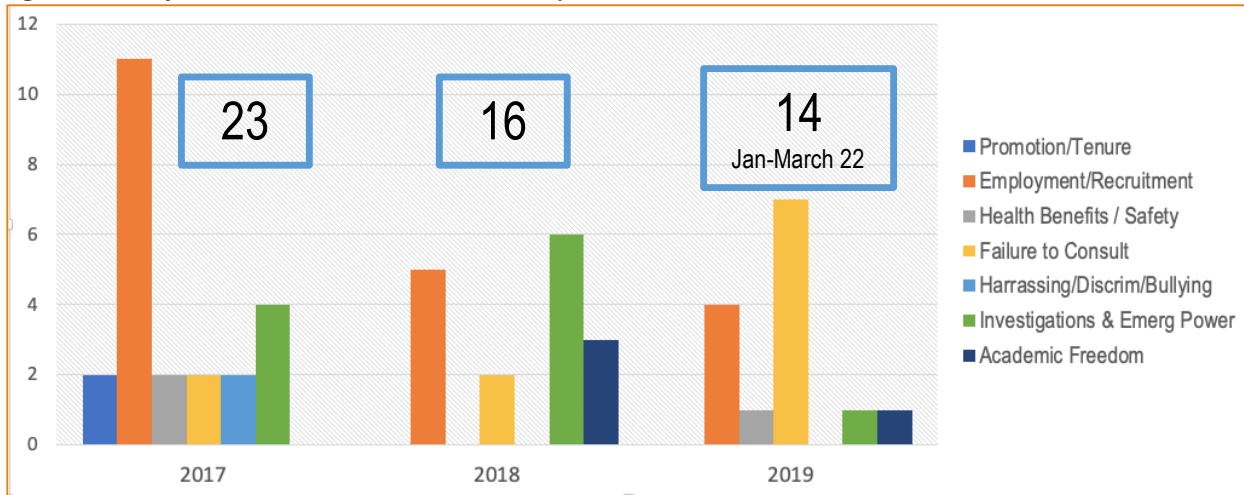
At the moment, we are supporting two faculty members who face three active **investigations** of complaints brought against them. We are assisting one faculty member through two investigations resulting from complaints brought by a former graduate student and a current graduate student who were both advised to go directly to Human Resources (HR) rather than follow proper academic channels (outlined in Articles 34 & 35 of the Graduate Student Academic Calendar). We have major concerns with the investigation of another faculty member that is headed up by a Senior Human Resources Consultant rather than by a Dean or Dean's designate.



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Figure 1. Subject Matter of Grievances at April 2019



### Arbitration

Three grievances are proceeding to **arbitration**. The first is the Acting Chairs grievance that is being heard through expedited arbitration with the BC Labour Relations Board (LRB) on October 1 & 2, 2019. Acting Program Chair appointments shall normally not exceed one (1) year, yet the Employer has gone well beyond this time period in several recent appointments, often bridging into time periods reserved for Program Chairs. The Teaching Salary Mass (TSM) grievance will be heard on May 7 & 8, 2020 related to the Employer's actions in exceeding the percentage of teaching salary mass (TSM) paid to term instructors in the reported years 2014-2015, 2015-2016 and 2016-2017 by more than the agreed-upon 18%; meaning that sessional instructors are being hired to teach courses rather than tenure-track faculty. And the third case going to arbitration (with no dates set yet) relates to the termination of employment (via email!) of a full professor on long term disability and the lack of accommodation for a return-to-work plan.

The UNBC-FA Executive Committee recently approved the motion to send three more cases to arbitration: (1) grievance of the appointment of an Acting Director (rather than Acting Chair) to the School of Education; (2) grievance on a violation of the sessional roster and the unwillingness of the Employer to commit to a just remedy; and (3) our grievance related to the violation of the Collective Agreement for the lack of payment of Professional Development Allowance (PDA) for sessional faculty members.

