

TRU Faculty Association
Annual General Meeting

Thursday, April 25, 2023

12:00 PM

Lunch at 11:30 AM in the following locations and AGM to follow:

- Kamloops Campus: CAC Mountain Room
- Williams Lake Campus: Room 1251

2024



Meeting to be held in-person.

Virtual connection will only be provided between Kamloops and Williams Lake campuses for those in attendance at both room locations.



Acknowledgement

The Thompson Rivers University campuses are on the traditional lands of the Tk'emlúps te Secwépemc (Kamloops campus) and the T'exelc (Williams Lake campus) within Secwépemc'ulucw, the traditional and unceded territory of the Secwépemc. Our region also extends into the territories of the St'át'imc, Nlaka'pamux, Nuxalk, Tâilhqot'in, Dakelh, and Syilx peoples.

**2024 ANNUAL GENERAL MEETING
of the
TRU Faculty Association
Wednesday, April 24, 2024 – 12:00 PM
Rooms: Mountain Room & WL ITV 1251**

Agenda

1. Land Acknowledgement
2. Opening Blessing by Elder Patricia Terry
3. Adoption of Agenda
4. Approval of AGM 2023 Minutes
5. New Business
 - a) Constitutional Changes (6 motions)
 - b) Transfer of funds to Strike Fund
 - c) Indigenous Cultural Advisor
 - d) Receive Financial Audit Report by Accounting Firm, Jerry Spice Inc
 - e) Receive Agreed-On Procedures Report by Manning Elliott LPP
 - f) Approval of 2024-2025 Budget
 - g) Past President Release
6. Reports
 - President & Officers
 - Standing Committees
7. Elections
8. Announcements:
 - The newly elected Executive Board will be contacted about when the first committee meeting will be held in May 2024
 - The FPSE 2024 AGM is taking place in Surrey from May 13 -16, 2024.
9. Adjournment.

2023 ANNUAL GENERAL MEETING of the TRU Faculty Association

Tuesday, April 25, 2023 – 12:00 PM

Rooms: CAC Mountain Room & WL ITV 1251

Attendance – Kamloops & Williams Lake locations: 78

Guests: Computing Student. Doug Walch, Elder, Leona (Doe) Thomas, and minutes recorder M. Griffin

1. **Land Acknowledgement:** The TRUFA President chaired the meeting at 12:08 PM. Acknowledged that the Thompson Rivers University campuses are on the traditional lands of the Tk'emlúps te Secwépemc (Kamloops campus) and the T'exelc (Williams Lake campus) within Secwépemc'ulucw, the traditional and unceded territory of the Secwépemc. Our region also extends into the territories of the St'át'imc, Nlaka'pamux, Nuxalk, Tâilhqot'in, Dakelh, and Syilx peoples. Expressed gratitude to be on these lands.
2. **Opening of AGM:** Elder Leona (Doe) Thomas gave opening blessing.
3. **Adoption of Agenda:**
 - Membership was asked if there were any additions to the agenda—none were expressed.

MOTION: That the agenda be approved as presented.

Mover: A. Bell

Secunder: S. Read

MOTION CARRIED

4. **Approval of AGM 2022 Minutes:**

- Membership was asked if there were any errors or omissions from the minutes—none were expressed.

MOTION: That the 2022 AGM Minutes be approved as presented.

Mover: D. Ferguson

Secunder: H. Rahman

5 abstentions

MOTION CARRIED

5. Motions – Constitution & By-Laws Changes and Defense Funding Transfer:

The TRUFA President read out each proposed motion change to the Constitution & By-Laws. There was some confusion regarding the Constitution motions read out and those identified in the agenda package. Clarification was provided that the correct wording of the motions were sent out to the membership 7-days in advance of the AGM. The correct wording of the motions was also provided on each of the electronic election ballots.

Members who did not bring an electronic device to vote were provided with paper ballots.

An explanation was provided by the TRUFA President for each motion for the changes to the Constitution & By-Laws.

MOTION #1:

Be it resolved that the following change be made to the TRUFA Constitution and By-laws Article VIII – Powers and Duties of the Table Officers. 1. To add the position of Secretary to Table Officers.

Mover: TRUFA Executive
 Secunder: L. Iles

Vote:

In Favour: 100%
 Opposed: 0%
 Abstentions: 0%

MOTION CARRIED

MOTION #2:

Be it resolved that the following changes are made to the TRUFA Constitution and By-laws. Article VII 2. (g) Secretary:

Add: (ii) coordinate Membership Communications
 Add: (iii) attend Executive Board, Table Officers, and Faculty Consultative

Mover: TRUFA Executive
 Secunder: K. Lussier

Vote:

In Favour: 100%
 Opposed: 0%
 Abstentions: 0%

MOTION CARRIED**MOTION #3:**

Be it resolved that the following change be made to the TRUFA Constitution and By-laws Article X: Other TRUFA Representation Not Represented on the TRUFA Executive

remove: (g) the TRUFA Communications Committee

remove: 6. One representative to serve as the TRUFA Communications Officer and chair the TRUFA Communications Committee

Mover: TRUFA Executive

Second: D. Ferguson

Vote:

In Favour: 96%

Opposed: 1%

Abstentions: 3%

MOTION CARRIED**MOTION #4:**

Be it resolved that the following changes are made to the TRUFA Constitution and By-laws Article IX Standing Committee of TRUFA Executive – with Representation on the Executive Board

Add 2. (c) The Stewards Committee will be responsible for being the TRUFA Observer on Performance Review Committees (PRC)

Remove 3 (f) Members of the Salary and Working Conditions Committee will elect one member to serve as the Performance Review Committee Coordinator

Mover: TRUFA Executive

Second: A. McLay Paterson

Vote:

In Favour: 91%

Opposed: 2%

Abstentions: 7%

MOTION CARRIED**MOTION #5:**

Be it resolved that the following changes are made to Article XIII of the TRUFA Constitution and Bylaws.

Remove

1. Members of the Executive Board, every committee, and members in any other position representing the Association on other committees or other meetings shall be conscious of and sensitive to the obligation to avoid actual and perceived conflicts of interest.

2. Any member representing the Association who has a direct involvement in, and thus a potential conflict of interest with regard to an issue coming before a committee or raised at a meeting shall withdraw from that portion of any meeting dealing with that issue.

And replace with

“Conflicts of interest shall be dealt with in accordance with the Conflict-of-Interest policy.”

Mover: TRUFA Executive

Seconder: M. Sanchez-Flores

Vote:

In Favour: 99%

Opposed: 0%

Abstentions: 1%

MOTION CARRIED

MOTION #6:

Be it resolved that \$200,000 from the operating surplus (chequing account) be transferred to the Strike Defense Fund.

Mover: TRUFA Executive

Seconder: S. Kimiagari

Explained that the operating funds in TRUFA’s bank account is large, and strike fund needs to be built up. Would like to increase the strike fund for the future.

Vote:

In Favour 94%

Opposed 2%

Abstentions: 4%

MOTION CARRIED

6. Approval of TRUFA 2023-2024 Budget:

MOTION: That the TRUFA 2023-2024 budget be approved as presented.

Mover: Executive

Seconder: H. Dewan

The TRUFA President went over the proposed budget and answered questions.

Vote:

In Favour 97%

Opposed 0%

Abstentions 3%

MOTION CARRIED

- Annual Financial Review Report by accounting firm, Jerry Spice Inc:
 - No questions were asked regarding the 2021-2022 review

7. Elections:

- Vice-President, H. Rahman took over chairing the meeting for the election of the President's position.
- Following the election of the TRUFA President position T. Lyster took over chairing the meeting for the remaining elections.
- Membership was informed that candidates for any position up for election would be given 1-2 minutes each for providing a candidate statement.

TRUFA Executive Board:

POSITION	NAME
President (2-Year Term)	Tara Lyster - Acclaimed
Vice-President (2-Year Term)	Hafiz Rahman - Elected
Secretary (1-Year Term)	Mark Paetkau - Acclaimed
Treasurer (1-Year Term)	Franklin Sayre - Acclaimed
Research & Scholarship Rep (1-Year Term)	Erfanul Hoque - Acclaimed
Contract Faculty Rep (1-Year Term)	Amy Tucker - Acclaimed
Contract Faculty Rep (1-Year Term)	Ali Mulji - Acclaimed
Faculty of Adventure, Culinary Arts & Tourism Rep (1-Year Term)	Kimbire Woods - Acclaimed
Faculty of Arts Rep (1-Year Term)	Monica Sanchez-Flores - Acclaimed
Faculty of Education & Social Work (1-Year Term)	Rob Weilgoz - Acclaimed
Faculty of Law Rep (1-Year Term)	Craig Jones - Acclaimed
Faculty of Student Development & Instructional Support Rep (1-Year Term)	Larry Iles - Acclaimed
Faculty of Science Rep (1-Year Term)	Mridula Sharma - Acclaimed
School of Business & Economics (1-Year Term)	Zeinab Esmaeili - Elected
School of Nursing Rep (1-Year Term)	Lisa Creelman - Elected
School of Trades & Technology Rep (1-Year Term)	Gerry Sherk - Elected
Vice-President, Williams Lake & Regions (1-Year Term)	Rebecca Fredrickson - Acclaimed

TRUFA Shop Stewards Committee:

POSITION	NAME
Kamloops Shop Steward (2-Year Term)	Hafiz Rahman - Elected
Kamloops Shop Steward (2-Year Term)	Mridula Sharma - Elected
Kamloops Shop Steward (2-Year Term)	Monica Sanchez-Flores - Elected

Stewards who still have 1-Year remaining on their term (expires April 2024):

- Ehsan Ahmed (Kamloops Shop Steward)
- Hasnat Dewan (Kamloops Shop Steward)
- Don Ferguson (Kamloops Shop Steward)
- Amy McLay Paterson (Kamloops Shop Steward)
- Musfiq Rahman (Kamloops Shop Steward)
- Jabed Tomal (Kamloops Shop Steward)
- Rebecca Fredrickson (Williams Lake Shop Steward)
- Melissa Svendsen (Williams Lake Shop Steward)

TRUFA Salary & Working Conditions Committee:

POSITION	NAME
Contract Faculty Rep (2-Year Term)	Cesar Ortiz Moya - Acclaimed
Faculty of Arts Rep (2-Year Term)	Michael Woloszyn - Acclaimed
Faculty of Education & Social Work	Juliana West - Acclaimed
Faculty of Law Rep	Vacant - call to go out to Law Faculty

Salary & Working Condition Committee (SWCC) Reps Who Still Have 1-Year Remaining (terms expire April 2024):

- Contract Faculty Rep – Michael Grainger
- Faculty of Adventure, Culinary Arts & Tourism Rep – Kimbre Woods
- Faculty of Arts Rep – Colin Taylor
- Faculty of Student Development & Instructional Support Rep – Amy McLay Paterson
- Research & Scholarship Rep – Wendy Hulko
- School of Business & Economics Rep – Dan Thompson
- School of Nursing Rep – Arleigh Bell
- School of Trades & Technology Rep – Kyle Doiron
- Williams Lake Rep – Maureen Atkinson

Other Committees Positions:

POSITION	NAME
TRUFA Disability Management & Rehabilitation Committee Co-Rep (2-Yr Term)	Franklin Sayre - Acclaimed
TRUFA Equity Committee Chair (2-Yr. Term)	Jenna Woodrow - Acclaimed
TRUFA Gender Equity Committee Chair (2-Yr. Term)	Mahtab Nazemi - Acclaimed
TRUFA Human Rights Committee Chair (2-Yr. Term)	Manu Sharma - Acclaimed
TRUFA Appeals Tribunal Reps (5 Reps for 1-Year Term)	Michael Woloszyn – Acclaimed Sean Donlan – Acclaimed Rhonda Dever – Acclaimed
Call to go out to membership to fill vacancies	
TRUFA Equivalent Workload Committee (2 Reps for 3-Year Terms)	Noah Arney – Acclaimed Lindsey McKay - Acclaimed

TRUFA Rep to FPSE Academic Governance Committee (2-Year Term)	Zeinab Esmaeili - Elected
TRUFA Rep to FPSE Pension Advisory Committee (4-Yr. Term)	Mahtab Nazemi - Elected
TRUFA Rep to FPSE Workplace Health, Safety & Environment Committee (Co-Rep for 2-Year Term)	Lindsey McKay - Acclaimed Christina Mohr - Acclaimed

8. Reports:

- Membership was asked if there are any questions regarding reports—none were expressed.
- Informed the membership that TRUFA has hired the firm, InfoTel to provide a more current website. Hope to announce its launch soon.

9. Announcements:

- The newly elected TRUFA Executive Board will be contacted about when the first committee meeting will be held in May 2023
- The FPSE 2023 AGM is taking place in Kamloops from May 15-18—co-hosted by TRUFA, NVIT and TRUOLFA. Only 2 spaces remain for new representatives interested in attending. Expenses to attend are covered by FPSE. Contact M. Griffin immediately following the AGM if interested, or send an email to: admin@trufa.ca
- Equity in Action Conference , May 8 & 9th – co-hosted by TRUFA and TRU. Thanked M. Nazemi and J. Woodrow for helping to organize the conference. Deadline for registration is May 1, 2023. Attendance is free.
- Members were reminded to provide feedback for the survey on the TRU President's review—term is up for renewal, and feedback is important.

Q: What ever happened regarding the TRUFA non-confidence vote of the TRU President last year?

A: TRUFA held a non-confidence vote back in 2022 with a high percentage not having confidence in TRU's leadership. The Board of Governors were informed of the results, but no action has been taken by the Board on this.

Q. Anything happening about having a faculty listserv again?

A: The TRUFA Faculty-L listserv was a voluntary option—not all faculty were subscribed to the list. TRUFA has a subcommittee looking into possibly having a new listserv, but there are no guarantees. TRU has no plans for providing faculty communication. Currently have to go through TRU's network (TRU Connect) for posting any messages.

- Thanked M. Rahman and D. Walch for their help with the electronic elections, and M. Griffin for her assistance organizing the AGM.

10. Adjournment:

MOTION: To adjourn meeting at 1:16 pm

Mover: M. Rahman
Seconded: C. Taylor

MOTION CARRIED



Tara Lyster, President
TRU Faculty Association



Marian Griffin, Confidential Admin Assistant
TRU Faculty Association

AGM MOTIONS



2024

New Business

a) Constitutional Changes

MOTION #1

Be it resolved that the following language regarding the responsibilities of the Treasurer (part (iv) be added to the TRUFA Constitution and Bylaws:

(a) Treasurer

- (i) Report to the Executive Board on the budget on a monthly and year to date basis.
- (ii) Work with the President to prepare budget for approval at the Annual General Meeting.
- (iii) Submit the externally reviewed annual financial report at the Annual General Meeting

(iv) The Treasurer, assisted by TRUFA staff, is responsible for:

- ensuring that accurate financial records are kept by the Association, including for all accounts, receipts, and disbursements and for all revenues and expenditures of the Association.
- ensuring that processes are in place that follow the Constitution and all applicable TRUFA policies and laws are followed by the Association in any matter related to TRUFA finances.
- reviewing and reporting any discrepancies in policy or process promptly to the Executive Committee.
- depositing all monies belonging to the Association in the bank account(s) of the Association.
- paying all accounts and expenses approved by the Executive Committee.
- preparing and submitting to the Executive Committee at any time when requested a report of the finances of the Association.

Mover: TRUFA Executive

MOTION #2

Be it resolved that the word credit be added to the TRUFA Constitution and Bylaws Article XV – Borrowing and Financial Powers #3

3. All cheques, bills of exchange, **credit**, or other orders for the payment of money, notes or other evidence of indebtedness issued in the name of the Association, shall be signed by two of: the President, the Vice-President, the Secretary and/or, the Treasurer.

Mover: TRUFA Executive

MOTION #3:

Be it resolved that the following language be added to Article XV of the TRUFA Constitution and Bylaws ARTICLE XV - Borrowing and Financial Powers as #4:

4. Only the President and Treasurer can open accounts on behalf of the Association.

Mover: TRUFA Executive

MOTION #4:

Be it resolved that the following language be added to the TRUFA Constitution and Bylaws ARTICLE XV - Borrowing and Financial Powers as #5

5. Once the budget is passed at the AGM, the Executive Committee may vary specific line items or incur new expenses without approval of the general membership unless the line-item variance or new expense exceeds three percent (3.0%) of the total budget. This limitation does not apply to funds required for legal proceedings, including grievance arbitrations, or for settlements ordered or approved by administrative tribunals or the courts.

