



## Report to VIUFA Annual General Meeting April 27<sup>th</sup>, 2022

Non-Regular Faculty Committee Representative—Dr. Amelia Horsburgh

I began my appointment as the NRFC representative in September 2019; I was re-elected in the fall of both 2020 and 2021. On Sept. 24<sup>th</sup>, 2021, at the FPSE NRFC standing committee meeting, I was elected Chair of this standing committee.


Throughout the fall of 2021 and spring 2022, I focused my attention on advocating for benefits for non-regularized faculty & staff in five specific ways:

- Eliciting benefits for non-regulars across locals via a not-for-profit health & dental brokerage firm. The NRFC decided to move ahead with the proposed Health and Dental Individual Benefits Plan through Green Shield Canada. This plan will be available to any VIUFA and FPSE member local who wishes to purchase benefits this spring via the FPSE website.
- Meeting via Zoom for First Friday Confabs each month to reach out to our membership to educate on topics such as COVID safety, standing committee budgets, pensions, etc.
- Meeting on December 1<sup>st</sup> and follow-up on March 4<sup>th</sup> with Parliamentary Secretary Walker (New Economy) to discuss roadblocks and limitations facing precarious post-secondary workers and ways to move towards greater equity.
- Participating as a vocal non-voting member of both Presidents' Council and the BCC with FPSE.
- Participating in Fair Employment Week by encouraging Presidents from locals to write letters of solidarity for non-regulars to their employer Presidents, as well as participating in the social media day of action and the CAUT social.

As the NRFC representative at Local 8, I remain committed to equity-seeking and advocacy:

- Voicing the need to bridge pay and benefit inequalities between regular and non-regulars.
- Raising the profile of precarious workers and the goal of "Equal Pay for Equal Work" with students, staff, the employer, and our community.
- Championing stronger equitable relationships amongst regular and non-regulars.

In solidarity,

  
Dr. Amelia Horsburgh

Instructor, English Dept.