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URFA Update



Bargaining Updates

The U of R and a Living Wage

New URFA Executive



UNIVERSITY OF REGINA
FACULTY ASSOCIATION

URFA Office

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Volume 1 Issue 1
June, 2018

URFA President's Message

Dennis Fitzpatrick became president of URFA back in May 2015 and stayed three years at the helm. He relentlessly questioned the actions of the administration and defended our members for fair treatment. He left to his successor a healthy Association, eager to help and defend its members. On behalf of all of URFA members, I want to sincerely thank Dennis for the excellent work he did over all these years. You were an inspiration to all of us.

My two year term as president started on May 1st and it is my second time in this role, after a two year mandate from 2013 to 2015, but this time the learning curve is a lot smoother. I intend to devote a lot of my time on membership engagement. In September, I will start knocking on office doors, one building at a time, one unit at a time, in order to meet with all our URFA members and have a "JFK-style" conversation: "What can URFA do for you? What Can you do for URFA?" I want to listen to your expectations for the workplace and I am interested in hearing your vision for our Association.

I want to emphasize that in our workplace at the University of Regina, we are not alone. URFA is over 1,400 members strong, and if we decide to do something together, we can create tremendous momentum.

We are also a union, which means we can also count on the support of other unions. During my first mandate, thanks to our affiliations with CAUT (Canadian



Association of University Teachers), SFL (Saskatchewan Federation of Labour) and CLC (Canadian Labour Congress), I had the opportunity to meeting with many union leaders, be they from other universities, CUPE, the Steel Workers, etc. and each encounter was an inspiring experience. I look forward to meet with them again and establish stronger links with our sisters and brothers in Saskatchewan and the rest of Canada.

Some of our bargaining units are currently at the negotiation table and our bargaining teams need our full support if we want to reach a fair agreement. We are all members of a union, and when we act together, we make progress together. Let's show our support together in the weeks to come.

In solidarity,

Sylvain Rheault
URFA President

Executive Director's Message

The 2017-2018 academic year was busy. It started with URFA's participation at the Sept. 4, 2017 Labour Day Picnic held on the west lawn of the Legislative building. Approximately 4,000 people came out to enjoy the warm weather and free entertainment, fun activities and food.

Also, in the fall semester, URFA (through a presentation to URFA's Council of Representatives) commenced a more active involvement with SaskCrowns and the repeal of Bill 40. Thank you to all members who volunteered to SaskCrown activities and those who kindly provided signatures to the petition. It is nice to report that Bill 40 has now been fully repealed.

At the beginning of the winter semester, URFA hired Eric Bell to its Communications Officer role. With active bargaining and a changed communications landscape, a communications expert was necessary to support URFA's volunteer committees and assist URFA in expanding its communication platforms and reaching out to more of its members.

In February, the U of R APT Bargaining Team and the U of R APT membership ratified a 4 year (2017 - 2021) collective agreement. This agreement was a departure from the University's austerity messaging prevalent in before and during that bargaining process; a year in which URFA doggedly put front and center the need for the U of R to provide the adequate supports and staffing so that students at this campus can be successful.



At the Spring General Meeting, a presentation was provided on the member fee adjustment and, subsequent to that meeting, the membership voted in favour of a staged adjustment of members fees over four years. (More information is available [online](#) and in this newsletter). This foresight of the membership provided URFA with a stable financial platform upon which to continue its present efforts and expand its reach out to members and impact on behalf of its members.

As noted in that General Meeting, URFA is embarking on development of a five-year strategic plan, a plan which will have member input and, hopefully, will boldly go where URFA has not gone before (admittedly, I am a closet Trekkie).

As we depart the 2017-18 academic year, I wish to you a safe and enjoyable summer and will see you all this fall!

