
THE UWFA NEWS

Message from the President

By Jacqueline Romanow, Acting UWFA President

It has been a busy year thus far and the UWFA has made great progress on a number of important issues on behalf of our membership. Personally, I would like to thank you for the honour of allowing me to serve as President since July 2016. There is a fairly steep learning curve in this position and I am very grateful for the guidance and expertise given to me by former President Richard Jochelson and our current Executive Director Lisa McGifford, as well as the support offered by our entire Executive and Council.

Some of the main things that we have worked on over the past several months would include, first and foremost, the negotiations and signing of collective agreements for the UWFA RAS, CAS, and Collegiate. These were all achieved over the course of the summer and do a lot to provide certainty and stability at a time when this could have been quite challenging. Bargaining for side-table issues of the RAS collective agreement were ongoing through the fall and have now been concluded. See the Bargaining Report in this issue for those details.

Just after the ratification vote for the RAS, I was contacted by Nick Martin from the Winnipeg Free Press. He had received a copy of an internal UWFA memo that made the case to support the then proposed agreement. The article he wrote made us sound a little paranoid and certainly anti-Pallister, which was not our intention. Yet, in retrospect I do believe we were lucky to negotiate and sign that agreement when we did. We only have to look to our colleagues at UMFA to see how much more difficult labour negotiations have become under the watch of the new provincial government. After a significant strike action, they ended up signing only a one year extension with no pay increase - and are due to hit the bargaining table once more in April. This is a position we certainly do not envy. Although the UMFA and UM administration have both filed an unfair labour practice charge against the provincial government, Premier Pallister has openly speculated about the sanctity of even signed contracts and clearly believes that organized labour is a barrier to provincial prosperity. He has since continued with his austerity plans, laying off workers in the provincial government, Manitoba Hydro and the Manitoba Liquor Commission. While he cannot legally open up the terms of our Collective Agreement, he can cut the funding that the University of Winnipeg receives from the province. We will all have to keep our fingers crossed that the post-secondary transfer to UW is not compromised in the 2017-18 budget year.

In early November, UWFA hosted the CAUT Western Regional Conference (see the Executive Director's report). The event was very well attended and exceptionally well organized thanks to the hard work of Lisa McGifford and Marissa Dudych. The timing of the conference coincided with the strike over at the University of Manitoba and once again Lisa dazzled us with her organizational

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skills as she was able to effectively re-organize Friday's presentations and arrange transportation so that the CAUT members, alongside our own membership, could head over to the University of Manitoba and show our solidarity. We issued a strong letter of solidarity and provided a \$1000 donation to support their strike.

Last November Lisa McGifford and I headed to Ottawa for a National CAUT conference and there I quickly realized that many of our issues are also faced by universities across the country. In some ways we are actually better off than many others – especially with respect to the growing corporate agenda that is permeating post-secondary institutions writ large. Another issue raised across campuses is Indigenization. Due to the work of the Truth and Reconciliation Commission and the release of its final report, universities across the country have been challenged with working for “reconciliation”, and to this end are being asked to “indigenize.” Similar to the situation here, there is confusion as to what that term actually means and why it is important. The University of Winnipeg, because of the Indigenous Course Requirement, is certainly seen as a national leader in this regard – but of course that does not mean that we have all the answers. It is a work in progress. It will be interesting to see after the end of the first year, what the lessons learned will be.

We have been receiving a few questions about divestment from fossil fuels from some students and faculty members here at the University of Winnipeg (see the Open Letter from the UW Faculty for Divestment in this issue). During our last AGM we had our financial advisor Rowland Forster of Lawton Partners present to the membership some of the options available. As a member of the Finance Committee, I can report that we have explored the options for Divestment on at least two other occasions over the past ten years. I think it is well understood that our planet simply does not have the resources/capability to extend the lifestyle currently enjoyed by us here in North America to reach everyone who is alive on the planet today (7.4 billion people). Fossil Fuels are certainly a significant part of the problem – and it is important to realize that there are many alternative energy sources available: solar, wind, geothermal, hydro, etc. Strong government policy is needed to shift our economy in the right direction before it is too late.

