



**UFV FSA**  
Faculty & Staff  
Association

# WORDS & VISION

## NEWSLETTER



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# **HALLOWEEN PIZZA PARTY**

**Jointly hosted by UFV and FSA for faculty, staff, and administrators**

A large black silhouette of a pumpkin with a stem, serving as a background for the event details.

**SAVE THE DATE:  
OCTOBER 31, 2024  
12:30–1:30 PM**



## **Mather's Musings: Take Action Against the Corporatization of UFV**

Dear Members,

My grandfather, a lawyer by trade and politician by circumstance, used to share his folksy wisdom through quotable analogies. As a young person, the most impactful quote to me was, "A parrot says it can sing. A songbird just sings. I'd rather listen to the songbird than the parrot." Words are one thing—action is much more impactful. That is the approach I take in my role as your FSA representative.

We often get lost in talk and don't act. Over the past few months, I've met with many of you who are dealing with rigidity in our employer's approach to accommodations, interpretation of the Collective Agreement, navigating disciplinary actions, Policy 18 bullying and harassment complaints, or, for many, the shift from collegial governance to one that is corporate.

As the new academic year begins, folks are feeling worn down, morale is low, and we are dealing with an institution that wants to be more like Simon Fraser University than serving the specific needs of the Fraser Valley.

Issues related to workload, overtime, fair administrative investigations, and following the Collective Agreement have shifted. As we celebrate our 50th year, the institution highlights what made UFV unique to begin with. Yet there is a shift to seeing faculty and staff as simply a number and not integral to the UFV experience.

I don't want to be a downer—we, the employees of this institution, are what make this school unique. We are not a glossy photo or statement in a recruitment brochure, and our approach to being a student-focused institution is seemingly ignored.

As the year progresses, the FSA executive's 2024–25 goal is to be more accessible, visible, and supportive to our membership. We are your colleagues. Most of your FSA executives work off the side of their day job desks. With that said, we want to hear about your struggles and concerns so that we can take action. The FSA wants to be your songbird and not parrot issues. Your chief stewards and I are here, fully seconded, and available to meet and discuss your concerns and answer your questions.

Please email or call executive members or me directly to discuss your specific situation.

Get active. Get involved.

We can only act if we hear from you.

In solidarity,  
Greg





## Regularization Now!

"I've been teaching at UFV for 12 years. I teach an overload every year. Why don't I have a permanent position? Why don't I have health benefits? Why am I not paid the same as my colleagues?"

"I've been teaching as an LTA for five years. Now the LTA positions in my department have been taken away. It's back to teaching as a sessional. This is a demotion. It's unethical that we commit to a university that does not commit back to us."

"We need to strike in September to make things change."

"A board member suggested that we ask for regularization back in bargaining. Is the union planning to do that?"

"I couldn't pay for my daughter's dental surgery as a sessional teaching a full course load. I had to borrow from family and friends to be able to do it."

"My students have better working conditions, benefits, and job security than I do teaching at UFV for over a decade."

These are some of the comments, conversations and sentiments I've heard from our members during the last two years. It is time for change. It is time to solve the problem of labour exploitation at UFV.

Let us all stand in solidarity to create this change, and raise up our lowest paid faculty members.

If you would like to anonymously share your LTA, sessional, stories, please reach out, we'd love to hear from you.

In solidarity,

Toni Latour (she/her)  
Your non-regular union rep

## A Note from the FSA VP Bargaining



For those who don't know me, my name is Tim Dueck and as of the Spring 2024 FSA AGM election, I am in the VP Bargaining role on the FSA executive. I am also an assistant professor and the Master of Social Program Chair in UFV's School of Social Work & Human Services.

When asked if I would consider being nominated for the new bargainer role with the union, my initial thought was that I have no bargaining experience. However, in reflecting on my decades of professional social work practice, it occurred to me that nearly all of that entailed assertive (and often delicate) negotiations of sorts. The very profession of social work arguably exists because of conflict of one kind or another, and assisting others in negotiating these dynamics to achieve successful results is what social workers generally are tasked to do.

In this regard, I am eager to embark on this new endeavour which, albeit in a somewhat different arena, utilizes these same principles of equity, social justice, and both individual and communal wellness. UFV is a community, and I see the FSA as an essential agent of change in facilitating a greater sense of wellness. I personally draw on my own mixed Inuit and Mennonite ancestral values as an ethical compass to guide me in my engagement with both FSA members and UFV management. I will also rely on the other members of the bargaining team, as well as the expert knowledge of our Federation of Post-Secondary Educator's representative.