Kevin Siebert
URFA Executive Director

2018-2019 URFA Executive



The 2018-19 URFA Executive. Front Row (L-R): Janelle Schwartz (Vice President APT), Bridget Klest (Equity Officer), Sylvain Rheault (President), Rachel Husband (Member at large APT), Pamela Osmond-Johnson (Member at large Academic). Back Row (L-R): Hirsch Greenberg (Grievance Officer), Paitoon Tontiwachwuthikul (Vice President Academic), Andrei Volodin (Treasurer).

President

Sylvain Rheault
Associate Professor, La Cité universitaire
francophone

Vice-President (Academic)

Paitoon Tontiwachwuthikul
Professor, Engineering and Applied
Science

Vice-President (APT)

Janelle Schwartz
Program Coordinator, MAP

Grievance Officer

Hirsch Greenberg
Instructor III, Justice Studies

Member at Large (APT)

Rachel Husband
Assistant Trainer, Information Services

Member at Large (Academic)

Pamela Osmond-Johnson
Assistant Professor, Education

Treasurer

Andrei Volodin
Professor, Math & Stats

Equity Officer

Bridget Klest
Associate Professor, Psychology

Collective Bargaining Updates

University of Regina Academic

Negotiations for the University of Regina Academic Collective Agreement are underway. In May, the bargaining committee met with the Employer for two full days of negotiations.

Agreement has been reached on a number of non-contentious articles, indicating that both teams are committed to the process and are developing a good working relationship at the table.

However, a number of the University's proposals signal a concerning shift in the University's priorities away from research. Many of the University's proposals, if implemented, would reduce the research capacity of the institution as a whole and hamper individual research efforts.

The University has proposed significant changes to sabbaticals, appointment categories, performance review, and the elimination of merit increments without offering alternative meaningful ways to recognize excellence.

Their proposal also ignores the precarity of sessional employment. In addition, their initial position on compensation does not even keep pace with inflation.

Our focus remains on the bargaining priorities that were given to us in our mandate from U of R Academic Members, namely to:

- Increase transparency and accountability in job posting and hiring procedures,
- Reduce the University's reliance on precarious and non-permanent employees, and
- Enhance benefit and pension provisions to align with current practices at comparable institutions.

Another update will be provided following the next meeting with the Employer.

University of Regina APT

The University of Regina APT Collective Agreement, effective July 1, 2017 through June 30, 2021, was ratified earlier this year.

The full text of the new Collective Agreement is available [online](#). Limited print copies of the new agreement will also soon be available. If you wish to have a print copy, please contact the URFA office.

In April, three education sessions for APT members highlighting the changes in the new agreement were held with members of the U of R APT Bargaining Committee and an URFA Member Services Officer. These sessions were an informal opportunity to learn about how changes in the new agreement affect U of R APT members in the workplace. Thank you to all who attended!

First Nations University APT

Since the last report in the March newsletter the parties have met regularly and, using an interest-based model, have come to agreement on 22 articles on wording. Some of those were relatively minor changes where others were a complete re-write. The parties used the services of a facilitator provided by the Department of Labour Relations and Workplace Safety to assist in moving the negotiations forward.

When the parties got to monetary items (salary, benefits, etc.), they moved into a more positional bargaining format. By the end of April it became clear that the mandate from the Board of Governors was less than what the APT bargaining unit was seeking for a monetary settlement. At that time the APT team requested management go back to the Board of Governors to seek a higher mandate than what they had been given.

Through the month of May the FNUniv APT Bargaining Committee has awaited a response from the Board of Governors. They were informed that due to issues around scheduling, a Board meeting was not scheduled until June 5.