Mover: TRUFA Executive

MOTION #5:

Be it resolved that the following language be added to the TRUFA Constitution and Bylaws ARTICLE XV - Borrowing and Financial Powers as #6

6. TRUFA's financial assets exist to protect the interest of our membership. All investments must be approved by the Executive Committee. Investments can only be made with the funds in the strike fund. Any investments must be liquid without restrictions a minimum of 1 month before the expiry of the collective agreement. Allowable investment of TRUFA funds must be in the form of a Guaranteed Investment Certificate or similar low-risk or guaranteed return investment vehicle.

Mover: TRUFA Executive

MOTION #6:

Be it resolved that the following language be added and deleted too the TRUFA Constitution and Bylaws Article XVI – Financial Reviewing Engagement and Audit

1. A Financial Review Engagement shall be conducted **by an accountant selected by the executive by the Association's accountant** each year and reported to the Annual General Meeting. Every fifth fiscal year, a full financial audit shall be conducted **by an external accountant selected by the Executive Committee the Association's accountant** and reported to the Annual General Meeting. **The audit will be initiated and under the direction of the President and the Treasure.**

Mover: TRUFA Executive
Secunder:

b) Transfer of Funds

MOTION #7:

Be it resolved TRUFA move \$200,000.00 from the General Operating Account to the TRUFA Strike Fund

Mover: TRUFA Executive

c) Indigenous Cultural Advisor

MOTION #8:

Be it resolved that TRUFA Executive Committee pause hiring for an Indigenous Cultural Advisor to the TRUFA President until a needs assessment has been conducted by DRISC.

Mover: DRISC/TRUFA Executive

d) Receive Financial Audit Report by Accounting Firm, Jerry Spice Inc.

MOTION #9:

Be it resolved TRUFA members receive the Financial Audit Report by Accounting Firm, Jerry Spice Inc. as presented.

Mover: TRUFA Executive

e) Receive Agreed-On Procedures Report

Be it resolved TRUFA members receive the Agreed-On Procedures Report as presented.

Mover: TRUFA Executive

f) Approval of TRUFA 2024-2025 Budget

Be it resolved that the membership approves the TRUFA 2024-2025 Budget as presented.

Mover: TRUFA Executive

g) Past President Release

Be it resolved that the outgoing TRUFA President (Past President), who has completed at least one full 2-year term, receive 6 months of release before returning to their professional duties.

Mover: SWCC/TRUFA Executive

FINANCIAL REPORTS



2024

THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION
Financial Statements
Year Ended March 31, 2023

THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

Index to Financial Statements

Year Ended March 31, 2023

	Page
INDEPENDENT AUDITOR'S REPORT	1 - 2
FINANCIAL STATEMENTS	
Statement of Financial Position	3
Statement of Revenues and Expenditures	4
Statement of Changes in Net Assets	5
Statement of Cash Flows	6
Notes to Financial Statements	7 - 10

INDEPENDENT AUDITOR'S REPORT

To the Executive Board of THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

Report on the Financial Statements

Opinion

We have audited the financial statements of THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION (the "organization"), which comprise the statement of financial position as at March 31, 2023, and the statements of revenues and expenditures, statement of changes in net assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2023, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the organization in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

The financial statements for the year ended March 31, 2022 are unaudited.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

(continues)

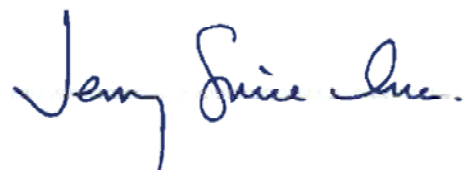
Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Chartered Professional Accountants

Kamloops, British Columbia
January 24, 2024

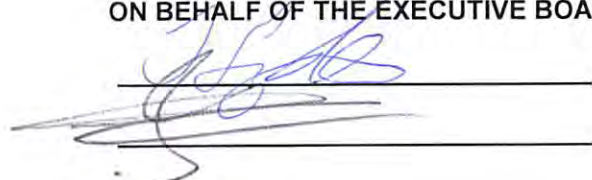
THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

Statement of Financial Position

March 31, 2023

	<i>March 31</i> 2023	<i>March 31</i> 2022 <i>Unaudited</i>
ASSETS		
CURRENT		
Cash - General Operating Fund	\$ 843,624	\$ 657,656
Cash - Appropriated funds (Note 3)	633,135	616,084
Member assistance recoverable	-	1,250
Dues receivable	96,033	92,708
Other accounts receivable	9,320	459
Prepaid expenses	1,567	1,302
	1,583,679	1,369,459
FURNISHINGS AND EQUIPMENT (Note 4)	5,933	7,849
	\$ 1,589,612	\$ 1,377,308
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 33,182	\$ 24,353
FPSE dues payable (Note 5)	66,756	64,804
	99,938	89,157
NET ASSETS	1,489,675	1,288,151
	\$ 1,589,613	\$ 1,377,308

ON BEHALF OF THE EXECUTIVE BOARD



THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

Statement of Revenues and Expenditures

Year Ended March 31, 2023

	Budget <i>March 31</i> 2023	General Fund <i>March 31</i> 2023	Strike Defence Fund <i>March 31</i> 2023	Member Assistance Fund <i>March 31</i> 2023	EI Rebate Fund (Unspent Vision Care Benefit) <i>March 31</i> 2023	Total <i>March 31</i> 2023	Total <i>March 31</i> 2022 <i>Unaudited</i>
REVENUES							
Faculty dues	\$ 1,139,804	\$ 1,169,770	\$ -	\$ -	\$ -	\$ 1,169,770	\$ 1,142,473
Interest income	500	738	-	-	-	738	356
	1,140,304	1,170,508	-	-	-	1,170,508	1,142,829
FPSE DUES PAID	532,895	546,905	-	-	-	546,905	534,074
	607,409	623,603	-	-	-	623,603	608,755
EXPENSES							
Amortization	3,100	3,597	-	-	-	3,597	4,040
CAUT academic freedom fund	1,000	1,000	-	-	-	1,000	1,000
Committee expenses (<i>Note 6</i>)	46,500	36,048	-	-	-	36,048	21,511
Cultural Events Committee	10,600	2,250	-	-	-	2,250	1,200
Donations and scholarships	16,000	15,200	-	-	-	15,200	5,750
Employee assistance plan	16,486	16,858	-	-	-	16,858	16,451
Consulting fees	7,200	-	-	-	-	-	-
Insurance	4,500	4,451	-	-	-	4,451	3,971
Membership gifts	8,500	4,349	-	-	-	4,349	8,016
Memberships	6,000	4,647	-	-	-	4,647	2,402
Office and telephone	21,000	17,054	-	-	-	17,054	16,404
CAUT council meetings	6,500	-	-	-	-	-	-
Professional fees	6,000	5,918	-	-	-	5,918	5,129
Release time	297,853	168,784	-	-	-	168,784	242,696
Socials	15,000	2,671	-	-	16,336	19,007	6,801
Travel and conferences	2,800	2,237	-	-	-	2,237	2,030
Wage and benefits	225,000	116,587	-	-	-	116,587	103,574
	694,039	401,651	-	-	16,336	417,987	440,975
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ (86,630)	\$ 217,890	\$ -	\$ -	\$ (16,336)	\$ 201,524	\$ 167,780

The accompanying notes are an integral part of these financial statements.

THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

Statement of Changes in Net Assets

Year Ended March 31, 2023

	General Fund	Capital Asset Fund	Strike Defense Fund	Member Assistance Fund	EI Rebate Fund (Unspent Vision Care Benefit)	2023	2022 <i>Unaudited</i>
NET ASSETS - BEGINNING OF YEAR	\$ 662,971	\$ 7,848	\$ 581,706	\$ 19,260	\$ 16,366	\$ 1,288,151	\$ 1,120,372
Excess of revenues over expenditures	217,890	-	-	-	(16,366)	201,524	167,779
Amortization	3,597	(3,597)	-	-	-	-	-
Transfer to Strike Defence Fund	(32,169)	-	32,169	-	-	-	-
Asset Purchase	(1,681)	1,681	-	-	-	-	-
NET ASSETS - END OF YEAR	\$ 850,608	\$ 5,932	\$ 613,875	\$ 19,260	\$ -	\$ 1,489,675	\$ 1,288,151

The accompanying notes are an integral part of these financial statements.

THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION**Statement of Cash Flows****Year Ended March 31, 2023**

	2023	2022 <i>Unaudited</i>
OPERATING ACTIVITIES		
Excess of revenues over expenses for the year	\$ 201,524	\$ 167,780
Item not affecting cash:		
Amortization of furnishings and equipment	3,597	4,040
	205,121	171,820
Changes in non-cash working capital:		
Other accounts receivable	(8,864)	(537)
Member assistance recoverable	1,250	625
Accounts payable	8,834	(16,361)
Government remittances payable	-	(3,568)
Dues receivable	(3,325)	(48,550)
FPSE dues payable	1,952	(2,763)
Prepaid expenses	(265)	-
	(418)	(64,554)
Cash flow from operating activities	204,703	107,266
INVESTING ACTIVITY		
Equipment	(1,681)	-
Cash flow from (used by) investing activity	(1,681)	-
INCREASE IN CASH	203,020	107,268
Cash - beginning of year	1,273,740	1,166,472
CASH - END OF YEAR	\$ 1,476,760	\$ 1,273,740
CASH CONSISTS OF:		
Cash - General Operating Fund	\$ 843,624	\$ 657,656
Cash - Appropriated funds	633,135	616,084
	\$ 1,476,759	\$ 1,273,740

The accompanying notes are an integral part of these financial statements.

THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

Notes to Financial Statements

Year Ended March 31, 2023

1. PURPOSE OF THE ORGANIZATION

THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION (the "organization") represents members employed at Thompson Rivers University in Kamloops, BC. The Association is not incorporated under any governing statute, but as a trade union is considered to be a legal entity. The Association is governed by the constitution adopted by the membership. The Association is a not-for-profit organization under the Income Tax Act, and as such is exempt from tax.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

Fund accounting

THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION follows the restricted fund method of accounting for contributions.

The General Operating Fund reports member dues, miscellaneous funds and other income. Amounts in the fund are available to provide interim working capital and discretionary appropriations to the encumbered reserves.

The Strike Defence Fund reports appropriations at 2.75% of gross dues from the general fund to a defence fund for the purpose of protecting member interests during negotiations and job actions.

The Capital Asset Fund represents the acquisition of capital assets at cost, net of accumulated amortization.

The Member Assistance Fund is administered for the purpose of alleviating member hardship. Disbursements are generally recoverable from members as short-term loans.

The EI Rebate Fund arose from an annual rebate of unspent vision care benefit amounts, and was administered for the purpose of funding social and other activities for the benefit of faculty. In 2023 the fund was fully depleted and will not be replenished.

Cash and cash equivalents

Cash includes cash and cash equivalents. Cash equivalents are investments in Guaranteed Investment Certificates (GIC's) and are valued at cost plus accrued interest. The carrying amounts approximate fair value.

(continues)

THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

Notes to Financial Statements

Year Ended March 31, 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Furnishings and equipment

Furnishings and equipment is stated at cost or deemed cost less accumulated amortization. Furnishings and equipment is amortized over its estimated useful life on a straight-line basis at the following rates:

Equipment	3 to 10 years
Computer equipment	4 years
Furniture and fixtures	10 and 20 years

The organization regularly reviews its furnishings and equipment to eliminate obsolete items.

Furnishings and equipment acquired during the year but not placed into use is not amortized until it is placed into use.

Revenue recognition

Dues revenue is collected by Thompson Rivers University and remitted to the Association at the rate of 1.925% of gross salary paid to instructional faculty and instructional support faculty. The Association recognizes this revenue when it is collectible by the University.

Investment income is recognized as revenue of the general fund when earned.

Financial instruments policy

The Association's financial instruments consist of cash, accounts receivable, accounts payable and government remittances payable.

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

Notes to Financial Statements

Year Ended March 31, 2023

3. CASH - APPROPRIATED FUNDS

	2023	2022
Strike Defence Fund	\$ 613,874	\$ 581,706
Member Assistance Fund	19,261	18,011
EI Rebate Fund (Unspent Vision Care Benefit)	-	16,367
	\$ 633,135	\$ 616,084

Of the funds held in the Strike Defence Fund, \$300,000 is held in GIC's with a fixed interest rate of 4.3% per annum, maturing March 2025.

4. FURNISHINGS AND EQUIPMENT

	Cost	Accumulated amortization	2023 Net book value	2022 Net book value
Equipment	\$ 13,540	\$ 12,022	\$ 1,518	\$ 196
Communications system	4,148	4,148	-	519
Computer equipment	15,053	13,933	1,120	3,361
Furniture and fixtures	10,621	7,326	3,295	3,773
	\$ 43,362	\$ 37,429	\$ 5,933	\$ 7,849

5. FEDERATION OF POST-SECONDARY EDUCATORS OF BC (FPSE)

As a member of the Federation of Post-Secondary Educators of BC, the Association submits 46.75% of all dues received from its members (0.90% of instructional salaries) to the Federation. Services provided in return by the Federation include assistance with grievances, training, advocacy, legal services, as well as defence and strike funds.

TRUFA recovered \$16,547 in release time costs (2022 - \$nil) for wage and Communications Committee expenses from FPSE during the year.

6. COMMITTEE EXPENSES

	General Fund	2023	2022 <i>Unaudited</i>
SWCC Committee	\$ 4,482	\$ 4,482	\$ 2,233
Gender Equity Committee	2,999	2,999	1,570
Shop Stewards Committee	2,650	2,650	4,223
Human Rights Committee	2,993	2,993	3,000
Professional Development Committee	1,000	1,000	-
Indigenous Committee (DRIC)	2,977	2,977	3,139
Executive Committee	12,668	12,668	3,853
Communications Committee	1,276	1,276	-
Sessional-Limited Term Committee	1,712	1,712	-
Equity Committee	2,980	2,980	2,994
Williams Lake Faculty Committee	310	310	500
	\$ 36,047	\$ 36,047	\$ 21,512

THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION

Notes to Financial Statements

Year Ended March 31, 2023

7. ECONOMIC DEPENDENCE

The Association receives the majority of its revenues from the Faculty of Thompson Rivers University and is therefore dependent on the continued operations of the University.

8. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the organization's risk exposure and concentration as of March 31, 2023.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The association is exposed to a concentration of credit risk as substantially all of its cash is held at one financial institution. The financial institution is a major Canadian bank, which management believes substantially lessens the degree of credit risk.

AGREED-UPON PROCEDURES REPORT

To Thompson Rivers University Faculty Association:

Purpose of this Agreed-Upon Procedures Report

Our report is solely for the purpose of assisting the Thompson Rivers University Faculty Association (the “Association” or “TRUFA”) in determining whether bank transactions for the period between January 1, 2018 and December 31, 2023 (the “Period”) were compliant with the TRUFA Policy on Budgeted and Standing Committee Expenses (3 versions: 2017 to 2023) that were in effect during the Period. This report may not be suitable for other purposes and is intended solely for the Association and should not be used by, or distributed to, any other parties.

Responsibilities of the Engaging Party and the Responsible Party

The Association has acknowledged that the agreed-upon procedures are appropriate for the purpose of the engagement. The Association (also the Responsible Party) is responsible for the subject matter on which the agreed-upon procedures are performed.

Practitioner's Responsibilities

We have conducted the agreed-upon procedures engagement in accordance with the Canadian Standard on Related Services (CSRS) 4400, *Agreed-Upon Procedures Engagements*. An agreed-upon procedures engagement involves our performing the procedures that have been agreed with the Association, and reporting the findings, which are the factual results of the agreed-upon procedures performed. We make no representation regarding the appropriateness of the agreed-upon procedures.

This agreed-upon procedures engagement is not an assurance engagement. Accordingly, we do not express an opinion or an assurance conclusion.

Had we performed additional procedures, other matters might have come to our attention that would have been reported.

Professional Ethics and Quality Management

We have complied with the ethical requirements in accordance with the Canadian Standard on Related Services for an agreed-upon procedures engagement. For the purpose of this engagement, there are no independence requirements with which we are required to comply.

Our firm applies Canadian Standard on Quality Management (CSQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

AGREED-UPON PROCEDURES REPORT

Procedures and Findings

We have performed the procedures in **Appendix A**, which were agreed upon with the Association in the terms of our engagement letter dated February 12, 2024, covering the period from January 1, 2018 to December 31, 2023, for the purpose of assisting the Association in determining whether transactions were compliant with the TRUFA Policy on Budgeted and Standing Committee Expenses (3 versions: 2017 to 2023).

