

NEWS FROM UWFA

1994/95 UWFA EXECUTIVE COUNCIL

PRESIDENT:

Tim Babcock, Theatre / Drama

VICE - PRESIDENT

Edward Byard, Biology

SECRETARY:

Peggy Day, Religious Studies

TREASURER:

Blake Taylor, Theatre / Drama

MEMBERS-AT-LARGE:

David Cheal, Sociology

John Conroy, Biology

Ken Gibbons, Political Science

Wendy Josephson, Psychology

Sandra Kirby, Sociology

Tony Kuz, Geography

COLLEGIATE REPRESENTATIVE:

Karen Zoppa

INSTRUCTOR REPRESENTATIVE:

Charles Porter, Theatre / Drama

LIBRARIAN REPRESENTATIVE:

Linwood Delong

GRIEVANCE OFFICER:

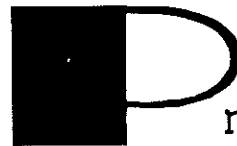
Alden Turner, English

PAST - PRESIDENT:

Richard Noble, Political Science

OFFICE - ROOM 306 SPARLING HALL:

Kim Best (9430)



resident's Report

Spring is on the horizon and we are all looking for some renewal in the weeks to come. Regrettably, the social trends of late seem to be stuck in a perpetual freeze. The effects of the recent budget announcements and public preoccupations with the deficit, global competition and tax avoidance all hark back to a neo-conservative ice age begun in the 80's.

Nevertheless, the human spirit being what it is, I urge you to treasure glimpses of green grass and seedlings pushing their way through the dirty remnants of ice and snow. Even the longest winters can't last forever.

PENSION GRIEVANCE:

When last we reported to you on this matter, arbitration was scheduled for March 20 - 22 and we were about to go to mediation. Our actions in this matter were founded in frustration with administrative inaction and obstruction in the face of several years of dismal investment performance and the loss of a significant portion of the plan's surplus through the last early retirement scheme. Plan management had to improve.

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Mr. Dewey Merritt agreed to act as mediator and the process started with a joint session in which the major positions were presented. We then immediately met with the mediator separately and waited for word on a similar administration meeting with him.

We waited.

After some time and only two and a half weeks before the arbitration date, we heard back from the mediator that the administration was unwilling to increase contributions to the plan but that they would consider a management solution which we had originally suggested in November. We provided some suggestions for more specific consideration and after some more discussion it appears that some progress may have been made.

As a result we have agreed to postpone arbitration until a final proposal can be drawn up. Administration will then submit the proposal for ratification to the Board while we take it to the UWFA Executive and then the membership.

We look forward to presenting something concrete to you soon.

NEGOTIATIONS:

In January, both the UWFA Faculty and Collegiate divisions offered to the Board contract extensions for a period of one year. This was done with the intent of stabilizing the current situation on campus in the face of the changing political and economic environment around us. In light of the recent Filmon days, salary freezes, lost CDI's, and our low placement in national salary comparisons this was thought to be a gesture of cooperation made to university management in difficult times.

Nevertheless, the administration rejected our offers and has requested that the contracts be reopened in order that they might ask for further concessions.

The Executive has formed both a Salary and Benefits and a Bargaining Committee to consider options which we might take to the table. Ed Byard leads a negotiating team with is composed of David

Cheal, Peggy Day, Kristine Hansen and Gary Russell.

The first table session took place March 15th at which our team received a partial proposal from the administration. We look forward to the rest of their package soon.

I will leave it to Ed to report further details to you in the near future.

HOW ARE WE DOING?

Do you have any suggestions or comments? Please contact the UWFA office at 9430 or place an electronic comment on the UWFA section of the VAX BULLETIN system. Simply type "BULLETIN UWFA" at the \$ prompt.

And if you really want to be heard, run for office. Notices of a call for nominations to the UWFA Executive were distributed recently and the election will be within the next few weeks. There's no doubt that it will be an interesting year ahead and I urge you to nominate someone you think will make a contribution or to consider running yourself.

Tim Babcock,
UWFA President

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REPORT OF THE GRIEVANCE OFFICER

As Grievance Officer, I am dealing with two cases of general significance as well as several individual cases.

1) UWFA has filed a policy grievance over the lay-offs of UWFA members caused by closing the Child Studies Centre. We consider this a violation of the Redundancy Clause (Article 33) of the Collective Agreement. We are also challenging provisions for relocation and severance pay (Article 34). As specified in the Collective Agreement. This kind of grievance goes directly to arbitration.

