

Message from the President

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

As we head into the last few weeks of the semester, with many suffering from End-of-Term Dementia, this may not be the best time to lay a whole schvack of information on you. Nevertheless, the irrepressible members of the FA newsletter committee have managed to produce a pile of informative articles on various aspects of the UNBC Faculty Association and how it works. Our Grievance Officer, Catherine Nolin, explains **what a grievance is** and how it is resolved. Past President Jacqueline Holler describes the **role of the Joint Consultation Committee** and provides some historical context for how it ought to function. Yours truly outlines how the Joint Occupational Health and Safety Committee **ensures a safe work environment**. Ted Binnema, our Chief Negotiator, has written **a convenient primer on contract negotiations**. And Vice President Matt Reid tells us **why the Job Action Committee is already up and running** when we are still a year out from the start of bargaining. One consistent theme across all of these pieces is that we could not do this work on our members' behalf without the amazing contributions of so many of our colleagues. Aside from the Executive Committee members shown at right, innumerable colleagues sit on a wide variety of committees as listed in the middle of this issue. A huge thank you to all of you who make the Faculty Association the professional and well-informed organization it is. [As an aside, all of the other FAs in the province are envious of the engagement and enthusiasm of our members.] Finally, we are all delighted to congratulate the winners of this year's Distinguished Academic Awards, and particularly our own Edōsdi /Dr. Judy Thompson, who received the Early in Career Award. All of this year's recipients will be recognized at the DAA banquet in Vancouver in April.

UNBC FA Executive Committee

July 1, 2017 – June 30, 2019

President:	Stephen Rader
Vice President:	Matt Reid
Past President:	Jacqueline Holler
Secretary:	Paul Siakaluk
Treasurer:	Sylvia Barton
Grievance Officer:	Catherine Nolin
Executive Director:	Donna Sindaco
Members at-large:	
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Faculty rep	Kristen Guest
Faculty rep	Paul Siakaluk
Librarian rep	Trina Fyfe
SLI rep	Jenia Blair
Term rep	Monica Mattfeld
Regional rep	Bruce Bidgood





Bohemian Waxwing (photo: Ted Binnema)

The grievance process and you: What is a grievance?

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

Most members will never be involved in a grievance, but the grievance process is one of the most important tools that we have to protect the rights of all members. How does a grievance work? This is the first of two columns that I will share about grievances, the grievance process, and how it all works at UNBC. This column will focus on the grievance process here at UNBC and how the Faculty

Association can assist you if you have a complaint or concern.

The second column, to be shared in a future newsletter, will highlight trends, issues, and concerns related to the grievance process at UNBC.

At its most basic, a **grievance** is defined by CAUT as a *formal allegation that there has been a violation of the terms and conditions of employment*. All labour legislation in Canada requires that Collective Agreements contain provisions for grievance and binding arbitration for alleged violations of their Collective Agreements (CAs). We, in the university sector, negotiate grievance and arbitration procedures that suit our employment circumstances. Here at UNBC, Article 44 of the CA sets out the complaints, grievance, and arbitration process.

First and foremost, our CA states:

Should a dispute arise between the Association and/or a Member and the Employer, an earnest effort shall be made to settle the dispute in accordance with the provisions of this Article.

Complaints and Grievances

Differences between complaints and grievances are important to clarify because, of course, all complaints do not become grievances. A **complaint** is spelled out this way: *A complaint is a problem raised by an individual Member (an individual complaint) or a group of Members (a group complaint) that may be resolved without reference to the formal grievance procedure.*

A **grievance** is any dispute or difference arising out of the application, interpretation, administration, or alleged violation of the provisions of the Agreement. A grievance is a **formal allegation** that there has been a violation of the terms and conditions of your employment. Grievances may be on behalf of individuals, groups or the association. For example, a **Policy Grievance** is a grievance arising directly between the Association and the Administration concerning the

interpretation, application, administration, or violation of the provisions of the Collective Agreement. In most cases, there are implications for Association members.

