



Making Gains

A discussion with CAUT on bargaining in challenging times.

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COVER PHOTO: URFA members stop for a photo during the 2019 Queen City Pride Parade. Approximately two dozen URFA members joined the parade alongside UR Pride and other members of the campus community.

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A message from your PRESIDENT



Dear URFA members,

The beginning of a new academic year is always a good opportunity to take a moment and ponder on what needs to be done in the coming year

On the bargaining front, our brothers and sisters from four bargaining units (Campion, Luther, First Nations University Academics and First Nations University Sessionals) will commence negotiations and, hopefully, will quickly be able to sign good contracts.

On the grievance front, Hirsch Greenberg, our current Grievance Officer, is currently trying to implement restorative justice practices in the workplace. URFA only have four more months to count on Hirsch, who will be retiring at the end of the year.

In October, URFA will be hosting the Western Regional Conference, an annual event for the University faculty associations in Western Canada to meet and share ideas. There will be opportunities for URFA members to join the event, so stay tuned for more information on that front.

Later in October, the Council of Representatives will start a strategic planning exercise, and consultation with the whole membership will follow. “Strategic planning” is the best word we could find to describe what we want to achieve (we thought of calling it the “Five-Year Plan” but were concerned there would be too much unwanted connotation with the University’s own plan! Together, we are going to decide what URFA might look like in five years, and we are going to find out how to get there. Are we happy with where we are now as an association? Do we want URFA to be more involved with the community and other unions?

These are the kind of decisions that will help your

association choose the priorities in which to invest our resources, be it money or volunteers. Stay tuned for more on this.

Our good friend Janelle Schwartz, Vice-President APT, resigned from her position for personal reasons. Her no-nonsense approach on issues was always helpful in finding the most appropriate solutions. She will be missed and we wish her well.

I want to end this message by wishing all our members a very good semester.

And remember, URFA always has your back!

In solidarity,

**Sylvain Rheault
URFA, President**

A message from your EXECUTIVE DIRECTOR



Welcome back to the 2019 - 2020 academic year! Where has 2019 gone to?

Hopefully everyone had a safe, enjoyable and relaxing summer and are re-energized for this academic year. The start of a new academic year is exciting and the heightened energy level is easily noticeable. However, the academic year goes beyond this time of heightened energy, and self-management can be a key to health and well-being. There are only so many hours in a day so step back periodically and assess what can realistically be done versus the demands and time pressures. Your health and well-being comes first; as protected in multiple ways under your collective agreement.

I look forward to this academic year and URFA's continued support of its members. Our first priority this academic year will be negotiations with First Nations University of Canada, Campion College and Luther College. Please be engaged in these negotiations as doing so provides feedback and support to these hardworking bargaining teams. CAUT came to URFA at the end of August to provide bargaining training to our bargaining teams. We are well prepared for these rounds of negotiations.

If you have a question regarding your collective agreement, an accommodation, a return-to-work, your benefits, your workload, etc. please contact the URFA office to speak with one of the Member Services Officers. These amazing people are here to help you.

This fall, our office is working on a refresh of URFA's website (preliminary results are very exciting!) and we continue work on an online grievance and case management platform.

Lastly, as mentioned by Sylvain in his President's

report, your Association is hosting this year's Western Regional Conference and hosting conference attendees from all four western Canadian provinces. In addition to issues in the post-secondary environment, the conference is touching on sustainability and this campus' leadership in that area.

As your Executive Director, I am very proud to be part of this Association and look forward to continuing to serve its members. Again, welcome back and have a great year!

Kevin Siebert
URFA Executive Director

2019/2020 URFA Executive

President

Sylvain Rheault

Vice President, Academic

Paitoon Tontiwachwuthikul

Vice President, APT

VACANT

Grievance Officer

Hirsch Greenberg

Equity Officer

Claire Carter

Member at Large (Academic)

Fadi Tannouri

Member at Large (APT)