Since I've been elected to represent you and your wishes at the bargaining table, your input is vital to this process. In fact, the process depends heavily on it. What is important to you in the next round of bargaining? Where would you like to see the FSA bargaining team place its priorities? How can you contribute to the discussion? Over the coming months, I, along with others from the FSA, will continue to proactively collect input from FSA members in several forums and formats.

One way that I highly encourage members to convey their input is by emailing me at [vpbargaining@ufv-fsa.ca](mailto:vpbargaining@ufv-fsa.ca). The old social work documentation adage "If it's not written down, it didn't happen" can apply to this scenario as well. Your concerns can be raised in collective bargaining, but having documentation of your input solidifies any case by avoiding hearsay that is open to misinterpretation. Please take the time to reflect on your input and then send it on to the email address above, and know that what you send is always kept in confidence. If you would like a follow-up communication to your input, please indicate that as well, as I am happy to connect with any FSA member for discussion.

Thank you in advance for communicating your ideas and for entrusting me as your VP Bargaining. I remain committed to best representing you in this role.

Tim Dueck



# SAFETY



## **Joint Occupational Health & Safety Committee Co-Chair, Abbotsford: George Ogolo**

My name is George Ogolo, and I am the Co-chair of the Joint Occupational Health and Safety Committee (JOHSC) for the Abbotsford, Clearbrook, and Mission campuses. While I am new to this position, I have experience working with the Faculty and Staff Association (FSA) and am committed to supporting my colleagues.

I took on this position to:

- Advocate for a safe workplace on behalf of my colleagues;
- Ensure the employer upholds their commitment to providing a healthy and safe work environment;
- Educate new workers at UFV about their rights, including the right to be informed about health and safety matters, to participate in decisions affecting their health and safety, and to refuse work that poses a risk to their health and safety or that of others.

I look forward to collaborating with you during routine workplace inspections in your area and in addressing any hazards or incidents that may arise. Please feel free to reach out to me at [johsc@ufv-fsa.ca](mailto:johsc@ufv-fsa.ca) if you are interested in participating in JOHSC activities or have any health and safety concerns.





## **Gender Equity Representative: Tannaz Zargarian**

My name is Tannaz Zargarian, and I will be serving as the gender equity representative. I am an assistant professor in the Department of Adult Education within the Faculty of Education, Community, and Human Development.

I am deeply committed to advancing gender equity through a decolonial lens. I strongly believe that acknowledging and addressing the colonial history and ongoing impacts of gender inequity and injustice on women and 2SLGBTQI+ communities is not only a moral imperative but also essential for building a just society through diversity, equity, and solidarity.

In my research and teaching over the past ten years, I have worked with women and multiple marginalized individuals, including queer communities, at both national and international levels to better understand their experiences and sense of belonging in various educational and learning settings. Furthermore, through an intersectional lens, I have been involved in EDI policy analysis and institutional practices around gender equity and justice. I have taught multiple courses on gender and feminism at both the graduate and undergraduate levels.

I have also served as an executive member and academic research partner for Canada Research in Queer Community and Diversity Education for two years.

I look forward to representing the membership in my coming term.





## FSA Equity Diversity and Inclusion Survey

The FSA is holding a FSA Equity Diversity and Inclusion Survey this fall (2024). This survey is undertaken under the auspices of the FSA's VP Equity with a goal to create a biennial benchmark of current knowledge, desired outcomes, and feedback from members on the nature of equity, diversity, and inclusion initiatives at UFV. We warmly anticipate your participation in this survey, which will be open until October 31, 2024.