Every complaint that comes to the attention of the UNBC-FA is a potential grievance. Therefore, we encourage you to come to the UNBC-FA with your concerns as soon as possible so that we can work together to resolve your complaint as expeditiously as possible and with minimum friction. The early stages of grievances require time-sensitive action on your part - so please do not delay in reaching out to us!

The UNBC-FA encourages informal discussion between a Member and her/his Chair and/or Dean before a grievance is launched. We think it is always preferable to settle issues before the FA gets involved. If this informal approach does not resolve the issue, the CA outlines the grievance steps to be followed in the grievance process (Article 44).

If we must move through the formal grievance process, though, please be aware that the FA has the right to submit a grievance within sixty (60) days of becoming aware of the events giving rise to it. *The grievance shall be submitted in writing citing, where appropriate, the Articles alleged to have been violated, the representative of the Employer against whom the grievance is directed, and the remedy sought, to the Provost.* No later than ten (10) days following receipt of the grievance, the Provost or his/her representative is supposed to meet with an FA representative and the grievor(s) and make every reasonable attempt to resolve the grievance.

The Grievance Officer (GO) provides confidential advice and support to assist members in informal resolution of conflicts, complaints and disputes, and through the filing of formal grievances where appropriate. The GO is appointed by the Executive and is a non-voting member of the Executive, who serves as a link between individual members and the FA's Grievance and Arbitration Committee. The GO chairs this committee which includes the Executive Director, the FA President, and FA Vice-President. This committee reviews and/or investigates complaints concerning employment, tenure, promotion, salaries, and all other issues governed by the CA, and makes recommendations to the Executive Committee on any matters that may proceed to grievance and/or arbitration.

Therefore, your engagement with the GO can be anything from a simple inquiry to a formal matter. At the heart of this engagement is a commitment to confidentiality. The entire process is confidential until arbitration, should the process go that far. Arbitrations are hearings open to the public and the arbitrator's rulings are public documents. Before that stage, though, the identity of the complainant is known only to the small number of people on the Grievance and Arbitration Committee.

The role of the Grievance Officer is key and one that is often misunderstood. The GO works to ensure that all steps in the grievance or complaint process are followed if a violation of the Collective Agreement is alleged or if the Employer initiates an investigation of a complaint against a faculty member. The GO does not offer a defence for misbehaviour and cannot ensure that the Employer complies with the Collective Agreement. However, the GO works to uphold the Collective Agreement and protect the rights of all faculty members.

Please reach out to us should you have any questions.



The Joint Consultation Committee and your working environment

Jacqueline Holler, Past President UNBC-FA

Associate Professor, History

The BC Labour Code mandates that every unionized workplace maintain a joint consultation committee comprising representatives from both union and employer. Provisions for this committee may be included in a collective agreement, in which case the provisions *must provide that the parties consult regularly during the term of the agreement about issues relating to the workplace that affect the parties or any employee bound by the agreement* ([BC Labour Code](#)). If the collective agreement does not contain such provisions, the Labour Code deems provision to exist, requiring meetings between the parties at least once every two months during the course of the agreement.

Why is the Joint Consultation Committee so important? According to the Code, *The purpose of the consultation committee is to promote the cooperative resolution of workplace issues, to respond and adapt to changes in the economy, to foster the development of work related skills and to promote workplace productivity* ([BC Labour Code](#)). This broad purpose is so vital to the healthy functioning of the relationship between the parties that the Code also provides for the appointment of a facilitator to help develop a cooperative relationship where one does not exist.