With these three new cases moving to arbitration, the UNBC-FA now has six cases moving to this necessary but expensive route to resolution. The UNBC-FA President will be reaching out to CAUT this summer to seek financial assistance during these challenging times at UNBC. The legal and financial support extended to the UNBC-FA by CAUT during our Emergency Powers grievances meant that all of those grievances were resolved to the satisfaction of both parties. In the recent arbitration case related to academic freedom and the use of UNBC letterhead, thanks to CAUT's expert legal assistance and financial support, the Association was able to win an important positive result. The Consent Award provides a strong affirmation of our members' academic freedom to express their personal views on matters that may or may not be related to their areas of expertise. The Award states that *Faculty are entitled to use UNBC letterhead, and/or their academic*

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*designations, for their expressions of their personal views, if they choose to do so.... Faculty who express their personal views on matters over which they wish to claim academic freedom will include an explicit statement to the following effect: The views expressed here are mine, and are not necessarily those of UNBC. These positive outcomes may not have been possible without CAUT's support.*

These new cases demonstrate the Employer's willful violation of several articles of the Collective Agreement that have profound implications on our work environment (firing of a full professor by email, creation of Academic Director position outside of the Collective Agreement, more sessional positions rather than hiring tenure-track positions, ongoing Acting Chair positions rather than the stability of a Program Chair) and the Employer's unwillingness to offer remedy.

### **New Grievances**

Several **new grievances** are being discussed with the Employer in the next couple of weeks and they involve the appointment of an Acting University Librarian with no consultation with Librarian members and with no qualifications to serve in this position; an Administrator taking on the work of UNBC-FA members (teaching above allowable SCHs); and violation of the Memorandum of Understanding (MOU) related to the Early Retirement Offers (EROs) and Voluntary Exit Packages (VEPs).

### **Assistant Grievance Officer**

The Grievance Officer (GO), G & A Committee, and UNBC-FA Executive have been extremely busy on this front. The investigations' support, work to prepare for arbitrations, and active engagement on grievances are but part of the picture. The Grievance Landscape also involves the issuing of formal complaints to the Vice President Academic & Provost, meetings with faculty with concerns about their work life, work to bring informal resolution to conflicts and disputes, and so forth. The GO is appointed by the Executive and is a non-voting member of the Executive to serve as a link between individual members and the FA's Grievance and Arbitration Committee. The case load for our UNBC-FA Grievance Officer has become so high that the Executive Committee recommended and voted in favour of the creation of an **Assistant Grievance Officer (A-GO)** position to start July 1, 2019. I am very pleased to share with you that our new Assistant Grievance Officer is **Dr. Jacqueline Holler**.





## National Solidarity on Urgent Issues: Recent CAUT Advocacy

The Canadian Association of University Teachers engages in advocacy on a wide variety of issues relevant to faculty across the country. UNBC-FA members may be interested in these recent releases from CAUT, the first of which concerns fair dealing and copyright, and the second of which confirms the tremendous importance of academic freedom to the public interest.

### CAUT condemns Heritage report on copyright

(Ottawa – May 17, 2019) The Canadian Association of University Teachers (CAUT) is alarmed by recommendations released this week by the Standing Committee on Canadian Heritage regarding copyright law in Canada.

The report, though produced by a committee mandated to take into consideration the broad range of stakeholder interests — including creators, the public, educators and students — focuses entirely on the interests of big publishers and their lobby groups.

“The report puts the financial interests of publishers over the rights of students and teachers,” says CAUT executive director David Robinson.

The report makes a number of contentious and alarming recommendations, including rolling back fair dealing rights, extending copyright term, and increasing damages for infringement (even for accidental and minor, non-commercial violation of copyright), while also creating several new rights and payments for publishers.

“Restricting user rights is no way to genuinely support independent Canadian creators, and would have a significant negative impact on scholarly communications and the exchange of knowledge,” Robinson says.

