

NEWS FROM UWFA

EDITOR: DANIEL STONE

1998 / 1999 UWFA EXECUTIVE COUNCIL

PRESIDENT:

Allen Mills, Political Science

VICE - PRESIDENT

Geoff Scott, Geography

SECRETARY:

Gail Loadman, Theatre/Drama

TREASURER:

Karen Zoppa, Collegiate

MEMBERS-AT-LARGE:

David Burley, History
Phil Cyrenne, Economics
Mark Fortier, English
Ed Segstro, Chemistry
Doug Williams, Psychology
Claudia Wright, Political Science

COLLEGIATE REPRESENTATIVE:

Lesley Sisler

INSTRUCTOR REPRESENTATIVE:

Eugene Kaluzniacky, Bus. Comp.

LIBRARIAN REPRESENTATIVE:

Linda Dixon

GRIEVANCE OFFICER:

Don Jewison, English

PAST - PRESIDENT:

Alden Turner, English

OFFICE - ROOM 302 SPARLING HALL:

Kim Best (9430) uwfa@uwinnipeg.ca



resident's Report

It has been a busy year but a satisfying one. It was the aftermath of a very successful conclusion to negotiations. Our new Collective Agreement, with one exception, is a very good one. The issue of junior faculty salaries is still unresolved and has been referred to arbitration by the Executive of UWFA.

A gender equity study has been underway and a Joint Consultative Committee including Jim Clark, Donna Young and John Melnyk has been negotiating instructor workload. I hope these committees will come to a successful resolution.

Other matters have distinguished the year: the passing of a new University of Winnipeg Act, the Distinguished Faculty Lecture Series, the implementation of employment equity provisions governing DPC's operations, etc. As well, our reps on the Pension Committee - Alden Turner, Phil Cyrenne, Howard Mathieson, Ron Norton and David Erbach - have been grappling with proposed improvements to the Pension Plan.

UWFA has been well served in hundreds of ways by Members that serve on sub-committees and who perform a myriad of tasks. If I single out some, it is not to discredit the efforts of others. Don Jewison has been an indefatigable defender of Members' interests as Grievance Officer. Dan Stone has edited this Newsletter. Kim Best, our Office Manager, has run an efficient administration of our affairs.

CONTINUED.....

INSIDE THIS ISSUE:

1. Outgoing Editors Report Page 2
2. UWFA Committee Reports Pages 2 - 4
3. 1999 / 2000 UWFA Executive Page 5



I feel privileged to have led the Association in the last two years. It is in good shape financially and the incoming Executive, with Ed Byard as President, have abilities to see us through the future well.

If I may be permitted one personal plea, it is that Members somehow find the will to attend Convocation. It is often pitiful to see the turn-out of faculty at this event. It is the grand symbolic moment in the University's life and I think we should be there.

ALLEN MILLS

OUTGOING EDITOR'S REPORT

I would like to thank Kim Best for doing most of the work to put out the UWFA Newsletter over the last two years and Allen Mills for providing prompt, informative President's Reports. I would also like to thank the many other contributors who contributed helpful articles.

UWFA will be looking for a new Editor for the Fall. Please call Ed Byard (9723) or Kim Best (9430) to volunteer.

DANIEL STONE

REPORT OF THE GRIEVANCE OFFICER

This will be my final report on my activities as UWFA Grievance Officer. I will leave the position on 30 June 1999 at which time the Faculty Association Executive will have approved my successor.

During my tenure as UWFA Grievance Officer much of my work has been of an advisory nature concerning conditions of employment and interpretation of the Collective Agreement. There have also been some formal grievances.

The most complicated individual case involved disciplinary action taken by the Administration. I have also dealt with promotion issues. Both inside and outside formal grievance procedures, the wording of Letters of Offer of tenure track positions has taken up a considerable amount of my time recently and workload seems to be an ongoing issue. The workload of instructors is being dealt with by a joint committee of UWFA and the Administration. This work, particularly due to Jim Clark's efforts, appears to be going well.

UWFA has also been concerned with the wording of the Draft of the Respectful Workplace Policy that will replace the current Sexual Harassment Policy and a Board of Regents policy that imposes a financial penalty on Department Chairs if they do not complete on of their tasks on time.

The issue of placement of some faculty on the new salary grid has not yet been resolved. Allen Mills has taken charge of this case which is now in the arbitration state.

I would particularly like to thank the three Associate Grievance Officers, Sandra Zuk, Amanda Goldrick-Jones and Mark Fortier for their help. Amanda Goldrick-Jones, Mark Fortier and I were able to attend the CAUT seminar for Grievance Officers in March in Ottawa. We all found it helpful. I would also like to thank Allen Mills for his support and help over the last year and a half.

