



Report to VIUFA Annual General Meeting April 28<sup>th</sup>, 2021

Non-Regular Faculty Committee Representative—Dr. Amelia Horsburgh

I began my appointment as the NRFC representative in September 2019, and I was re-elected in the fall of 2020. I have attended all VIUFA Executive meetings and all Non-Regular Faculty Committee meetings as VIUFA’s representative. Since this time, we have signed our new collective agreement with the employer. Non-Regulars made some very impressive gains in our salary with a 4% increase to our flat rate per course:

	2019-2020	2020-2021	2021-2022	TOTAL
% Increase to Flat Rate	0.00%	4.00%	0.00%	4.00%
Opening Flat Rate Value	\$ 6,510.77	\$ 6,640.99	\$ 7,044.76	
GWI Increase Assumption	130.22	132.82	140.90	
Assumed Flat Rate Value	\$ 6,640.99	\$ 6,773.81	\$ 7,185.65	
Increase to flat rate	\$ -	\$ 270.95	\$ -	
Adjusted Flat Rate Value	\$ 6,640.99	\$ 7,044.76	\$ 7,185.65	

On December 11<sup>th</sup>, 2020, with the assistance of our administrative assistant Laura Buechler, we mailed out approximately 235 *Care and Solidarity Packages* to our Non-Regular members. These packages consisted of cards demonstrating our wishes for a wonderful & restful winter break, and a variety of small gifts such as tokens for pints of ice cream, soap, and candles. These gifts were purchased from small business here in Nanaimo. The total cost of this project was approximately \$3500. We received thoughtful and positive feedback from our membership.

“VIU Facts Online – Faculty & Staff,” show that for the 2020-2021 academic year, VIU records 497 Regular VIUFA members and 124 Non-Regular VIUFA members. As percentages, this breaks down to 80% Regular and 20% Non-Regular VIUFA members. This is a 6% drop in our Non-Regulars positions (164 to 124) and a 6% increase in our Regular positions (470 to 497). For a breakdown of these numbers, please visit the following link: <https://adm.viu.ca/university-planning-analysis/facts-online-faculty-and-staff>

In the 2021-22 academic year, my goals as the NRFR remain committed to:

- 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.