Your critically important responses will help make the FSA aware of the issues members are facing around equity, diversity, and inclusion in the

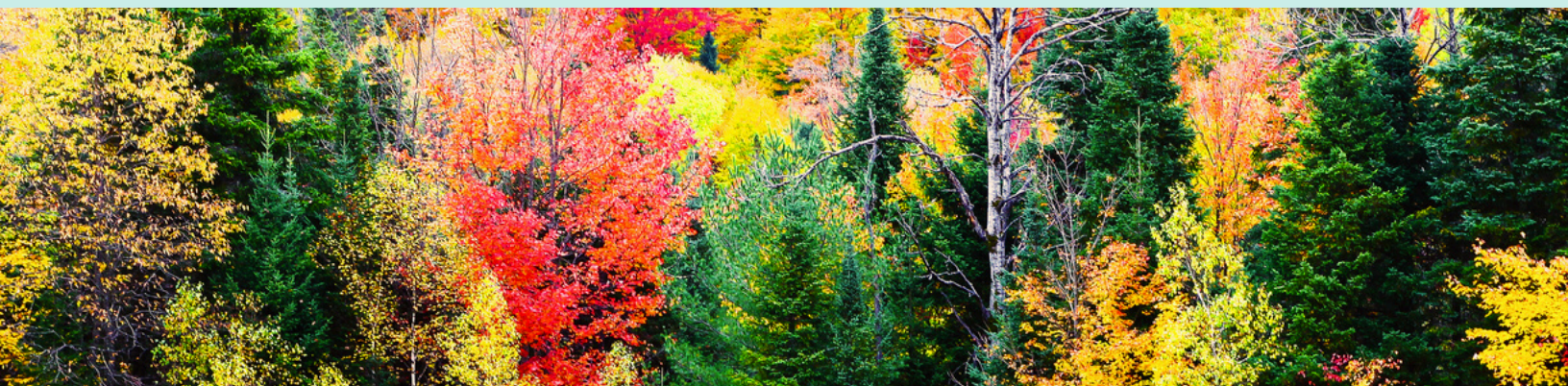
workplace. It will allow us to advocate for EDI at UFV while assuring your anonymity. And, more importantly, it will inform our FSA equity work going forward. The goals of the survey are:

- Benchmarking of EDI at UFV
- Guiding and informing the work of equity at UFV
- Identifying ways to seek accountability in EDI processes at UFV

Although this survey includes questions on Indigenization, we understand that while EDI and Indigenizing goals and actions at times overlap, they are distinct endeavours. The goal of giving Indigenous knowledge and ways of knowing rights-based status with western knowledge and ways of knowing, for example, is specific to Indigenization.

\*\*\*\*If you would like to participate in equity committee work at UFV, please email Satwinder Bains (UFV-FSA VP Equity) at [vpequity@ufv-fsa.ca](mailto:vpequity@ufv-fsa.ca)

Scan the QR code with your phone to fill out the survey, and enter for a chance to **WIN A TABLET!**



## Get Out and Vote!

Your FSA is launching a non-partisan Get Out and Vote campaign in advance of the provincial election on October 19, 2024.

It's vital that union members help to shape the provincial government, which is responsible for post-secondary education. Vote like your job depends on it—because it does.

The provincial government is responsible for:

- The University Act—the legislation under which UFV and other universities are governed.
- PSEA—the Post-Secondary Employers Association which bargains our Collective Agreement on behalf of the provincial government. This is the body that ultimately decides our wages, benefits and working conditions.
- The Ministry of Post-Secondary Education and Future Skills—this ministry oversees university education, post-secondary institution funding, student housing, skilled trades certification, international students, student loans, labour market information, educational partnerships with the federal government, and more.
- The Labour Relations Code, which governs union certification and collective bargaining.
- The BC Labour Relations Board, which oversees labour relations between unions and management, including collective agreement arbitration, disputes decisions, strikes and lockouts, unfair labour practices, union certification, and more.
- WorkSafeBC, which is provincially mandated to govern workplace safety and rehabilitate injured workers.





## Get Out and Vote! *(continued)*

### How do you get involved?

**Elections BC provincial election 2024 website**  
<https://elections.bc.ca/2024-provincial-election/>

- First, ensure you're registered to vote.
- Find your voting district.
- Inform yourself about your local candidates and the issues in the coming election. You can do this by:
  - checking out media, such as your community newspapers, including The Abbotsford News, The Fraser Valley Current, The Chilliwack Progress, provincial and national news organizations,
  - See the CBC which hosts extensive election coverage over the whole province,
  - attend local all-candidates forums, which are likely to be advertised in your local media,
  - check out provincial party websites for their platforms closer to the election date,
  - look over individual candidate websites and their social media.
- Find out where to vote (physical voting places are still being confirmed).
- Time off work to vote—voters are entitled to four consecutive hours to vote.
  - Ways to vote: You can vote in advance, vote by mail or vote anywhere.
  - New voting processes and technology improve accessibility and mean you can vote at any polling place.
- ID needed to vote—find out what you need to bring with you to the polling place.
- Encourage friends, family, and colleagues to vote.
- Host a classroom event—Elections BC may be able to offer speakers, resources, and coaching for presenters. Email outreach@elections.bc.ca.
- Interested in going further? Volunteer for a candidate you support.