UWFA is committed to studying the financial viability of divestment in light of our commitment to maximize our investment returns. In the meantime, we affirm and recognize the need for universities, students and governments to work together to develop environmentally sound economic and social policies that will lead our city, our province and our country into a healthy, sustainable and prosperous future for everyone.

I would like at this time to thank everyone in the UWFA office – namely Lisa McGifford and Marissa Dudych. They both work very hard to ensure that all of our members have timely access to important information and all the supports they need from their union in their day-to-day work here at the University. The UWFA office is always a hub of activity and they are doing a most excellent job on behalf of our members.

In solidarity,

Jacqueline T Romanow

UWFA Executive Director's Report

By Lisa McGifford, UWFA Executive Director

Reporting period: April 13, 2016 to December 31, 2016

Much has happened during this reporting period. We have ratified two collective agreements (RAS and CAS), hosted the CAUT Western Regional Conference, and Richard Jochelson resigned his position at the University of Winnipeg. All of that in addition to our usual work on behalf of the membership.

Member Issues and Concerns:

The Respectful Working and Learning Environment (RWLE) Policy is an on-going source of concern. There was a sharp increase in the number of students who contacted the Human Rights and Diversity Officer with respect to their perceptions that some of our Members' conduct violated the policy. In each and every instance the matter was not pursued to an investigation. UWFA registered our concerns about a chilling effect on academic freedom and about ensuring that the Policy is used for remedial purposes as opposed to being used as a weapon. We had a productive discussion with the Employer regarding how such complaints will be managed in the future.

We had one grievance scheduled for arbitration in May. The grievance flowed from an investigation under the RWLE Policy and was settled in advance of the arbitration dates. We have one grievance outstanding. The matter is legally complex and initially there was some question about whether or not it was a matter that fell within the scope of UWFA's representation; it seems to be and you will be advised as the case develops.

Collective Bargaining:

There were side-table discussions to resolve outstanding issues as per each Memorandum of Settlement. See the Bargaining Update in this newsletter.

Other Activities:

Labour Management Committee (LMC): The LMC is

co-chaired by Marni Yasumatsu and me. The main issues before the committee have been Student Evaluations of Teaching (SETS), Privacy Policy, Conflict of Interest Policy, CAS and FCE percentages, merit, course release in 2nd Year, and evaluation criteria.

Canadian Association of Faculty Association Staff (COFAS): I did a presentation on assisting members with health- and stress-related issues.

Manitoba Organization of Faculty Associations (MOFA): MOFA was largely inactive over the fall due to the strike at the University of Manitoba.

CAUT Western Regional Conference: The responsibility for hosting this rotates among the various faculty associations in western Canada. There were about 80 representatives from various faculty associations at this year's conference in Winnipeg. Presenters from UW included Jacqueline Romanow, Kevin Settee, Karen Harlos, Katherine Breward, and President Annette Trimbee; along with presenters from other universities and organizations. Topics included:

- The National Picture: Trends and issues affecting academic staff
- Indigenizing the Academy and Academic Freedom
- Indigenizing the Academy - Indigenous Courses Requirements
- Collective Bargaining Updates
- Inclusion at the University of Winnipeg
- Respectful Workplace Policy Issues
- When rights collide: dealing with issues of academic freedom, freedom of expression and freedom from harassment
- Pay Equity Issues

We were able to take everyone out to a Solidarity Rally with UMFA three days into the UM strike.

Thanks to everyone who assisted with, and who participated in, the conference. I most especially wish to thank Marissa Dudyck for her tremendous efforts.

RAS Bargaining Update

By Lisa McGifford, Jacqueline Romanow, and Janis Thiessen

On 24 June 2016 we signed a 4.5 agreement with Employer regarding monetary matters which include:

- Salary adjustments (including retroactive pay) of 1.5%, 1.5%, 1.5%, 2%, and 1%;
- TPDA increase at same rate as general salary;
- \$250 increase in Chair's professional activity allowance

The provisions of the Defined Contribution Pension Plan have been an important issues and members have been concerned that the plan as it currently stands is insufficient to guarantee a reasonable rate of return for retirement at age 65. We have been working with Administration to strengthen our Pension Plan to deal with these important concerns. We were able to secure the following increase:

- January 1, 2017: Increase yearly maximum pensionable earnings by \$5,000.00
- January 1, 2018: Increase yearly maximum pensionable earnings by \$5,000.00

In addition, we were able to get Administration to commit to a letter of understanding whereby the

University would meet with all pension plan stakeholders to review the current defined contribution pension plan structure and any further actions that can be taken with respect to the plan.