Manning Elliott LLP

Chartered Professional Accountants
Vancouver, British Columbia
April 18, 2024

APPENDIX A

Procedures	Findings
1 Review the TRUFA Scotia Bank account #81620 00858 12 Excel transaction summary provided by management for the period between January 1, 2018 and December 31, 2023 and agree each transaction to the bank statement and supporting documentation, including the date, amount and purpose of each amount expended as described by the Association.	See Appendix B for all findings.
2 Review the Association's Policy on Budgeted and Standing Committee Expenses (3 versions: 2017 to 2023) which govern expense reimbursement and state whether each transaction is compliant with the Association's policies and state whether the nature of each expense transaction from the Excel transaction summary is compliant with the policies.	See Appendix B for all findings.
3 Review management's identification of the bank transactions that are not compliant with the Association's policies, if any, and state if non-compliant.	See Appendix B for all findings.

APPENDIX B

Procedure #1: Review the TRUFA Scotia Bank account #81620 00858 12 Excel transaction summary provided by management for the period between January 1, 2018 and December 31, 2023 and agree each transaction to the bank statement and supporting documentation, including the date, amount and purpose of each amount expended.

Procedure #2: Review the Association's TRUFA Policy on Budgeted and Standing Committee Expenses (3 versions: 2017 to 2023) and the TRUFA Expense Policy which govern expense reimbursement and determine whether each transaction is compliant with the Association's policies and compare to the nature of each expense transaction from the Excel transaction summary to ensure the expenses are compliant with the

Procedure #3: Review management's identification of the bank transactions that are not compliant with the Association's policies, if any, and comment as to whether Manning Elliott LLP is in agreement. Transactions are indeed not compliant

- Note 1: Bank service charges spent in order to maintain the account, no procedure #2 and #3 required.
- Note 2: No supporting documents available, deem not compliant per 2017 and 2020 3.2 of TRUFA Policy on Budgeted and Standing Committee expenses
- Note 3: Deposit transactions, no procedure #2 and #3 required

Legend

- M Transaction matched with bank statement
- C Expense transaction compliant with policy
- NC Transaction not compliant with policy
- Not-compliant transaction identified by management
- A Agree transaction is not compliant with policy per management
- DA Disagreement with management

Tran. #	Date	Description	Amount	Procedure #1	Procedure #2	Procedure #3	Note
1	1/22/18	Opening Balance	\$ -				
2	1/22/18	Deposit	\$ 2,200.00	M			Note 3
3	1/31/18	Service Charges	-\$ 2.50	M			Note 1
4	2/28/18	Service Charges	-\$ 2.50	M			Note 1
5	3/13/18	Cash Withdrawal	-\$ 834.75	M	NC	A	
6	3/23/18	Deposit	\$ 1,634.75	M	NC	A	Deem not compliant per 3.2 of 2017 TRUFA Policy on Budgeted and Standing Committee expenses as support for \$834.75 cheque was not provided.
7	3/26/18	Cash Withdrawal	-\$ 805.81	M	NC	A	Note 2
8	3/29/18	Service Charges	-\$ 2.50	M			Note 1
9	4/30/18	Service Charges	-\$ 2.50	M			Note 1
10	5/31/18	Service Charges	-\$ 2.50	M			Note 1
11	6/29/18	Service Charges	-\$ 2.50	M			Note 1
12	7/31/18	Service Charges	-\$ 2.50	M			Note 1
13	8/31/18	Service Charges	-\$ 2.50	M			Note 1
14	9/28/18	Service Charges	-\$ 2.50	M			Note 1
15	10/31/18	Service Charges	-\$ 2.50	M			Note 1
16	11/30/18	Service Charges	-\$ 2.50	M			Note 1
17	12/31/18	Service Charges	-\$ 2.50	M			Note 1
18	1/31/19	Service Charges	-\$ 3.00	M			Note 1
19	2/28/19	Service Charges	-\$ 3.00	M			Note 1
20	3/18/19	Cash Withdrawal	-\$ 189.00	M	C		Expense related to building rental for TRUFA equity committee event, deem compliant per 2017 TRUFA Policy on Budgeted and Standing Committee expenses
21	3/18/19	POS	-\$ 105.40	M	C		Expense related to food for TRUFA equity committee event, deem compliant per 2017 TRUFA Policy on Budgeted and Standing Committee expenses
22	3/18/19	POS	-\$ 28.02	M	C		Expense related to food for TRUFA equity committee event, deem compliant per 2017 TRUFA Policy on Budgeted and Standing Committee expenses
23	3/25/19	POS	-\$ 100.94	M	C		Expense related to food for TRUFA equity committee event, deem compliant per 2017 TRUFA Policy on Budgeted and Standing Committee expenses
24	3/26/19	POS	-\$ 96.60	M	NC	A	Agreed that no list of attendees was provided as noted in point 3.2 of 2017 TRUFA Policy on Budgeted and Standing Committee expenses; therefore not compliant
25	3/29/19	Service Charges	-\$ 3.00	M			Note 1
26	4/08/19	Deposit	\$ 519.96	M			Note 3
27	4/30/19	Service Charges	-\$ 3.00	M			Note 1
28	5/31/19	Service Charges	-\$ 3.00	M			Note 1
29	6/28/19	Service Charges	-\$ 3.00	M			Note 1
30	7/31/19	Service Charges	-\$ 3.00	M			Note 1
31	8/30/19	Service Charges	-\$ 3.00	M			Note 1
32	9/30/19	Service Charges	-\$ 3.00	M			Note 1
33	10/31/19	Service Charges	-\$ 3.00	M			Note 1
34	11/29/19	Service Charges	-\$ 3.00	M			Note 1
35	12/31/19	Service Charges	-\$ 3.00	M			Note 1
36	1/31/20	Service Charges	-\$ 3.00	M			Note 1
37	2/28/20	Service Charges	-\$ 3.00	M			Note 1
38	3/31/20	Service Charges	-\$ 3.00	M			Note 1
39	4/30/20	Service Charges	-\$ 3.00	M			Note 1
40	5/29/20	Service Charges	-\$ 3.00	M			Note 1
41	6/30/20	Service Charges	-\$ 3.00	M			Note 1
42	7/31/20	Service Charges	-\$ 3.00	M			Note 1
43	8/31/20	Service Charges	-\$ 3.00	M			Note 1
44	9/30/20	Service Charges	-\$ 3.00	M			Note 1
45	10/21/20	Deposit	\$ 20.00	M	NC	A	No support provided, deem as not compliant per 3.2 of TRUFA Policy on Budgeted and Standing Committee expenses
46	10/30/20	Service Charges	-\$ 3.00	M			Note 1
47	11/30/20	Service Charges	-\$ 3.00	M			Note 1
48	12/04/20	E Transfer	\$ 20.00	M	NC	A	No support provided, deem as not compliant per 3.2 of TRUFA Policy on Budgeted and Standing Committee expenses
49	12/09/20	E Transfer	\$ 30.00	M	NC	A	No support provided, deem as not compliant per 3.2 of TRUFA Policy on Budgeted and Standing Committee expenses
50	12/31/20	Service Charges	-\$ 3.00	M			Note 1
51	1/29/21	Service Charges	-\$ 3.00	M			Note 1
52	2/26/21	Service Charges	-\$ 3.00	M			Note 1
53	3/31/21	Service Charges	-\$ 3.00	M			Note 1
54	4/30/21	Service Charges	-\$ 3.00	M			Note 1
55	5/31/21	Service Charges	-\$ 3.00	M			Note 1
56	6/30/21	Service Charges	-\$ 3.00	M			Note 1
57	7/30/21	Service Charges	-\$ 3.00	M			Note 1
58	8/31/21	Service Charges	-\$ 3.00	M			Note 1
59	9/29/21	Service Charges	-\$ 3.00	M			Note 1
60	10/29/21	Service Charges	-\$ 3.00	M			Note 1
61	11/30/21	Service Charges	-\$ 3.00	M			Note 1
62	12/31/21	Service Charges	-\$ 3.00	M			Note 1
63	1/31/22	Service Charges	-\$ 3.00	M			Note 1
64	2/28/22	Service Charges	-\$ 3.00	M			Note 1
65	3/31/22	Service Charges	-\$ 3.00	M			Note 1
66	4/29/22	Service Charges	-\$ 3.00	M			Note 1
67	5/30/22	Service Charges	-\$ 3.00	M			Note 1
68	6/30/22	Service Charges	-\$ 3.00	M			Note 1
69	7/29/22	Service Charges	-\$ 3.00	M			Note 1
70	8/31/22	Service Charges	-\$ 3.00	M			Note 1

APPENDIX B

Procedure #1: Review the TRUFA Scotia Bank account #81620 00858 12 Excel transaction summary provided by management for the period between January 1, 2018 and December 31, 2023 and agree each transaction to the bank statement and supporting documentation, including the date, amount and purpose of each amount expended.

Procedure #2: Review the Association's TRUFA Policy on Budgeted and Standing Committee Expenses (3 versions: 2017 to 2023) and the TRUFA Expense Policy which govern expense reimbursement and determine whether each transaction is compliant with the Association's policies and compare to the nature of each expense transaction from the Excel transaction summary to ensure the expenses are compliant with the

Procedure #3: Review management's identification of the bank transactions that are not compliant with the Association's policies, if any, and comment as to whether Manning Elliott LLP is in agreement. Transactions are indeed not compliant

- Note 1: Bank service charges spent in order to maintain the account, no procedure #2 and #3 required.
- Note 2: No supporting documents available, deem not compliant per 2017 and 2020 3.2 of TRUFA Policy on Budgeted and Standing Committee expenses
- Note 3: Deposit transactions, no procedure #2 and #3 required

Legend

- M Transaction matched with bank statement
- C Expense transaction compliant with policy
- NC Transaction not compliant with policy
- Not-compliant transaction identified by management
- A Agree transaction is not compliant with policy per management
- DA Disagreement with management

Tran. #	Date	Description	Amount	Procedure #1	Procedure #2	Procedure #3	Note
71	9/29/22	Service Charges	-\$ 3.00	M			Note 1
72	10/17/22	POS	-\$ 291.02	M	NC	A	Per 2020 TRUFA Policy on Budgeted and Standing Committee expenses, alcoholic beverages purchase are not compliant with the policy
73	10/17/22	POS	-\$ 114.83	M	C		Expense related to food for TRUFA equity committee, deem compliant per 2020 TRUFA Policy on Budgeted and Standing Committee expenses
74	10/17/22	POS	-\$ 306.35	M	C		Expense related to food for TRUFA equity committee, deem compliant per 2020 TRUFA Policy on Budgeted and Standing Committee expenses
75	10/17/22	POS	-\$ 12.89	M	C		Expense related to food for TRUFA equity committee, deem compliant per 2020 TRUFA Policy on Budgeted and Standing Committee expenses
76	10/17/22	POS	-\$ 7.38	M	C		Expense related to food for TRUFA equity committee, deem compliant per 2020 TRUFA Policy on Budgeted and Standing Committee expenses
77	10/17/22	POS	-\$ 29.98	M	C		Expense related to food for TRUFA equity committee, deem compliant per 2020 TRUFA Policy on Budgeted and Standing Committee expenses
78	10/31/22	Service Charges	-\$ 3.00	M			Note 1
79	11/30/22	Service Charges	-\$ 3.00	M			Note 1
80	12/30/22	Service Charges	-\$ 3.00	M			Note 1
81	1/31/23	Service Charges	-\$ 3.00	M			Note 1
82	2/08/23	POS	-\$ 239.79	M	NC	A	Agreed that no list of attendees was provided as noted in point 3.2 of 2020 TRUFA Policy on Budgeted and Standing Committee expenses; therefore not compliant.
83	2/08/23	POS	-\$ 10.93	M	NC	A	Note 2
84	2/09/23	Deposit	\$ 471.43	M			Note 3
85	2/28/23	Service Charges	-\$ 3.00	M			Note 1
86	3/08/23	Cash Withdrawal	-\$ 360.00	M	NC	A	Amount per invoice was \$355.69, difference of \$4.31 was not deposited back into account; therefore deem not compliant per 2017 TRUFA Policy on Budgeted and Standing Committee expenses
87	3/23/23	POS	-\$ 520.00	M	C		
88	3/27/23	Deposit	\$ 595.48	M			Note 3
89	3/27/23	POS	-\$ 100.00	M	C		
90	3/27/23	POS	-\$ 250.00	M	C		
91	3/29/23	Deposit	\$ 850.00	M			Note 3
92	3/31/23	Service Charges	-\$ 3.00	M			Note 1
93	4/28/23	Service Charges	-\$ 3.00	M			Note 1
94	5/24/23	POS	-\$ 117.89	M	NC	A	Expense after event, not available to all members. Deem not compliant per 2020 TRUFA Policy on Budgeted and Standing Committee expenses
95	5/31/23	Service Charges	-\$ 3.00	M			Note 1
96	6/12/23	POS	-\$ 10.48	M	NC	A	Note 2
97	6/30/23	Service Charges	-\$ 3.00	M			Note 1
98	7/31/23	Service Charges	-\$ 3.00	M			Note 1
99	8/31/23	Service Charges	-\$ 3.00	M			Note 1
100	9/29/23	Service Charges	-\$ 3.00	M			Note 1
101	10/31/23	Service Charges	-\$ 3.00	M			Note 1
102	11/30/23	Service Charges	-\$ 3.00	M			Note 1

TRUFA Proposed Budget 2024-2025 and Income Statement for 2023-2024 Fiscal Year

**Income Statement
For Year Ending 31 March 2024 (Unaudited)**

	Budget 2024-2025	Actual Apr. 1 23 - Mar 31 24	Budget 2023-2024	Variance % 2023-2024
Gross Salary	\$ 75,096,096	\$ 72,908,828	\$ 66,730,914	109.26%
Dues Rate	1.925%	1.925%	1.925%	
Gross Salary - % Increase (2024)	3.0%	9.99%	9.99%	
FPSE Rate	0.90%	0.90%	0.90%	
Total Revenue				
REVENUE				
Dues	\$ 1,445,600	\$ 1,403,495	\$ 1,284,570	109.26%
Sessional Benefits Fund (Funds from TRU)	\$ 30,000.00	30,000	\$ 30,000	100.00%
FPSE Promotion Recovery	0	0	0	
Interest	12918	13,067	12,918	101.16%
Furniture & Equipment Sale		0	0	
Total Revenue	\$ 1,488,518	\$ 1,446,562	\$ 1,327,488	108.97%
Net Revenue	\$ 1,437,922	\$ 1,407,966	\$ 1,292,162	108.96%
EXPENSES				
Affiliations/Memberships				
FPSE Dues	\$ 675,865	\$ 648,411	\$ 600,578	107.96%
FPSE AGM	\$ 3,000	9,712	10,000	97.12%
CAUT Council Meetings	\$ 6,500	0	6,500	0.00%
CAUT Academic Freedom Fund	\$ 2,000	1,000	1,000	100.00%
K & NC District Labour Councils	\$ 3,000	2,396	2,500	95.83%
CUFA-BC	\$ 3,000	0	1,500	0.00%
TRUFA Office Expenses				
Office and Telephone	\$ 20,000	15,921	25,000	63.68%
Parking	\$ 2,000	1,330	1,800	73.89%
Insurance	\$ 4,900	4,790	4,900	97.76%
Duplicating	\$ 4,000	3,523	4,000	88.07%
Professional Fees	\$ 20,000	20,164	12,000	168.03%
Wages and Benefits	\$ 125,000	114,335	175,000	65.33%
Amortization	\$ 4,600	3,597	4,600	78.19%
TRU - Communication Services	\$ 1,500	0	1,500	0.00%
Labour Ware Service Fee & Updates	\$ 3,400	3,390	3,400	99.71%
Honorariums for Elders	\$ 5,000	0	0	0.00%
Hiring Firm - TRUFA Office	\$ -	\$ 11,718	\$ 15,000	78.12%
Donations/Contributions				
Scholarships	\$ 5,000	5,000	5,000	100.00%
Gifts	\$ 7,000	3,260	7,000	46.57%
Charitable Donations	\$ 6,000	3,300	5,000	66.00%
TRUFA Speakers' Fund	\$ 10,000	1,000	4,000	25.00%
Support TRU Events	\$ 2,000	0	600	0.00%
Cultural, Social & Educational Events Fund	\$ 3,000	0	3,000	0.00%
Solidarity Fund	\$ 5,000	0	1,000	0.00%
Service to Membership				
Release for TRUFA Duties (4.50 FTE's)	\$ 353,331	196,410	312,409	62.87%
Employee Assistance Plan	\$ 20,000	17,948	16,872	106.38%
Travel (mainly to/from Williams Lake)	\$ 2,500	342	1,500	22.78%
Legal/Arbitration	\$ 2,500	0	500	0.00%
Social Events & AGM	\$ 30,000	22,307	25,000	89.23%
President's Discretionary Fund	\$ 500	91	500	18.25%
Restorative Justice Program	\$ 800	0	800	0.00%
Sessional Benefits Fund (Funds from TRU)	\$ 30,000	18,131	30,000	60.44%
Executive and Committees				
Decolonization, Reconciliation & Indigenization Committee	\$ 4,000	822	3,000	27.40%
Communications & Campaigns	\$ 5,000	3,717	5,000	74.34%
Salary & Working Conditions	\$ 4,000	0	1,500	0.00%
Gender Equity Committee	\$ 4,000	1,927	3,000	64.25%
Shop Stewards	\$ 10,000	4,778	8,000	59.72%
Human Rights	\$ 4,000	3,135	3,000	104.49%