2) Discussion on our dispute over the Pension Plan are continuing and there have been some positive developments. If and when an agreement can be reached, it will go to UWFA's membership for ratification.

Alden Turner,
Grievance Officer

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TARGET EDUCATION COALITION: Report from the Election Front

The Government has finally called an election and now we look forward to the debate. Who will the electorate appoint to set the direction of Manitoba's post-secondary educational system for the next four years?

Whether you lean to the political left, the right or are standing straight in the centre, the next election will have an effect on how your daily routines and responsibilities are shaped over the next few years. After all, we can discuss the federal plans all we want but, at least in the short term, the direction for education will come from under the Golden Boy rather than from that more distant hill in Ottawa.

UWFA has recognized this and has opted to support the Manitoba Organization of Faculty Associations in their efforts to promote greater public awareness of issues critical to post-secondary education. A greatly more active MOFA has decided to throw considerable support behind a non-partisan coalition formed to do just that.

Target Education was initiated by students from the Winnipeg universities to make a point in the last federal election. With the help of other interested parties, they dogged politicians of all stripes with probing questions and pointed interviews all targeted to education. From these sources report cards were developed and distributed within the means available to the fledgling effort. While exposure was relatively limited, the politicians did notice (particularly those graded A or F).

UWFA and MOFA were among the latecomers to this original effort but recognised in it a certain potential. There is already a concern for higher education in the general public and if our objective must be to get the politicians and the media to recognize it, Target Education has the potential. Seeing this, MOFA took the lead by calling together a meeting of interested parties - the students, faculty, staff, and alumni from the colleges and universities along with other interested groups such as CFS and CAUT.

An active steering committee was formed in February and strategic efforts such as the recent political debate on campus have already begun. Intrinsic to this resurrection is the idea that Target Ed will need more exposure and to this end, the steering committee has authorized a larger budget goal and clearer plans to promote our particular issues - education as investment, not merely expenditure. What we will soon need to complete the picture will be volunteer support.

Whether or not you've worked an election before why not consider working for an idea instead of a party? Call the Target Education Coalition and we'll talk about the future of Education in Manitoba.

The Target Education Coalition is at 107-1/2 Osbourne Street (in the village). Phone: 452-1269 or fax to 452-1294.

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UNIVERSITIES OF THE FUTURE??

Last year, the federal government cut funding to the Royal Roads Military College located on Vancouver Island in British Columbia. Shortly thereafter, the BC government decided to investigate whether RRMC could be maintained as a provincial institute of higher learning. They appointed an advisory panel to propose the shape and mandate of this new institution. Last week, the panel sent its recommendations to Dan Miller, the BC Minister of Skills, Training and Labour.

The recommendation is that RRMC be a small independent post-secondary institute offering undergraduate programs in the areas of applied science and technology. The recommendations went on to say that the institution must be self-financing, and based on a corporate model of governance, headed by a chief executive officer. The minister accepted the recommendations, and is planning to recommend them to cabinet. He justified the decision by saying that "non-traditional programming based on market-driven needs" are necessary given the cuts to transfer payments made by the federal government. He also stated that academic models like this one are "all the more important" in these financial times.

Some of the other recommendations were:

- all faculty would be appointed to term appointments
- faculty would not be fixed, but would change as curriculum needs dictate
- all research projects should have near-term applications and should focus on job creation
- creative and professional endeavours should be favoured over basic science
- curriculum should be determined by opportunities offered by research contracts and business needs
- the corporate model should replace the consensual model in decision making
- the CEO would be solely responsible for implementing the strategic directions of the Board
- the institution would have a Research Advisory Group responsible for determining what research is relevant to the institution at any given time; it would have the power of veto over individual research projects, even those being sent to outside funding agencies
- student fees would be set to accomplish full cost recovery

Could this happen in Manitoba? I hope not, but given the pressure the universities have been under to rationalize their programs and governance (remember Manness' challenges to the universities, and the Roblin Commission report) I am sure the Manitoba government would like to!!

Ed Byard, Biology

COLLECTIVE BARGAINING SUMMARY

It's hard to believe that our Collective Agreement is close to expiry yet again. As you will remember, we spent almost a full year negotiating the last one. I was determined, after that experience, never to do it again. True to form, here I am back to do it again! Never say never.