As you may recall we agreed to sit down at a side-table to deal with some outstanding matters. The results of those discussions include:

- Agreement that the results of any changes to the SET, having collective agreement implications, is already addressed by 14.16(6);
- Improvements to the appointment process for chairs, clarification of the chair's role, and clarification of the DPC's role in evaluating chairs;
- Clarification of the process for converting term instructors to probationary appointments;
- The Employer was seeking to reduce the number of Sick Days to which Members on Term Appointments are entitled from 180 to 30. UWFA was seeking stronger protections for course releases related to research grants. Each party agreed to drop its demand in exchange for the other's agreement to do so.

Treasurer's Report

By Michael Breward

The financial results for the 2016 fiscal year were presented at the Fall AGM. Mike DeLaurier from [The Exchange Chartered Accounts](#) was in attendance and presented the statements. We received a "clean" audit opinion. Overall, while there were some differences between the 2015 and 2016 budgets, the results were essentially as expected with any differences fully explained.

After the abysmal start at the beginning of the 2016 calendar year, the TSX has recovered as have our funds. At present, no new money is being put into the market as we continue to pursue a more conservative investment strategy by keeping a substan-

tial part of our investments in GICs.

I attended the CAUT Defense Fund meeting in October where I was asked to serve on the Planning and Policy Committee. I am looking forward to participating on this committee and helping to shape the direction of the CAUT Defense Fund.

Looking forward, Marissa, Lisa, and I are going to streamline some of our accounting processes, exploring options for efficiency. This work will be carried out with the assistance of our auditors. We expect to have more to report on these matters in the near future.

Respectful Workplace Policies: Presentations from the CAUT Regional Conference

By Karen Harlos (University of Winnipeg) and Catherine Burr (University of Western Ontario)

The Conference agenda included a panel session on “Respectful Workplace Policies” featuring Shannon Carson, labour lawyer at Myers Weinberg in Winnipeg; Richard Jochelson, associate professor, Faculty of Law, University of Manitoba; and Karen Harlos, full professor, Faculty of Business and Economics, University of Winnipeg. Each speaker highlighted unique issues related to respect at work, followed by audience Q&A. Karen’s short talk on the SSHRC-funded project she leads was particularly relevant for UWFA members given that the University of Winnipeg is one of three partner organizations taking part in this multi-year, multi-study work to learn how best to provide and sustain a healthy and vibrant university community. The project team comprises interdisciplinary researchers across Canada, the UK, Germany and Denmark. Begun in 2015, this project produces large datasets using longitudinal, multimethod approaches to learn more about respect at work, safety, inclusion, and types of workplace mistreatment. Karen talked about what we know from research on these matters, where knowledge and practice gaps exist, and how project researchers and partner organizations work together so that findings can shape effective practices, policies, and decisions. In 2017, the survey phase of the project will launch at the University of Winnipeg to identify what we already do well and what can be improved. Your insights into your work environment and experiences (positive and negative) will be critical. Stay tuned for more information to make your voice heard.

The Respectful Workplace Policy panel session was followed by a provocative keynote, *When Rights Collide: Dealing with Issues of Academic Freedom, Freedom of Expression and Freedom from Harassment*, by Catherine Burr who is a workplace complaints investigator and academic.

Catherine discussed frameworks for addressing some of the challenging and emerging issues in the university environment concerning workplace harassment and academic freedom, and to a lesser extent, freedom of expression. The issues she discussed included the following questions: When rights collide, is there a priority or hierarchy of rights? What can we learn and borrow from case law and policy on the ‘duty to accommodate’? Is there a guide or template we can use or adapt when we’re dealing with issues of freedom from harassment and academic freedom? What might be “significant interference” with a collective agreement right of academic freedom? Is lack of respect the same as harassment? How might you argue for academic freedom to override freedom from harassment or discrimination in the workplace or learning environment? What might limit such arguments? This quotation from Catherine captures, in a nutshell, her view:

“If you act like a jerk when you interact with others, and certainly if you act like an asshole, don’t be surprised if you get accused of harassment. And, don’t be surprised if your right to academic freedom does not provide a convincing defense.”

