

# NEWS FROM UWFA

Volume 8 Issue 1

October 2001

EDITOR: GEOFFREY SCOTT

## 2001 / 2002 UWFA EXECUTIVE COUNCIL

**PRESIDENT:**

Mark Fortier, English

**VICE-PRESIDENT:**

Amanda Goldrick-Jones, Academic  
Writing

**SECRETARY:**

James Hanley, History

**TREASURER:**

Karen Zoppa, Collegiate

**MEMBERS-AT-LARGE:**

Paul Bramadat, Religious Studies  
Ken Gibbons, Political Science  
Devin Latimer, Chemistry  
Tamara Myers, History  
Byron Sheldrick, Political Science  
Lisa Sinclair, Psychology

**COLLEGIATE REPRESENTATIVE:**

Phyllis Webster

**INSTRUCTOR REPRESENTATIVE:**

Donna Young, Biology

**LIBRARIAN REPRESENTATIVE:**

Sandra Zuk

**ACTING-GRIEVANCE OFFICER:**

Sandra Zuk, Library

**PAST-PRESIDENT:**

Ed Byard, Biology

OFFICE - Room 302 Sparling Hall  
Kim Best (9430)

## *PRESIDENT'S REPORT IMPORTANT ANNOUNCEMENT*

A number of changes have recently taken place within the UWFA Executive Council. Due to the unexpected illness and subsequent sick leave of Alden Turner, and following the rules of our Constitution and By-Laws, I have become President. The UWFA Executive Council has appointed Amanda Goldrick-Jones Vice-President and Sandra Zuk Acting-Grievance Officer. We wish Alden all the best.

MARK FORTIER

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## REPORT ON NEGOTIATIONS UNIVERSITY OF WINNIPEG

Table negotiations with the Board of Regents negotiating team officially began on June 29, 2001 with the tabling, by the UWFA bargaining team, of a comprehensive package of proposals that had been developed and approved, over the previous few months, by the UWFA Executive Council. The UWFA team is Ed Byard (Biology), Tim Babcock (Theatre and Drama), Byron Sheldrick (Politics), Pauline Greenhill (Women's Studies), and Kim Best (UWFA Office Manager) , and the UW Board team is George Tomlinson (former V-P Academic), Karn Sandy (Executive Director of Human Resources), and Graham Lane (V-P Finance and Administration)

With respect to salary, the UWFA bargaining position seeks improvements to make the UW salary scales competitive on a regional and national basis. Currently our salary scales , at the entry levels of each rank, are in the bottom third to quarter of salaries in Canada, and are a serious disincentive in the hiring of new faculty. If the predictions of demographers hold, the next few years will see a substantial increase in the hiring of new faculty, so we wish the UW to be competitive in this national market, as well as in the local market, where we lag behind both the University of Manitoba and Brandon University salary scales.

On the non-salary side, the primary proposal is a comprehensive restructuring of our workload, designed to be as flexible as possible to allow faculty to participate in research and scholarship alongside a significant commitment to teaching, as expected in our historical mandate as a primarily undergraduate university. Other issues tabled by UWFA include better wording in the copyright article, a more rational distribution of internal research, travel funds and professional development funds, improvements to daycare, and a revamping of our benefits package.

Negotiations continued through July, paused in August, and resumed in September. The Board team has either tabled , or signaled its intent to table proposals on the appointment of chairs, right of re-entry to the bargaining unit for administrators, workload, redundancy and financial exigency, copyright, evaluation and promotion procedures, and, of course, salary and benefits. For the most part, so far, we have dealt with editorial and minor changes, and have yet to see detailed proposals on most of these issues.

We are very concerned about the pace of negotiations, and have expressed our concerns to the members of the Board negotiating team. We have also indicated our willingness to negotiate on an accelerated schedule, but as yet the Board team seems willing to maintain the current slow pace. Stay tuned.

Ed Byard, Chief Negotiator  
Main Unit

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## REPORT OF THE COLLEGIATE CHIEF NEGOTIATOR

The Collegiate Unit bargaining team has met twice with the University's team since July. We have presented a comprehensive proposal to the administration who have, to date, only responded with the general principle statements they also gave to the Main Unit's bargaining team. We did have some positive discussion regarding our proposed changes to the Workload article and look forward to serious monetary discussions before 2002. We have agreed to participate with the Main Unit's team in those bargaining sessions where our shared proposals re: governance and benefits take place.