Rachel Husband

Treasurer

Andrei Volodin

2019/2020 URFA Council of Representatives

President

Sylvain Rheault

Faculty of Arts

Darlene Juschka
Claire Carter
Claire Polster

Faculty of Business Administration

Dwight Heinrichs

CCE/ESL

Fadi Tannouri

Faculty of Education

Pamela Osmond-Johnson

Faculty of Engineering and Applied Sciences

Rene Mayorga

Faculty of Media, Art and Performance

Robert Truszkowski

Johnson-Shoyama Graduate School of Public Policy

Vacant

Faculty of Kinesiology and Health Studies

James Daschuk

Faculty of Nursing

Melanie Goodwin

Faculty of Science

Britt Hall
Karen Meagher

Faculty of Social Work

Daniel Kikulwe
Doug Durst

La Cite

Celine Magnon

Librarians and Archivists

Marilyn Andrews

Lab Instructors

Maria Davis

Campion College Academic

Anna Mudde

Luther College Academic

Louis Awanyo

First Nations University of Canada Academic

Kathleen O'Reilly

Sessionals

Bridget Keating
Ricardo Arisnabaretta-Montejo

Dwayne Meisner
Fang Bian

U of R APT

Jennifer Love Green
Stephen Wihak
Rachel Husband
Tamara Tucker

First Nations University of Canada APT

Trina Joseph
Candace Cappel

Finance Committee

Andrei Volodin

Equity Committee

Claire Carter

Pension and Benefits Committee

Peter Douglas

Sessional Advocacy Committee

Christian Thompson
Barbara Meneley

Bylaws and Resolutions Committee

Vacant

Grievance Chair

Hirsch Greenberg

Making Gains

Post-secondary bargaining is becoming more challenging in Canada. So how do we negotiate to ensure that we end up with the best collective agreements possible?



CAUT's Chantal Sandaram, left, and Cameron Morrill from the University of Manitoba Faculty Association, facilitated a Collective Bargaining workshop for members on URFA bargaining Committees.

Late in August, a group of URFA members and office staff gathered in a classroom for two days to negotiate a new collective agreement. The tension in the room was palpable as both tables- employer and member- put forward proposals that each side dismissed as unreasonable and unworkable. After two days of back-and-forth, and concessions made by both parties, the two sides were close to reaching an agreement when suddenly it was all over.

The two-day bargaining workshop, a full and very realistic exercise provided by the Canadian Association of University Teachers had come to a conclusion. It was time for everyone to come out of

their roles as either the employer or members on a Faculty Association Bargaining Committee at a fictitious Canadian University to discuss the lessons learned, and the tactics everyone could use representing URFA at the bargaining table.

After a tough round of negotiations between the U of R Academic Unit and the University of Regina earlier this year, members of the Campion College, Luther College, and FNUniv Academic and Sessional bargaining committees are preparing themselves as they head to the table later this fall. The CAUT bargaining workshop was the perfect way to experience the negotiations process first hand, something that's

important for members new to the negotiation process, and at a time when bargaining between members and post secondary employers seems to be becoming more challenging.

"It's not universal, but employers are absolutely bringing a lot more to the table to take back control of the academic workplace, with things like performance management, surveillance of faculty workload, and the way performance evaluations are conducted- you can definitely see some common themes across the country," said Chantal Sandaram, a Collective Bargaining Officer with CAUT who helped facilitate the workshop. "There's also the issue of the ongoing and increas-

ing casualization of academic work. Even for faculty associations that don't themselves represent sessionals, it's a major feature that's worsening across the country and employers are bringing those kinds of proposals to the table that are making things more challenging."

Cameron Morrill knows his way around a bargaining table. The University of Manitoba Accounting Professor, who facilitated the bargaining workshop, has served as both President of his Faculty Association, UMFA, and has been on his association's bargaining committee for several rounds of negotiations, including a contentious round that led to a faculty strike in 2017. For many UMFA members, the notion of job action was met with a lot of hesitation and uncertainty, but in the end, Morrill says, it ended up being worth it in terms of both the outcome at the bargaining table and the solidarity and camaraderie that fostered throughout the UMFA membership.

"At the end of it we ended up making some significant gains, and we ended up getting even better gains the next time we went into bargaining," Morrill said. "The University knew that we weren't just ready to go on strike, but that we had done it and were prepared to do it. They took us a lot more seriously, and gave us great gains the next time we went to the table. And I do think that our members are more fully engaged than before. They've seen that we can take job action and be successful and come away with a better workplace as a result of it, and I expect we will see that same level of mobilization as we move to-

wards bargaining [at the University of Manitoba] in 2020."

A mobilized and engaged membership is key to negotiating an agreement that makes gains for members, and the idea of continuous bargaining- mobilizing and engaging members outside of the negotiating process- is something CAUT has been promoting to Faculty Associations, including URFA, across the country. CAUT has been working to provide faculty associations with mobilization and engagement tools, offering several ready-made campaigns that associations can tailor to fit locally to engage members and help gain support on campus.

