

The **Canadian Organization of Faculty Association Staff (COFAS)** is an informal network of people who work for post-secondary faculty organizations in Canada. Our primary activity is an annual professional conference.



#### Welcome to St. John's!

We hope to make your stay most enjoyable at the Delta Hotels by Marriott St. John's Conference Centre located on 120 New Gower Street and is in the heart of St. John's, within a 5-minute walk of Avalon Peninsula and George Street.

**WI-FI Network:** Marriott Bonvoy

**WI-FI Password:** No Password Required

A little history about your host city, **St. John's**, is that it's one of the oldest and most easterly cities in North America and has become a rare destination full of character and charisma, with a contemporary, sophisticated edge.

Wander down the narrow, criss-crossing streets naturally carved by horse and carriage. Pass the **colourful jellybean row houses** wedged together, lining the sides of steep hills and hidden alleyways. Once you've meandered down to the harbour, look towards the Narrows, and imagine a time when the waters were brimming with fishing schooners. And visit **Quidi Vidi**, the charming village-within-a-city, which embodies the spirit of an old fishing outpost.



Hike up nearby **Signal Hill through the Battery**, where **tiny colourful wooden homes** cling valiantly to cliff-sides ravaged by ocean waves. The hill is home to the unmistakable, iconic **Cabot Tower**, a castle-like structure built to commemorate the 400th anniversary of John Cabot's voyage to Newfoundland. It was here that Marconi famously received the first transatlantic wireless message in 1901.

From Cabot Tower you can look out over the cliffs and harbour to see a captivating skyline. Perched high on the horizon is **The Rooms** – home to an extensive collection of artifacts, art, and archival records – standing next to the striking **twin clock towers** of the Basilica Cathedral of St. John the Baptist.

Be sure to plan for a meal at one of the culinary hot spots in the city. Multiple award-winning chefs are taking Newfoundland cuisine to new levels through locally foraged, fished, and hunted fare.

In the evening, sit back, relax, and enjoy live music or local theatre where actors will whisk you away to another place and time. For more lively nightlife, head to any local pub or bar for traditional tunes and maybe even a scuff (dance). Every evening, **George Street** blazes with energy, especially during the annual George Street Festival – five days and nights of dynamic musical entertainment.

Here in St. John's, courteous and lively people will treat you as friends – willing to send you in the right direction, help you on your way, or even take you there. Always happy to tell a tale, no matter how tall, just to make you smile. Certainly, this city is like no other.

## **WE Protect THEM....WHO Protects US!**

### **AGENDA**

#### **Thursday, June 13, 2024**

1:00 PM

For delegates who have arrived early, please think about taking the **Signal Hill Hike** - There are several hiking trails at **Signal Hill National Historic Site**, all of which boast panoramic views and captivating scenery. During the summer months, whales, icebergs and seabirds can often be seen in the waters....



#### **Delegates are to meet in the main lobby by check-in.**

This is a 9-minute car ride from the hotel, groups could go together with shared UBERS. Bring appropriate footwear, a bottle of water, binoculars, a camera, and explore the trails. Signal Hill's trail system also connects to the Grand Concourse which leads to most parts of the City of St. John's.

For more information, please click on the link below:

<https://parks.canada.ca/lhn-nhs/nl/signalhill/activ/ran-hik>

6:00 - 9:00 PM

#### **Registration and Welcome Reception – Avalon B**

Newfie Kitchen Party and Screech Swearing In Ceremony

Duo musical performance with **Sherry Ryan** and fiddler, **Maria Cherwick**



**Sherry Ryan** was born and raised in Middle Cove, Newfoundland, Canada, Sherry's career has been storied, with acclaim and accolades from the ECMA, MusicNL, Exclaim! CBC and audiences nation-wide. Once named "St. John's answer to Lucinda Williams" and compared to John Prine for "reeling you in with her heartfelt stories and a hint of humour," Sherry's rich vocal style is described as "so good—so distinct—it's absolutely unforgettable" (Exclaim!).

## AGENDA

### Friday, June 14, 2024 – Avalon B

8:00 AM – 8:45 AM Breakfast and Registration continue – Provided  
8:45 AM – 9:00 AM Welcome, Territorial Acknowledgement -Crystal Doyle

#### **Duty of Fair Representation (DFR) – Kim Smith**

9:00 AM – 10:15 AM

**Kim Smith** currently holds the position of Executive Director/ Labour Relations Officer for the Postdoctoral Fellows of the University of Calgary( PDAC), the Labour Relations Officer for NorQuest College Faculty Association and Bow Valley College Faculty Association (BVCFA).



Unions have a duty to fairly represent all employees in a bargaining unit. Employees or former employees who feel their union hasn't fairly represented them can file a complaint with the Alberta Labour Relations Board within 90 days of the actions or circumstances causing the complaint.