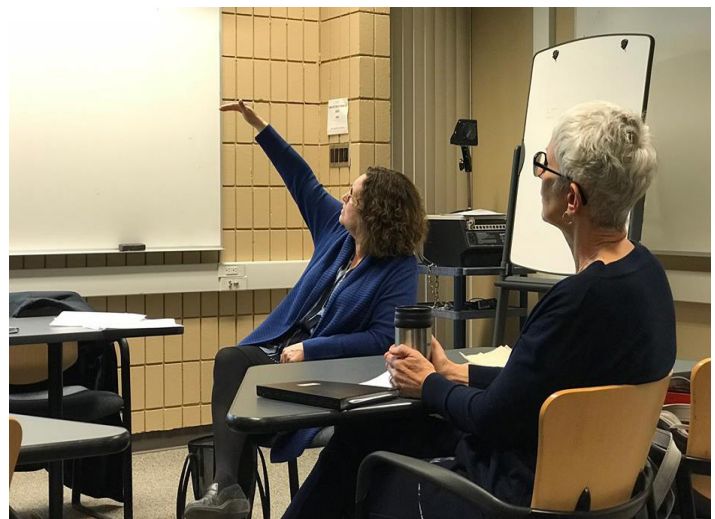
APT is currently awaiting confirmation from the management team on future bargaining dates subsequent to the BOG meeting.

Meetings with the APT membership have been scheduled for May 30 and 31 to provide an update and look at future steps

that may be required to reach an agreement. APT is hopeful that a reasonable settlement can be reached when the parties return to the table.



Photos: University of Regina APT members were given the opportunity to learn more about their new collective agreement at a series of education sessions held earlier this spring.



URFA Member Fee Adjustment Now in Effect

Scenarios for Individuals	Per Class	Current 1.15%	1.20%	Increase 2018	1.25%	Increase 2019	1.30%	Increase 2020	1.35%	Increase 2021	Total Increase from Current
Sessional I	\$ 7,063.00	\$ 81.22	\$ 84.76	\$ 3.53	\$ 88.29	\$ 3.53	\$ 91.82	\$ 3.53	\$ 95.35	\$ 3.53	\$ 14.13
Sessional II	\$ 7,348.00	\$ 84.50	\$ 88.18	\$ 3.67	\$ 91.85	\$ 3.67	\$ 95.52	\$ 3.67	\$ 99.20	\$ 3.67	\$ 14.70
Sessional III	\$ 7,916.00	\$ 91.03	\$ 94.99	\$ 3.96	\$ 98.95	\$ 3.96	\$ 102.91	\$ 3.96	\$ 106.87	\$ 3.96	\$ 15.83
Full Time URFA Member:	Per Year	1.15%	1.20%		1.25%		1.30%		1.35%		
Low	\$ 55,000.00	\$ 632.50	\$ 660.00	\$ 27.50	\$ 687.50	\$ 27.50	\$ 715.00	\$ 27.50	\$ 742.50	\$ 27.50	\$ 110.00
Median	\$ 91,000.00	\$ 1,046.50	\$ 1,092.00	\$ 45.50	\$ 1,137.50	\$ 45.50	\$ 1,183.00	\$ 45.50	\$ 1,228.50	\$ 45.50	\$ 182.00
High	\$ 190,000.00	\$ 2,185.00	\$ 2,280.00	\$ 95.00	\$ 2,375.00	\$ 95.00	\$ 2,470.00	\$ 95.00	\$ 2,565.00	\$ 95.00	\$ 380.00
Scenario for Individuals	Per Pay Period	Current	1.20%	2018	1.25%	2019	1.30%	2020	1.35%	2021	Total Increase from Current
Sessional I	\$ 882.88	\$ 10.15	\$ 10.59	\$ 0.44	\$ 11.04	\$ 0.44	\$ 11.48	\$ 0.44	\$ 11.92	\$ 0.44	\$ 1.77
Sessional II	\$ 918.50	\$ 10.56	\$ 11.02	\$ 0.46	\$ 11.48	\$ 0.46	\$ 11.94	\$ 0.46	\$ 12.40	\$ 0.46	\$ 1.84
Sessional III	\$ 989.50	\$ 11.38	\$ 11.87	\$ 0.49	\$ 12.37	\$ 0.49	\$ 12.86	\$ 0.49	\$ 13.36	\$ 0.49	\$ 1.98
Full Time URFA Member:	Per Pay Period	Current	1.20%		1.25%		1.30%		1.35%		
Low	\$ 2,115.38	\$ 24.33	\$ 25.38	\$ 1.06	\$ 26.44	\$ 1.06	\$ 27.50	\$ 1.06	\$ 28.56	\$ 1.06	\$ 4.23
Median	\$ 3,500.00	\$ 40.25	\$ 42.00	\$ 1.75	\$ 43.75	\$ 1.75	\$ 45.50	\$ 1.75	\$ 47.25	\$ 1.75	\$ 7.00
High	\$ 7,307.69	\$ 84.04	\$ 87.69	\$ 3.65	\$ 91.35	\$ 3.65	\$ 95.00	\$ 3.65	\$ 98.65	\$ 3.65	\$ 14.62