"There's lots of things to mobilize around between bargaining that some members will be super interested in," Sandaram said. For example, we have many members across the country who are concerned about climate catastrophe. There's so much activism going on, and it has implications for how universities are run. So things like that, for members who don't see bargaining as their issue, but they'll see the association as being relevant to them if there's a way they can do the activism they would want to do anyway, but through their faculty association. These are things that can reach the not-usual suspects of the membership."

"There's also great opportunities to work with the other unions on campus, the students' union in particular," Morrill said. "I think that kind of thing mobilizes the members and fosters good will with the entire university community. And I think that helps us a lot when we're bargaining as well, if

the students are on our side and see our priorities as their priorities."

Working to mobilize and engage helps when it does come time to bargain, according to Sandaram, and helps make associations more proactive and less reactive.

"You can't just react to a crisis when it emerges, you really have to anticipate them. We know that bargaining has become more difficult, so you really have to have a message of your own, and you have to anticipate that you are probably going to have to stand up to some unpleasant things from the employer side, and that means mobilizing your members early on, and having some sense that you can count on them to support what your issues are, and also resist what might be coming from the other side of the table," Sandaram said.

And while that doesn't mean job action, it does mean being prepared.

"It's like the old saying that the best way to avoid a strike is to be very prepared for one," Sandaram said. "I think that is starting to sink in. We don't have a culture in the academic sector where people don't do that from day one of bargaining, but it's starting to happen earlier on now, which is good because it normalizes it, it's not such a scary notion that you have to take job action."

Note: URFA is working to get our Member Mobilization Committee together this fall to plan for the next year ahead. To get involved, email urfa@uregina.ca. Members from across all campuses and bargaining units are welcome.

What should academics consider when voting this election?

Note: This was originally published on caut.ca.

Ingrid Roorda, 23, knows how much a Canadian post-secondary education costs, and sees it as a federal election issue. The mechanical engineering student chose the University of Waterloo because it offered paying co-ops jobs, and she's added years to her normally four-year program to take full advantage of work placements that sent her as far as Switzerland and Germany.

With those, and some parental help, she'll graduate later than her classmates will — but with less debt. "My parents definitely helped me," she says. "And I went to Waterloo and did the co-ops to help reduce my indebtedness, but it's going to take me six years to graduate."

She achieved voting age in Europe, and will vote here in the fall. She knows that federal government transfer payments support provincial education programs, but she and other students haven't seen any federal party talking up education: "I've not seen or heard anything."

In Germany, she found that post-secondary education is essentially free. German friends gently ribbed her with grumbles about yearly payments of €250 (\$350) in "extra fees" that were their only education costs. That's a far cry from Canada, where an average undergraduate student last year paid out \$7,759.

Since 2008, post-secondary student fees have jumped by 23 per cent. Total student indebtedness

to Canada Student Loans has increased 40 per cent since then, rising in 2018-2019 to a total of \$21 billion. Such statistics are the tip of a worrying iceberg for students and faculty alike. Three decades ago, public funds formed 80 per cent of total university operating revenues, a proportion now closer to 50 per cent. In the past quarter century, federal transfer payments to support post-secondary education have fallen by 40 per cent per student. These numbers highlight a troubling reality. Post-secondary institutions are searching ever harder for money to sustain all they do.

Despite the silence on post-secondary education in the current political landscape, public opinion research that CAUT recently commissioned from Abacus Data finds that three in four Canadians believe universities and colleges have a positive impact on the country's direction. On this metric, post-secondary institutions rank higher than police forces, corporations, news media, the military, social media — and even Parliament.

Tellingly, the survey also finds that Canadians see rising education costs as a significant barrier. Most respondents say post-secondary education is worth their time and effort, and fully 93 per cent say they would enrol after high school if tuition weren't an issue — but some 29 per cent aren't convinced it's worth the current cost to them.

"This survey confirms that there is a broad appreciation for the value of advanced education in the pop-

ulation and that costs are a bar to getting one," says CAUT president Brenda Austin-Smith.