He notes the report demonstrates little understanding of the legal development of fair dealing — the existence and parameters of which have been confirmed by the Supreme Court of Canada — and ignores the reality at Canadian schools, universities, and colleges across Canada.

“Students and schools are paying unsustainable and unfair amounts of money to publishers. Fair dealing is a necessary carve-out that allows appropriate sharing for educational purposes, yet this too is under attack,” Robinson says. “The claim that fair dealing has anything to do with publishers’ declining profits or the struggle that some creators face in making a decent living is demonstrably false. The recommendations should be rejected in favour of a more balanced and fair approach to copyright law.”

#### Media contact:

Lisa Keller, Communications Officer, Canadian Association of University Teachers; 613-726-5186 (o); 613-222-3530 (cell)



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## CAUT condemns dismissals at Maritime College of Forest Technology

(Ottawa – July 5, 2019) The Canadian Association of University Teachers (CAUT) is raising concerns about academic freedom at the Maritime College of Forest Technology in New Brunswick following the recent dismissal of two teachers.

Wildlife biologist Rod Cumberland was fired from his teaching post on June 20. On July 3, Gerald Redmond, the former director of the school who was still teaching there, publicly stated that the College's dismissal of Mr. Cumberland was likely in retaliation for his outspoken criticism of the herbicide glyphosate. Mr. Redmond also said he "felt pressure from the board of governors in several instances, to try to sanction Rod for his outspokenness on the glyphosate herbicide." The next day, the College informed Mr. Redmond that his services were no longer needed.

CAUT says that the academic freedom of both teachers has been violated, and that they have been denied due process in the manner in which they were dismissed. These incidents will be referred to the CAUT Academic Freedom and Tenure Committee, which will take further actions if the situation is not satisfactorily resolved.

Read the letter [here](#).

**Media contact:** Lisa Keller, Communications Officer, Canadian Association of University Teachers; 613-726-5186 (o); 613-222-3530 (c)




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## The Year at CUFA BC

**Jacqueline Holler**

*Associate Professor, History, and Coordinator, Women's and Gender Studies  
Past President, Negotiating Committee Member, and Assistant Grievance Officer, UNBC-FA  
President, Confederation of University Faculty Associations of BC*



At this time last year, I became President of the Confederation of University Faculty Associations of BC. CUFA BC represents over 5500 faculty members, academic librarians, and instructors at BC's research/doctoral universities: UBC, UNBC, Royal Roads University, SFU, and UVic. I can honestly say that my first year has been something of a whirlwind.



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As you probably know, all of our member institutions are currently in collective bargaining; in addition, the year has brought a number of substantial changes to CUFA BC, including the recruitment of a new Executive Director to replace former ED Michael Conlon, who left us to head our much larger Ontario counterpart, OCUFA. We were pleased to welcome Annabree Fairweather to CUFA BC in February 2019. Annabree has hit the ground running, adapting to the particularities of the BC context--including the unusual way we do public-sector collective bargaining in BC.

One of the burning issues for CUFA's membership in the past year has been the continued use of anonymous student surveys in the aftermath of the Ryerson decision (<https://www.universityaffairs.ca/news/news-article/arbitration-decision-on-student-evaluations-of-teaching-applauded-by-faculty/>). As Annie Duchesne detailed in the 2018-05 UNBC-FA newsletter, Arbitrator William Kaplan found that student surveys are too flawed and discriminatory an instrument to be used in employment decisions such as tenure and promotion.

At the request of its members, CUFA BC has developed a draft policy on the use of student surveys. That policy will soon be finalized by the CUFA Executive and released publicly; in the meantime, suffice it to say that CUFA will strongly urge that universities desist from the use of student surveys as a measure of teaching effectiveness, given their proven lack of validity and, worse, their now-established status as a vehicle of discrimination.