The above scenarios estimate the cost of the member fee adjustment for URFA members.

In April URFA members voted in favour of an adjustment to URFA member fees as recommended by the URFA Executive and URFA Finance Committee.

The decision to recommend an adjustment to member fees by the URFA Executive and URFA Finance Committee was not made lightly. The URFA Finance Committee began a review of member fees in 2014, and in 2017, it was reported that the current member fee rate was not sufficient to sustain URFA going into the future.

URFA made one-time reductions in various expenses in the 2017-18 and 2018-19 budgets but was unable to find any areas where expenses could be reduced on an

ongoing basis without negatively affecting services to URFA members.

Rather than implementing the adjustment over a single year, the URFA Finance Committee recommended spacing increases out over four years, with a review in 2020 by the Finance Committee to determine whether an increase in 2021 is necessary to maintain URFA finances.

Any operating deficits incurred during the four year fee adjustment period will be addressed by transfers from the URFA Trust Fund.

The approved adjustment to fees is an increase of 0.2%, spaced out over a four-

year period:

- 0.05% in 2018
- 0.05% in 2019
- 0.05% in 2020
- 0.05% in 2021*

(*Pending review from Finance Committee)

The first year fee adjustment, an increase of 0.05%, came into effect on May 1, 2018.

For the average URFA member, this increase will result in an additional deduction of \$1.75 per two-week pay period. For more details, please see the above chart that outlines the adjustment to member fees over a four-year period.

URFA Equity Committee Update

May 1 marks the transition between the 2017-2018 and 2018-2019 Equity Committees. I would like to thank those who volunteered with the Equity Committee over the past year. We accomplished quite a bit of mostly behind-the-scenes work. We added educational slides on equity-related issues to the package of information given to faculty performance reviewers. We reviewed collective agreements and pay equity studies from other universities, and related to this provided suggestions on pro-equity bargaining to the URFA bargaining teams. We successfully participated in the first ever Equity Week at U of R, tabling and providing information about pay equity to hundreds of our members and others in the campus community.

Thank you to URFA members for voting on this important matter. Your decision ensures that URFA will be able to increase its activity on campus, as well as maintain member services going into the future. The approval of the member fee adjustment ensures that URFA can continue our work to maintain and advance workplace standards going forward as a unified group of over 1,400 members.

If members still have any outstanding questions or concerns regarding the member fee adjustment, please don't hesitate to contact the URFA Office.

More information on the URFA Member Fee Adjustment can also be found [online](#).

At our April meeting, we discussed what the committee might continue to work on.

On May 24, the new Equity Committee met to get started and discuss priorities. Both the outgoing and incoming Equity Committee members identified member education and engagement as the most important initiative over the coming year. I am excited by the continuing momentum of the committee and support from the membership on equity-related issues. I look forward to engaging with and sharing information with as many of you as possible over the next year. If you have equity-related concerns or ideas, I would love to hear from you. I can be reached at Bridget.Klest@uregina.ca.