These legal requirements recognize a central feature of unionized workplaces: collective agreements are important, but there are long periods in between rounds of negotiation where issues emerge that may not be adequately addressed by an agreement. Collective agreements simply cannot anticipate every issue that may arise within the workplace and between the parties. In addition, the parties may sometimes differ on interpretations of the agreement. Finally, newly negotiated provisions sometimes contain gaps or “devils in the details” that were unanticipated when the agreement was negotiated. (This is particularly true in first agreements, but can arise whenever substantial changes are made in bargaining.) For all of these reasons, joint committees are crucial to the smooth functioning of workplaces governed by collective agreements.

At UNBC, we have had a joint committee since long before we were unionized. Formerly, this committee was constituted as the Joint Committee for the Administration of the Agreement (JCAA), its structure and responsibilities delineated in our Faculty Agreement (Article 47). The provisions for the JCAA changed very little with unionization, despite the name change to “Joint Consultation Committee.”

The committee’s purpose remains to ensure that the Collective Agreement *is administered in a spirit of co-operation and mutual respect and to seek the timely correction of conditions which may give rise to misunderstandings* ([Collective Agreement](#) between the Board of Governors of UNBC and the UNBC-FA). Indeed, those words accurately describe the way in which the Joint Committee has traditionally functioned at UNBC. During my tenure as UNBC-FA Vice-President and

UNBC- FA Joint Consultation Committee Representatives

Donna Sindaco (Co-Chair)
Matt Reid

President, working with four different Provosts, many issues were successfully dealt with at the JCAA that might otherwise have become grievances—or fodder for workplace misunderstandings and disgruntlement.

Today, the Joint Consultation Committee is no longer co-chaired in turns by the FA President and the UNBC Provost, as was the custom before unionization. Indeed,



Rm. 3085/3089 Charles J. McCaffray Hall

www.unbcfa.ca

as we have communicated previously, the UNBC Provost has delegated all matters related to the UNBC-FA to the Associate Vice President, People, Organizational Design, and Risk.

As a result, the committee is now operating via a staff-driven model, co-chaired alternately by the UNBC-FA Executive Director and the Associate Vice-President. Despite this change in personnel and the issues it might raise, the committee's legal obligation remains the same: to work cooperatively to resolve issues and produce the best possible workplace for you, the Member. Please do not hesitate to contact the committee reps with concerns relating to the mandate and functions of this important committee.



The JOHS Committee: What it is and why it matters

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

Another committee required under provincial legislation is the Joint Occupational Health and Safety Committee (JOHSC). Uniquely, this committee has the ability to make legally binding recommendations to the university administration, with the possibility of recourse to the Workers Compensation Board were the Employer to fail to implement the recommendations in a timely fashion. In a well-run university, this committee is a model of collegial efforts to ensure the safe working conditions of all employees, both physically and mentally. It is therefore one of the most important committees on campus with respect to your day-to-day working conditions.

The JOHSC is constituted with three CUPE representatives, three FA representatives, and six administration representatives. It is jointly chaired by one employee rep and one administrative rep, currently the Associate VP of People, Operational Design, and Risk. The JOHSC reports are received for implementation on behalf of the employer by the Associate VP of People, Operational Design, and Risk. This has raised some concern, both within the committee and without, due to the inherent conflict of a committee chair being involved in drafting legally binding recommendations to themselves. On the one hand, the presence of the key AVP on the committee means that the concerns of the committee are immediately known to the administration. On the other hand, there is a risk that issues the administration would rather not address may not be allowed to be brought forward by the committee. The JOHSC is currently wrestling with how to address this challenge.

A university is generally a low-risk workplace relative to factories, mills, and mines, the kinds of places for which JOHSCs were originally envisioned. Nevertheless, UNBC has a variety of significant potential workplace risks, as was made abundantly clear in last year's safety audit. Some are obvious, such as students working with dangerous chemicals in labs or using heavy equipment in the field. For this reason, the Chair of the Laboratory Safety Committee is an automatic member of the JOHSC. Other less obvious potential risks range from proper use of ladders to ensuring a non-threatening, collegial workplace.

