

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

The business of the Association has been chugging along successfully. Karen Zoppa participated in a meeting of the CAUT Defence Fund that decided to support financially the Faculty Association at Mount Allison which is on strike. UWFA will be sending \$500 to support the Mount Allison Faculty Association.

Before Christmas UWFA received from the Administration a draft policy on the Respectful Learning and Working Environment. This is the Administration's long-promised supplement to the Sexual Harassment Policy. The new one is more extensive covering all aspects of harassment and discrimination. It would supercede the present policy on sexual harassment. UWFA is of course supportive of the principle of a policy governing the work place in this way. However, it remains committed to the position that such a policy is best negotiated through collective bargaining and entrenchment in our Collective Agreement.

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In the meantime, a sub-committee of UWFA comprised of Don Jewison (English), Lesley Sisler (Collegiate), Amanda Goldrick-Jones (Academic Writing) and Mark Fortier (English) and chaired by myself has been meeting and preparing a formal response. Part of our reply will be a communication to Dr. Hanen that this policy be considered at least in Senate, and given widespread discussion.

Last term saw a good deal of agitation and resentment over the Dean's proposed changes to Instructor workload. UWFA proposed the forum of a Joint Consultative Committee (JCC) to discuss Instructor workload. This JCC has been struck. UWFA's representatives are Jim Clark (Psychology), Donna Young (Biology) and John Melnyk (Business Computing). To date the JCC has not met.

Many of you are no doubt aware that Article 35 in our Collective Agreement deals with Employment Equity. Not until now have the provisions of this Article been fully enacted. This Article has been part of our Collective Agreement since 1995. It is important that Department/Unit chairs and DPC Chairs should acquaint themselves with this Article as it will influence pending hiring/appointment procedures.

Geri Wensel, the University Employment Equity Officer, has advanced the process of enacting the provisions of Article 35, and in consultation with UWFA, a seven-member "Faculty/Unit Committee on Employment Equity" has been established. UWFA has appointed members to this committee. This gender-balanced committee is to provide reports and make recommendations on equity issues, and to perform other duties as outlined in Clause 35.03.

Where this Committee affects departments directly is through their rotating roster of trained Equity Consultants (and one alternate) prior to the initiation of the search/hiring process. This Consultant (or alternate), who is a UWFA Member then sits as a non-voting member of the Department's DPC/Search Committee, and their responsibility would be, "to assess the fairness of the procedures and correspondence of the outcomes with the Department/Unit's equity goals and time lines". For fuller details on the responsibilities of the Consultant please see Clause 35.04.

For additional information contact the University Employment Equity Officer, Geri Wensel (2Mc24S) at local 9404.

Finally, the end of the business year of UWFA approaches. We need nominations to a new Executive Council and other sub-committees. UWFA's business is often mundane and ordinary. But in the end it stands up for Member's economic concerns and academic rights. These are supremely important matters and I would encourage Members to participate in the new round of renewal that these fresh elections permit.

ALLEN MILLS

ASSOCIATION / EXECUTIVE RENEWAL TIME

UWFA election time will soon be upon us again and our new slate of nominees to the Executive will be presented for election at the Annual General Meeting in early April. The Executive feels that now is a glorious opportunity for renewal within the association. Our reason in advising the membership about the elections this early is so new and younger Members have more time to seriously consider involvement within the association. We are in a time of relative calm (not having to face new contract negotiations for two years), so it is therefore a very suitable time to bring in new blood that can accumulate considerable experience before these negotiations begin. Renewal is critical for our Association and having decisions made by the very people that have to live with them long-term is a must!

Our UWFA Nominating Committee deliberates in March and their slate of nominations is presented at the Annual meeting. Additional nominations may be accepted from the floor during that meeting. Appointments to Executive positions are for two years. Positions to be filled are:

President	Vice President
Secretary	Members-at Large (3 positions)
Instructor Rep.	Collegiate Rep.

One of the new Executive's first tasks will be to fill committee/committee rep. positions. Please consider one or more of the following: Grievance Officer, Associate Grievance Officers, Joint Employee Benefits Committee, Joint Workplace Safety and Health, Joint Pension Committee, Finance, Status of Women Committee, Internal Affairs, Communications, Joint Employee Equity Advisory Committee, Distinguished Faculty Lecture Series, MOFA delegates.