Bridget Klest
URFA Equity Committee Chair

The University and a living wage: A Q&A with Andrew Stevens

Across the country, and including here at the University of Regina, universities are relying more on casual and non-permanent workers. What does this trend mean for the institution as a whole, and how does this increased reliance on sessional instructors affect everyone, from tenure-track faculty members, to those who are part of the URFA APT membership?

In a new study published in the Canadian Journal of Higher Education titled “Working for a Living Wage Around the Ivory Tower,” University of Regina Faculty of Business Professor Andrew Stevens uses data from a study of University of Regina students and employees to find out.

URFA sat down with Dr. Stevens recently to talk about his study, and the implications that an increasing amount of non-permanent workers has on the University. This interview has been edited and condensed.

The Full study can be read [online here](#).

The use of temporary faculty isn’t something that’s new at universities, but what’s changed?

I think in terms of the level of their contribution to teaching and how many of



Faculty of Business Professor Andrew Stevens

them there are at universities. It’s not just experts lending expertise to the classroom, it’s actually a staple of the university’s instruction. They now outnumber the permanent tenure track faculty. So university instruction has become, as a norm, more casualized.

How does this affect the university as an institution?

I think one of the dilemmas and the problems, is that you can still deliver high quality post secondary education with cheap labour. The University of Toronto, York University, some of the best institutions across the country are using this model. And in some programs and in some disciplines, it’s actually a huge disadvantage. There are programs like engineering that need accreditation. You

actually have to demonstrate that you have full time, tenure track faculty delivering curriculum. If you don't, you put yourself in jeopardy. But the growing trend of sessionals shows that universities can still deliver education on the cheap.

You mentioned in your study that students end up being the biggest losers, as they are faced with larger class sizes and higher tuition, but how does this reliance on sessionals affect permanent faculty and those in other permanent positions on campus?

I think at the University of Regina, we're in a very good place in terms of having APT, Faculty, and Sessionals all as part of one union. I think we're all in this together, trying to craft the university's mission and work towards a better learning environment and a better research environment. What was surprising was the number of APT members in particular, who were fearful of unemployment, of subcontracting and contracting out. And those are permanent, well-paid jobs. So I think there is a lot of room to work together to ensure that the university and the faculties are seeing value in having meaningful, full time employment where there's institutional memory and the employees are contributing to the academic mission in the long term.

Do you think that the increased reliance on term and sessional employment threatens the academic mission of the university?

What is the academic mission? Is the

mission to invest in research, to produce new forms of knowledge and understandings of the world while providing quality education? If I think of the totality of that vision, then yes, absolutely. How can you advance the research component if a growing number of your employees are not actually paid to do research? Sessionals in particular, they're just paid to teach. So a lot of the research they do is unpaid. Suddenly, you have this situation where students are facing a precarious labour market and so are their professors. What kind of vision is that for society, and what kind of vision is that for an institution?

“Suddenly, you have this situation where students are facing a precarious labour market and so are their professors.”

You also mentioned that this increased reliance on sessional employment affects academic freedom. How so?

I think this is a tendency in a lot of these types of situations. **Continued on p. 12...**

There's no contractual ability that the institution has to hire you again. So if you don't like something a sessional says, and maybe it actually advances academic freedom, you don't even have to make those tough decisions as a supervisor or dean or associate dean, you just don't renew their contract.

Our Collective Agreement, the way it's interpreted is academic freedom is protected to the extent that you're exercising your job duties, right? Well, technically sessionals aren't paid to do research. So if their research somehow offends the sensibilities of supervisors and deans, it can be argued that they don't have academic freedom, which I think especially compromises the academic value. People who are teaching in any capacity, they need to have academic freedom. They shouldn't be swayed by political comfort zones within the university. So if you're a tenuous, precariously employed staff person in any workplace, you're at risk more so than anyone else in terms of what you say or cannot say.

Collectively, as a union, what can we do to address this?