Issues around post-secondary education, and as we have seen last February, interference by publicly elected officials, and labour, are issues that will arise as the election nears. Seek out that information and inform yourself about candidates who reflect your values.

We want you to think about this now because the election is coming up fast: October 19. We will be starting bargaining soon and it's vital that we have a supportive government on our side. We are now asking you about issues that are important to you as we prepare to begin the bargaining process. Tim's article does just that.

To support our Get Out and Vote campaign, your FSA will be handing out stickers and putting up posters reminding you about the upcoming election. Plan to attend events closer to the election date, such as all-candidates meetings. If you have questions, please reach out.

In Solidarity,

Lisa Morry  
 VP Member Engagement



## Your Union in Action

Your Faculty & Staff Association's mandate is laid out under the BC Labour Code. It is the FSA's job to negotiate on behalf of UFV employees, enforce our Collective Agreement, and engage members. Our mission, vision and values guide that work.

We do this work through elected representatives led by FSA President Greg Mather, who along with Chief Faculty & Staff stewards Pat McGurk and Margaret Nickelchok, are the only fully released union executive members, working full time on union business.

Our Secretary Treasurer and Privacy Officer is Sheila McKay, Satwinder Bains is the VP Equity, Jarrod Frizzell is the VP Grievances, Tim Dueck is the VP Bargaining, Martina Southern is the JCAC Co-Chair, Jeff Thiessen is the JPDC Co-Chair, George Ogolo and Chris Flood are the Occupational Health & Safety co-chairs, Jennifer Martel is the Social committee chair, Tannaz Zargarian is the Gender Equity representative, Chelsea Klassen is the Human Rights & International Solidarity representative, Toni Latour is the Non-Regular Employees representative, Alyson Gher-White is the Decolonization, Reconciliation, and Indigenization representative, and I am your VP Member Engagement.

We do union work at the direction of the executive through committees, including the executive, contract, communications, finance, and social committees. If you're curious about details, meeting minutes for the executive and finance committees can be found on our website at [www.ufv-fsa.ca/meeting\\_minutes](http://www.ufv-fsa.ca/meeting_minutes). Please note that you must be registered for FSA website access to see these minutes.

Officer positions are in addition to our steward network and office staff (financial coordinator) Andrea Fraser and (administrative coordinator) Melissa Naman. The labour representative position is vacant. There's little to no room for illness, vacations, or personal emergencies.

We're under-resourced. Everyone on the FSA executive is moving fast to try and keep up to a university management structure that is very well funded and growing ever larger. Your union dues, 1.5 percent of your paycheque, have not increased in years, while costs for everything from wages to paperclips have gone way up.



## Your Union in Action *(continued)*

Current FSA initiatives include:

- Creating committees to implement the new Collective Agreement and preparing for bargaining the next Collective Agreement,
- An equity, diversity, and inclusion survey,
- A review of releases, work, and pay equity on the FSA executive, and recommendations for the FSA constitution and bylaws,
- Reviewing FSA policy and bylaws,
- Reviewing FSA records management,
- Creation of “cheat sheets” for course assignments and how they work,
- Advocacy for an equitable UFV weather policy,
- Reconciliation and decolonization initiatives,
- Regularization and pay equity work,
- Member outreach campaigns, including “coffee cart engagement”,
- And member social events.

Along with these initiatives, the president and chief stewards have represented members with HR-related concerns, including faculty workload, intellectual property, sessional seniority, new custodial classification, policy grievances, letters of expectation, probationary termination, grievances, policy 18 complaints, WorkSafeBC matters, accommodation requests, group reclassification, job descriptions, return to work and gradual return to work, remote work, job postings, standing SAC procedures, filling temporary vacancies, leaves, including parental, unpaid, sick and WorkSafeBC leaves, and advocated for member issues at labour and management meetings.

Executive members have attended the Canadian Labour Congress Winter School, The Federation of Post-secondary Educators AGM, the BC Federation of Labour Regional Conference, and Canadian Association of University Teacher’s training, taking courses ranging from bargaining to organizing to labour law and more. Executive members have participated in Fraser Valley Labour Council and Federation of Post-Secondary Educators meetings, including FPSE presidents’ council and contract administration review committee.