No one would argue that teaching should not be evaluated, of course; as we move into a post-student-survey era, the principles that guide evaluation of the other domains of our work, teaching and service, will be the best guides to evaluation of teaching. There may well be no one-size-fits-all solution; indeed, the perspective of CUFA BC is that appropriate modes of evaluation at research universities may differ from those elsewhere. In addition, faculty and administration at individual research universities may agree to implement quite distinct processes. These will be based on local circumstances and cultures, but must be valid, sound, and fair. The current period of collective agreement renewal is surely an opportune moment for productive conversations on these topics.

Another of the interesting features of my first year as CUFA President has been the opportunity for conversations with the provincial government. My year commenced with CUFA's first-ever meeting with the Public Sector Employers' Council (PSEC), and has been punctuated by other meetings with representatives of government and many invitations to events hosted by Melanie Mark, the Minister of Advanced Education and Skills Training. The willingness of government to meet with CUFA BC has been a refreshing change after many years during which our government-relations opportunities were minimal.

Most recently, in late June, I had the opportunity to present CUFA BC's priorities to the provincial government's Select Standing Committee on Finance and Government Services, which exercises an advisory role with regard to the provincial budget. CUFA proposed several priorities for the next budget, but here I would like to focus on the issue of precarity among faculty, a longstanding and growing concern for CUFA that is finally attracting the popular attention it deserves (see, for example, <https://vancouversun.com/news/local-news/b-c-post-secondary-educators-fight-to-fix-structural-problem-of-precarious-contract-work>).



CUFA presented to the Standing Committee our concerns about the growing use and ghettoization of contract academic staff and the overrepresentation of women and other equity-seeking groups among CAS. In lively questioning, the committee demonstrated that it is alive to and concerned about the issue and aware that institutions are increasingly relying on CAS to deliver core programming (a situation with which we are familiar here at UNBC). The committee's engagement was particularly heartening given longstanding provincial inattention to overreliance on contract faculty.

Again, as with the issue of student surveys, we seem to be in a propitious moment for the discussion of—and hopefully some solutions to—the thorny problem of precarity. While the problem must be solved locally at each member institution, the provincial government has a strong role to play not only as the primary funder of our activities, but as the body that governs our ability to bargain one-time and ongoing solutions. CUFA BC stands ready to work collaboratively to diminish overreliance on CAS and make our institutions healthy places to work and study for all members of the university community.

While there are many more things I could say about the activities of CUFA BC, I would like to end by highlighting how the work that we do relies on each of you, and each member at the research universities of British Columbia. Your engagement with and commitment to your individual faculty associations have built CUFA from the ground up; your hard work and solidarity create the respect that CUFA enjoys when we meet with government and other stakeholders. I thank you, and I encourage you to contact me if you have questions about CUFA BC, its priorities, and its activities.



## Faculty Association Office



The Faculty Association Offices are located in  
Rooms 3084-3089 Charles J. McCaffray Hall

**Summer** office hours (2 July—30 August):  
Monday–Thursday, 9:00am – 5:00pm  
**Friday: CLOSED**

**Donna Sindaco**, Executive Director  
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**Christa Florell**, Professional Services Officer  
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visit our website: [www.unbcfa.ca](http://www.unbcfa.ca)

## Got photos?

*Dear colleagues:*

*As you may have noticed in previous newsletters, we like to liven up our text with photos taken by members at FA events and in our beautiful region. Do you have photos you would like to share? If so, we'd love to publish them (credited to you, of course). Please send your photos as .jpg files to Donna Sindaco ([donna.sindaco@unbc.ca](mailto:donna.sindaco@unbc.ca)). Please ensure that your last name and photo title and date (month and year only) appear in the title you assign to each file; also, please note that we cannot publish photos of people without their permission.*

*Thank you for helping beautify our newsletter!*

*Best wishes, Jacqueline*



***Antheraea polyphemus (Polyphemus moth) in Sphinx pose.*** Photo: Ted Binnema