In fact, changes to the Workers Compensation Act in 2014 placed a requirement on employers to maintain a workplace free of stressors that can cause mental illness, for example by bullying. In this respect, a significant component of the JOHSC should be to identify situations that involve potential mental harm and make recommendations to improve the



workplace in this respect. While this liability is a new one, it necessarily requires adapting to the legislation, and the JOHSC is currently working through these new requirements.

UNBC- FA JOHS Committee
Representatives

Andrea Gorrell (Chair, LSC)
Annie Booth
Hossein Kazemian
Alina Constantin

The current FA reps on the JOHSC are Andrea Gorrell (as the Chair of the Lab Safety Committee), Annie Booth, Hossein Kazemian, and Alina Constantin. We are currently looking for an additional alternate to sit on the committee. Should you be interested in serving on this important committee, please express your interest to Donna Sindaco, the Executive Director of the UNBC-FA.

Because safety is the responsibility of every one of us, we strongly encourage you to keep an open dialogue with the members of the JOHSC with respect to concerns you may have regarding a healthy workplace. This includes safety issues that you identify that have the potential for either mental or physical harm. If there are any safety-related issues about which you have concerns, please do not hesitate to talk to one of your representatives on this committee, or the Faculty Association directly. The UNBC-FA will be organizing a meet-and-greet session with your JOHSC members in the not-too-distant future to give you a convenient opportunity to raise concerns.



***The last of
winter***
(photo:
Jacqueline
Holler)

It takes a community: Or, what your colleagues do for you

The Faculty Association welcomes the participation of all members in the life of the Association. Many volunteer opportunities are available, from providing advice as a member of an ad hoc working group to serving on a standing committee or running for elected office. As a member in any category, your input is welcome and helps build a stronger association. Here is a list of what some of your colleagues are doing to serve the Association:

Standing Committees:

Equity Committee

Trina Fyfe (Chair)
Jacqueline Holler
Dave Sangha
Kuo-Hsing Kuo
Alia Hamieh

Finance Committee

Sylvia Barton (Chair)
Oye Abioye
Jing Chen
Alex Aravind
Karima Fredj

Events Committee

Art Fredeen (Chair)
Susie Wilson
Heath Matheson

Action Committee

Matt Reid (Chair)
Sylvia Barton
Dawn Hemingway
Bruce Bidgood
Kristen Guest
Paul Sanborn

Joint Occupational Health & Safety Committee

Hossein Kazemian
Annie Booth
Alina Constantin

Joint Solidarity Committee

Stephen Rader
Matt Reid
Paul Sanborn

Sub-Committees:

Constitution Review Committee

Tracy Summerville (Chair)
Sylvia Barton
David Casperson
Kevin Keen

Benefits Committee

Jenia Blair
Paul Bowles
Art Fredeen
Dana Wessell-Lightfoot

Senate Advisory Committee

Stephen Rader
Jacqueline Holler
Monica Mattfeld

Newsletter Committee

Jacqueline Holler (Chair)
Stephen Rader
Matt Reid
Paul Siakaluk
Donna Sindaco

Travel Carrier Working Group

Brian Menounos
Paul Bowles
Margot Parkes
Jacqueline Holler
Matt Reid

Joint Consultation Committee

Matt Reid
Donna Sindaco



How collective bargaining works

*Ted Binnema, Chief Negotiator & Defence Fund Trustee UNBC-FA
Professor, History*

An aura of mystery often surrounds bargaining, whether the momentous negotiation (or renegotiation) that attends international agreements such as NAFTA—or the more quotidian bargaining of collective agreements. For those who have never sat at a bargaining table, the question might reasonably be asked: how *is* a collective agreement negotiated, anyway?

In the last round, the UNBC-FA negotiated (and eventually arbitrated) its first collective agreement as a certified union. Prior to this, the uncertified UNBC Faculty Association had bargained five faculty agreements, using procedures that were laid down in the agreement itself. (The sixth faculty agreement, governing 2012—2014, was awarded by Arbitrator Vince Ready.) Today, as a certified union, we are governed by the BC Labour Code; we will therefore follow its provisions when negotiating our next agreement in 2019. (The current collective agreement will expire on 30 June of that year.)