Professional Development	\$	2,000	0	2,000	0.00%
Executive	\$	20,000	7,356	15,000	49.04%
Sessional/Limited Term Contract Faculty	\$	3,000	2,158	3,000	71.93%
SA & Research Adv. Group	\$	1,000	0	1,000	0.00%
Instructional Support	\$	1,000	0	1,000	0.00%
Occupational Health & Safety & Wellness	\$	500	0	500	0.00%
Equity Committee	\$	4,000	2,297	3,000	76.58%
Williams Lake Faculty	\$	1,000	145	1,000	14.47%
Total Expenses	\$	1,424,896	\$ 1,134,408	\$ 1,332,460	85.14%
Subtotal Surplus / (Deficit)	\$	63,622	\$ 312,154	\$ (4,972)	
Sessional Benefits Rev (deduct from Surplus/(Deficit))		\$	(11,706.4)		
Actual TRUFA Surplus/(Deficit)		\$	300,447.2		
Transfer out to Defense Fund 3.5%	\$	(50,596)	\$ (38,596)	\$ (35,326)	
Total Surplus/(Deficit)		\$	261,851.1		

Balance Sheet
March 31, 2024
2023 - 2024 (Unaudited)

Assets

Current Assets

Petty Cash	100	
General Operating Fund Cash		883,111
Strike/Defense Fund Cash Total		869,930
Capital Asset Fund Cash		-
Member Assistance Fund Cash		19,261
Disability Rebate Fund Cash		-
EI Rebate Fund Cash		(2,704)
Accounts Receivable		57,127
Other Accounts Receivable		48,806
EI Premium Rebate		-
Interest Receivable		601
Hardship Funds Loans Receivable		-
Prepaid Insurance		1,567
Total Current Assets		\$ 1,877,699

Property, Plant & Equipment

Computer Equipment, Net	\$ 1,120
Furniture, Net	\$ 3,294
Communication Upgrades, Net	\$ -
Office Equipment, Net	4,608
Total P,P, &E	\$ 9,023

Total Assets **\$ 1,886,721**

Liabilities and Members' Equity

Current Liabilities

Accounts Payable	\$ 4,962
FPSE Dues Payable	\$ 66,756
Accruals	4,000
Vacation Pay Payable	1,080
EI Payable	(135)
CPP Payable	(370)
Income Tax Payable	(588)
Wages Payable	-
WCB Payable	628
Total Current Liabilities	\$ 76,333

Total Liabilities **\$ 76,333**

Equity - Capital Investments

Unrestricted Net Assets	\$ 842,748
Current Earnings	320,711
Members' Equity	\$ 1,163,459
Equity in Equipment	\$ 11,888
Capital Assets Fund, Restr. Cash	-
Equity in Capital Assets Net	11,888
Member Assistance Fund	21,997
Disability Rebate Fund	-
EI Rebate Fund	(829)
Strike/Defense Fund	613,874
Total Equity	\$ 1,810,388

Liabilities and Equity **\$ 1,886,721**

ANNUAL REPORTS



2024

TRUFA President Report to the AGM 2024

In 1849, French writer Jean-Baptiste Alphonse Karr wrote, “the more things change, the more they stay the same.” As I was reflecting on this past year at TRU this quote came to my mind. Things are rapidly changing at TRU as we forge ahead with the integration of new delivery methods, hyflex and hybrid. Yet at the same time the challenges to governance, transparency, and culture continue at TRU. However, I also see the resilience of Faculty Members through these challenges. I see Faculty Members pushing back on governance issues, asking questions for transparency while continuing to provide students with quality education.

As I complete my third year as TRUFA President I am pleased to provide this report to highlight the activities of TRUFA for 2023-2024.

This past year the TRUFA Treasurer identified that TRUFA did not have a policy on fundraising, even though TRUFA standing committees were engaging in fundraising. After consultation with our labour relations expert at the Federation of Post Secondary Educators (FPSE) and the TRUFA accountant, we determined that the lack of a fundraising policy was creating a material risk for TRUFA. In response, the TRUFA Executive decided to establish a policy that TRUFA would not engage in fundraising.

With this decision all fundraising by TRUFA Standing Committees stopped. At this time, it was also identified that the TRUFA Equity Committee had their own bank account. The account was opened in 2018 with a letter from the Vice President at the time. The Executive was advised by our accountant that all accounts with the TRUFA name must be reported on to the membership, and that TRUFA committees should not have their own accounts.

The discovery of the Equity Committee account led in part to the creation of the fundraising policy, the procedure on banking, and was the impetus to the many of the recommended changes to the TRUFA constitution and bylaws.

The financial audit of TRUFA accounts being presented to the AGM includes an audit of the TRUFA Equity Account which includes an additional review of the five years of activity in the TRUFA Equity account. This review was completed through an Agreed-on Procedures Report which is also included in the package.

The Equity Committee account has been closed. The balance of the account, roughly \$1608.04, was donated to A Way Home and Kamloops and the Mustard Seed.

TRUFA Governance and Policy

This year the TRUFA Executive continued with a policy sub-committee. This committee carried on with the work of reviewing, updating, and creating new policy for TRUFA. Thank you to the committee members, Hafiz Rahman, Lisa Creelman, Mahtab Nazemi, Rob Wielgoz, and Frank Sayre. The committee met bi-weekly starting in September bringing forward recommendations to update four existing policies, they drafted three

new policies, and worked through the recommended language changes to the TRUFA Constitution and by-laws being presented at the AGM.

The TRUFA Executive approved the following policies updates or new policies:

- TRUFA Policy on Budgeted and Standing Committee Spending (updated)
- TRUFA Communications Policy (Updated)
- TRUFA Policy on Retirement Payment (Updated)
- TRUFA Harassment Policy (updated)
- TRUFA Credit Card Policy (new)
- TRUFA Fundraising Policy (new)
- TRUFA Financial Procedures (new)

** seven policies are included at the end of my report.

Working through the TRUFA Fundraising Policy and the requirements around TRUFA bank accounts lead to discussion on constitutional changes that will strengthen governance and transparency of the financials of the Faculty Association. These changes include clarifying and expanding the role of the treasurer. There are four recommended changes to Article XV Borrowing and Financial Powers. New language in three areas: who can open bank accounts on behalf of TRUFA, an addition outlining how the executive can change the budget after its approval at the AGM, and how TRUFA invests money. There is also a recommendation to new language to article XVI Financial Review and Engagement. These recommendations require by-law changes and have been recommended by the TRUFA Executive to the 2024 AGM for consideration and vote.

This year came with further changes on how TRUFA conducts financial business. TRUFA has received a credit card which allows TRUFA to be able to continue paying for subscriptions to Zoom, Survey Monkey, and numerous subscriptions that allow us to work on behalf of faculty. Additionally, TRUFA is taking steps to move TRUFA to online banking. These changes required the creation of a new TRUFA Credit Card Policy as well as the TRUFA Procedure on Banking. The constitution and by-laws article XV Borrowing and Financial #3 needs to be updated to include "credit" to account for the TRUFA credit card.

At the end of the 2023-2024 fiscal year TRUFA once again see itself in a surplus. Some of this surplus is due to an underestimation of the amount of dues TRUFA would receive from TRU. The executive is once again recommending to the membership at the AGM that we transfer \$200,000 to the defense fund. One of the goals next year for the executive will be to look at the budget to determine if changes need to be made to revenue and expenditures.

Improvements to TRUFA digital infrastructure, website, and office space.

In September TRUFA launched the new TRUFA website. All TRUFA policies and minutes of executive meetings can be found in the members only section of the website. We are working towards having minutes of all standing committees on the website. This year we also updated desk top computers in House #1 including providing two monitors. Other equipment updated were the TRUFA firewall and internet switch.

The Faculty Association has had their office in House #1 for numerous years. In that time the association has accumulated many boxes of documents, files, and other random stuff. The decision was made to work towards organizing and cleaning out some of the older documents and unused stuff. Thank you to the TRUFA Secretary, Mark Paetkau, for leading this initiative. We can now easily walk through the basement of House #1.

Changes in personnel

This year also saw changes in personnel. After 34 years Marian Griffin retired. Marian had organized countless meetings, socials, BBQs, and assisted in bargaining. I would like to thank Marian for all the work she has done for TRUFA. Marian is missed by all. We are so thankful to have been able to hire Vi-Ann Nowoczin, who comes to TRUFA with many years' experience in book-keeping and working with executive boards. We are lucky to have her.

Events

On September 15th we held the TRUFA return to campus BBQ attended by approximately 120 Faculty and on December 7th TRUFA hosted a winter social attended by 100 Faculty.

Collegial Governance at TRU

Over the last five years in my role as TRUFA President and TRUFA Vice President before that, one of the most common concerns I have heard from faculty is the breakdown of collegial governance at TRU. From Senate to Faculty Councils. This issue repeatedly comes up in conversations with faculty, at the TRUFA Executive, and underlays the issues being addressed by the steward's table. The Executive decided it was time to create a committee of faculty interested in collegial governance or the breakdown of collegial governance at TRU. In January the Executive put out a call to faculty interested in a committee to examine collegial governance at TRU. Thirteen faculty members from all areas across campus came forward. This committee has met twice with a subcommittee forming from this committee with two mandates: to identify a common understanding of collegial governance and to identify ways to collect data to determine how collegial governance is happening at faculty councils across campus. There will be further updates on the work of this committee.

At the same time TRUFA table officers continue to engage with TRU on conversations around collegial governance and the importance of transparency. It has been disappointing this past year the number of times TRU appears to be blatantly disregarding the TRU/TRUFA collective agreement when making decisions that affect faculty.

TRUFA and TRU administrators meet regularly to discuss issues of joint concern. The Consultative Committee allows for an opportunity for TRUFA to raise concerns and jointly head off potential problems. The TRUFA group includes the President and Table Officers; the TRU administration representative are the Provost, AVP People and Culture, Director Faculty Relations, and three Deans. According to TRUFA's constitutional objectives, we have a duty to engage administration on the quality of TRU programs and on the rights of our members to participate fully in the academic governance of the University. Often, TRUFA will remind TRU administrators that faculty input is needed before decisions are made that impact faculty, students, and academic programs. Here are some issues that were discussed at the Consultative Committee over the past year:

- Evaluation of academic administrators
- Collegial Governance
- Hyflex/hybrid delivery
- Academic Freedom
- Honours College
- LOU #2

Affiliate Organizations

TRUFA is a member of the Federation of Post-Secondary Educators (FPSE). FPSE provides TRUFA with services such as labour relations, legal advice and legal representation, and training and support. Networking through FPSE creates valuable connections in the province and nationally for TRUFA. Through FPSE, TRUFA is linked to the Canadian Association of University Teachers (CAUT). As President I attend monthly meetings of the President's council of FPSE. As an organization TRUFA contributed \$1000 to the CAUT Academic Freedom Fund this past year.

Thank You

I would like to thank Vi-Ann Nowoczin. She has been with us for three months and has seamlessly transitioned into the position of Confidential Admin Assistant. She works tirelessly in the background to support us with whatever we need to do our job. I would like to give her an extra thank you for organizing the AGM, while learning a new online banking platform, completing the fiscal year, and overseeing the House #1 clean out all in her first three months work.

I would like to thank my Co-Table Officers, Hafiz Rahman, Musfiq Rahman, Amy Patterson, Rebeca Frederickson, and Mark Paetkau. I would like to thank the TRUFA

Executive Members for the questions and dialogue on many difficult topics this year. Thank you for being present and representing Faculty. I also wish to thank all members of the SWCC, Stewards, and other TRUFA/FPSE Committees for your commitment to keeping TRUFA strong, and to ensuring we have a workplace and working conditions that we need to promote quality teaching and scholarship at TRU.

As I reflect on the past three years as TRUFA President I am thankful for the opportunity to serve as the TRUFA President. I would like to thank you for putting your faith in me to serve a second term as President. I continue to learn and grow from every meeting and challenge I have faced. I thank all TRUFA members that I had the good fortune to work closely with this past year. I have been enriched by our dialogue and efforts to bridge differing views in the spirit of working together for all members.

In Solidarity,

Tara Lyster

TRUFA POLICY ON BUDGETED AND STANDING COMMITTEE EXPENSES

1. Preamble

TRUFA has established budgets for some faculty representatives on Executive and each Standing Committee. The present policy aims to guide reps, committee Chairs, co-Chairs, and members on proper procedure to claim reimbursement of expenses from these funds. Every TRUFA rep and Chair or co-Chair has a fiduciary duty to spend TRUFA funds in a way that serves the best interests of the faculty association and in consultation with the members of their committee or the members that they represent.

2. Types of Expenses

TRUFA will reimburse representatives with a budget and committees' Chairs, co-Chairs, and members for funds spent for the benefit of TRUFA members. All expenses claimed will come out of the budget for each rep or committee and Chairs, co-Chairs, and members must follow the policy and keep within the budget allocated. Funds not spent by reps and committees in one fiscal year will be absorbed by the Association at the end of the fiscal year. A new budget allocation will be assigned for each fiscal year.

Expenses that will be reimbursed:

- Travel expenses for TRUFA work (See Policy on Travel Expense Claims).
- Expenses related to events organized by reps or committees when such events are open to all members or to the members they represent (such as refreshments/food for the event, fees related to the event, materials used for campaigns, guest speakers' expenses, gifts for guest, honoraria for non-TRUFA members, meals organized for guests, etc.).
- Expenses related to work done by reps and committees (such as coffee or food for a committee meeting or represented group meeting, materials used for campaigns, etc.).
- Training for representatives or members of committees that is related to their role (attendance to local training required when the training is offered locally).

Expenses that will NOT be reimbursed:

- Gift cards and gift certificates are considered as cash
- Expenses for one-on-one meetings between representatives, committees' Chairs, co-Chairs, and members.
- Alcoholic beverages.
- Donations (committees must make donations according to the TRUFA Policy on Charitable Donations)

Procedures

1. The standing committee can only authorize spending through a quorum, or an alternate representative procedure outlined in the committees' terms of reference.
2. All motions involving an expenditure must be carried by a majority consisting of a minimum 50%
3. TRUFA members Travel expenses require the TRUFA Expense Claim Form to be submitted with receipts (unless specified otherwise in the form). And must follow the TRUFA Expense policy.
4. Any other expense must be accompanied by the standing committee expense form that explains the nature of the expense and how it is related to the work of the representative or the standing committee in question.

TRUFA Communications Policy

PREAMBLE:

The Thompson Rivers University Faculty Association (TRUFA) is the sole bargaining agent for approximately 650 faculty members of Thompson Rivers University spread over two main campuses in Kamloops and Williams Lake. TRUFA is a member of the Kamloops and District Labour Council (KDLC), the Federation of Post-Secondary Educators of British Columbia (FPSE), and is affiliated with the Canadian Association of University Teachers (CAUT), the Canadian Labour Congress (CLC) and the British Columbia Federation of Labour (BCFED). TRUFA acts to promote the welfare of all members of its bargaining unit. It is a trade union under the British Columbia Labour Code; as such, it is the recognized exclusive bargaining agent for its members. Subject to the restrictions mandated by legislation, as well as the Collective Agreements and By-laws, TRUFA shares information with the membership related to the terms and conditions of employment, to provide advisories on issues of concern affecting the bargaining unit, to seek input on collective bargaining and policy matters that affect the employment of members, and to report on the Faculty Association's activities on behalf of the membership.

TRUFA uses a variety of communication resources to provide members with general information related to the official business and activities of the Faculty Association. While only the President of TRUFA (or designate) is authorized to speak on behalf of the Faculty Association, ideally this will be done after consultation with relevant persons.

TRUFA does not use communication resources for individual research or creative activities, non-TRUFA services, or to publicize opinions contrary to the mandate and purpose of the Association. TRUFA also does not use its communication to endorse organizations of which it is not a member.