We have assembled a four person team for this round of negotiations—Peggy Day, (Religious Studies), Kristine Hansen (Psychology), David Cheal (Sociology), and me (Biology). Gary Russell, our UWFA research officer, is acting as the secretary and resource person. Although Peggy, Kristine, and David are new to the negotiating process, they have served UWFA well as members of the Executive Council over the past few years—in fact, Peggy and David are both members of the current UWFA Executive Council. Gary and I, of course, served on the negotiating team that concluded talks last March.

We had a first meeting with the Board negotiating team on March 15. The Board team is: Graham Lane (Vice-President, Finance and Administration), David Gagan (Vice-President, Academic), Terry Voss (Director of Human Resources), and Martin Robson (Human Resources). At this meeting, we signed a set of negotiating guidelines, and then listened to a partial opening position from them. Their proposals were prefaced by a document, delivered by Graham Lane, which outlined the "fiscal context" for the current negotiations with bargaining units on campus. The conclusion he reached in this document was that the only way forward was to seek salary concessions, to "buy time" to allow planning for a longer term resolution of serious fiscal problems.

The opening proposals themselves covered a wide range of issues, both on governance (or non-monetary), and monetary matters. Curiously, given the preamble I have described above, there were no proposals (other than in very general terms) as to how the salary concessions were to be structured, nor was there any indication as to the magnitude of the concessions to be demanded. We suggested to the Board team that productive talks

would follow only if this information was provided to us.

In the near future, we await the completion of the Board proposals, and then we will frame a response in kind. We have agreed to try to meet weekly, although this is not always possible.

We have started—this is all that is certain. The way ahead will be difficult, but the team will attempt to represent your best interests. Please feel free to contact me if you have any concerns or suggestions regarding negotiations.

Ed Byard,
[on behalf of the UWFA Negotiating Team]

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MOFA UPDATE

In recent months, faculty association delegates to MOFA have been meeting with federal and provincial politicians to discuss issues relating to post-secondary education, in general, and university education in particular.

The meetings with federal politicians focused on the Axworthy proposals (as set out in Agenda: Jobs, and Growth - Improving Social Security in Canada) and the question of how post-secondary education would be treated in the February budget. We met with MPs David Walker, Reg Alcock, Ron Duhamel and Glen McKinnon. As well, copies of our critique of the Axworthy proposals and other materials were made to arrange a meeting with Mr. Axworthy, but he was not able to meet with us.

We will be continuing our efforts to influence Liberal MPs in the months ahead - especially in light of the recent Report of the Standing Committee on Human Resource Development (Opportunities and Fairness: Canadians Renewing Their Social Programs). We haven't yet had an opportunity to study this report in detail, but, at first glance, it would appear that the Standing Committee has endorsed the Axworthy proposals.

More recently, we have had meetings with Clayton Manness, Minister of Education, Gary Doer and Jean Friesen (party leader and education critic, NDP, and Paul Edwards and Avis Gray (party leader and education critic, Liberal Party).

The purpose of these meetings was to clarify, prior to the upcoming provincial election, party views and intentions regarding university education in Manitoba. All three meetings were frank and free wheeling; for this we thank the politicians.

Spokespersons for all three parties indicated that fiscal restraint would continue to be the order of the day irrespective of which party formed the next government.

Mr. Manness was particularly clear on the implications of fiscal restraint for universities. Given the priorities of his government, universities will be forced to make do with less for the foreseeable future. Mr. Manness conceded that reduced funding from the provincial government would necessitate increases in tuition fees, which, in turn, would result in decreasing enrollment.

On the specific question of the Manness edict (which endorsed the Roblin Commission recommendations and gave universities six months to submit proposals on how they propose to restructure programs to support his government's economic and social agendas), Mr. Manness stated that he does not wish to interfere directly in university affairs, but, if the universities fail to comply with his directive, he will nudge them in the desired direction by earmarking funds for specific purposes. With no change (or a reduction) in the overall level of funding, universities would be forced to curtail other programs.

We also discussed with Mr. Manness rumours that he had directed university presidents to get rid of financial exigency and redundancy articles in collective agreements with faculty unions (something which was recommended by the Roblin Commission). Manness explained that it hadn't happened in quite this way. The university presidents had complained to him that they would not be able to effect desired changes in

programming etc. because of these articles. He told the presidents to try and deal with these matters in this round of bargaining; if they couldn't deal with them, then they should come back to him. He wouldn't tell us what he would do, but certainly the implication was that he would do something.

Our sense of the discussion with Mr. Manness is that he (and his government) envision a new era in which government becomes much more intrusive in the affairs and activities of university, an era in which universities will be expected to function much more like business, with top-down decision-making, and greater emphasis on product development, marketing and cost recovery.