DON JEWISON

REPORT OF THE FINANCE COMMITTEE

First, I would like to thank Ron Norton who is retiring this year not only from the Finance Committee, but from university teaching as well. Ron's knowledge, wit and good humour will be missed. At the end of the 1998 fiscal year, the UWFA finds itself in a very solid financial position, with an overall operating surplus of approximately \$18,000 and over \$263,000 in assets. Our portfolio has performed well over the past year. Given its fundamentally conservative nature, and the Finance Committee continues to endorse our investment counsellors, Lawton and Co. With regard to daily operations, our Office Manager, Kim Best, has installed a new accounting software package that has enabled us to switch from a cash-based system to an accrual-based system. This change will expedite our yearly audits and present a much more accurate financial report to our members each year. Finally, after several difficulties encountered with our present auditor KPMG, the UWFA Executive approved the appointment of a new auditor, Gary C. Hainsworth, CGA. We anticipate this move will result in a much more efficient and pleasant auditing process.

P.S. The UWFA Finance Committee needs members, particular if you read the markets the way some of us read horoscopes! Contact Kim Best at 9430.

KAREN ZOPPA

REPORT OF THE PAY EQUITY JCC

What follows is a status report on the Committee's activities to date. We have met and discussed methods of assessment of male/female salaries. We have shared data and are currently in the process of verification. The best verification will come from our Members who should be receiving a letter containing information that if relevant to the assessment of male/female salaries. While the process of verification is in progress the Committee will be making some decisions on methodology for evaluating the information. We think we will complete the entire process by the end of June. This will require an extension from both parties given the earlier date we negotiated. As soon as the study is completed and reported to the parties the last phase of the undertaking can begin if found to the parties the last phase of the undertaking can begin if found necessary. This is the request to government for any funding to correct any difference in salaries that can be attributed to gender.

CLAUDIA WRIGHT

CAUT DEFENCE FUND

At the October meeting of the CAUT Defence Fund Trustees (right here in Winnipeg!) The executive reported the Defence Fund as standing just shy of \$11,000,000. Since that time, the Defence Fund approved loans to Manitoba, Brandon and Mount Allison and organized moral support in the form of Trustees' visits to the various pickets. The affected organizations once again expressed their overwhelming gratitude for the financial and other support. As a new Trustee, I am particularly impressed by the efficiency and potency of the Defence Fund organization, and see it as indispensable to faculty associations.

Two issues of note have emerged. The first is the issue of insured benefits continuing during a strike which arose during the Mt. Allison strike. To make a complicated story short, the Defence Fund offered to underwrite benefits to striking members and has determined it will continue to make such an offer in the future.

Secondly, the issue of the adequacy of strike pay was raised at the October meeting. The Policy and Planning Committee of the CAUT Defence Fund, of which I am a member, was instructed to survey rates of strike pay in other collective bargaining agencies across the country. The results of our survey is that the CAUT rate of \$40.00 per day is not excessive, but quite fair and in line with other agencies such as ours.

KAREN ZOPPA

**SUMMARY OF THE ACTIVITIES OF THE WORKPLACE SAFETY AND HEALTH COMMITTEE
1998-99**

This year saw two new resource persons attending meetings of the Committee: Brad Loewen as the new Safety Officer, and Ramin Vakili as the new Radiation Safety Officer. The "mice situation" on campus continued to receive attention this year. Logs are being kept and initial indications are that the problem is abating. The worst affected areas have been Sparling Hall and Riddell Hall. Work also continues on a detailed fire evacuation plan. An extremely detailed set of charts, noting the locations of pull stations, emergency exits, smoke detectors, and other related fire safety equipment must be provided to the Fire Department. It seems likely that the topic of fire safety will be included in freshman orientation sessions this fall. Finally, indoor air quality, particularly as related to bus exhaust fumes, also continues to be monitored. New procedures have resulted in a significant decrease in the number of complaints. The rest of the business of the Committee was fairly routine.

ED SEGSTRO

CHANGES TO INSURANCE PREMIUMS

Long Term Disability has gone up by 20% and will continue to increase until we reach our full experience rating. The Joint Employee Benefits Committee (composed of representatives from the unions, non-unionized staff and Board) is looking at remedies.

Other insurance premiums have changed, too. Compared to last year, dental insurance costs 9% more and health insurance costs 22% more. Life insurance is about 4% lower.

My informal inquiries indicate that these increases are common in the public sector.

Dan Stone



The University of Winnipeg Faculty Association

MEMORANDUM

TO: All Members
FROM: Allen Mills
DATE: April 28, 1999

Please be advised, that the following Members will comprise the 1999 / 2000 UWFA Executive Council.

1999 / 2000 UWFA EXECUTIVE COUNCIL

President	EDWARD BYARD (Biology)
Vice-President	MARK FORTIER (English)
Secretary	GAIL LOADMAN (Theatre)
Treasurer	KAREN ZOPPA (Collegiate)
Members-at-Large (Six to be chosen)	JOANNE BOUCHER (Political Science) JOEL NOVEK (Sociology) ANGELIKA SAUER (German Canadian Studies - History) ED SEGSTRO (Chemistry) DOUG WILLIAMS (Psychology) CLAUDIA WRIGHT (Political Science)
Instructor Representative	DONNA YOUNG (Biology)
Librarian Representative	LINDA DIXON
Collegiate Representative	DAVID WELHAM
Past - President	ALLEN MILLS (Political Science)