

NEWS FROM UWFA

EDITOR: DANIEL STONE

1996 / 1997 UWFA EXECUTIVE COUNCIL

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Alden Turner, English

VICE - PRESIDENT

Allen Mills, Political Science

SECRETARY:

Jim Clark, Psychology

TREASURER:

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Iain McDougall, Classics
Ron Norton, Psychology
Jim Silver, Political Science
Claudia Wright, Political Science

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INSTRUCTOR REPRESENTATIVE:

Gail Loadman, Theatre/Drama

LIBRARIAN REPRESENTATIVE:

Sandra Zuk

GRIEVANCE OFFICER:

Tim Babcock, Theatre and Drama

PAST - PRESIDENT:

Tim Babcock, Theatre and Drama

OFFICE - ROOM 306 SPARLING HALL:

Kim Best (9430)

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ews From the Executive

by Daniel Stone

In addition to Bill 32, the Executive has been working on the following major items:

1. **Negotiating Team:** The Negotiating Team for the next contract will consist of: Reg Skene (Theatre) chief negotiator; Hugh Grant (Economics); Keith Fulton (English); and Claudia Wright (Political Science). This is an experienced team. Reg Skene and Claudia Wright have served before as chief negotiators and Hugh Grant also negotiated recently. The present contract expires on March 31, 1997.

2. **Policy Planning:** The UWFA Policy Planning Committee has drafted a statement of principles and objectives to give UWFA direction in the following areas:

- a. University Autonomy and Accountability
- b. Academic Freedom and Non-discrimination
- c. Tenure

The intent is to make the statement specific enough to help the present and future executive committees make decisions in bargaining and lobbying, and in other contexts. The statement will come to the general membership for approval after the Executive has finished its review.

3. **Pension Issues:** The new UWFA group of representatives on the

IN THIS ISSUE:

- | | | |
|----|-----------------------------|--------|
| 1. | Update on Pension Committee | Page 2 |
| 2. | Grievance Report | Page 2 |
| 3. | Members' News | Page 3 |



University of Winnipeg Pension Committee are: Tim Babcock (Theatre), Mike Benarroch (Economics), and Ron Norton (Psychology). Together with the Executive, the UWFA pension representatives are continuing discussions on possible changes to the current pension plan to regarding UWFA's long-standing unhappiness with the plan's performance and our lack of influence within the Pension Committee. If the plan cannot be altered satisfactorily, there may be a recommendation to separate UWFA from other university employees. The UWFA Executive will submit any recommendation to the general membership, of course.

4. **Other Pension Issue:** The Executive is looking into the capping of salaries and merit pay. Would any UWFA member who thinks that he or she has been improperly capped please get in touch with Alden Turner (UWFA President)?

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PENSION COMMITTEE
by Ron Norton

The new UWFA members on the Pension Committee (Tim Babcock, Theatre; Michael Benarroch, Economics; and Ron Norton, Psychology) met with the other members of the Pension Committee on October 8, 1996. The following information was provided. The pension fund earned 17.5% in the 1995 calendar year. This gave the fund a market value of over \$74,000,000, an improvement of approximately \$11.2 million dollars. From January 1996 to the end of June the fund showed an increase of 5.6%. At that time the market value was \$79,062,224.77.

At present, faculty and staff contribute \$1.3 million to the fund each year. This is matched by the university. Payments to retired members are \$1.9 million.

Several changes have been made to the pension program that may be of interest to UWFA members:

First, the committee has drafted performance requirements for investment groups. Failure to meet the requirements will mean that the fund will be placed with another group. This should prevent poor performance such as happened several years ago.

Second, because some of the faculty members contribute more than the maximum \$1722.00 that they can receive per year of service, the pension committee recommended to the Board of Regents that these contributions (and the university's matching contributions) be reduced. At present, this will affect 13 UWFA members. Of the two UWFA representatives who were able to attend this

portion of the meeting, one voted against the proposal and one abstained.

Third, the composition of the Pension Committee was changed. Former non-voting members who in fact voted gained an official vote. The Board of Regents now has nine representatives (5 outside regents including the committee chair; 4 UW senior administrators -- President, VP (Admin), Controller, Human Resources). The other nine representatives are: 4 from UWFA (1 Collegiate), 2 from AESSES, 1 from IUOE, 1 from excluded staff, and 1 retired person.

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GRIEVANCE REPORT
by Tim Babcock, Grievance Officer

Since last report, two individual grievances have been brought to the University's attention and have been concluded successfully prior to stage three. We continue to pursue some issues of general importance to the membership but for the most part these matters are in various stages of discussion and we hope to be able to report more fully on them in the near future.

After the resolution of the library fines grievance last Spring, we look forward to the introduction of revisions to the library fines policy. The Association has offered some suggestions for improvements that we hope will contribute to a more balanced policy and has sought future opportunities for participation in the process of revision.

While we had hoped to be able to report on the current status of the Pension Grievance at this time, regrettably this is not the case. There is movement on the Pension Committee front however, and Ron Norton will be reporting on these elsewhere in this and future editions.

In future, I hope to take the opportunity afforded by these reports to raise some issues of concern for members' information. One immediate concern has been the inadvertent omission of several clauses concerning leaves from the collective agreement. By the time you read this, you will have already received copies of the missing pages for inclusion in your contracts. As these pages refer to deadlines which have either recently passed or are imminent we have discussed the possible adverse implications of the missing provisions with the administration. Should any member feel that the absence of these pages has somehow compromised the quality of a current application under these or related provisions, additional time for a corrective revision will be permitted. Anyone so affected should contact the Dean or the UWFA Grievance Officer immediately.

MEMBERS' NEWS

UWFA members will note with sorrow the sudden death of Judith Ryan, wife of John Ryan (Geography), on May 12, 1996.

Judith was well-known to many UWFA members and spoke at university functions from time to time. She grew up in Jakarta, Indonesia, lived in Holland for a time, and came to Canada in 1969. A professional artist, Judith worked with distinction in ceramics, porcelain, and batik. She represented Manitoba in the Arts and Culture Program of the 1976 Olympic Games in Montreal and the Manitoba Crafts Council nominated her for the prestigious Saidye Bronfman Award in 1992.

Judith Ryan exhibited widely. Her most prestigious exhibit was held at the Netherlands Tile Museum in Holland in 1991 and she left unfinished her recent commission to exhibit her work at the Toronto International Airport.

John Ryan retired last year. He was UWFA President in 1984-5.

NOTICE OF MEETING

There will be a meeting of all those interested in contributing to the UWFA Status of Women Committee:

DATE: November 6, 1996

TIME: 12:30 - 1:30 p.m.

PLACE: 3M64

Our Executive Policy calls for 5 members: one Librarian, one Collegiate representative, one Instructor, one Assistant Professor and one Associate or Full Professor. Of these, one member must sit on the UWFA Executive Council.

Regular members will be selected at the meeting, but it is to our advantage to ensure that anyone interested in the work be able to contribute.

We will be negotiating a new contract this year, and the work of this committee will ensure that equity issues not be sidetracked or compromised.

PLEASE PLAN TO ATTEND!