The Liberal party has not finalized its platform on universities. Mr. Edwards did say, however, that his government would not interfere in the internal activities of the universities. As well, he indicated that his party appreciated the importance of a Liberal Arts education, and that he, in his capacity as premier, would meet regularly with university presidents to discuss issues and concerns.

Mr. Doer (and Ms. Firesen) were unequivocal on a number of points: (i) the NDP believes in free collective bargaining and will not, therefore, interfere in collective bargaining between universities and their unions (no more Bill 22s, no more directives to universities), (ii) the NDP believes in university autonomy and will respect that autonomy, (iii) the NDP is committed to sustaining the core Liberal Arts program in universities; and (iv) the NDP supports efforts (existing and new) to increase accessibility. As well, Mr. Doer rejected the idea of making decision-making structures more like those in business, and suggested instead, that his government would be seeking ways to enhance faculty participation in a more cooperative approach to making decisions in the university.

At the tail-end of the meeting, Mr. Doer turned the tables on us, and challenged university faculties to make efforts both to counter the view that universities are filled with "fat cats, who teach nine hours a week and spend their time doing frivolous research," and to demonstrate the legacy

of underfunding and the sorts of attacks against universities that have been initiated in Manitoba and other jurisdictions. On the latter point, Mr. Doer suggested that, if we don't demonstrate the dimensions and implications of this legacy in a way the public can understand, we won't be taken seriously in debates on society's priorities.

Errol Black,
President, MOFA

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A PROVINCIAL OFFICE FOR MANITOBA

For a number of years, MOFA has been seeking to establish a provincial office in Manitoba to do at the provincial level what CAUT does at the federal level, lobbying, political action, research on post-secondary issues, etc. Given the recent actions by the federal government - in effect, the abandonment of post-secondary education as a sphere of federal concern and involvement, creation of a provincial office has become essential.

MOFA recently submitted a business plan to CAUT in an effort to secure CAUT funding for the start-up of a provincial office. The plan calls for partial CAUT funding over a five-year period, contributed by member associations increasing over this period. At the end of five years, CAUT funding would cease and the office would be self-sustaining.

The MOFA proposal was recently approved - unanimously - by the CAUT executive committee. It will now go to CAUT Council for consideration at the spring meeting.

Errol Black,
MOFA President

OMINOUS NOTE IN A BOOKLET AT THE CITY UNIVERSITY OF NEW YORK: "EMPLOYEES WHO ARE CURRENTLY CONTRIBUTING THROUGH PAYROLL DEDUCTIONS WILL EXPIRE AT THE END OF DECEMBER."

NOTICE TO ALL UWFA MEMBERS

UWFA ANNUAL GENERAL MEETING

MONDAY, APRIL 24, 1995
12:15 - 2:00 p.m. - ROOM 3C01

A G E N D A

1. Approval of Agenda
2. Minutes of 1994 A.G.M
3. Report of President
4. Report of the Grievance Officer
5. Report on Bargaining
6. Report of the Treasurer
 - a) Approval of 1994/95 Treasurer's Report
 - b) Approval of the 1995/96 Budget
7. Report of the Nominations Committee
8. Other Business

A reminder notice, agenda, slate of officers, and financial material will be distributed shortly.

ACCOMODATIONS REQUIRED

I am looking for a place to live in central Winnipeg during July, along with my two cats, while I do research in the Icelandic Collections at U of M. Since I must keep up my rent in London, Ontario, I am hoping to find a low-cost house/flat-sitting opportunity. My cats and I are non-smoking, clean, and quite, and none of us scratch the furniture. If you have a place, or know of one, please contact me at (519) 645-8633 or "brydon@julian.uwo.ca".

Prof. Anne Brydon
Dept. of Anthropology
University of Western Ontario

On November 1, 1994, CAUT introduced an all new Group Financial and Insurance Plan which is administered by Prestige Financial Services Inc. This all new plan has been endorsed by the following nation-wide companies:

- * Toronto Dominion Bank (Financial Services)
- * Canadian Surety (Home and Auto Insurance)
- * John Ingle Travel Insurance (Travel Insurance)
- * Manufacturers Life (Group R.R.S.P.)
- * Budget Rent-A-Car (Rental Car Discounts)

The Combination of these five national organizations make this all new member services plan the most comprehensive and cost effective plan ever offered to the members of CAUT.

If you have any questions concerning the services provided, please call Prestige Financial Services at: 1-800-337-1352 or fax to 1-800-337-1353