The purpose of this policy is to clarify the means by which TRUFA uses their communication resources and provide clarity on the approval process for various communications with the membership. The aim is to add some clarity and detail to the interpretation of the Constitution of TRUFA generally and Article VII, 2. (a) i, ii and xii specifically.

COMMUNICATIONS TOOLS & PLATFORMS

TRUFA uses the following communications tools and platforms for dissemination of information and educational material:

TRUFA-I

TRUFA maintains an email distribution list of all active members in good standing. Through this list, TRUFA communicates information to members about the business and activities of the

Faculty Association. TRUFA-L is not to be used to communicate privileged information nor is it available to post communications directed by individual members.

The Association sends short and timely email notices via the listserv to inform the membership about issues and events.

These Notices include:

- routine notices advising the membership on events such as General Meetings or Promotion and Tenure seminars
- bargaining updates that have been approved by the Chair of the Bargaining Committee (or designee)
- requests for input on issues/policies affecting the membership
- notices of elections
- general information on matters affecting the membership
- other notices that are relevant to the entire membership

All such notices must be approved by the President and/or the Vice-President.

Annual Report

In accordance with our by-laws the Association produces an Annual Report which provides a snapshot of Association and Committee activities throughout the year as well as audited financial statements and information on the Faculty Association's budget. The Annual Report should be published on the website in advance of the Annual General Meeting. The online version of the Annual Report will not contain the audited financial statements.

TRUFA.CA Website

TRUFA uses a website maintained by the Secretary to post general information on the governance structure and services provided to members by TRUFA, as well as business and other activities of the Faculty Association. The website also contains TRUFA publications, information handbooks, TRUFA constitution, the current collective agreement, bargaining updates, and TRUFA President updates. TRUFA uses both TRUFA-I and its social media feeds to make members aware of new information on the website.

Social Media

The following guidelines govern what can be posted on TRUFA social media accounts.

- Acceptable content to post without prior approval of President and/or Vice-President
 - TRUFA-sanctioned or supported events/activities/campaigns
 - TRUFA-generated reports/position papers/articles/publications

- Information on strikes and job actions by other unions, including expressions of solidarity
 - Information and articles from FPSE, CAUT, CUFA BC (with the caveat that the information not contradict a TRUFA position or bargaining proposal)
 - Information and articles of interest from publications such as CAUT Bulletin, University Affairs, Chronicle of Higher Education
 - General messages to TRUFA community, such as welcome back to campus, enjoy the holiday break, etc.
 - General responses to queries that do not violate the regulations below
- Not acceptable to post without prior approval of President and/or Vice-President
 - Items solicited from members by the President/Executive Committee of general interest to the membership
 - Confidential information about members, grievances, or other TRUFA matters
 - Information about the status of bargaining
 - Items that relate to the Administration, Senate, or Board of Governors
 - Items of an ideological or commercial nature
 - Items that appear to endorse an initiative or project

Communications with the Press

Any request for comment or interview by media to any Executive member should be directed to the President as only the President is authorized to speak on behalf of TRUFA.

On the occasion that TRUFA wishes to make a public statement to members and/or the media, that statement should be communicated through the President.

Nothing in the foregoing precludes the chairs of the Equity, Human Rights, Gender Equity, and Decolonization, Reconciliation and Indigenization TRUFA Committees from making public statements to the media or accepting interview requests regarding matters within the substantive remit or mandate of their committee. Any such statement made must include messaging that the statement is from the standing committee only and not TRUFA as a whole. Wherever possible however, Committee chairs should consult with the Executive Board, and if not possible, with the President and/or Vice-President of TRUFA. Wherever there is any doubt, Committee chairs should make clear that they are speaking either on their own behalf or on behalf of the committee rather than the union as a whole.

Use of TRUFA Titles and Emails

TRUFA Directors may use their title or affiliation to TRUFA only for the purposes within the scope of their duties. TRUFA titles and emails may not be used in circumstances where the message may be misinterpreted as being the position of TRUFA or a standing committee.

Use of TRUFA Logo

The TRUFA logo will be used solely for TRUFA official business and TRUFA sponsored events.

Policy on payment to Retiring TRUFA Members

On retirement TRUFA will provide each Faculty Members with payment calculated on their years of service as a TRUFA Member.

- Faculty Members with 10 years or more of service will be eligible for \$50.00, plus \$10.00 per year of service.
- If the service is between 3 years and under 10 years, the faculty member will be eligible for \$10.00 per year of service.
- This payment is to be made directly to the retiring Faculty Member.
- If there is a death of an active TRUFA Faculty Member, TRUFA will contribute the amount equivalent to what TRUFA would have contributed had the member retired to a charity, scholarship in the name of the Faculty Member as requested by the estate of the TRUFA member.

TRUFA Harassment Policy

This process is to be used in the case of harassment allegations made in the context of union activities such as, but not limited to, TRUFA committee meetings, , elections, or discussion of union matters online or in person. As part of this process, it may be recommended that it is dealt with under Article 9 of the collective agreement. Harassment and bullying behaviour amongst TRU employees outside union matters should be referred to people and culture.

Statement of Commitment

TRUFA promotes an open, and democratic union where free and critical debate and discussion of ideas and issues is the norm. TRUFA is committed to providing an environment that allows for the full and free participation of all union members in the activities of the union. Harassment undermines these objectives and violates the fundamental rights, personal dignity and integrity of individuals or groups of individuals.

Harassment is a serious offence that may be cause for disciplinary sanctions by the union including, where appropriate, censure, prohibitions against holding elected positions, or suspension from participation in specific union events.

TRUFA has a responsibility under BC's Human Rights Code to prevent harassment and to provide procedures to handle complaints, to resolve problems and to remedy situations where harassment occurs in the context of union activities.

Definitions

Harassment as defined above is behaviour or the effect of behaviour, whether direct or indirect, which meets one of the following conditions:

- a) Is abusive or demeaning;
- b) Would be viewed by a reasonable person experiencing the behaviour or effect of the behaviour, as an interference with her/his participation in a union-related activity;
- c) Creates a poisoned environment.

Harassment on a Prohibited Ground is a form of discrimination that adversely affects the recipient on one or more of the prohibited grounds under the BC Human Rights Code [R.S.B.C. 1996 c.210].

As of this date, the grounds protected against discrimination by BC's Human Rights Code [R.S.B.C. 1996 c.210] are age, race, colour, ancestry, place of origin, political

belief, religion, marital status, physical or mental disability, sex, sexual orientation and, in the case of employment, unrelated criminal convictions.

Sexual Harassment is behaviour of a sexual nature by a person who knows or ought reasonably to know that the behaviour is unwanted or unwelcome; and

- a) Which interferes with another person's participation in an union related activities;
or
- b) Leads to or implies Faculty Association related consequences for the person harassed; or
- c) Which creates a poisoned environment

Personal Harassment need not affect the complainant on a prohibited ground, and may occur as a single incident or over a period of time. A combined series of incidents - of which any one in isolation would not necessarily be considered harassment - may also constitute harassment.

Examples of personal harassment include:

- discriminatory behaviour in violation of human rights legislation.
- physical threats, abuse, assault, or intimidation.
- verbal abuse.
- displays of pornographic, and/or racist pictures, photographs, literature not related to an appropriate academic context.

Procedures

Initial Report

- a) Complaints of harassment and bullying are made to the TRUFA President
- b) If the complaint involves the TRUFA President, the complaint should be made to the TRUFA VICE President
- c) If both positions are in conflict complaint can be made to any member of the TRUFA Executive
- d) All complaint reports will be brought to TRUFA Tables Officers
- e) Table officers determine if it is a TRUFA matter or the complaint should be referred to Article 9 of the Collective

Mediation

When a complaint is received by the TRUFA President or alternate involving members of the Association, TRUFA will initiate a mediation or the Conflict Transformation and Restorative Justice Program. The mediation process is the recommended avenue of resolution.:

- (a) TRUFA will discuss the nature of the complaint with the complainant and respondent and agree to mediation.
- (b) TRUFA, the complainant and the respondent must agree on the mediator. TRUFA shall consult with FPSE to appoint a mediator.
- (c) The mediation process and resolution will be kept strictly confidential by all participants.
- (d) Where a resolution is reached, the complainant and the respondent must agree in writing to the resolution and the matter will then be considered concluded.
- (e) Except the written statement of the agreed resolution, no record of the mediation will be placed on file with TRUFA.

Investigation

- a) Where either the complainant or respondent does not agree to mediation, or no resolution is reached during the mediation, the complaint will be referred to an external investigator.
- b) An investigator will be appointed within ten (10) working days of referral.
- c) TRUFA shall consult with the Federation of Post-Secondary Educators (FPSE) before hiring an investigator and will not hire investigators who are contraindicated by FPSE.
- d) The referral will, where possible, include written statements from the complainant and the respondent which succinctly outline the issue(s) in dispute. The referral should be assembled by the President or designate and forwarded to the Investigator with a copy sent to the complainant and respondent.
- e) The appointment of an investigator does not preclude an investigator from mediating the dispute where possible.
- f) Any complaint of harassment will be kept confidential except as is necessary to investigate and resolve the issue. Investigators will stress the confidentiality of the investigation with all persons interviewed.

Terms of Reference of the Investigator

- a) The purpose of the investigator will be to ascertain facts.

- b) All persons quoted in the investigation will be named by initials.
- c) The report of the Investigator will be given, in confidence, to the TRUFA President or designate.
- d) It is the responsibility of the TRUFA President or designate to forward a copy of the report to the complainant and the respondent.
- e) The President or designate will state, in a covering letter, that the report is confidential. The report will refer to individuals involved by initials or code; however, a key will be provided to the TRUFA President or designate for internal use. This practice will be continued at any subsequent arbitral proceeding.
- f) The report will not be introduced as evidence or have standing in any arbitration, or other legal procedure.
- g) If the President is the Complainant or Respondent in a complaint, the TRUFA Vice President, or another elected TRUFA officer, shall be appointed by the Executive to deal with the investigator and the report.

Reliance on Report of Third Party Investigator

- a) TRUFA is entitled to rely on the fact of mediation or the report of a third party investigator as evidence that may mitigate liability in a proceeding that follows receipt of the third party investigator's report.
- b) TRUFA is entitled to rely on the investigator's report as evidence that it acted in good faith in any disciplinary action that it undertook following receipt of the third party investigator's report where the issue of good faith is raised by a member.
- c) The investigator will not be compellable as a witness in any arbitration or other legal procedure which may result from the investigation.
- d) The investigator will conclude their work within ten (10) days of appointment and will render a report within a further five days. These timelines may be extended if deemed appropriate by TRUFA.
- e) If requested by the investigator, TRUFA will provide meeting space and contact information for persons to be interviewed.
- f) The investigator may, as part of their report, make recommendations for resolution of the complaint.
- g) The investigator's report will not be shared in any way with the University.

Findings and Actions

The President or designate will make a written determination based upon the facts and recommendation, if any, within ten (10) working days of the receipt of the Investigator's report. The President may consult and seek advice from the TRUFA Table Officers.

If necessary, this timeline may be extended.

The determination will:

- a) Make a recommendation to the TRUFA Executive regarding action(s), if any, to be taken or required by TRUFA.
- b) Include, where appropriate, a statement of exoneration.

Consideration by TRUFA Table Officers

- a) The TRUFA Tables Officers will be provided the investigator's report without identifying names, and will consider the recommendations from the President or Designate.
- b) If the President or Designate recommends that the TRUFA Executive take disciplinary action against a member, then the Executive shall inform the member of that recommendation and give the member an opportunity to meet with the Executive to address the findings of the harassment report and the recommendations of the President or designate.
- c) The member shall have the right to be accompanied by a TRFUA Member
- d) All Executive Committee meetings relating to the TRUFA Harassment Policy will be conducted *in camera*.
- e) The Executive Committee will not make any decision regarding potential discipline against a member until that member has been given an opportunity to meet with the Executive.
- f) If a member is disciplined by the Executive under this policy, the member will have the right to appeal the discipline to the TRUFA Appeals Tribunal.

Rights of the Parties

Should a complainant file a complaint under the provisions of the Human Rights Code, it is understood that the Human Rights Code complaint would be set aside until such time

as the procedures under this policy have been completed. Where an allegation includes both a complaint under the Human Rights Code and a complaint of personal harassment, TRUFA may agree to have the investigator investigate both of the complaints in order to relieve against expense and duality of process.

False Complaints, Breaches of Confidentiality and Retaliatory Action

Frivolous, vexatious or malicious complaints of harassment, retaliation in response to a harassment complaint, or breaches of confidentiality during the investigation of a harassment complaint may result in TRUFA taking disciplinary action against a member.

Should retaliation be alleged following the filing of a harassment complaint, the investigator may deal with that allegation and make a finding of fact about it in his or her report.

TRUFA Policy on Credit Card Use

Thompson Rivers University Faculty Association credit card is for purchases directly related to TRUFA expenses for TRUFA business or events. This credit card has a maximum credit of \$10,000 with a limit of \$3500 per transaction.

For continuity the credit card will be in the name of the Confidential Admin Assistant and be kept in a locked filing cabinet in the TRUFA office.

Purchases on behalf of standing committees using the credit card must follow the TRUFA Policy on Standing Committee Expenses and have a completed Standing committee expense form prior to purchase.

The Confidential Admin Assistant must have the approval of either the President or the Vice President prior to making purchases on the credit card. All approved expenses must follow the TRUFA constitution and bylaws, and all polices approved by the TRUFA Executive.

All purchases on the credit card will be paid within 15 days of the charge being made.

TRUFA Fundraising Policy

As per the TRUFA Constitution and Bylaws, the objectives of the organization are:

- a) To promote, maintain and improve the professional standing of its members and the quality of education at Thompson Rivers University.
- b) To protect and enhance academic freedom and the quality of members' professional roles, including but not limited to teaching, scholarship, debate, thought, and research within the University community.
- c) To provide a democratic form of governance within the Association which allows equal voice to all voting members.
- d) To be the representative of its members in negotiations with the Thompson Rivers University Administration and the Thompson Rivers University Board with respect to salary matters, working conditions, and other terms of employment.
- e) To promote and support the principles of equity for all members, including those who may experience discrimination on the basis of sex, sexual orientation, gender identity, age, marital status, political belief, religious belief, national origin, ethnic identity, disability, colour, race, or contractual employment status.
- f) To promote the health and safety of its members.
- g) To actively promote and support the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP 2007).

To meet these objectives in the normal course of business, TRUFA does not conduct activities meant to raise money for itself (fundraising) either by donation or sale of objects. Additionally:

- All fundraising activities conducted to raise money for 3rd parties done in TRUFA's name require the approval of the executive.
- TRUFA does not accept donations.
- Donations made by 3rd parties in contribution to a collaborative event or initiative require the approval of the executive.

TRUFA Banking and Finances Procedure

According to the TRUFA Constitution and Bylaws (Article XV.3), TRUFA has designated four positions as signing officers: President, Vice President, Treasurer, Secretary. Two of the signing officers must approve all transactions (cheque, credit, or e-transfer). All expenditures must follow the TRUFA Constitution and Bylaws and all TRUFA Policies.

Digital Banking

All TRUFA signing officers will have access to the online banking platform as administrators. All transactions completed in the online platform require three steps.

Step 1 the Confidential Administrative Assistant initiates the payment. A notice will be sent to the TRUFA signing authorities of pending payment.

Step 2 the payment will be approved by one authorized TRUFA signer. When this is completed, there will be a notification that a second approval is required.

Step 3 the second TRUFA signer will authorize the payment and the payment will be processed.

Traditional Banking

Process for cheques:

Step 1 the Confidential Administrative Assistant initiates the approval process and prepares applicable documents for review (approval from and cheque). Notice is sent to the TRUFA signing authorities to initiate review and payment.

Step 2 One TRUFA signing officer will review the payment. If they approve they will sign the corresponding cheque. When this is completed, there will be a notification that a second approval is required.

Step 3 A second TRUFA signing officer will review the payment. If they approve they will sign the corresponding cheque.

Step 4 TRUFA Confidential Administrative Assistant facilitates delivery of the cheque.

Process for other payment instruments:

All other payment instruments require direct oversight and administration by two signing officers at the direction of the executive.

TRUFA Vice President's Report Annual General Meeting, April 25, 2024

This was my first year as the Vice President of TRUFA on a second two-year term. I present below the highlights of the tasks I have carried out in my role over the past year.