The process of renewing a collective agreement begins when one of the contract's parties (in our case the UNBC-FA and the UNBC Board of Governors) give written notice to commence bargaining. By law, this can occur once four months or less are left in the term of the agreement then in force (in our case, that occurs on 1 March 2019). If neither party gives notice to the other, the BC Labour Code deems notice to have been given 90 days prior to the expiry of the agreement (1 April 2019). Once a notice to commence bargaining has been given, or has been deemed to have been given, the parties must begin to bargain in good faith within 10 days. Thus, we can anticipate that bargaining for our next collective agreement could begin as early as 10 March 2019 or as late as 10 April 2019.

2019 FA Negotiations Team

Ted Binnema (Chief)
Jacqueline Holler
Umesh Parshotam
Matt Reid
Donna Sindaco

Long before this, of course, the parties prepare for bargaining. Each party names its team early enough to allow meaningful consultation between the team and its “principals”: that is, the decision-makers who will ultimately ratify the agreement. In the case of the UNBC-FA, this means you, the membership—and the UNBC-FA Executive elected to represent you. Throughout the fall of 2018, the Negotiating Committee and Executive will be engaging in consultation with the membership and with UNBC-FA standing committees to identify priorities for bargaining. It is impossible to exaggerate how important our consultations with you will be. The negotiation team *must* be confident that it knows what the membership's

priorities are. Based on the mandate received from you, the Negotiating Committee will develop detailed proposals and will determine which articles it wishes to seek to amend.

Once the parties agree on a schedule for meeting, the actual work of hammering out an agreement begins. Each party presents its broad priorities and goals for bargaining; each party also indicates clearly which articles it wishes to open. Thereafter, the parties are obliged to meet with one another and to bargain “in good faith.” The latter legal requirement gives rise to much misunderstanding, because the interpretation of what constitutes “good faith” (or its opposite) is by no means simple. “Hard” bargaining (roughly, seeking an agreement that is to one's advantage) and refusal to accede to the



demands of the other party do not constitute bad faith. However, each party is obliged to be “sincere” and to make “every reasonable effort” to conclude an agreement. If one party refuses to meet or engages in a deliberate strategy to avoid reaching an agreement, *that* constitutes bad-faith bargaining and may lead to a complaint to the BC Labour Relations Board. Because of the nuanced interpretation of bad-faith bargaining, however, complaints and rulings are relatively rare, though they can be significant when they occur. For example, you may recall the 2016 ruling of the Supreme Court of Canada in the case of the BCTF and the Province of British Columbia, which found that the provincial government had failed to meet its duty to bargain in good faith. At the very least, such rulings demonstrate that bargaining in good faith is a solemn duty and expected of all parties, even the most powerful.

As the teams continue their work, they meet, discuss, and pass proposals across the table. Proposals often mean “language”: that is, the actual changes to the agreement that would achieve the goals of one party. A party presents its proposal and entertains questions from the other party; at this point, the other party may caucus to discuss the proposal further, or may recess to provide a counter-proposal. In some cases, proposals on a given matter may be passed back and forth across the table many times before agreement is reached. Usually, however, in a spirit of compromise, parties agree on changes, and arrive at an agreement.

In some cases, the parties cannot agree on changes to certain articles. This is where the negotiating teams for both parties need to know how important certain issues are to their principals, because they need to be able to judge whether to settle for less than hoped for, or even to accept the status quo in the service of reaching an overall agreement. But when the disagreements are so significant that no overall agreement can be reached, the parties are said to have reached *impasse*: a state of deadlock in which no further progress toward a negotiated agreement can be made. At this point, either party may resort to applying pressure on the other, through the mechanisms of strike vote/legal strike (union) or lockout (employer). Again, the law dictates exactly how that can occur.