Two themes of Catherine’s talk were the role of faculty unions and associations in addressing harassment and how cycles of bad behaviour by faculty members may be created and maintained. Based on her long experience as a third-party complaints investigator, her advice to unions (whether they represent faculty or any worker) is that the union’s role is to ensure fairness, not to protect bad behaviour.

Women and Equity Committee Report

By Lisa Sinclair and Michelle Owen, Committee co-Chairs

The Women and Equity Committee capped off the 2015-2016 academic year with a lunch on May 4, 2016. During the month of May, the committee compiled a list of equity bargaining issues, and submitted it to the UWFA for the Collective Agreement bargaining team.

Our first meeting of the 2016-2017 academic year was held on October 5, 2016. We got reacquainted, and discussed WEC leadership and future meetings. It was decided that Lisa Sinclair and Michelle Owen will continue co-chairing for 2016-2017. Looking ahead, committee members are encouraged to get involved in leading the WEC.

The UWFA hosted the 2016 Western Regionals in Winnipeg on November 3-5, 2016, at which Lisa Sinclair represented WEC. Of particular interest were sessions on Pay Equity and Respectful Workplace Policies. That same weekend Michelle attended the Decolonizing Conference at OISE/UT in Toronto, which focused on race, anti-racism, and indigeneity in the academy.

On Monday, Nov 28, the UW new Human Rights and Diversity Officer, Anthony Anirud spoke to WEC. It was a lively and well-attended meeting, with 24 people in attendance. Anthony gave a presentation about himself and his work, and answered questions from the audience. We had in-

formative discussions related to issues of Diversity and Human Rights, and we learned about Anthony, his expertise and the responsibilities of his office, and their service to the UWFA members.

Issues of employment and pay equity continue to be an area of focus for WEC. Lisa Sinclair and Michelle Owen continue to sit on the Employment Equity committee for the UWFA. The preliminary results of the UW census have been made available, and the committee has suggested some further work. In addition, a Pay Equity Working Group has been struck. The members are Katherine Breward (Business), Melody Ghahramani (Math and Statistics), Kelly Gorkoff (Sociology), Gina Sylvestre (Geography), and Lisa Sinclair (Psychology).

New RAS Appointments, 2016 (Term, Probationary including Conversions)

Peter Miller – Classics	Joshua Hollett – Chemistry
Mike Lukie – Education	Blair Jamieson – Physics
Jeannie Kerr – Education	Ivan Roksandic – Anthropology
Rhonda Hawthorne - Education	Mirjana Roksandic – Anthropology
Kristi Kenyon – Global College/Political Science	Joni Storie – Geography
Darren Courchene – Indigenous Studies	Ryan Bullock – Environmental Studies
Chantal Fiola – Urban and Inner-city Studies	Nora Casson - Geography
Joshua Herter – Library	Rafael Otfinowski – Biology
Emma Hill-Kepron – Library	Gina Sylvestre – Geography
Stephanie Savage - Library	Beata Biernacka – Biology
Shannon Ezzat – Math	Srimathie Indraratne – Environmental Studies
Kristin Lovrien-Meuwese – Modern Languages & Literatures	Nancy Loadman – Biology
Matthew Flisfeder – Rhet, Writing, & Communications	Brian McGregor – Geography
Helen Lepp-Friesen- Rhet, Writing, & Communications	Vesna Milosevic-Zdjelar – Physics
Andrew McGillivray - Rhet, Writing, & Communications	Dawn Rittberg – Biology
Sean McMullen – Theatre & Film	Laura-Anne Warszycki – Biology
Sharanpal Ruprai – Women & Gender Studies	Jane Cahill – Classics
Bruno Cornellier – English	Allison Surtees – Classics
Maureen Kilgour – Business and Administration	Jane Lothian-Murray – Criminal Justice Studies
Deborah Mortimer – Business and Administration	Kevin Walby – Criminal Justice Studies
Shailly Varma Shrivastav – Biology	Catherine Hunter – English
Val Pelleck – Kinesiology	Michael Weinrath – Criminal Justice Studies
	Anne Laurence Caudano - History
	Athar Ata – Chemistry
	Ryan Eyford – History
	Delia Gavros – History
	James Hanley - History
	Paul Lawrie – History
	Roy Loewen – History
	Mary Jane McCallum – History
	Mark Meuwese – History
	Julie Nagam – History
	Janis Thiessen – History
	Jason Yaremko – History
	Adina Balint Babos – Mod. Languages & Literatures
	Danielle Gaucher – Psychology
	Jane Barter – Religion and Culture
	Rory Dickson – Religion and Culture
	Mark Ruml – Religion and Culture
	Jim Silver – Urban and Inner-City Studies
	Roewan Crowe – Women & Gender Studies
	Angela Failler – Women & Gender Studies
	Pauline Greenhill - Women & Gender Studies
	Sharanpal Ruprai – Women & Gender Studies
	Alan Wiebe - Education
	Dawn Sutherland- Education
	Sheri-Lynne Skwarchuk- Education
	Elouessa Polyzoi- Education
	Paul Betts - Education
	Pat Harrison- Education