- During the fall semester my time was primarily devoted to being the TRUFA observer on DFSTPCs. This year there were 35 applications for tenure and/or promotion and 4 applications for new appointments to determine equivalency related to rank and tenure. I served as the TRUFA observer on 31 of these DFSTPCs and I would like to thank John Karakatsoulis for serving as the TRUFA observer on 4 committees.
- As my regular duties I have attended the following meetings:
 - Table Officers (weekly)
 - Joint Contract Administration Committee (TRUFA President, Vice President and VP Stewards and TRU People and Culture: bi-weekly)
 - TRUFA Executive (bi-weekly)
 - Faculty Consultative Committee (Table Officers and TRU Senior Administration: Monthly)
- I have also served as a Steward on the Stewards Committee (bi-weekly meetings) and have handled a number of grievances, investigations and arbitrations.
- I attended FPSE AGM as a TRUFA delegate in May 2023.
- I represented TRUFA at New Faculty Orientations in fall 2023 and Open House in winter 2024.
- I provided assistance in hosting the TRUFA BBQ in September 2023.
- I joined TRUFA President on a visit to the Williams Lake Campus in September 2023. Such visits are greatly appreciated by the faculty there.
- I attended the TRUFA Executive Retreat in May 2023.
- I attended TRUFA Stewards Training in May 2023.
- I served the Acting President during the time the President was on vacation.
- I attended TRUFA drop in coffee chats for faculty who came to meet with TRUFA officers.
- I attended contract faculty drop in coffee chat for faculty who came to meet with TRUFA officers.
- I served as TRUFA Observer on Performance Review Committee (PRC).
- I attended Equity in Action Conference in May 2023.
- I served as a member of TRUFA Policy Committee which met biweekly and developed a number of new policies and proposed changes to TRUFA constitution and by-laws.
- I attended the TRUFA Table at Fair Employment Week in October 2023.
- I joined TRUFA President and other TRUFA Executives in meetings with TRU for reviewing LOU #19.
- I joined TRUFA President to meet with the BC Minister of Advanced Education during the minister's visit to TRU in March 2024.

I would like to thank all those who provided support and helped to me in fulfilling my duties as the Vice President. In particular, I must mention Marian Griffin and Vi-Ann Nowoczin for their help and assistance and my fellow TRUFA Table Officers. I would also like to thank all the members of the Stewards Committee for their dedicated support and guidance.

TRUFA members continue to face challenges with issues of collegial governance and fallout from the closure of the Fine Arts Program. However, through all of that I had the good fortune of meeting many of my colleagues, through the tenure and promotion process and by other means. I would like to once again thank you all for your kindness and support.

Respectfully submitted.

Hafiz Rahman



**TRUFA Vice President, Williams Lake & Regions
Annual Report May 2023 to April 2024**

As Vice President, Williams Lake & Regions, I have been working with the faculty association at weekly meetings for Table Officers, bi-weekly Executive Committee meetings, and (when possible) at Faculty Consultative Committee meetings. My presence at these meetings has provided a representative voice for the perspective of Williams Lake and the Regions.

I have also had the opportunity to host Table Officers who visited the Williams Lake campus in September 2023. The Table Officers came to meet with faculty and to develop an understanding of the current concerns of our campus.

As part of my role, I have been providing updates regarding TRUFA activity at monthly Williams Lake Faculty meetings. I have also organized pre-bargaining meetings for Williams Lake faculty.

I'd like to thank TRUFA Table Officers for their support and consideration during this year. Serving as VP Williams Lake & Regions has been a valuable learning opportunity, and it has been an honour to represent our regional campuses.

Respectfully submitted,

Rebecca Fredrickson
Vice-President, Williams Lake & Regions

TRUFA Treasurer Report to AGM 2024
Franklin Sayre

The past year has been unexpectedly eventful. In the fall of 2023, while supporting a project from the TRUFA Decolonization, Reconciliation, Indigenization Sub-Committee, it was discovered that TRUFA lacked adequate policies and processes surrounding fundraising activities. After consulting our accountant and the Federation of Post-Secondary Educators (FPSE), it became clear that fundraising could not fit within TRUFA's existing structure. Fundraising efforts were halted, and the Executive covered the costs of the project to ensure the important work of the sub-committee could continue.

During this process, we learned that the Equity sub-committee had opened a bank account in 2018 to handle proceeds from fundraising. This account was in TRUFA's name but was held outside of TRUFA's processes and policies. After consulting with our accountant and FPSE, it was determined that the account was properly a TRUFA account and therefore needed to be held by TRUFA signing authorities and brought into compliance with TRUFA's policies.

As Treasurer, I worked with the Executive, the President, and the current and previous Chairs of the Equity Committee to transfer the account to TRUFA signing officers and obtain copies of all statements. The regular audit for the fiscal year ending March 31, 2023, included in the AGM package, incorporates the transactions from this account for that fiscal year and the auditor's findings.

As the account had not been previously included in audits, on the advice of the accountant and FPSE, and in the interest of full transparency, Executive passed a motion to hire an independent accounting firm we had not previously used to conduct an Agreed Upon Procedure Review for this account from the time it was opened in January 2018 to December 2023, when the account was brought under TRUFA's normal financial processes. The findings of this review are included in the AGM package.

Now that these reviews have been completed, the account will be closed, and the proceeds will be donated to charities recommended by the Equity Committee and approved by the Executive.

These events led the President and I to recommend numerous policy and procedure changes, including a new fundraising policy, a policy on committee expenses and new expense forms and processes, changes to the role of treasurer to clarify responsibility for financial oversight, and specific wording related to the opening of accounts. We also recommended changes that will place a limit on executive spending outside the approved budget, and to ensure any investments made with TRUFA funds limit risk and ensure we are in a secure financial position whenever we enter a bargaining year. Some of these changes will be voted on during the AGM, and I hope that they all pass.

The TRUFA Executive, especially the President and members of the Policy Committee, have done a tremendous amount of work to draft these policies, which are essential to strengthening the financial safety of the association. In the future, further changes may be required to strengthen the independence of the role of the Treasurer, including possibly making them a table officer and providing them with release time. Combining the role with the role of secretary, as done by many other faculty associations, may also make sense.

This year, the President and I also started transitioning TRUFA to more modern and flexible financial processes, starting with getting an institutional credit card and drafting policies for its use. Moving to online banking is a step that will likely need to be taken in the next year by the next executive.

TRUFA ends this year in a strong financial position, and I believe the changes we are implementing to our policies and procedures ensure we will continue to be in a strong position in the future.

As this unexpectedly busy year ends, I would like to thank Marian, Vi-Ann, and Tara for the many hours they spent working with me this year, and the rest of the Executive for their patience as we sorted through these issues.

2023 - 2024 Annual Report

Salary and Working Conditions Committee (SWCC)

Respectfully submitted by Amy McLay Paterson, TRUFA VP SWCC

Bargaining Preparation

Bargaining Preparation meetings have almost been completed, with only 2 divisions remaining. Members expressed a variety of concerns, unique to their areas. SWCC has also developed a pre-bargaining survey that will be sent out in the weeks following the TRUFA AGM. Please watch your email for the bargaining survey, and let TRUFA know the concerns that are most important for the upcoming bargaining round.

Sessional Benefits Fund Administration and Policy Development

The Salary and Working Conditions Committee administered successfully administered the first year of the sessional benefits program. Since not all of the fund was used in the first year, SWCC decided to expand the initial terms of the fund. Sessionals are encouraged to submit receipts and/or inquiries to sessionalbenefits@trufa.ca

LOU Development

I worked with President Tara Lyster to successfully negotiate an LOU for Nurse Practitioner faculty, which accommodates the extensive professional requirements of their licence.

Bargaining Coordination Committee

I served on the bargaining coordination committee of FPSE, attending regular meetings and discussing bargaining issues that affect all FPSE institutions.

LOU 17A Committee Work

I serve on the LOU 17A committee established by the latest collective agreement, working to establish recommendations for the future of faculty affected by the current LOU 17.

Implementation of the Collective Agreement

Most of the changes resulting from the 2022-25 Collective Agreement have been implemented. We have had many discussions with TRU about moving forward with the changes agreed to in 10.3.2.6, and we will continue working to ensure that TRU honors their commitment in agreeing to this article.

Table Officer and Executive Duties

I served as a Table Officer and an executive member, attending weekly table officer meetings, biweekly executive meetings, and monthly FCC meetings.

In Solidarity,

Amy

2023 – 2024 Stewards Committee Report to TRUFA AGM

TRUFA has been active in filing grievances, and Stewards have been engaging with TRU to ensure that they comply with the letter and spirit of the agreements. Stewards remain vigilant in monitoring the situation to ensure ongoing compliance with the Collective Agreement.

ARBITRATIONS

Arbitration is a lengthy process, where lawyers from TRU and TRUFA present their point of view to an arbitrator. Several cases have been in arbitration, covering a range of issues such as excessive discipline, transfer of work from TRUFA to other bargaining units, cancellation of a program, and incorrect workload assignment.

PRC MEETINGS

Stewards were busy participating as TRUFA representatives in over 30 PRC meetings.

GRIEVANCES

TRUFA has been quite active in filing grievances, with 22 grievances filed in 2023 and four in 2024. These grievances encompass a range of issues such as TRU's failure to follow the process outlined in the CA for harassment investigations, improper workload allocations, redirecting students to external programs, hiring at an unqualified rate, not providing support to TRUFA executives in performing their duties, and not following a collegial process in decision-making.

Out of the 22 grievances filed, twelve have been resolved through effective discussion and advocacy. However, some grievances remain unresolved, and have been forwarded to FPSE. These unresolved grievances are under consideration for potential arbitration.

INVESTIGATIONS

There has been an increase in student complaints against faculty members this year, with many of these complaints currently under active investigation. Member-to-member conflicts and ensuring a safe workplace for faculty members continue to be a matter of concern for Stewards, as such conflicts can potentially create a toxic work environment. While the Collective Agreement allows for provisions for mediation to mitigate conflicts, if all parties do not agree to mediation, the cases move on to investigation. In TRUFA's experience, investigations often do not lead to an improved working environment. Therefore, we are actively working with TRU to develop a better process for resolving conflicts. Currently, there are seven cases under investigation.

CONCLUDING REMARKS

TRUFA continued to meet with TRU under the auspices of Joint Contract Administration Committee (JCAC) and Faculty Consultative Committee (FCC) to find resolutions for cases under arbitration and grievance and to proactively find resolutions of cases before they become grievances. Sometimes though, Stewards find that TRUFA gets better attention from the administration when it files a grievance.

Respectfully submitted,

Musfiq Rahman
VP Stewards

Ehsan Ahmed
Deputy Stewards



TRUFA Decolonization, Reconciliation, and Indigenization Standing Committee (DRISC)

TO: TRUFA
FROM: Mixalhíts'a7 (Roxane Letterlough), Co-Chair, DRISC
Alana Hoare, Co-Chair DRISC
RE: DRISC 2023-24 Annual Report
DATE: April 9, 2024

The TRUFA Decolonization, Reconciliation, and Indigenization Standing Committee (DRISC) was established at the 2018 TRUFA AGM and Dr. Shelly Johnson/ Mukwa Musayett Saulteaux, Canada Research Chair in Indigenizing Higher Education, was elected as Chair. In January 2024, after six years establishing a strong foundation for DRISC, Mukwa Musayett stepped down from her role as Chair of DRISC. We are grateful for her leadership, and for setting DRISC on a good path forward for supporting faculty in decolonization, reconciliation, and Indigenization at TRU.

On January 17, 2024, Mixalhíts'a7 and Alana Hoare were elected as Co-Chairs under a shared governance model, with the guidance of Elder Patricia Terry and Indigenous Student Knowledge Keeper, Rylee Bull. This report highlights DRISC work during the Winter 2024 term (January 17 – April 2, 2024).

TRUFA-DRISC has been actively working to understand its purpose and priorities for the next three- to five years through careful and thoughtful planning. In the table below, we have documented some of the key activities that members of DRISC have engaged in during the past four months. We are especially overjoyed by the high level of interest and active committee engagement; of note, our three-hour strategic planning meeting saw 20 people in attendance! It is wonderful to see so many people eager to engage in this important work and to contribute to decolonization, reconciliation, and Indigenization at TRU.

Table 1

DRISC Activities: January 17 – April 2, 2024

Date	Activity	Status
January 17, 2024	Established a co-chair model to advance reconciliation as a partnership between Indigenous and non-Indigenous faculty members. Mixalhíts'a7 and Alana Hoare were approved as co-chairs until TRUFA AGM on April 25, 2024.	Mixalhíts'a7 has put forward her name for 2024-25 DRISC Chair.

Date	Activity	Status
January 17, 2024	Increased meeting regularity from once per term to once a month September through May.	Ongoing
January 29, 2024	Hired an Indigenous Student Knowledge Keeper / Research Assistant. Rylee Bull has been serving in this position.	DRISC put forward a request to extend this position for 2024-25.
January 29, 2024	Partnered with an Elder for guidance on committee planning and governance. Elder Patricia Terry has been serving in this role.	Ongoing
February 2/3 and March 9, 2024	Attended FPSE DRISC Provincial Standing Committee meetings in Vancouver and virtually.	Ongoing
February 7, 2024	Created a Sharepoint site to store DRISC planning documents, agendas, and minutes. The Sharepoint site is available here (note: you may need to request access): https://trufafaculty.sharepoint.com/sites/TRUFA-DRISC/Agendas/Forms/AllItems.aspx	Complete
February 7, 2024	Began cataloguing Indigenous education books and developing a repository for users. Currently, our Research Assistant has catalogued 345 books with many more to come. The repository is available here: https://www.libib.com/u/mixalhitsa7	In progress
February 7, 2024	Our Research Assistant began exploring Indigenous artists and speakers for potential events in the Fall and Winter.	In progress
March 4, 2024	Sponsored Featherwork Workshop in collaboration with CELT and Makerspace.	Complete
March 5, 2024	Held initial three-hour DRISC strategic planning session, where we began drafting definitions for <i>decolonization</i> , <i>reconciliation</i> , and <i>Indigenization</i> (see attached).	In progress
April 2, 2024	Reviewed the role of the Indigenous Cultural Advisor to the TRUFA President in relation to DRISC terms of reference.	Proposed pausing the hiring of this position until a needs assessment can be conducted by DRISC

Thank you for your continued support. We are eager to further this work and support TRUFA members.

Mixalhíts'a7 and Alana Hoare
DRISC Co-Chairs, Winter 2024

As I see it, they're three different aspects or stages of the same general concept of cultural healing.

Decolonization is the removal of harmful colonial practices.