The survey also found that Canadians are concerned about the growing numbers of precarious part-time instructors, yet another consequence of inadequate public funding. Precarious work is reinforcing systemic inequities. Data from the 2016 census reveal that women and other marginalized groups are overrepresented in part-time and part-year positions, while they remain underrepresented in the ranks of full-time academics across the country. Only 27 per cent of full-time professors are women. Black academics comprise only 2 per cent of all university professors. Aboriginal academics form just 1.4 per cent of university professors, and 3 per cent of college instructors.

"Our current system is under stress," says CAUT executive director David Robinson. "If the last decade showed us anything, it's that we can't sit on our hands. More students want to attend university or college, but cost and the number of places available limit access. New federal and provincial investments would give our institutions options like reducing student fees to increase access, hiring to improve faculty-to-student ratios, and developing new programs. This country's colleges and universities are a steadying influence in unsettled times, and the federal government needs to be a stronger partner."

Austin-Smith says all the political parties should take an interest in



Canadians will choose who will be the next Prime Minister on October 21. What should academics consider when marking their ballots?

post-secondary education. “Investing in education is the right thing to do. It’s investing in our future to ensure that we reduce inequality, build social cohesion, and promote our cultural, social, and economic development,” she says. “It’s a crucial issue to address if Canada wants to increase research capacity, access and equity, and give colleges and universities new means to offer decent work instead of employing highly-skilled individuals in precarious, low-paid contracts.”

Karen Harper, a Halifax environmental science and biology lecturer, is all too familiar with precarious part-time contracts, in her own right and as president of CUPE Local 3912. Notoriously, she notes that some contract instructors in Halifax are paid less than anywhere else in Canada.

Harper says universities and colleges often hire contract instructors on short notice, allowing them little preparation time. “One

of the courses I’m teaching this fall, I just found out I’m teaching it yesterday,” she says in the second week of August. “It’s a course I’ve taught before. But I’ve found out I was teaching a new course less than 48 hours before the first class — that’s happened to me.”

Precarious work hurts students, she says, because contract instructors are not supported in research that could inform their teaching. And part-timers she knows worry they can’t devote enough time to their students and their own families as they are often forced to run between Halifax’s three major universities in a scramble to scrape together a living wage.

Meanwhile, the federal Liberal government has taken some steps to repair the gaping hole in research funding. In its April 2017 report, the Advisory Panel for the Review of Federal Support

for Fundamental Science recommended \$1.67 billion in new funding to the research granting councils, paid over five years. The February 2018 budget invested significantly in research and science, including historic increases to Tri-Council base funding for basic research, but still fell short of the advisory panel’s recommendations. At the time, CAUT’s Federal Budget Highlights noted that the budget committed to just 62 per cent of the ongoing base funding for open-operating grants that the panel had urged.

Julia M. Wright, associate research professor in English Literature and president of Dalhousie University’s faculty association — and a former Canada Research Chair recipient — thinks the seeds of research inequities were sown when the federal government established the Canada Research Chairs Program in 2000 after transfer payments were cut. Fixing this, she says, is long over-

due.

The Canada Research Chairs Program, she says, “was kind of a value added” before reduced transfer payments affected post-secondary education drastically. “So here we are coming up to 2020. It seems to me there should be some kind of comparable program that addresses the problem of the rising percentage of faculty positions that are precarious, not 2,000 research chairs, but 2,000 or significantly

more subsidized faculty positions across the country. I would put it this way: we had enough food on the table and the Canada Research Chairs were dessert. Now we don’t have enough food on the table. We are seeing an absolutely tragic waste of talent in this country.”

CAUT president Brenda Austin-Smith agrees. “Forcing trained, competent researchers and scientists to live from paycheque to paycheque is a terrible waste.

Skilled yet precarious academics represent a huge untapped potential. Institutions need the means to hire these people to do what they trained for: to teach, to conduct research, and provide service to the community.”

Equity Committee Update

The Equity Committee has been meeting regularly and working on numerous initiatives and issues. Our current membership includes a diverse group of equity-seeking members from across faculties, campuses, and bargaining units. The Equity Committee is always welcoming new members! If you are interested in joining us, please email urfa@uregina.ca for more information.

We held Equity Week last March, and though timing was not in our favour, it was great to connect with members and the campus community and raise our profile on campus. We would love to hear suggestions for Equity Week this year, so if there is a speaker and/or event you would like us to support please get in touch!

Some of the things that we have been working on are looking into the translation of key URFA documents into different languages, notably Cree, Michif, and French as well as potentially others. We

have been in touch with different campus bodies to enquire on this issue and are also very open to members being in touch with us!