Merit Awards, 2015-2016

Nathan Hall – Kinesiology
 Manish Pandey – Economics
 Soham Baksi – Economics
 Simon Berge – Business and Administration
 Kamel Fantazy – Business and Administration
 Peter Moreira - Business and Administration
 Alberto Civetta – Biology
 Ed Cloutis – Geography
 Doug Craig -Chemistry
 Alan Diduck – Environmental Studies
 Doug Goltz – Chemistry
 Jeff Martin – Physics
 Melanie Martin – Physics
 Ortrud Oellerman – Math
 Anna Stokke – Math
 Ross Stokke – Math
 Terry Visentin – Math
 Chris Wiebe – Chemistry
 Craig Willis – Biology
 Charles Wong – Chemistry/Environmental Studies
 Renee Douville – Biology
 Trish Fitzpatrick – Geography

UW Faculty for Divestment Open Letter

By Bruno Cornellier

Across the country, faculty and students at over 34 post-secondary institutions (including over 20 universities) have joined a group of almost 700 institutions worldwide that are campaigning for divestment from fossil fuel.

Students and members of the administration at the University of Winnipeg (UW) have been involved in conversations on divestment since at least 2014. However, there has been little coordinated input so far from faculty members. **UW Faculty for Divestment** was created to foster faculty participation in these critical and invigorating conversations about the role of universities such as the UW in advancing climate justice.

The leadership role played by universities such as the UW in the production of knowledge, scientific consensus, and public debate will be instrumental in fostering public awareness about the non-viability of the oil industry and its destructive and unsustainable business models. Universities have historically been sites where social change is envisioned, with deep effects on the public sphere. On the urgent issue of climate change and climate justice, we must embrace new approaches and look towards the future in a spirit of excitement for changes we can partake in and benefit from. **UW Faculty for Divestment** thus invite faculty members to uphold our tasks as critics, innovators, and producers of knowledge and help foster such momentum towards sustainable, profitable, and future-oriented investments in clean energy and technology.

The University of Winnipeg prides itself on being a leader in social and environmental justice. As scholars and educators, we offer our support to a university we can be proud of in terms of its growing reputation as an institution committed to social justice, sustainability, and Indigenization. Divestment is an opportunity for our university to live up to these principles.

We invite UWFA members to join this group and attend meetings to be part of this conversation.

Part of our work thus far has been to write this Open Letter from **UW Faculty for Divestment** to the University of Winnipeg Foundation and the Board of Regents. We invite you to sign it:

<https://uwfaculty4divestment.wordpress.com/open-letter/>

Visit the website for more information

(<https://uwfaculty4divestment.wordpress.com>) and visit our Facebook page.

Please contact us with any question or if you want to help and get involved.

We can be reached at uw.faculty.for.divestment@gmail.com.

About the UWFA News

The UWFA News is compiled and published by the UWFA Communications Committee. The committee is chaired by Allison Surtees (Classics). For more information on the UWFA News, please contact Allison at a.surtees@uwinnipeg.ca.

We are always looking for contributions from our membership. If you have an initiative, event, or other activity of interest to UWFA and its membership, contact the UWFA office at uwfa@uwinnipeg.ca. Unless otherwise stated, the opinions expressed are those of the author(s) and not necessarily of the Association or its Executive Council.