As always, if you have questions, reach out.

Lisa Morry  
 VP Engagement





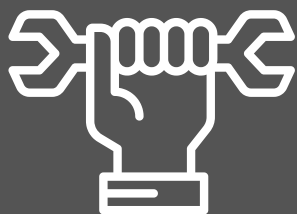
## Racism as a Workplace Hazard

The FSA wholeheartedly endorses the following recommendations for government from “Our Collective Truths Light the Way Forward report on the 2023 BCFED Anti-Racism Engagements”. Read the full report and full recommendations [here](https://bit.ly/2023BCFED_antiracism):  
[https://bit.ly/2023BCFED\\_antiracism](https://bit.ly/2023BCFED_antiracism).

1. Immediately expand the scope of the Anti-Racism legislation anticipated this spring by including protections for workers who are not directly employed by the government and are seeking relief from current racist incidents and structures in their workplaces.
2. Establish an advisory board on Anti-Racism that would function as a body to ensure accountability of government entities to the public on progress on Anti-Racism.
3. The province should consider the creation of a body tasked specifically with investigating claims of racism, coordinating with the advisory board mentioned above, as well as an ombudsperson that could serve as a resource to the public when accessing public services and encountering racism.
4. Establish a confidential reporting and investigation process for workers who do not feel comfortable/safe bringing their complaints of racism directly to their employers.
5. Ensure that the anti-racism act includes an enforcement mechanism and requires both random and targeted audits of government services and agencies.
6. That WorkSafeBC and Skilled Trades BC continue to fund groups like the BCFED, its Occupational Health and Safety Centre, and the BC Centre for Women in The Trades (BCCWITT) and do training for workers, employers, and the general public on Anti-Racism.
7. Provide funding for Indigenous, Black, and Racialized community-led organizations that are doing training on Anti-Racism.
8. In the K-12 system, all school districts have multi-cultural liaison workers and include Anti-Racism training, resources, and support for school staff as part of their job duties.
9. Strengthen existing workplace legislation to improve accountability and provide remedy for workers who experience racism.

These recommendations, if implemented, will dramatically improve workplaces for racialized workers and create accountability and remedy for acts of racism in the workplace. This is something that the UFV Race and Antiracism Network (RAN) has been working on for longer than a decade and something that our union fully supports.





## Unions are the Best Tool to Guard Against Corporate-Style Management

The following is an excerpt from “Academic Staff Associations and Collegial Governance” by Larry Savage and Stephanie Ross, published by CAUT (Canadian Association of University Teachers). Read the full article here: <https://www.caut.ca/bulletin/2024/04/academic-staff-associations-and-collegial-governance>.

Senior administrators at Canadian universities and colleges are increasingly drawn from the private sector. They have management rather than academic backgrounds, bringing with them elements of corporate culture that do not mesh well with collegial decision-making.

Even among those administrators drawn from the collegium, where collegial governance is, in theory at least, an uncontroversial norm, we see strong resistance in practice. This is particularly true when academic staff and their commitments to certain academic priorities oppose administration-led restructuring efforts. In these cases, containing or marginalizing academic staff and union involvement in decision-making processes becomes an important goal for university administrators charged with pushing through initiatives.

The reality is that senior administrators sometimes grow impatient. They actively try to undermine collegial governance rather than address the concerns of faculty members who are using the system to push back.

The evidence of this dynamic is all around us. For example, we are seeing more and more proposals from senior administrators to eliminate meaningful academic staff involvement in workload planning and assignments, in the development of course offerings and delivery modes, and in workload adjustments. During the pandemic we witnessed increased efforts by senior administrators to work around senates under the guise of “crisis management” practices that have continued as institutions return to “normal” functioning.

Universities and colleges have also moved away from “open” and towards secretive “closed” searches for senior administrators, to the benefit of headhunting firms and the detriment of transparency and collegial governance.

It doesn’t help that boards are increasingly dominated by corporate interests. Such board members often have no experience with collegial governance processes and have very different ideas about the purpose of universities and colleges, typically emphasizing their “economic mission” and role in private sector economic development and training.

The FSA, through the adherence of our collective agreement and through monthly Labour and Management meetings, aims always to hold the employer to transparent and consultative processes. Collegial governance is core to creating a workplace where the voices of workers are heard and have actual decision making power. Your union will continue to uphold this principle and work on your behalf.