It's tough. I think first we need to understand why so many people are in sessional roles. A lot of the research around that is in central Canada and bigger centres. We need to look here. My concern is the sessional who teaches, four, five, seven classes. The exploitation they confront financially is astronomical. So first, look at how we define the sessional workforce, then start promoting them into

tenure or tenure-track faculty positions. They can be instructor positions, that's a conversation, or they can be the typical teaching and research balanced faculty position. If you're teaching six classes, you're teaching the same amount as an instructor, but you're getting short-changed by 30, 40, 50 thousand dollars a year. It's wrong, and it can't continue.

We need to think that those sessionals deserve full time employment. At that level, they want full time employment. We need to look at the modern definition of a sessional, rather than the traditional definition of a sessional which was the part time expert that lends to the community of academic learners.

“We need to understand this workforce, what it means here, and the value they add.”

I interviewed sessionals who teach more than a tenured faculty member would. They have phd's and they do their own research. Some may or may not participate in the faculty decision making process, but in some cases they're not allowed to. We need to understand this workforce, what it means here, and the value they add.

Sask. workers celebrate the repeal of controversial Bill 40

Note: Last fall, URFA asked members to consider signing a petition calling on the Provincial Government to repeal Bill 40, that allowed for the sale of up to 49 per cent of a Crown Corporation.

Following a large public outcry, the Government announced that it would repeal Bill 40 last fall. In May of 2018, the bill was officially repealed. The following is a media release originally published by the Saskatchewan Federation of Labour, of which URFA is a member.

The Saskatchewan Federation of Labour (SFL) is celebrating a hard-fought victory - the full repeal of Bill 40. Bill 40 was the Sask. Party government's Crown corporation privatization law. It allowed the government to circumvent voters by selling-off 49% of any Crown without asking Saskatchewan people.

"Workers and the SFL fought the Sask. Party government's Bill 40 from day one," said SFL president Larry Hubich, "we held townhall meetings, small rallies, big rallies, and worked with coalition partners to keep our Crown corporations 100% public for Saskatchewan people," he added.

Recently, the Sask. Party government amended Bill 99 which was originally only a partial repeal of Bill 40. The amendments have the effect of fully repealing Bill 40. This action by the provincial government was the result of pressure applied by the SFL, community organizations like

SaskCrowns, and the Saskatchewan New Democratic Party since Bill 40 was originally introduced in 2016.

"I would like to thank all the union members and community members across the province that came together in our fight to protect the Crowns. I would also like to thank the Saskatchewan New Democratic Party for their work in the Legislature opposing privatization," said Hubich, "while Bill 40 is finally dead we will continue our efforts to protect Crowns from all types of privatization, such as contracting out, piecemeal sell-offs, and any attempts to get rid of minor Crowns that don't fall under protection legislation," he added.



Don't Forget: The deadline for appeals is August 15

For all Academic Members at Champion College, Luther College, and the University of Regina, June 30th is the deadline to receive your decision with regard to increment, merit, and/or promotion.

If you are not in agreement with the decision rendered regarding your career progress, you have the right to appeal the decision as per Article 18.8 of your Collective Agreement (available online).

In order to file for an appeal, you must notify the URFA office by August 15th. All Appeals must be submitted to the President of URFA by that date. If you are uncertain as to whether you may want to appeal a negative career decision, URFA recommends that you fill out and submit the notice of appeal to the President of URFA (contact the URFA office for the form) since you can always withdraw your appeal without consequence prior

to it being scheduled. If you are considering appealing a negative career decision, it is recommended you attend one of the following Appeal Seminars:

**June 14 at 12:00 P.M. to 1:00 P.M.
URFA Boardroom, Champion College
CM 122**

**July 31 at 12:00 pm to 1:00 p.m.
URFA Boardroom, Champion College,
CM 122**

Due to limited space please RSVP to urfa@uregina.ca if you plan on attending. Feel free to bring your lunch to eat during the meeting.

