



Canadian Organization of Faculty Association Staff



COFAS 2025 - Kelowna, BC

May 29 – June 1, 2025

Delta Hotels Grand Okanagan
Resort
1310 Water Street
Kelowna, British Columbia,
Canada V1Y 9P
1-888-890-3222



Thursday, May 29, 2025 – Registration & Welcome Reception

5:30-8:30 pm

Location - Mt. Boucherie Room

Day 1 – Friday, May 30, 2025

Breakfast - Skaha/Vaseaux/Kootenay rooms

8:00-9:30 am

Welcome and Territorial Acknowledgement

9:30 – 9:45 am

Conference anti-harassment officers selected & Early Bird Registration Draw

TOPIC 1: Organising, Mobilising, Bargaining, and Job Action

9:45 - 11:00 am

Part 1: Faculty Association Staff - Organizing and Mobilizing

Panel: Armaan Singh (APUO), Matthew Greaves (BCITSFA)

BREAK

11:00 - 11:15 am

Part 2: Bargaining and Job Action Preparedness – a Practical Panel

11:15 am - 12:30 pm

Panel: Greg Flemming (UMFA), Nicole Leach (YUFA), Michel Desjardins (APUO),
Teresa Workman (ANSUT)

LUNCH

12:30 - 1:30 pm

Part 3: Round Table discussions of Bargaining, Mobilization and Job Action

1:30 – 2:45 pm

BREAK

2:45 – 3:00 pm

Round table report back: 3 points of interest

3:00 to 4:00 pm

*Group Dinner ---
Summerhill
Winery
Location: 4870
Chute Lake Road*

*Shuttle pick-up:
5:15 pm, North
Tower entrance,
(by the parkade).*

*Shuttle returns
9:30 pm from
Summerhill
Winery.*



Day 2 – Saturday, May 31, 2025

Breakfast - Skaha/Vaseaux/Kootenay rooms ***8:00 to 9:30 am***

Business Meeting & Group Photo ***9:30 to 11:00 am***

BREAK ***11:00 – 11:15 am***

Salary Survey *Survey prize draw* Must be present to win!
Presenters: Shari Maguire, Michel Desjardins ***11:15 am to 12:15 pm***

LUNCH ***12:15 - 1:30 pm***

TOPIC 2 – Roundtable discussions: Choose your own adventure ***1:45-2:45 pm***

Table 1: Planning for changes in staffing including retirements, staff departures

Table 2: Implications of the current political and economic climate for Faculty Associations and staff

Table 3: COFAS in the future – issues, directions

Table 4: Union management software, AI in the workplace, filing and data management

BREAK

2:45-3:00 pm

Roundtable report back – three main points of interest or insight

3:00 to 3:30 pm

Mug/swag exchange



3:30 to 3:45 pm

Day 3 – Sunday, June 1, 2025

Breakfast - Skaha/Vaseaux/Kootenay rooms

8:00 to 9:30 am

Pensions 101 for Faculty Association staff – presentation by the University Pension Plan (UPP)
Angela Lee, Anna Strathy

9:30 am to 10:30 am

BREAK

10:30 am to 10:45 am

TOPIC 3: Positive Practices in your life and in your job or workplace

This is an opportunity to share positive practices in your job and/or in your life. Such practices may have little to do with your job but may support you so that you can, ideally, continue to work with some sort of well-being/sanity/etc.

10:45 am to 11:30 am

Adjournment

See you in Ottawa, 2026



Canadian Organization of Faculty Association Staff



With thanks to the members of the 2025 COFAS Executive and the Kelowna 2025 Conference Organizers:

Site Coordinators: Baolinh Dang
Sarah Hornstein

Agenda Coordinator: Kristin Skinner, with special thanks to front-end loading by Nancy Carter

With special thanks to Valarie Nickel, Kim Smith and Adele Weichel.

COFAS Members would like to thank the following associations for their generous donation:

<i>Association of Professors of the University of Ottawa (APUO)</i>
<i>Confederation of University Faculty Associations of British Columbia (CUFA BC)</i>
<i>Association of Academic Staff of the University of Alberta (AASUA)</i>
<i>Memorial University of Newfoundland Faculty Association (MUNFA)</i>
<i>Queen's University Faculty Association (QUFA)</i>
<i>The University of Calgary Faculty Association (TUCFA)</i>
<i>University of Saskatchewan Faculty Association (USFA)</i>
<i>Faculty Association of the University of Waterloo (FAUW)</i>
<i>Toronto Metropolitan Faculty Association (TFA)</i>
<i>Wilfred Laurier University Faculty Association (WLUFA)</i>
<i>University of Winnipeg Faculty Association (UWFA)</i>
<i>Carleton University Academic Staff Association (CUASA)</i>
<i>Mount Saint Vincent University Faculty Association (MSVU)</i>
<i>Alberta Colleges and Institutes Faculty Association (ACIFA)</i>
<i>Mount Royal Faculty Association (MRFA)</i>
<i>Grant MacEwan University Faculty Association (GMUFA)</i>
<i>Brandon University Faculty Association (BUFA)</i>
<i>Bow Valley College Faculty Association (BVCFA)</i>
<i>Brock University Faculty Association (BUFA)</i>
<i>Concordia University Faculty Association (CUFA)</i>
<i>University of Victoria Faculty Association (UVIC FA)</i>
<i>Windsor University Faculty Association (WUFA)</i>
<i>Dalhousie Faculty Association (DFA)</i>
<i>University of Prince Edward Island Faculty Association (UPEI FA)</i>