We have invited members of the campus community to come and speak to us about different initiatives, including Erin Limacher from External Relations about the You Belong, Racism Doesn’t campaign, and Hirsch Greenberg, the current Grievance Officer, about the proposal for a restorative justice option as part of the grievance process.

We are also working on a policy for URFA with respect to Intimate Partner Violence, and have been in contact Human Resources, community organizations, such as PATHS, and other universities in Canada.

As highlighted during Equity Week, there is a new Breastfeeding position statement and soon to be space on campus. One of our members, Vanessa Mathews, has led this initiative and we are

delighted by all of the campus support.

As a committee, we voted in support of Climate Strikes, which run from September 20-7th 2019 and Regina’s is on the 27th and will share information with our colleagues, students, and members of the university community. <https://climatestrikecanada.org/september>



URFA

UNIVERSITY OF REGINA
FACULTY ASSOCIATION



Join Us

At URFA's Fall General Meeting

Wednesday, Oct. 30

2:30 PM

Riddell Centre, Shubox Theatre

All URFA members are encouraged to attend.



APT Member Highlight: Kay Doxilly, Financial Services

U of R APT members are a vital part of the day-to-day operations of the University of Regina and First Nations University of Canada. Each issue of URFA Update features an APT member profile that highlights our members and the different roles they play on our campuses.

Name: Kay Doxilly

Position: Financial Analyst

URFA APT Member since: March, 2019.

Provide a description of your position, and what a “day in the life” at your job might look like:

The Financial Analyst (FA) position

in Financial Services manages a team of 6. The role of the FA is to support the team in taking care of our student population and by extension funding partners, and also providing cash handling support to other departments.

The Financial Analyst is responsible for the approval of various cash related activities and posting transactions made into systems used across the University on a daily basis.

This position processes scholarships, bursaries and other funding types which need to be placed on students’ accounts. This includes daily download of loan files.

There are ad hoc functions which

the FA does which can be setting up FAST AR accounts, or maintaining various codes. The FA is also encouraged to be a member of various committees and currently is a member of two committees.

What about your position is the most rewarding?

Serving the student population and our internal and external customers. Helping students on their education journey to allow them to comfortably focus on their learning knowing that we are doing our jobs competently and they do not have to worry about funds not being properly allocated.

It is satisfying to work in an environment with an array of experts,

professionals and colleagues who are available to help with complex and even more mundane enquiries I may have.

What is the most challenging?

Finding a good balance between implementing and communicating the policies of the University to our customers and ensuring that we still provide a service with a concerned approach.

What's your favorite part of working at the U of R?

The environment. I enjoy coming to work in a place where I hear multiple languages and see a beautiful mosaic of faces. The grounds are very warm and welcoming. I also have an amazing team who provide excellent service.



Kay marching with URFA at the Queen City Pride Parade in June.

Sessional Advocacy Committee Update

The Sessional Advocacy Committee (SAC) meets bi-monthly to discuss means through which we can inform, encourage and advocate for fellow Sessionals in relation to the interpretation and implementation of our respective Collective Agreements.

One of the ways we provide information is through hosting our upcoming tabling event - watch for posters, emails, and information on our Facebook page. We will be setting up information tables at various locations across the Campuses to offer fellow Sessionals an opportunity to meet us, receive information on what the Committee does, and ask questions regarding issues they may be facing. Tabling also provides an opportunity for us to enlighten

students of the value Sessionals bring to the University of Regina, First Nations University, and Campion and Luther Colleges and to their own education given the significant number of the classes Sessional lectures teach.

In October, the committee will be marking Fair Employment Week by hosting a social gathering and information sharing event which will also offer opportunities for Sessionals to ask questions and discuss issues pertinent to our respective Collective Agreements.

Another great place to get some insight and news as to what's going on in the lives of URFA Sessionals check out our Facebook page.

The SAC is an URFA committee and we are welcoming - if this is your first semester teaching or if you have many classes under your belt we would like to meet you. If you would like to attend a meeting and voice ideas, questions or concerns; would like to get involved with the Committee; or would like to meet over a coffee and chat about day to day challenges you face as a Sessional instructor we are here to listen and assist in whatever way we can.

Both Co-chairs of the SAC, Christian Thompson and Barbara Meleney's email addresses are posted on the URFA webpage so feel free to contact them at any time if you have questions or want to get involved!