If you are unable to attend one of the seminars and plan to appeal, please contact the URFA office (585-4378; urfa@uregina.ca) so that we can provide you with the proper documentation.



Members of the URFA Sessional Advocacy (SAC) Committee and the URFA Equity Committee tabling during the University of Regina's First "Equity Week," from March 19-23. The URFA SAC Committee provided information to University students and staff on the inequities faced by sessional instructors on campus, while the Equity Committee distributed a pamphlet with information about the gender pay gap on campus. Thank you to the URFA members who volunteered their time tabling or stopped by to show solidarity with their colleagues.

URFA Member Retirements

The following URFA members have retired or will be retiring from their positions at the University of Regina after years of dedicated service:

Retired - June 2017- December 2017

Anne Ashton, Arts

Dr. Janice Foley,
Business Administration

Dr. Paul Hart, Education

Dr. Nicholas Ruddick, English

Dr. Marilyn Miller, Education

Gaston Cabrera, Information
Services

Dr. Robert Anderson,
Business Administration

Dr. Cynthia MacKenzie, Arts

Rozanne Tennent, Executive
Offices

Retiring - June, 2018

Donna Grant, U of R Press

Robin Lawless, Journalism

Larry Miller, Math and Statistics

Dr. William Smythe, Psychology

Dr. Ailsa Watkinson, Social Work

**On behalf of all URFA
members, congratulations,
and all the best as you embark
on a new chapter.**



URFA Communications Update

Thank you to URFA members who took the time to fill out the URFA communications survey earlier this spring. URFA received nearly 300 responses from members of all seven bargaining units. The feedback from the survey will be used in the development of URFA's communications plan.

Responses from the survey indicate that URFA members are looking for more opportunities for engagement, an increased URFA presence on campus, and more information on workplace issues, Education on Collective Agreements, and the Grievance Process. URFA members also have expressed an appetite for different communications methods, such as a social media presence, and doing more to highlight URFA members and the work that they do on our campus.

Those who completed the member survey were also entered for a draw to win one of three Visa gift cards. Congratulations to the winners:

- **\$100- Susan McGillvray (Info. Services)**
- **\$75- Geoff Grinyer (Physics)**
- **\$50- Justin Feeney (Business Admin)**

While the development of a communications plan is ongoing, there are steps URFA is taking now to improve communication with members. The newsletter that you're reading now has been updated with a refreshed look, and plans are being developed to launch URFA Facebook and Twitter accounts in time for the start of the fall semester. Stay tuned!

Important Dates- Spring/Summer

June

June 12- Grievance Committee Meeting

June 19- Executive Committee Meeting

June 26- Council of Reps. Meeting

July

July 10- Grievance Committee Meeting

July 17- Executive Committee Meeting

August

August 15- Deadline for Appeals

August 14- Grievance Committee Meeting

August 21- Executive Committee Meeting

August 28- Last day of term

URFA Summer Hours: Please note that the URFA office is closed on Fridays from June 29th until August 31.



Then-URFA President Dennis Fitzpatrick spoke with CBC about URFAs concerns regarding the recording of final exams.

URFA in the News

[Staff say U of R relying too heavily on Sessional Lecturers](#)

(Leader Post, March 22, 2018)

[Reliance on sessionals a national trend at cash-strapped universities](#)

(Leader Post, March 23, 2018)

[U of R instructor frustrated by position as sessional instructor](#)

(CTV, March 26, 2018)

[U of R profs say camera 'surveillance' during exams does not address cheating concerns](#)

(CBC, April 18, 2018)

[Academic Anxiety](#)

(CAUT Bulletin- May, 2018)

Marianne Jacobsen, Chair of URFA's Sessional Advocacy Committee and Deborah Simpson, a Political Science Sessional, shared their experiences and URFA's "Make it Fair for Sessionals" campaign to Leader Post reporter Ashley Martin.