10:15 AM – 10:30 AM Break and Transition Time

10:30 AM – Noon **Tips and Tricks on Productivity** (delegates go into group with similar job title e.g. Executive Assistant)

Noon – 1:15 PM Networking Lunch - Groups work and go for lunch together.  
(Review Restaurant List on Page 7)

1:15 PM – 1:45 PM Feedback Presentations

1:45 PM – 2:15 PM **Salary Survey** – Shari Maguire (with special thanks to Brigitte Schotch)

2:15 PM – 2:30 PM Break and Transition Time

2:30 PM – 3:30 PM **How to Create an Anti-Harassment Policy – Break into Groups**

3:30 PM – 4:30 PM **Chair Yoga & Meditation - Sherry Ryan**

Initially an occupational therapist, **Sherry Ryan** has been providing healing services to her clients since 1995 and teaching yoga for over twenty years. She specializes in personal instruction for beginners and experienced yogis.

5:00 PM **Walking Tour of Downtown:**  
Crystal Doyle, COFAS President - Delegates are to meet in the main lobby.

**Dinner on your own - Please review the restaurant list on Page 7.**

## AGENDA

### Saturday, June 15, 2024 – Avalon B

- 8:00 AM – 8:45 AM      Breakfast - Provided
- 9:00 AM – 10:30 AM      **Business Meeting and Group Photo – Crystal Doyle**
- 10:30 AM – 10:45 AM      Break and Transition Time
- 10:45 AM – Noon      **Engagement of your Membership During Bargaining / Strike Planning  
(Break into regional groups – West, Central, and East)**
- Write a plan for on how to prepare for bargaining/strike planning? Does your association have one?
  - What have you done for your union to prepare for bargaining and/or strike planning?
  - What tools have been used for marketing and engagement?
- Noon – 1:30 PM      Networking Lunch - Groups work and go for lunch together.  
**(Review restaurant list on Page 7.)**
- 1:30 PM – 2:00 PM      **Feedback Presentations**
- 2:00 PM – 2:15 PM      Break and Transition Time
- 2:15 PM – 4:15 PM      **Burnout to Boundaries: Presented by Alison Butler**



**Alison Butler** is a certified Mental Health First Aid course instructor through the Mental Health Commission of Canada. She has been speaking and providing training to workplaces for 17 years and is passionate about starting conversations and creating change.

- Recognizing burnout as a major problem in today's workplaces.
- Knowing the warning signs of burnout.
- Understanding the causes of burnout.
- Knowing how to prevent burnout in our work and personal lives.

**6:00 PM      Group Dinner will be held at:**

**St. John's Fish Exchange Kitchen & Wet Bar**  
351 Waters Street (within walking distance from the Delta)  
Dinner includes an appetizer, entrée, dessert & glass of wine.



## AGENDA

### Sunday, June 16, 2024 – Avalon B

8:00 AM – 9:00 AM Breakfast - Provided

9:00 AM – 9:45 AM **Mug/Swag Exchange**

**This is an opportunity to bring swag from your association, university or city. There is an energetic exchange of items! You're part of the fun if you bring an item.**

9:45AM – 10:00 AM Thanks and Farewell!

See you in Kelowna – May 29 – June 1, 2025

**Delta Grand Okanagan Resort  
1310 Water Street, Kelowna , BC**

Located lakefront and in the heart of downtown Kelowna, BC.

### Special Thanks to the COFAS 2024 Organizers:

**Agenda Coordinators:** Adèle Weichel  
Brenda Skayman

**Site Coordinator:** Crystal Doyle

### Members of COFAS would like to thank the following associations for their generous donations:

Association of Academic Staff University of Alberta  
Alberta Colleges and Institutes Faculty Association  
Association of Part time Professors of the University of Ottawa  
Association of Professors of the University of Ottawa  
Bow Valley College Faculty Association  
Carleton University Academic Staff Association  
Concordia University Faculty Association  
Dalhousie Faculty Association  
Grant MacEwan University Faculty Association  
Memorial University of Newfoundland  
Mount Royal Faculty Association  
Mount Saint Vincent University Faculty Association  
Nipissing University Faculty Association  
Queen's University Faculty Association  
St. Francis Xavier Association of University Teachers  
The University of Calgary Faculty Association  
Toronto Metropolitan University  
University of Victoria  
University of Windsor  
University of Winnipeg Faculty Association  
Wilfred Laurier University Faculty Association  
Windsor University Faculty Association

## St. John's Fish Exchange Kitchen & Wet Bar – Group Dinner Location

### OUR STORY



When the pillars of this building were being laid, they bored through earth and rock before they hit the very wharves that set the stage for a global fish exchange. Wooden wharves dating from before the Great Fire that decimated the city in 1892, wood so waterlogged and tough that the drills bounced off it.

From this stage Edwin Duder built a fleet of 100 ships fishing the local waters and carrying salt fish to the West Indies, Brazil, Great Britain and continental Europe. In all, Duder shipped 4,500 tons from 1840 to 1889. After a slow decline, the Newfoundland Bank Crash of 1894 (Black Monday) resulted in the final collapse of the Duder empire. Not long after, the premises were purchased by an enterprising family out of Brigus when Sir John Crosbie founded Crosbie and Co.



Once again, a fishing empire was built on these premises, as Crosbie bought fish from around the island and sold it across the world. In 1937, a bespectacled young socialist named Joey Smallwood was invited by John's son Ches to set up an office on the premises to begin writing the Book of Newfoundland. Little did they know that in just a few years (1946 - 1949) Ches Crosbie would take on Joey in his campaign for Confederation with Canada.