More commonly, however, agreements are concluded at the table, with sleeves rolled up. Those who have never been at a table often expect that the work is acrimonious, passionate, or at least as engaging as a courtroom drama, with rapier-sharp dialogue and arguments flying back and forth across the table. Most of the time, however, bargaining is less like a fencing match and more like an uphill slog: tiring, requiring consistent effort, and even monotonous at times, but with a substantial reward at the summit. When the parties genuinely and creatively seek an agreement, the process is usually not acrimonious, even if when disagreements are stark.

The UNBC-FA Executive has appointed the Negotiating Committee for the 2019 round, and the team has begun its training and education. Formal consultations will begin in the fall, as noted above, so stay tuned to provide your input into the development of the union’s priorities and proposals for our second collective agreement. If there is one thing you should remember, it is that *the more information you give the negotiating team about your priorities*, the better we will be positioned to achieve your goals.



The role and purpose of the Job Action Committee

Matt Reid, Vice President UNBC-FA
Professor, Physics

When the Faculty Association goes into bargaining on your behalf, we do so in good faith in order to achieve an agreement which is of mutual benefit to the UNBC-FA and the Employer. In particular, we go into bargaining with every intention to reach a mutual agreement, not with the intention to go on strike.

However, when we face an intransigent employer, as we did in the last round of negotiations, one of the tools we have at our disposal to apply pressure is to strike. While this is a rare event on campuses across Canada, we did end up striking during the last round of bargaining, as I am certain you are all aware.

Any job action involves an extraordinary amount of work and preparation to organize and coordinate if it is to be effective. In this light, and recognizing that a strike is only one of a number of options during bargaining, it is prudent to be prepared for *all* eventualities. As a result, best practices for bargaining require a Job Action Committee to be struck *in advance of bargaining* in order to ensure that a plan is in place should a strike become necessary. It is for this reason that your UNBC-FA Executive has a standing committee, the *Job Action Committee*, which prepares for such an event.

The Job Action Committee is Chaired by the Vice-President of the UNBC FA, and consists of five other members. Each of the members of the committee chairs a subcommittee, allowing effective communication and coordination of the strike action overall. Your Job Action Committee includes the following members: Matt Reid, UNBC-FA Vice-President and Chair;

**2018—19 FA Job Action
Committee**

Matt Reid (Chair)
Sylvia Barton
Bruce Bidgood
Dawn Hemingway
Paul Sanborn
Kristen Guest

Sylvia Barton, UNBC-FA Treasurer; Bruce Bidgood, UNBC-FA Member-at-large (Regional); Dawn Hemingway, UNBC-FA Member; Kristen Guest, UNBC-FA Member-at-large (Faculty); and Paul Sanborn, UNBC-FA Member.

The Job Action Committee has the responsibility of developing, for approval by the executive, a detailed job action plan. Further, it has the responsibility of overseeing strike action through oversight of its subcommittees which deal with everything from organizing picket lines to ensuring the timely delivery of strike pay.

The significant responsibility of the committee requires it to be up and functioning before negotiations start; therefore, we are currently constituting this committee and conducting the normal review of terms of reference and

policy. We thought it apt to introduce the committee now, so that should you have questions regarding job action, you will have the contacts to make preliminary inquiries.



Early in Career Award Recipient: ***Edōsdi / Dr. Judy Thompson***
Assistant Professor, First Nations Studies, UNBC

This award recognizes the contributions to the non-academic community made by faculty members who are at an early point in their careers. Edōsdi, which literally means someone who raises up pets and children, or more simply, “someone who is a teacher,” was born and raised in Lax Kxeen (Prince Rupert, BC) on Ts’mysen territory and is a member of the



Tahltan Nation. Her clan is crow and her crest is frog. For almost 25 years, as a student, educator and researcher, Edōsdi has built relationships with Aboriginal communities, which includes connections with youth with their Elders. Edōsdi has developed many courses and programs, which have often included ways to Indigenize curriculum, decolonize teaching, and provide support for Aboriginal learners.