Collective Bargaining Updates

Currently, there are four collective agreements that have expired or will expire later this year. The agreements for Campion and Luther Colleges, and FNUniv Academic units have expired, and the FNUniv Sessional agreement expires at the end of this year. Below is a short update on negotiations:

Campion College Academic

A Bargaining Committee has been formed and is currently working with URFA to draft proposals and prepare for negotiations later this fall. In August, members of the Campion bargaining committee were able to attend the CAUT Bargaining training session on campus to practice negotiation skills.

Luther College Academic

A bargaining committee has formed, and a membership meeting will be held in early fall to dis-

cuss bargaining priorities. The bargaining committee will then work with URFA to prepare for negotiations later this year.

FNUniv Academic

A call for volunteers for the Bargaining Committee was sent out earlier this year, and a committee has been formed. A bargaining priorities survey for FNUniv Academic members was sent out earlier this spring.

For negotiations, the committee intends to work with the employer using an interest-based model. This model of negotiating was successfully used during FNUniv Sessional Academic Staff Member negotiations and last year's FNUniv APT negotiations. The two parties negotiated through the assistance of a facilitator

provided through the Ministry of Labour to come to agreement on non-monetary articles. When negotiations moved to monetary articles, the parties returned to a more positional bargaining format. Negotiations for FNUniv Academic are expected to begin this fall.

FNUniv Sessionals

The FNUniv Sessional contract expires at the end of 2019. A Bargaining Committee has been formed, and a bargaining priorities survey was sent to members in the spring. Membership meetings will occur later in the year as the committee and URFA prepare for negotiations as early as this year.



Members of the Campion College bargaining committee attended CAUT's bargaining training session on campus in August.

URFA Member Emergency Fund is always available

URFA would like to remind members of the URFA Member Emergency Fund to support members facing emergency circumstances. Below are some answers to FAQs regarding the fund.

What is the emergency fund meant to be used for?

The Member Emergency Fund is designed to assist members who have emergency circumstances due to the sudden loss or decline in remuneration from the employer. The fund is also available to those who are facing personal emergency circumstances, including those who are taking unpaid leave due to being a victim of intimate partner violence.

Is there a limit to how much a member can receive from the

fund?

Expenditures will not normally exceed \$1,500 per person per year. Expenses beyond the specified amount will require the approval of the URFA Executive.

Are funds meant to be repaid?

Expenditures from this fund are considered as loans, normally to be repaid in one calendar year. The terms of repayment will be flexible, taking into consideration the circumstances of the recipient and may be forgiven if the circumstances warrant.

Who decides if I receive money from the fund?

Emergency allocations shall be made by decision of the Execu-

tive Director on the basis of the particular information provided by the applicant.

Will my information be kept confidential?

Yes. At no time will the Executive Director divulge the name of the individual, or personal circumstances which may identify them, without their express permission.

How do I apply?

Applications can be made through the URFA Executive Director, Kevin Siebert, kevin.siebert@uregina.ca.

More information can be found online at www.urfa.ca under "About Us- Policies and Forms"

Sessional Professional Development Fund Applications due by Dec. 1

A new provision was negotiated in the URFA U of R Academic Collective Agreement (Section 4.2, Appendix A, Section 4.2, Page 138) creating an annual fund of \$12,000 to assist U of R Sessional Academic Staff who have priority status with costs associated with creative, scholarly, or professional works.

Acceptable expenses for the fund may include registration, travel, publication fees, or discipline-specific equivalents. U of R Academic Sessionals with priority status are able to apply for up to \$1,500 from the fund. Funds are distributed three times per year in

April, September, and December. We are pleased to announce that we are now able to accept applications for the second round of fund distributions, due on December 1.

The application form is available on the URFA Website under "About Us- Policies and Forms-Sessional Professional Development Fund."

All applications must be submitted to the URFA office by end of day on December 1, 2019 in order to be eligible for fund distributions.

Late submissions will not be ac-

cepted, and will not be included in the next fund distribution period (April 1, 2020), unless you re-submit your application.

Please note that this fund is ONLY for U of R Academic Sessional members with priority status. Those who do not have priority or are sessional members in other bargaining units are unable to apply for these funds. We look forward to receiving and reviewing your applications.

If you have any questions about the Sessional Professional Development Fund, please contact the URFA office.