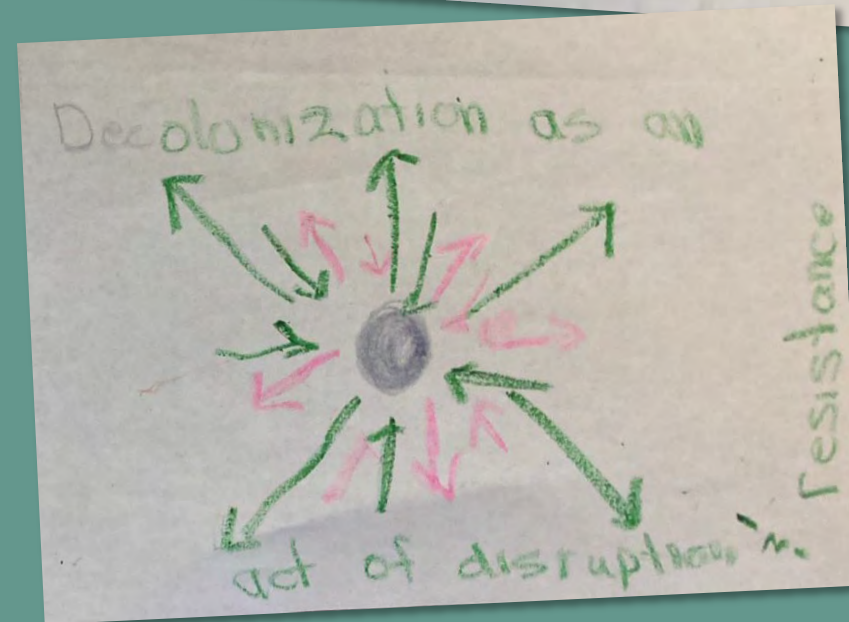
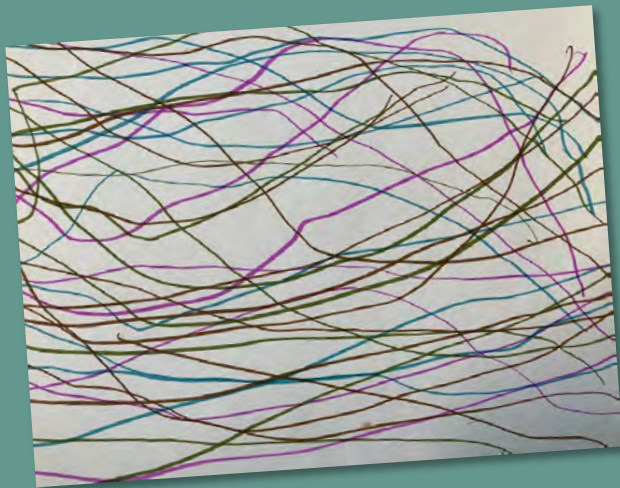
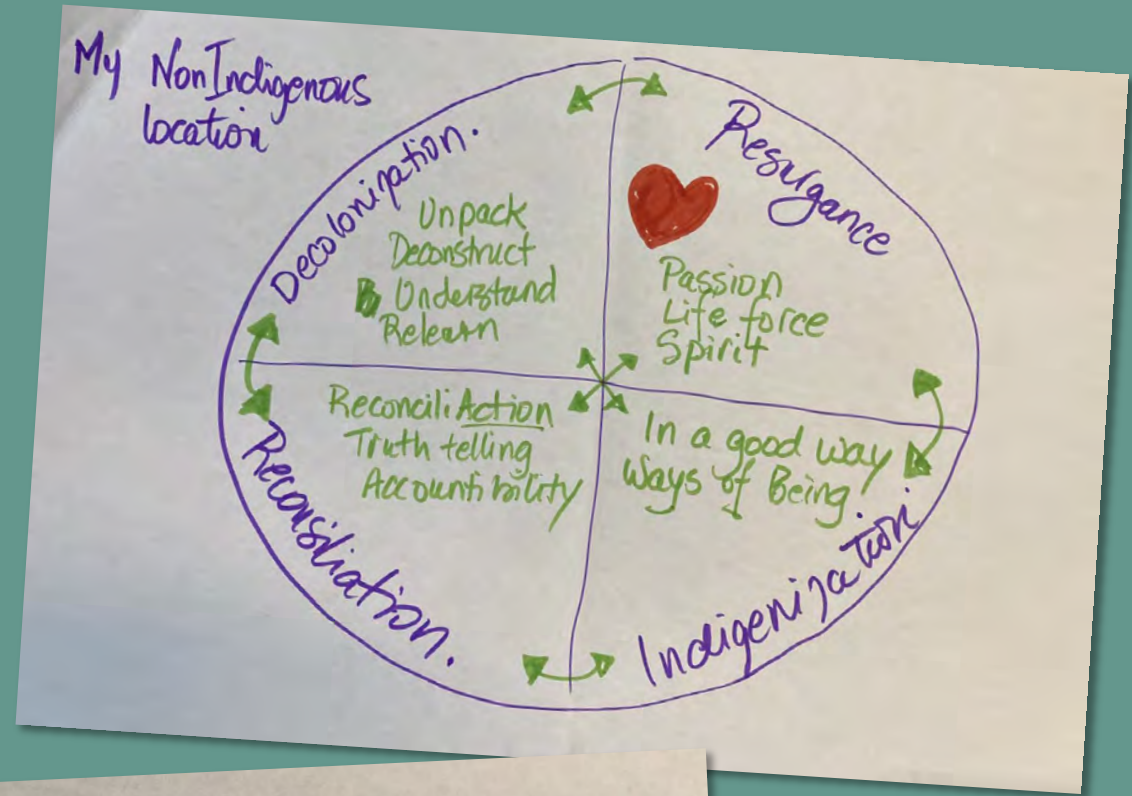
Reconciliation is the moral responsibility to right past injustices in a positive and Indigenous-approved manner.

Indigenization, I believe, is the natural progression of decolonization and reconciliation. With the invasive weeds culled and the soil nutrients brought into balance, native plants are able to flourish as they deserve to. Indigenization is the act of integrating Indigenous ideologies and ways of knowing into Western systems in a constructive, not deconstructive, manner.

– Rylee Bull (2024, March 19)

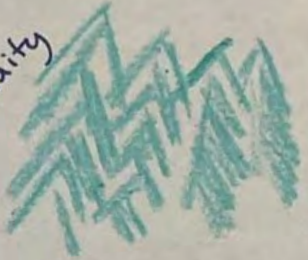


Decolonization is the removal of harmful colonial practices.




Reconciliation is the moral responsibility to right past injustices in a positive and Indigenous-approved manner.

Give-back
- the land
- the space
- the authority



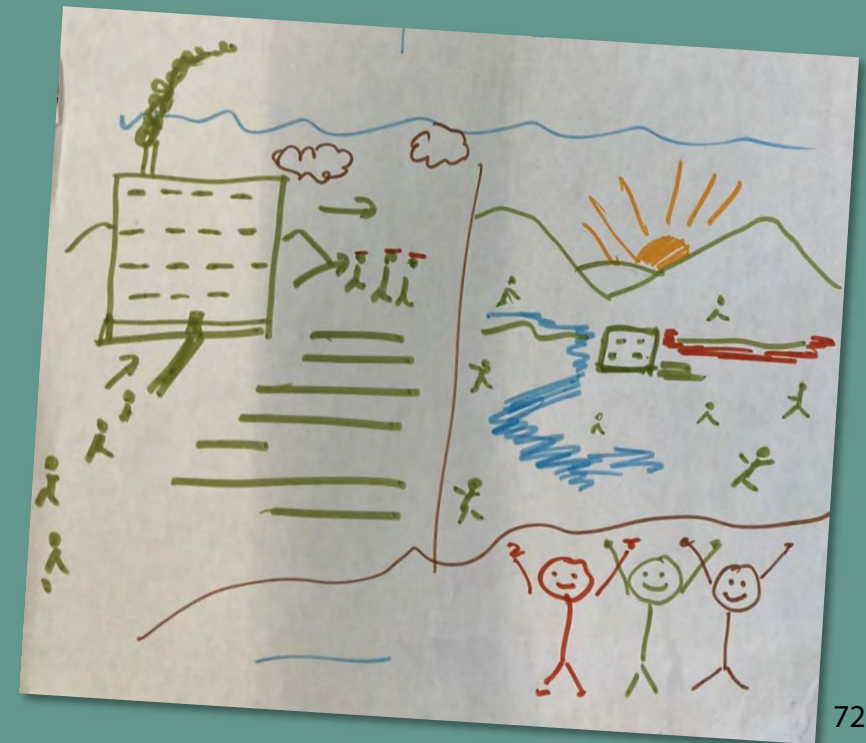
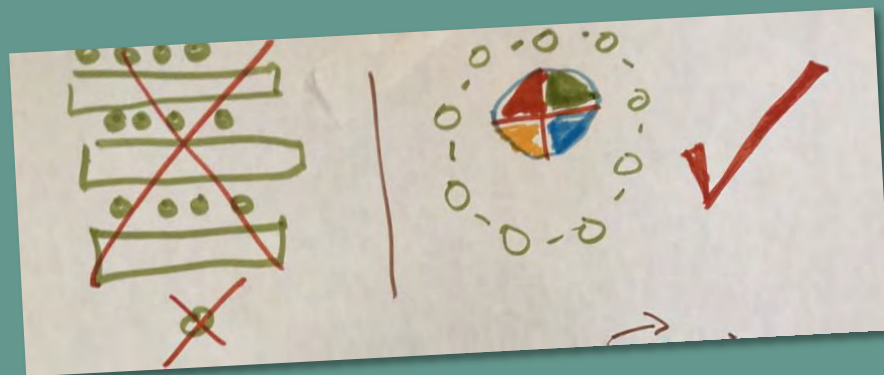
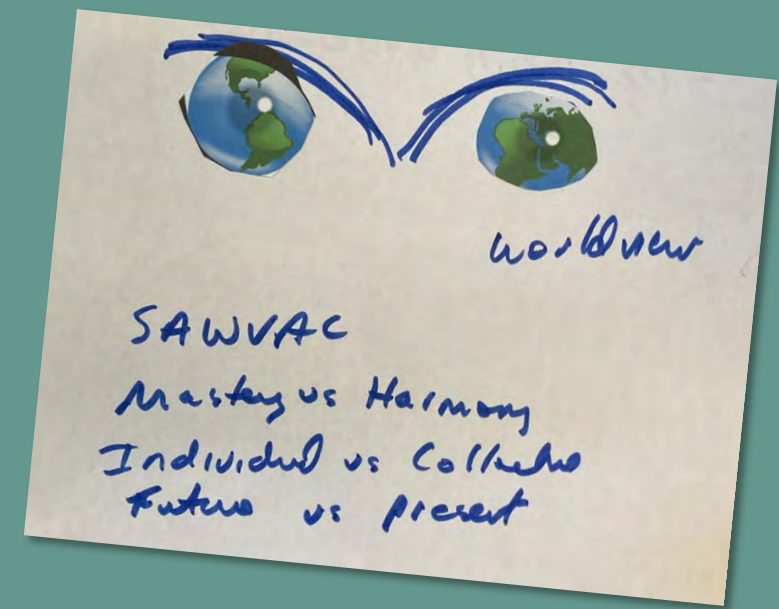
Reconciliation
Re-conciliation - ration



Le Est cwey (The missing)

- RCAP
- TRC
- MMIWG
- In Plain site
in
site

Indigenization, I believe, is the natural progression of decolonization and reconciliation; it is the act of integrating Indigenous ideologies and ways of knowing into Western systems in a constructive, not deconstructive, manner.



TRUFA Equity Committee

September 2023-April 2024

Report to AGM



TRUFA Equity Committee Members (Alphabetically)

Robbi Davey
Melba D'Souza
Christie Fraser
Kyra Garson
Wendy Hulko
Crystal Huscroft
Jacqueline Kampman
Tehmina Khwaja

Jiyoung Lee-An (Co-Chair)
Tanya Manning-Lewis
Amie McLean
Keisha Morong
Nisha Puthiyedth
Mridula Sharma
Catherine Tatarniuk
Jenna Woodrow (Chair)

INVITATION FOR NEW MEMBERS:

We warmly welcome new members to join the TRUFA Equity Committee.

If you are interested, please email Jiyoung Lee-An (jleean@tru.ca) or Jenna Woodrow (jwoodrow@tru.ca)

The TRUFA Equity Committee met once each month. Here are highlights from the 2023-2024 Organization of and Support to Equity Events and Initiatives.

- Sep. 27, 2023 Supported **TRUSU Pride Event.**
- Oct. 4, 2023 Met with TRU Executive Director, Office of Equity, Diversity, Inclusion and Anti-Racism to discuss TRU-TRUFA collaboration on Equity initiatives at TRU
- Oct. 6, 2023 Planning Committee for the Equity Diversity, and Inclusion In Action Conference Meetings
- Oct. 19, 2023 Equity Event: Reception with Shawn Wilson
- Oct. 20, 2023 Organized and Hosted the **TRUFA Equity Speaker’s Series.** Talk and Reception with **Shawn Wilson: “If Your Research Hasn’t Changed You As A person, You Haven’t Done It Right.”**



- Oct. 30, 2023 Met with TRU Executive Director, Office of Equity, Diversity, Inclusion and Anti-Racism to discuss TRU-TRUFA collaboration on Equity initiatives at TRU
- Nov. 20, 2023 Organized Trans Flag flown all week, and at half mast for **The National Transgender Day of Remembrance.**

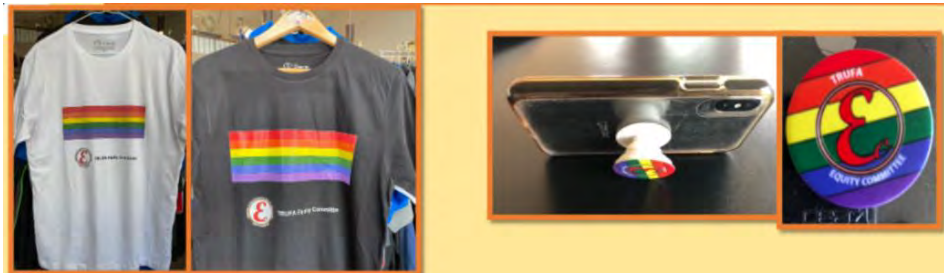
Nov. 24, 2023

Supported **Feet First Play Back Theatre**

Feb. 2024

Organized **TRUFA Equity Committee Black History Month Quiz 2024**. We collaborated with Marcom and had the quiz on both TRU Connect and social media with the support of the undergraduate student coordinator. The stories got consistent views, estimating over 4860 views on the student life channels (roughly an average of 550 views per story on the student life channels), 683 total responses to the student-facing polls, and 771 quiz responses including 88 quiz responses from employees.

Black History Month Quiz Prizes from the Equity Committee along with sweatshirts and toques from MarCom



Feb. 16, 2024

Supported “**Building Community in the Classroom**” at the 20th annual TRU Teaching Practices Colloquium.

Mar. 8, 2024

Supported Gender Equity Committee’s **International Women’s Day Event**

Mar. 7, 2024

Supported **Sustainable Development Goals in Gender Equity Event**

Mar. 15, 2024

Equity Committee Event: “Equity for Breakfast: Stories about Fairness & Justice. A Playback Theatre Experience”

This was a morning filled with powerful stories, deep conversations, and meaningful connections. The event offered participants a chance to explore themes of **fairness** and **justice** in a safe and supportive environment. Members from TRUFA came together to listen, share, and learn from each other's experiences.

**FEET FIRST
PLAYBACK THEATRE** and



present

**Equity For Breakfast :
Stories about Fairness & Justice
A Playback Theatre Experience**

Playback Theatre is a form of applied and improvisational theatre. Audience members share moments from their lives and watch them enacted on the spot by trained actors who embody the heart of the story using music, movement, and dialogue.

Friday, March 15th 2024

HOL 190

9:00—10:30



<https://www.eventbrite.com/e/equity-for-breakfast-stories-about-fairness-justice-a-playback-theatre-experience-tickets-857290979397?aff=oddtcreator>

Mar. 23, 2024

Supported the TRU Student-Faculty Working Group for Anti-Racism event around **International Day for the Elimination of Racial Discrimination**

Ongoing

The [TRUFA Good Equity Practices Project](#). The goal of the Good Practices Project is that each Department or Discipline at TRU adopts a set of discipline-specific Good Equity Practices.

Supported [The Mustard Seed](#)

Supported [A Way Home Kamloops](#)

Supported the **Storybook program** offered by [Literacy in Kamloops \(Link\)](#). This program supports multigenerational literacy by helping disadvantaged father's connect with their children through books.

Presented in solidarity,



Jiyoung Lee-An (Co-Chair, TRUFA Equity Committee)

and



Jenna Woodrow (Chair, TRUFA Equity Committee)

We acknowledge and give honour to the Secwepemc peoples who have lived here since time immemorial. We thank the *Secwepemc Nation* for their generosity and hospitality while we live, learn, play, and work on the unceded territory of the *Tk'emlúps te Secwépemc within Secwépemc'ulucw*.

T7etsxem7nte re stselxmem

Thompson Rivers University campuses are on the traditional lands of the Tk'emlúps te Secwépemc (Kamloops campus) and the T'exelc (Williams Lake campus) within Secwépemc'ulucw, the traditional and unceded territory of the Secwépemc. The region TRU serves also extends into the territories of the St'át'imc, Nlaka'pamux, Tsilhqot'in, Nuxalk, and Dakelh, and Métis communities within these territories.

**Gender Equity Committee (GEC)
Report presented to TRUFA 2024**

Members of Committee:

Alana Hoare, School of Education
Alix Dolson, KSACC
Amy Paterson, Library
Christina Hamaguchi, School of Nursing
Cora Chojko-Bolec, Open Learning
Erin May, Librarian
Hilary Schmidt, Instructional Designer Open Learning
Jacquie Brand, Kamloops Y
Mahtab Nazemi, Chair
Robbi Davey, Indigenous Experiential Learning Coordinator
Tanya Pawliuk, School of Social Work
Tara Lyster, School of Nursing

October 13/14, 2023 – In-person FPSE WGEC standing meeting.

November 20, 2023 – This is the third year now that TRU, Kamloops and Williams Lake campuses, raised the Transgender Flag for the Transgender Day of Remembrance, an initiative this committee helped begin.

November 25, 2023 – Our committee recognized and co-organized events around the 16 days of Activism.

(<https://www.canada.ca/en/women-gender-equality/commemorations-celebrations/16-days/16-days-2023.html>)

December 6, 2023: We held a vigil for the 34th Anniversary of the Montreal Massacre and for the National Day of Remembrance and Action on Violence Against Women

(<https://www.canada.ca/en/women-gender-equality/commemorations-celebrations/16-days/national-day-remembrance.html>)

February 23/24, 2024 – Virtual FPSE WGEC meeting.

March 8th, 2024 - We held a “stitch ‘n bitch” event on campus in the library commons. We offered snacks from a local and woman-owned catering business. The TRUFA Equity Committee contributed warm beverages for this event. Our committee members put together crafting kits for beading, cross-stitch, crocheting and knitting. It was very well attended, and very well received. There is interest in this becoming an ongoing, perhaps monthly, event.