Here at the St. Johns Fish Exchange, we recognize the importance of looking back while moving forward, and we dedicate this restaurant to the hard-working, enterprising men and women of this great province, especially those who risked their life daily on the open seas to provide for their families.

**St. John's Restaurants**  
**(Time = Walking Distance from the Delta)**

[Pinnacle Restaurant and Lounge](#) - 120 New Gower St (located in the Delta Hotel)

[Newfoundland Embassy](#) – 81 New Gower Street (across the street from the Delta Hotel)

[Jungle Jim's](#) - 2 Holdsworth Ct (5 min – 0.4km)

[Gypsy Tea Room](#) – 195 Water Street (10 mins – 0.8km)

[Blue on Water](#) – 395 Water Street (10 mins – 0.8km)

[The Duke of Duckworth](#) – 325 Duckworth Street (10 mins - 0.8km)

[Bridie Molloy's](#) – 5 George Street (6mins – 0.5km)

[The Celtic Hearth](#) – 300 Water Street (6mins – 0.5km)

[Yellow Belly Brewery](#) – 288 Water Street (Corner of Water and George) (6mins – 0.5km)

[Boston Pizza](#) – 367 Water Street (2mins – 0.3km)

[Tim Hortons](#) is located in the John Cabot Building adjacent to the Delta Hotel, take the pedway located by the reception desk.

[Jumping Bean Coffee](#) – 215 Water Street (Atlantic Place) (9 mins – 0.7km)

[Rocket Bakery](#) – 272 Water Street (6 mins – 0.7km)

[The Salt House Kitchen](#) – 171 Water Street (11mins – 0.9km)

[Adalaide Oyster House](#) – 334 Water Street (6 mins – 0.4km)

Sushi Island – 201 Water Street (9mins - 0.8km)

[St. John's Fish Exchange](#) – 351 Water Street (3 mins – 0.3km)

[Piatto Pizzeria Enoteca](#) – 377 Duckworth Street (5mins – 0.5km)

[Merchant Traven](#) – 291 Water Street (6mins – 0.5km)

[O'Reilly's Irish Newfoundland Pub](#) – 13 George Street (5mins – 0.4km)

[Shamrock City Pub](#) – 340 Water Street (4mins – 0.3km)

Subway – 338 Water Street (5mins 0.4km)

Out of Town Restaurant Experience:

[Chafe's Landing Restaurant - Home \(chafeslanding.ca\)](#) – 11 Main Road, Petty Harbour, NL



**What was Newfoundland originally called?**

**Newfoundland** comes from the Latin Terra Nova, which literally translates as New Land. The original name given to it by the Icelandic Viking Leif Erikson was Vinland, some 500 years before the Italian explorer John Cabot arrived, around which time it became known as Newfoundland.

**The nickname for Newfoundland is “The Rock”**

**Is Newfoundland more Irish or Scottish?**

In modern Newfoundland (Irish: Talamh an Éisc), many Newfoundlanders are of **Irish descent**. According to the Statistics Canada 2016 census, 20.7% of Newfoundlanders claim Irish ancestry (other major groups in the province include 37.5% English, 6.8% Scottish, and 5.2% French).

**What is the most popular fish in Newfoundland?**

**Cod** - has been the most important fish in Newfoundland for several hundred years, both when it comes to food and jobs.



**What is Newfoundland oldest town?**

**St. John's** and was established on August 5, 1583 by Royal Charter of Queen Elizabeth I and incorporated on May 1, 1888. It was named for the Nativity of John the Baptist.

**What is the most famous street in St John's Newfoundland?**

**George Street** in downtown St. John's is two blocks of bars, pubs, restaurants – and nothing else. It's the centre of the entertainment district and its unique reputation has spread far and wide. It has inspired songs and stories, and has been a magnet for musicians and their fans for decades.





### Why is it called George Street?

The Street was formally named for King George III by Governor Lachlan Macquarie in 1810.

George Street was once six blocks long, but with the construction of the St. John's Convention Centre, which sits directly on top of what used to be roughly the middle of the street, the street became "George Street" and "George Street West". As such, George Street proper is now only two blocks long.

### Water Street

A path connecting these premises was the beginning of what today is Water Street, making it the oldest commercial street in North America. In the 1600s and 1700s, St. John's was the primary commercial and service centre for the Newfoundland fishery.

### What is the oldest original structure in St. John's?

Anderson House has historical value because of its age and use as a military residence. Possibly built as early as 1804 by Sergeant James Anderson, this building is the oldest original structure in St. John's.



### What is the origin of Quidi Vidi

There have been disputes in pronunciation of the name Quidi Vidi. It is unknown because the origin of the name Quidi Vidi is unknown. Some say it comes from the French name Quidville. Some say it is Latin: que de vide or Italian: qui divide, meaning that which divides.

### Why is Signal Hill famous?

In 1901, Guglielmo Marconi received the first transatlantic wireless transmission atop Signal Hill, a landmark achievement in global communications history.