## Sign the Pledge to be a Gender Justice Champion at Work

Article from: <https://canadianlabour.ca/campaigns/be-a-champion/>

We're celebrating the incredible wins delivered by Canada's labour movement to advance gender equity and women's rights at work. But the fight isn't over.



By taking the pledge, you commit to advocating for our elected officials to:

- Value women's work: Women, especially racialized and newcomer women, make up the vast majority of workers in the paid care sector. Yet many are forced to leave their jobs because of low pay, crushing workloads and poor working conditions. Canada needs a national care strategy to train, recruit and retain workers in care sectors and end wage discrimination.
- End gender-based violence at work: Canada's recent ratification of the ILO's Convention 190 means we're one step closer to a world of work free of harassment and violence. Now the government must work together with unions and employers to swiftly implement the agreement.
- Fix the child care crisis: Recently introduced federal legislation outlines a national child care strategy including key principles long advocated for by labour and child care advocates. It's time for the government to collaborate with sector workers to advance this strategy until it becomes enshrined in law.
- Make work fairer: The erosion of vital care services has created an over-reliance on unpaid care work, disproportionately provided by women. The federal government must invest in a Care Economy Commission to examine paid and unpaid care work and develop a roadmap to meet the increasing demands for care; reduce and redistribute women's unpaid care work; and build a more inclusive labour market strategy to achieve high-quality, equitable care jobs.

**Scan the QR code or visit to sign the pledge:**

<https://canadianlabour.ca/campaigns/be-a-champion/>





## Connecting BC: A Ten-Year Vision and Investment Plan for Public Transit throughout BC

Article from: <https://canadianlabour.ca/campaigns/be-a-champion/>

Imagine: Public transit that gets you where you need to go — quickly, easily, reliably... and affordably. No matter where in BC you live.

This plan can make that vision a reality — within the next decade.

We can fill the gaps left by years of neglect and privatization under past BC Liberal governments, and build on the important transit investments our current provincial government has made. And we can unite local and regional transit into an integrated, sustainable, zero-carbon whole.

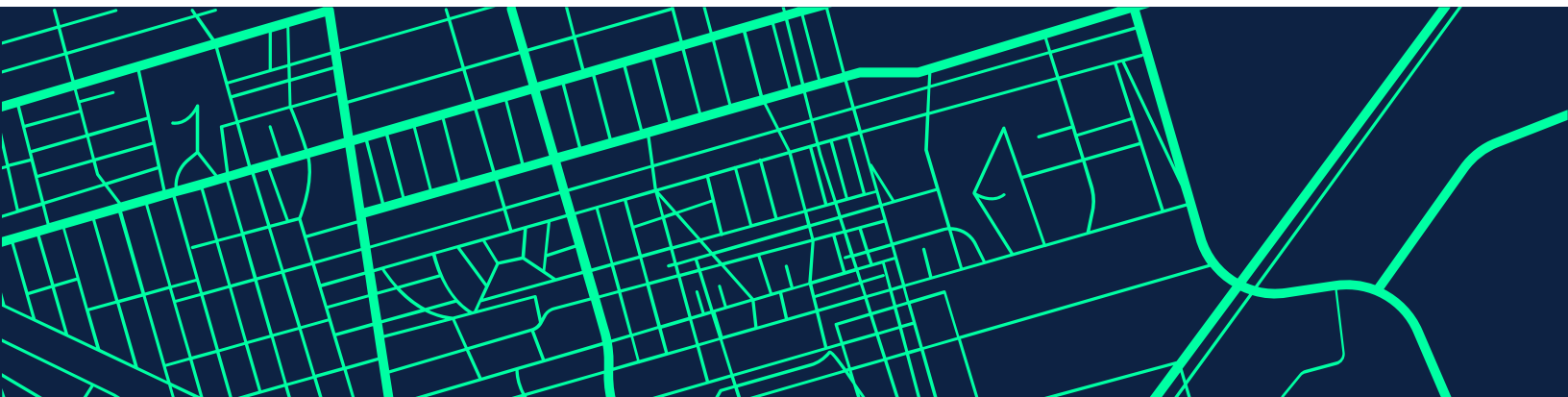
This report, written by Marc Lee — a senior economist with the BC Office of the Canadian Centre for Policy Alternatives — sets out a 10-year plan for investing in public transit throughout BC, with a call for immediate action on three key priorities:

- an inter-community express bus service connecting BC communities that were left stranded by the end of BC Rail passenger service and the departure of Greyhound.
- eliminating privatization throughout BC's public transit systems to ensure better, more reliable services for riders, and fairer benefits and wages for transit workers.
- extending the provincial government's free transit program to cover all British Columbians 18 and younger.

