

NEWS FROM UWFA

EDITOR: DANIEL STONE

1995/96 UWFA EXECUTIVE COUNCIL

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Edward Byard, Biology

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Blake Taylor, Theatre and Drama

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Charles Porter, Theatre and Drama

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Linwood DeLong

GRIEVANCE OFFICER:
Tim Babcock, Theatre and Drama

PAST - PRESIDENT:
Tim Babcock, Theatre and Drama

OFFICE - ROOM 306 SPARLING HALL:
Kim Best (9430)

FINAL EDITING DELAYS RATIFICATION VOTE

From Ed Byard, Chief Negotiator:

As Members will remember, the UWFA and Board Negotiating teams, with the assistance of the provincial conciliator, Beth Stitchell, reached an agreement in principle at the negotiating table on December 15. The pressures of time (the University was about to close, and people were leaving for previously planned holidays) meant that many of the details of final language were left to be settled in January. Toward that end, Terry Voss, from the Board team, provided us with a draft of the language late last week, and the UWFA team has gone over it carefully, and has made some revisions. We are also consulting our legal experts to make sure that the language is acceptable, especially as it pertains to the articles on redundancy, workload, and non-Member teaching. We are doing careful calculations to make sure that the arrangement on deferred CDI's, and days without pay are properly stated. We then may have to convene a meeting with the Board team to finalize wording.

The job is tedious, but important. I hope that the Members of UWFA will bear with us, and understand that we are moving as quickly as we can to get the matter to ratification before the end of January, but that we have to be careful to create a document that is accurate.

I am sure that you will all know that I, too, am anxious (!) to clear this task from my workload, thus, I am doing everything possible to expedite matters.

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IN THIS ISSUE:

Report of Collegiate Negotiations
Executive Council Profile

Page 2
Page 2



JUST A REMINDER that the following items have been agreed to and were previously reported to Members , December, 1995:

On Friday, December 15, 1995, the U of W Faculty Association reached a tentative contract agreement with the U of W Board of Regents. A ratification vote will be scheduled for late January 1996. The agreement is based on UWFA proposals which the Board had rejected on Thursday, December 14. The agreement protects the UWFA salary structure, protects the pension plan and allows the Board to meet its financial goals.

The two year agreement contains the following provisions:

Salary

- * A two year freeze on scale.
- * Full increments in each year with a delayed implementation of increments
- * No change to the current benefit package.
- * Maternity leave will continue to be topped up to 100 per cent until September 1, 1996. After that it will be topped up to 95 per cent.

This salary package saves the U of W \$250,000 over two years. By getting the full CDIs, even on a deferred basis, we protect the salary structure. This was an extremely important thing to do when we are going into joint committee discussions over salary structure.

Other Issues

- * Article 33.15 is deleted. It will be replaced with language from the previous contract.
- * A benchmark was established for the number of courses which would be taught by non-UWFA members. The number of courses they can teach cannot exceed 32 per cent of the number of courses taught by UWFA members. (In the event that an extraordinary amount of early retirements take place, this figure can, with the permission of UWFA, be raised to 35 per cent).
- * Teaching in the spring term is voluntary. There will also be flexibility to distribute teaching load so as to get teaching-reduced or teaching-free periods for research.
- * There will be JCC's on the operation of the Joint Employee Benefits Committee, financial exigency and redundancy and the salary compensation system.
- * The U of W agreed to reconvene the employment equity advisory committee and to appoint an employment equity officer.

Pensions

- * The UWFA agreed to take a plan for the resolution of the current early retirement grievance to its members by February 19, 1996.
- * The U of W Board agreed that it would

reimburse the UWFA pension plan for any losses incurred by the introduction of any new early retirement incentive plan.

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COLLEGIATE NEGOTIATIONS GO TO CONCILIATION

The UWFA (Collegiate) Chief Negotiator, Karen Zoppa met for the first time on Thursday, January 18, with the Provincial Conciliator, Beth Slitchell. The major disagreement regards salaries. The Board wants Collegiate teachers to take a pay cut, while most Winnipeg public school teachers have settled for a pay freeze without unpaid days. The Collegiate pay scale reaches maximum salaries after nine years.

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EXECUTIVE PROFILE

BLAKE TAYLOR,

Associate Professor of Theatre and Drama

Teaching Subfield: Acting (Drama in Education, Movement for Actors, Acting for the Camera)

Research (Creative): Professional Acting -- including a recent role in the new TV series, "My "Life as a Dog" and preparation of a nationally distributed educational video, "Parallel Lines," originally prepared for the Centre for Academy Writing.

Years at UW: 13

Recent UWFA Positions or Activities: Treasurer and Personnel Officer; Action Committee; Salary and Benefits Committee; Finance Committee

Recent University Positions or Activities: Liaison, Joint Degree Programme with Contemporary Dancers; Chair, Dance Programme Review Committee