Let me know if you are interested in any of the above positions/committees, or if you know of anyone who could be approached to stand for same. We will do everything we can to accommodate your interests so please bear with us if demand and balance factors lead us to decline your offer at this time.

Geoffrey Scott, Chair, Nominating Committee
(9297 or geoff.scott@uwinnipeg.ca)

UWFA OFFICE

The UWFA Executive Council has approved the request of UWFA's Office Manager, Kim Best, to receive a workload reduction for a trial period of three (3) month ending March 31, 1999. What this means in terms of accessibility to the UWFA Office, is that Ms. Best will be working 4 days a week on campus. A message on the UWFA Office voice mail at 9430 will indicate when the office is closed.

JCC ON INSTRUCTOR WORKLOAD

UWFA and the Administration have agreed to strike a Joint Consultative Committee (JCC) to examine the issue of instructor workload. One factor that prompted this JCC was concern about what appears to be different workloads for Instructors in different departments. That is, Instructors in one department might teach the equivalent of three full courses, whereas Instructors in another department might teach the equivalent of four full courses.

On the face of it, such differences in workload could seriously impact an Instructor's career path. The Instructor with the lower teaching load, for example, might have more time available to provide administrative services to the department or to participate in research activities over and above the normal duties. These additional activities could then be reflected in personnel decisions at the departmental and university levels.

The primary UWFA representatives on the JCC are Jim Clark (Psychology), John Melnyk (Administrative Studies) and Donna Young (Biology). Several back-up representatives have been appointed to be consulted or even be present at meetings, subject to the approval of the Administration, when particular issues are being addressed or when a position must be taken on a particularly contentious concern. These support representatives are: Gail Loadman (theatre), Barry Nolan (Centre for Academic Writing), Ed Segstro (Chemistry) and Kent Simmons (Biology). The Administration representatives are Michael Zaworotko (Dean of Arts and Science), Terry Voss (Human Resources) and Sohrab Abizadeh (Economics).

The committee hopes to begin meetings soon. UWFA has specified a time limit of the end of March for the existence of the JCC, although additional time might be approved if talks appear to be constructive.

JIM CLARK,
Psychology

REPORT ON GRIEVANCES

I have been the UWFA Grievance Officer for a little more than a year now. During that time I have dealt with 41 inquiries, individual and group grievances, and policy issues. Of these, 14 are probably still alive through it is in some instances difficult to tell when the last breath has passed from the body. Resuscitation of the supposedly deceased is not unknown.

Grievances involving disciplinary matters are inevitably the most complex. Other personal cases have involved issues such as interpersonal relationships, workload and people making decisions without consulting the Collective Agreement. Policy issues have involved things such as travel management, discussion within a UWFA ad hoc committee of a draft policy on the Respectful Workplace Policy to replace the current Sexual Harassment Policy, and the placement of faculty on the salary grid negotiated in the 1997-2001 contract. I am very glad to report that UWFA's President, Allen Mills, has taken the handling of this last issue upon himself.

In the near future I will be attending a CAUT seminar for grievance officers along with two of the Associate grievance Officers, Amanda Goldrick-Jones and Mark Fortier.

Don Jewison,
English

ON THE LABOUR FRONT.....

AESES Settlement at the University of Winnipeg: The December issue of "Inside AESES" reported that the UW local ratified a four year agreement after nine months of bargaining. The agreement included base salary increases of 1% in Year One, 2% in Year Two, and 2% with a COLA clause in years Three and Four. There will also be a Vision Care benefit (\$190 every two years starting in Year Three) and an improvement in eligibility for the Tuition Scholarship Program. Many articles in the AESES contract cover areas not directly relevant to UWFA concerns.

Mount Allison University Faculty Association on Strike: The Mount Allison Faculty Association (MAFA) went on strike on January 21st. Monetary issues include salaries (salary scales are exceptionally low), employer pension contributions, and TPDA. Non-monetary issues include the increased use of teachers who are not regular professors and a variety of local issues. Salary information is available on the Mt. Allison web site (<http://personal.nbnet.nb.ca/MAFA>) which includes comparisons with other small universities such as the University of Winnipeg.

In an effort to prevent a strike, the Mount Allison Administration threatened to cancel all faculty insurance policies and refused to allow MAFA to pay the insurers. The administration backed off its threat and MAFA is paying the premiums during the strike.