March 31, 2024 - This is the third year now that TRU, Kamloops and Williams Lake campuses, raised the Transgender Flag for the Transgender Day of Visibility, an initiative this committee helped begin.

TRUFA Human Rights Committee (HRC)
Annual Report to Report to TRUFA
Annual General Meeting April 2024

Co-Chairs: Tanya Manning-Lewis (Education); Manu Sharma (Education)

Members: Brad Harasymchuk (Education), Frederic Fovet (Education), Hilda Freimuth (ELLT), with support from Tara Lyster (Nursing)

This report summarizes activities undertaken by the HRC between September 2023 and April 2024.

1. Human Rights Event Series with Dr. Imogene Lim

Mon. Feb. 5, 2024- Panorama room

Introductory talk about Human Rights Education- (12-2pm)

What is it? Why does it matter?

**Central themes of decolonization (who that pertains to), white supremacy and hate and what that has to do with the stories that are archived, and which ones are not

**70 people showed up!

Mon. Feb. 5, 2024-HOL190

Nighttime screening of Unarchived with brief intro and Q and A (4-7pm)

Dr. Lim gave some context to the film and then engaged in a moderated Q and A with the audience for 30-45 min.

**12 people showed up

Tues. Feb. 6, 2024- Alpine Room

TRU campus wide talk to students (12-2pm)

Dr. Lim gave a talk on "Check Your Bias." We all have biases; when it is unchecked that's when blatant discrimination/prejudice occurs. This allows for a conversation ranging from ableism to body shaming to racism and more.

Please see the attached the poster for the events and the budget breakdown that was given to TRUFA to support the event delivery. Thank you kindly!

2. Regular Meetings

The TRUFA HRC met on a monthly basis over zoom for about 1 hour:

September 19, 2023

October 17, 2023

Nov. 21, 2023

January 11, 2024

February 8, 2024

March 5, 2024 (Cancelled due to lack of availability and no more funds for this fiscal year)

Manu and Tanya (Co-Chair) attended two FPSE meetings. Tanya attended the Vancouver in person meeting in Oct. 2023. Manu attended the larger network of Human Rights International Solidarity Committees (HRISC) on Feb. 9 and Feb. 10, 2024.

Respectfully Submitted By: Manu Sharma



Manu Sharma
Associate Professor
Faculty of Education, TRU
Kamloops, British Columbia
Email: masharma@tru.ca

Jan. 2, 2024

Dear TRUFA Executive Committee Members,

On behalf of TRUFA's HR committee I would like to ask your support for the following events we have arranged but need financial support for:

- Name of speaker: Dr. Imogene Lim
- Purpose of the event: (theme, audience etc): Human Rights Education (3 events)
- Budget for the event: \$6000
- Proposed date of event: Feb 5, 2024 and Feb. 6, 2024
- Additional sources of funding: Hopefully TRUFA speaker funds in addition to the TRUFA HR committee \$2000 funds

The events all are welcome and free:

#1. Mon. Feb. 5, 2024 (Panorama Rm)

Introductory talk about Human Rights Education- (12-2pm)

We would like to open this event up to students, faculty, and TRU staff.

#2. Mon. Feb. 5, 2024 (HOL Theatre space has been booked)

Night time screening of Unarchived with brief intro and Q and A (4-7pm)

No admission will be charged to this screening. We would like to open this screening up to students, faculty, staff, and community members if possible.

#3. Tues. Feb. 6, 2024 (Alpine rm)

TRU campus wide talk about unconscious bias and its connection to HR education to students (12-2pm)

We would like to open this event up to students, faculty, and TRU staff.

Costs:

SPEAKER

Imogene's flight- (Manu Paid yet to be reimbursed) \$359.36

Imogene honorarium- \$1000

Imogene's daily per diem- \$45/day x 3= \$135

The above would equal= \$1494.36. Our committee would pay \$505.64 more towards any of the following expenses.

Imogene's accommodations- TRU conference centre suite (estimation: \$170x3= \$510)

Cab rides to and from the airport- (estimation: \$100x 2= \$200)

ROOM BOOKING

Panorama- room fee waived but set up is \$275

HOL190-

Alpine- Room is \$225 and set up is \$125

Total: \$625

CATERING FOR EACH EVENT:

#1. \$1200

#2. \$600

#3. \$1500

Total: \$3300

MARKETING:

Posters- The Printshop offers high gloss posters starting at \$10.25 for an 18 by 24 size. We can decide if we want to do a few or choose a cheaper option.

$30 \times 10.25 = \$307.50$

Total: \$307.50

FULL TOTAL: \$6436.86

We would love TRUFA to support each of these events with \$1000 each as indicated in the policy on TRUFA Speakers Funds. We would also like to make a pitch if other standing committees have an extra \$1500, we would invite them to contribute to this series of events so that we can use our remaining \$1000 for 2 other initiatives we had in mind. If not, then we will entertain in our next standing committee meeting putting our \$3000 to these events solely and hope the additional \$436.86 can be supported in another manner.

Thank you for considering our financial requests at this time.

We look forward to addressing any questions you may have of us at the next executive meeting.

With respect and gratitude,

Manu Sharma

(On behalf of the TRUFA HR Committee)

The TRUFA Human Rights Committee

Presents:

Championing Change: Conversations with Dr. Imogene Lim,
VIUFA HRIS Chair (2018-23)
February 5-6, 2024



Event 1:

From the Trenches:
Championing
Change
Monday, February
5th, Panorama room
12-2 pm.



Event 2:

Screening of the film
'Unarchived' with Q & A
Monday, February 5th,
HOL 190 Theatre Space
4-7 pm.
Free to ALL.



Event 3:

Let's Talk:
Unconscious Bias
and Consequences
Tuesday, February
6th, Alpine Room
12-2 pm.



Annual Report for TRUFA – AGM 2024 FPSE Climate Action Standing Committee

The CASC was established as a body to inform, educate, and inspire our community toward action to address the climate emergency.

The committee met twice formally (one in-person and one online) and four times informally to implement a Work Plan. This year's initiatives included:

- Publication of the Climate Change Teaching brochure on the FPSE website.
- Deepened partnerships with Youth Climate Corps, West Coast Climate Action Network, BC Climate Emergency roundtable.
- Hosted a talk with Brandi Morin, Indigenous journalist and filmmaker, on the experiences of Indigenous women land defenders in Canada and the US (March 27th, 2024).
- Identified initiatives being undertaken at different Locals.
- Continued distribution and analysis of results of the Climate Survey to inform future programming and activities.
- Liaised with climate action groups in communities provincially.
- Purchased two screening licences for the film "Outgrow the System" to assist locals with hosting their own screening events during the coming year.

Respectfully Submitted,

Christina Mohr (TRUFA Rep)

Annual Report for TRUFA AGM

Workplace Health, Safety & Environment

Respectfully submitted by Co-Rep Lindsey McKay, April 2023 - 2024

FPSE, Workplace Health, Safety & Environment Committee (WHSEC)

In 2023-24, I was chair of WHSEC (<https://fpse.ca/committees/WHSEC>). We hosted a workshop at the FPSE AGM (May 15-19, 2023 in Kamloops) on psychologically healthy and safe workplaces, including risk factors. It was led by BC Federation of Labour, Health and Safety Centre.

A significant part of our work is supporting members with JOHSC challenges. Only a few Locals have well-functioning JOHS Committees. This is key to ensuring that our employers maintain healthy workplaces. This work is very technical, requiring us to learn and apply the WorkSafeBC regulations to ensure employer compliance. We have raised the issue that none of us have sufficient time compensation for this work.

Workplace safety issues we worked on this year are ways to support Locals in their requests for: key air and water quality information, addressing mental health and burnout, psychological safety (ensuring better bullying and harassment prevention and reporting through JOHSC); trades safety.

We also addressed active threats with the following motion. (I have a parallel motion at JOHSC for our May meeting.)

This motion is in recognition of the violence perpetrated against learners at the University of Waterloo, Ontario, in 2023. In order to reduce risk of exposure to violence, WHSEC recommends institutions move certain online information (for example office hours and location, classroom locations) to password-protected online locations to ensure that such information is only accessed by registered members of the institution in order to protect members from potential violence.

So far, most employers appear receptive to safety concerns and are removing or putting behind a paywall instructor location information (directories, office, and classroom locations). We continue to monitor employer response to this initiative.

TRU's Joint Occupational Health and Safety Committee (JOHSC)

This committee is mandated by WorkSafeBC to identify safety issues and make recommendations to the employer to support a healthy workplace. I have been the Employee Co-Chair for 1.5 years. Current employee representatives who are members of TRUFA are: vacant (Trades), Harshita Dhiman (OM), Wesley Eccleston (Visual/Performing Arts), Mark Perry (Culinary), Christine Mohr (Science), Patricia MacNeill (Nursing), Claudia Gonzalez (AE), James Rodger (Adventure Studies), Patti Boyd (WL). Gratitude to committee members for their service in conducting building inspections and raising safety concerns at monthly meetings.

In February 2023 we learned of a significant workplace safety breach with the substantiated findings of 10 counts of harassment, 7 sexual harassment, 1 anti-Indigenous harassment, 1 personal harassment and one harassment based on age. To address this issue, the committee

sent President Fairbairn a 21-day letter:

"The JOHSC recommends that TRU consult Indigenous knowledge keepers, at TRU and affiliated with TRU, to identify and/or create, a TRU-specific Indigenous Cultural Safety and Humility training module.

JOHSC recommends that the TRU-specific Indigenous Cultural Safety and Humility training be required of all current and new employees, at all levels, as well as those who serve on TRU's governing bodies. Completion of the training should be recorded and anonymized completion data be made available annually.

JOHSC recommends a similar process be undertaken to review and/or develop Equity, Diversity, and Inclusion (EDI) training. EDI training includes sexual harassment and trauma-informed reporting and responding processes. This training should also be required at all levels, recorded, and anonymized completion data be made available annually."

Employer did not respond with a timeline or resource commitments. Nine months later: one part in progress but not completed. Here was the response:

August 10, 2023

Dear Lindsey and Theron:

I was pleased to receive your Motion of Recommendation dated June 28, 2023, where you brought forward various recommendations regarding training for TRU employees. I share your commitment to ongoing training for all current and new employees, and recognize that training related to Indigenous Cultural Safety, and EDI and Racism is essential in creating the inclusive learning environment that we desire at TRU.

With the recent addition of Pauline Streete, Executive Director – Equity, Diversity, Inclusion (DEI) & Anti-racism, there will be additional training created and made available to all employees. Your motion has been provided to Ms. Streete, so she is aware of your request. TRU has initiated mandatory Anti-Bias Training for employees involved in hiring/appointments committees across campus.

People & Culture will continue to work with Tina Matthew, Executive Director, Office of Indigenous Education, to develop training based on local Indigenous ways. The Office of Indigenous Education offers a variety to workshops and presentations currently and this will continue.

People & Culture is currently reviewing and updating all the current training for employees to ensure that it represents the most up to date practices, and changes are being made to the format so that it is more accessible for all employees. The ability to track participation and remind employees of the requirements for training has been improved so that we can ensure that all employees participate in current and future training.

Sincerely, BRETT FAIRBAIRN President and Vice-Chancellor

Recently, the JOHSC completed a effectiveness review covering two years, 2022-2024. We found several areas of non-compliance, such as:

- JOHSC should have a recording secretary
- employees should have access to meeting minutes and know our names so you can come to us if you have health and safety concerns;
- employees should be selected by unions
- paying for and completing training
- employees should be present for investigations

We are in the process of revising the terms of reference. One additional concern is finding an employee representative willing to become the Employee Co-Chair.

Sunday, April 28th is the National Day of Mourning for workers who lost their lives on the job and to renew our commitment to creating safer workplaces.

dayofmourning.bc.ca

The Kamloops and District Labour Council is holding a ceremony beginning 6:00 pm at St. Andrews on the Square, 159 Seymour St.

ELECTIONS



2024

**THOMPSON RIVERS UNIVERSITY FACULTY ASSOCIATION
2024 ANNUAL GENERAL MEETING**

**Thursday, April 25, 2024
Rooms: Mountain Room & WL ITV 1251
12:00 PM**

**POSITIONS OPEN TO FULL MEMBERSHIP
NOMINATION SIGN-UP SHEET**

The following positions are open to **all** TRUFA members and elected by the membership attending the Annual General Meeting (AGM). Faculty can self-nominate or nominate someone else for an open position before the AGM, and nominations will also be accepted from the floor **at the April 25th AGM**. If more nominees put their names forward for a vacant position than needed, an election will be conducted at the AGM. If only numbers of nominations needed for positions come forward, those positions will be announced as acclaimed at the AGM.

If you would like to nominate yourself or someone else for a position, please send an email to Vi-Ann Nowoczin at admin@trufa.ca. Vi-Ann will confirm that those nominated by other people accept their nomination.

EXECUTIVE BOARD:

1-Year & 2-Year Terms on Executive – April 2024 to April 2025/2026	
POSITION	NOMINEES
Secretary (1-Year Term)	Mark Paetkau
Treasurer (1-Year Term)	Robert Wielgoz
Research and Scholarship Rep (1-Year Term)	Musfiq Rahman Erfanul Hoque
Decolonization, Reconciliation & Indigenization Committee Chair (2-Year Term)	Roxane Letterlough

The Executive Board is the decision-making body for the Association between general meetings. Attendance is required to Executive meetings usually held in-person and virtually twice a month from 2:30-4:30 PM on Fridays.

SHOP STEWARDS (2 Yr Term):

2 Year Term on Stewards – April 2023 to April 2025	
POSITION	NOMINEES
Kamloops Stewards (7 vacant positions)	Musfiq Rahman Anusha Venkataraman Ajay Dhruv Amy Paterson Derek Cook Mahtab Nazemi
Williams Lake Stewards (2 vacant positions)	

The function of the Shop Stewards Committee is to administer provisions within the Collective Agreement, and mentoring is provided to help any new steward transition into the role. The committee currently meets every other Friday from 11:15 AM to 12:30 PM in House #1 (TRUFA’s meeting room), as well as virtually for including stewards located in Williams Lake. Occasionally, consecutive weekly meetings may need to be held.

Stewards who still have 1-year remaining on their term are (term expires April 2025):

- Hafiz Rahman (Kamloops)
- Mridula Sharma (Kamloops)

OTHER COMMITTEES:

Terms vary depending on committee/representative position	
POSITION	NOMINEES
TRUFA Disability Management & Rehabilitation Committee Co-Rep (2 Reps for 2 Yr. Term)	Christie Fraser
TRUFA Appeals Tribunal Reps (5 Reps for 1 Yr. Term)	Michael Woloszyn Cory Jobb Seàn Donlan
TRUFA Equivalent Workload Committee (3 Reps for 3 Yr. Term)	Zeinab Esmaeili Cory Jobb
TRUFA Parking Appeal & Advisory Committee Reps (2 Reps)	Michael Woloszyn

for 2 Yr. Term)	Cory Jobb
-----------------	-----------

Other Committee representatives who still have one or more years remaining on their term are:

- TRUFA Academic Governance Committee Rep
 - Zeinab Esmaeili (term expires April 2025)
- TRUFA Climate Action Committee Rep:
 - Christina Mohr (term expires April 2025)
- TRUFA Equity Committee Chair:
 - Jenna Woodrow (term expires April 2025)
- TRUFA Equity Committee Co-Chair:
 - Jiyoungh Lee-An (term expires April 2025)
- TRUFA Equivalent Workload Committee Reps:
 - Warveni Jap (term expires April 2025)
 - Stan Miles (term expires April 2026)
 - Lindsey McKay (term expires April 2026)(resigned)
- TRUFA Gender Equity Committee Chair:
 - Mahtab Nazemi (term expires April 2025)
- TRUFA Human Rights Committee Chair:
 - Manu Sharma (term expires April 2025)
- TRUFA Human Rights Committee Co-Chair:
 - Tanya Manning-Lewis (term expires April 2025)
- TRUFA Workplace Health, Safety & Environmental Committee Co-Chair:
 - Lindsey McKay (term expires April 2025) (resigned)

Salary & Working Conditions Committee (SWCC) Reps who still have 1-year remaining on their term are:

- Faculty of Student Dev. & Instructional Support Rep – Amy Paterson (term expires April 2025)
- Contract Faculty Rep – Cesar Ortiz-Moya (term expires April 2025)
- Faculty of Arts Rep – Michael Wolosyn (term expires April 2025)
- Faculty of Education & Social Work Rep – Juliana West (term expires April 2025)