Edōsdi / Dr. Thompson completed her PhD at the University of Victoria, where she also completed an MSc in Environmental Studies. Edōsdi’s doctoral dissertation, Hedekeyeh Hots’ih Kāhidi – “Our Ancestors Are In Us”: Strengthening Our Voices Through Language Revitalization From A Tahltan Worldview, employed a Tahltan research paradigm and spoke to the ways in which the voices of her people can gain strength and healing through the revitalization of her language. Dr. Thompson’s doctoral research guided the development of a Tahltan Language and Culture Framework, which focuses on governance, programming, documentation, and training and professional development. Since 2012, she has also been the Tahltan Language and Culture Lead for her Nation.

Commenting on the impact of her work, one of her nominees describes Edōsdi as follows:

“Edōsdi is a remarkable woman. A member of the Crow Clan of the Tahltan Nation, through her mother’s side, she was born and raised in Prince Rupert on Ts’mysen territory. I got to know all of her family over the years, including her Tahltan grandparents Charles and Julia Callbreath. Edōsdi spent many hours with these wonderful elders and traveled with them several times to Telegraph Creek where they were raised. The time she spent with these and other elders gave her exceptional insights and experiences and, I am convinced, gave her the determination and commitment to become the wonderful teacher and researcher she is today. She also gained many of the traits and skills that make her so successful: integrity, thoughtfulness, compassion and empathy, and a delightful sense of humour.”

Ehor Boyanowsky Academic of the Year Award Recipient: *Dr. William Cheung, UBC*

Named after the president who created the Distinguished Academics Awards during his term, this award recognizes a specific and recent outstanding contribution to the community beyond the academy through research or other scholarly activity by an individual or group at any stage of their career. Dr. William Cheung is Associate Professor at the Institute for the Oceans and Fisheries, UBC and the Director (Science) of the Nippon Foundation-UBC Nereus Program. His main research areas include understanding the responses and vulnerabilities of marine ecosystems and fisheries to global change, and examining trade-offs in managing and conserving living marine resources. His works cut across multiple disciplines, from oceanography to ecology, economics and social sciences, and range from local to global scales.

Paz Buttedahl Career Achievement Award Recipient: *Dr. Cecilia Benoit, UVic*

Named in memory of Dr. Paz Buttedahl – academic, community builder and faculty association leader – this award is for sustained outstanding contributions to the community beyond the academy through research or other scholarly activities by an individual or a group over the major portion of their career. Dr. Cecilia Benoit was born and raised in Newfoundland, with Mi'kmaw and French ancestry. She is Professor (Retired) in the Department of Sociology at the University of Victoria and Scientist at the Centre for Addictions Research of BC. Her research examines the multiple dimensions of health inequities embedded in laws, policies, programs and research agendas and searches for evidence-based solutions.

Please see <http://www.cufa.bc.ca/awards/> for more information on this year's award winners.



Congratulations to all of the DAA winners, and especially to our colleague and fellow UNBC-FA Member, Edösdi.

Upcoming events

Spring General Meeting

March 23rd, 11:30 am – 1:00 pm
5-123 Gathering Place

Campus Clean-Up

April 7th, 10:00 am – 12:00 noon
Join a faculty team!
Contact: Art Fredeen for more info

8th Annual Labour Day Banquet

May 1st, Coast Inn of the North
(contact the FA Office for tickets)

Faculty Association Office



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

Office hours: Monday–Friday, 9:00am – 5:00pm

Donna Sindaco, Executive Director
donna.sindaco@unbc.ca, 250-960-5816

visit our newly updated website: www.unbcfa.ca



Spring sky at Spanish Banks

(photo: Jacqueline Holler)



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