

NEWS FROM UWFA

EDITOR: DANIEL STONE

1995/96 UWFA EXECUTIVE COUNCIL

PRESIDENT:

Alden Turner, English

VICE - PRESIDENT

Kristine Hansen, Psychology

SECRETARY:

Edward Byard, Biology

TREASURER:

Blake Taylor, Theatre and Drama

MEMBERS-AT-LARGE:

David Cheal, Sociology
Peggy Day, Religious Studies
Hugh Grant, Economics
Tony Kuz, Geography
Brent Stearns, Philosophy
Desiree Vanderwel, Chemistry

COLLEGIATE REPRESENTATIVE:

Howard Mathieson

INSTRUCTOR REPRESENTATIVE:

Charles Porter, Theatre and Drama

LIBRARIAN REPRESENTATIVE:

Linwood DeLong

GRIEVANCE OFFICER:

Tim Babcock, Theatre and Drama

PAST - PRESIDENT:

Tim Babcock, Theatre and Drama

OFFICE - ROOM 306 SPARLING HALL:

Kim Best (9430)

EDITORIAL

You already know that negotiations are going very poorly. The UWFA Executive and Bargaining Team are considering what to do next and will be in touch with you soon.

As editor, I am trying to bring out a monthly newsletter with a somewhat different focus from "Press for Action", issued by the UWFA Action Committee. I will continue to invite Alden Turner and Ed Byard address to the members, of course, but I would also like to open a forum for the members to comment on issues both related to bargaining and other subjects.

Please send me comments on the role of the Newsletter, other union issues, or questions that you would like me to find answers to.

-- Dan Stone

IN THIS ISSUE:

TENURE AND PERFORMANCE
SALARY COMPARISONS
EXECUTIVE PROFILES

PAGE 2
PAGE 2
PAGE 2



TENURE AND PERFORMANCE

Tenure is supposed to insure Academic Freedom, but the public has been led to see tenure as nothing but a barrier against dismissal for incompetence.

In fact, the administration already has the right to discipline or dismiss faculty under the general provisions of the Manitoba Labour Relations Act. That Act obliges any employer to inform an employee of shortcomings, give the employee a chance to improve, and finally, discipline that employee if insufficient progress is made. Given our pattern of annual evaluations, the process would probably take three years. Employees could take the matter to grievance proceedings or, ultimately, to court on the grounds of wrongful dismissal. The statements of Departmental Personnel Committees might be cited as evidence, but would not be binding. If a grievance could not be resolved internally, the UWFA Executive would have to decide whether to pay the large sums necessary to arbitrate. UWFA's Executive has pursued some cases in the past and rejected others.

Of course, issues of competence have nothing to do with efforts to abolish or restrict tenure by the Boards and Administrations of Manitoba's universities. These efforts are driven by funding cuts and justified in terms of programme needs. If implemented, such efforts could lead to the firing of award-winning teachers and researchers.

WHY THE UNIVERSITY OF MANITOBA BOARD WILL NOT ARBITRATE

The arbitrator of a salary dispute at McMaster University in 1990, O.B. Shime, ruled that "there is little economic rationale for using ability to pay as a criterion in arbitration [because] public sector employees should not be required to subsidize the community by accepting substandard wages and working conditions." Arbitrators who consider funding levels "become handmaidens of the Government" and carry out government policy.

In final offer selection, Shime chose the Faculty Association brief. He based his decision primarily on comparisons with salaries at Ontario Universities and secondarily on comparisons with other universities, schools, professions, and the cost-of-living.

IT'S A SMALL WORLD!

At least 40,000 teachers, university instructors, and public education workers attended a demonstration organized by three trade unions outside the Hungarian parliament building in Budapest on November 15. The demonstrators demanded a 25% pay hike, increased funds for cultural and education institutions, and job

security guarantees. They also called for the resignation of the Culture and Education Minister and warned they would go on strike if their demands were not met. Teachers, who have an average take-home pay of approximately \$185 per month, have been hard hit by the austerity measures introduced by the Hungarian government earlier this year.

1993-4 SALARY COMPARISON: UW AND UM

University of Winnipeg

	Full	Associate	Assistant	Total
Mean	82,957	59,816	45,673	64,363
Median	84,300	56,525	43,775	60,850

University of Manitoba (Excluding Dental and Medicine)

	Full	Associate	Assistant	Total
Mean	88,151	66,780	51,736	73,614
Median	90,590	70,274	49,837	73,948
% lag	6.3%	11.6%	13.3%	

--Michael Benarroch, UWFA Research Officer

UWFA EXECUTIVE PROFILES

TONY KUZ

Professor of Geography
Teaching specialties: statistics, urban economic geography
Research Interests: assessments (city of Winnipeg)
Years at UW: 30
Recent UWFA Activities: Executive (member-at-large)
Recent UW Positions or Activities: pension committee

HOWARD MATHIESON

Instructor (Collegiate)
Teaching Specialties: Geography, Economics, Environmental Studies, Internet
Other Collegiate Activities: Basketball Coach
Years at UW: 15
Recent UWFA activities: Chief Negotiator (Collegiate), UWFA Executive
Recent UW Positions or Activities: Associate Dean (Collegiate)