In the longer term, the plan includes a dramatic expansion and electrification of BC Transit's bus and HandyDART fleet, new regional rail and passenger ferry connections, accelerating Metro Vancouver's transit plans and integrating transit systems to allow seamless travel throughout BC.

Connecting BC is the first part of the BCFED Climate Justice and Jobs Plan, currently being created through consultations and conversations with union members throughout BC.

We gratefully acknowledge the financial support of Vancity in creating this report.



## Know Your Rights!

### Do sessionals get PD funding?

Yes they do. The \$2000 PD amount is for any sessional who works a full course load and that amount is prorated if your workload for that year is less than 100%. If you taught 50%, you would be eligible for \$1000 in PD funds that year. These funds must be applied for and do not roll over into the following year.

### Do LTAs get health benefits?

New to 2024, LTAs get full employer paid health benefits.

### Can I get qualified to teach classes I'm not currently teaching?

Yes. You can request from your department head or director that the standing SAC in your area review your qualifications for any courses.



Is there an area of the collective agreement that you'd like to know more about? Let us know so we can include it in the next issue of Words & Vision! Email [vpengagement@ufv-fsa.ca](mailto:vpengagement@ufv-fsa.ca).



## **FSA Executive**

**Greg Mather**, PRESIDENT

**Satwinder Bains**, EQUITY VP

**Jarrood Frizzell**, GRIEVANCES VP

**Tim Dueck**, BARGAINING VP

**Lisa Morry**, MEMBER ENGAGEMENT VP

**Pat McGurk**, FACULTY CHIEF STEWARD

**Margaret Nickelchok**, STAFF CHIEF STEWARD

**Sheila McKay**, SECRETARY-TREASURER

**George Ogolo**, OCCUPATIONAL HEALTH & SAFETY CO-CHAIR, ABBOTSFORD

**Chris Flood**, OCCUPATIONAL HEALTH & SAFETY CO-CHAIR, CEP

**Alyson Gher-White**, DECOLONIZATION, RECONCILIATION, INDIGENIZATION

**Chelsea Klassen**, HUMAN RIGHTS & INTERNATIONAL SOLIDARITY

**Toni Latour**, NON-REGULAR EMPLOYEES

**Tannaz Zargarian**, GENDER EQUITY

**Jennifer Martel**, SOCIAL COMMITTEE CHAIR

**Jeff Thiessen**, JOINT PROFESSIONAL DEVELOPMENT COMMITTEE CO-CHAIR

**Martina Southern**, JOB CLASSIFICATION AUDIT COMMITTEE CO-CHAIR

## **FSA Stewards**

**Brett Pardy**, FACULTY STEWARD

**Courtney Boisvert**, FACULTY STEWARD

**Rajnish Dhawan**, FACULTY STEWARD

**Rodney Smith**, FACULTY STEWARD

**Tamara Courage**, FACULTY STEWARD

**Amber Johnson**, STAFF STEWARD

**Jamie Britten**, STAFF STEWARD

**Jennifer Martel**, STAFF STEWARD

**Nicole Kungle**, STAFF STEWARD

**Contact information  
available at: [ufv-fsa.ca](https://ufv-fsa.ca)**

## **CONTRIBUTE TO YOUR FSA NEWSLETTER!**

Do you have news or a topic that you think other FSA members would be interested in? Consider contributing to the next Words & Vision publication. Contact the editor at [vpengagement@ufv-fsa.ca](mailto:vpengagement@ufv-fsa.ca) to find out how you can submit an article.

The Faculty and Staff Association is situated on the lands and territory of the Stó:lō peoples. We recognize and honour that the Stó:lō have lived in what they refer to as S'olh Temexw (Our Sacred Land) since the beginning of time. The FSA acknowledges the colonial history and the oppressions experienced by the Stó:lō; therefore, we express our gratitude and respect for the honour of living and working in this territory.



#### **UFV FACULTY & STAFF ASSOCIATION**

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