Karen Zoppa,  
Chief Negotiator,  
Collegiate Unit

## Executive Member Biographies

Elsewhere in this newsletter is the composition of our New Executive. In this, and the next few editions of the *UWFA Newsletter*, we will present a number of brief biographies of each of them so that you can become better acquainted with your representatives.



**Lisa Sinclair. Member-at-Large .**

I have been at the University for two years in the Psychology Department where I hold the rank of Assistant Professor. I am a social psychologist and I carry our research in the area of stereotyping and prejudice. This is my first experience at the union level and my appointment runs until 2003.



**Amanda Goldrick-Jones. Vice President.**

I have just been appointed UWFA Vice-President by our Executive Council. I have been a member of the Writing/Women's Studies departments since 1994 and hold the rank of Associate Professor. I just recently assumed the position of Acting Director of the Centre for Academic Writing. My Ph.D. dissertation was in Communication and Rhetoric. In terms of UWFA service I was a member of the Employment Equity Advisory Committee (which developed our University Employment Equity Policy in 1997-98), and served as an Employment Equity Consultant (1998-2000), and as Associate Grievance Officer before being appointed Grievance Officer in 1999. I am also currently President of the Faculty/Staff Club.



**Phyllis Webster. Collegiate Representative.**

I have been teaching English and Journalism at the Collegiate for the past 15 years and this is my first appointment to the UWFA Executive as Collegiate Rep. I am a former member of UWFA's Status of Women Committee, but have also served two years on Senate as a Collegiate Rep., and on the University Library Committee for many years. Possibly identifiable (!) in this picture is the fact that I wear a remarkable variety of hats. In real life you may also see me carrying a wicker basket masquerading as a brief case!



**Donna Young. Instructor Representative.**

I have been an Instructor in the Biology Department since 1979. In terms of teaching my primary courses are Cell Biology, Human Sex and Reproduction and Cells and Cell Processes. I am also part of a research team consisting of Judith Huebner, Rod Bollman and Nancy Loadman plus several students, and we are investigating the effects of increased levels of ultraviolet radiation on aquatic ecosystems. My particular interest is in the organisms at the top of the food chain - the fish. This is my second two-year term as the Instructor Representative on our UWFA Executive Council.



**Sandra Zuk. Library Representative and Acting Grievance Officer**

While I am currently the Librarian Representative on our Executive I have actually been involved with UWFA since 1979 in a variety of roles including the presidency at the time of certification in 1981. Following certification, I served at the bargaining table for the first three rounds of bargaining including being Chief Negotiator for the 1984/86 Collective Agreement. Over the years I have served as Grievance Officer, Associate Grievance Officer, and Acting Grievance Officer, the latter a position presently held. In my non-UWFA guise, I am a Reference Co-ordinator in the Library.



**Kim Best. UWFA Office Manager**

I have been employed as UWFA's Office Manager for 16 years. During my tenure I have served as administrative support on three negotiating teams and am currently assisting the current bargaining team led by Ed Byard. I have also aided many UWFA committees including Status of Women, various Nominating Committees and most of the pre-bargaining committees such as Salary and Benefits and Governance. Also in my spare time (!?!?) I have served on UWFA's Finance Committee and a few Job Action Committees. Life on campus is never boring, and I enjoy meeting and talking with many UWFA members. If you require assistance, please don't hesitate to contact me at 9430 or [uwfa@uwinnipeg.ca](mailto:uwfa@uwinnipeg.ca)

## REPORT FROM MOFA

MOFA is the Manitoba Organization of Faculty Associations, and represents the approximately 1,500 faculty members at Manitoba's four secular universities: Brandon, St. Boniface, U of Manitoba, and U of Winnipeg. We try to represent the province-wide interests of university teachers and researchers in Manitoba.

Our regular activities include lobbying government and, to a lesser extent, trying to influence the public on matters related to universities. In some of these efforts, we cooperate with other groups with shared interests (e.g., the Manitoba section of the Canadian Federation of Students, other organizations representing other University Staff). We will be meeting this year with both the Federal and Provincial Finance Committees to express our concerns about the state of university and research funding.

We occasionally organize special events related to Universities. Last year, Robert Chernomas from the U of Manitoba and then-President of MOFA, led the organization of a very successful conference addressing issues related to free trade talks. As a result of that meeting, MOFA participated in a recent meeting with the Provincial Government to consider what implications expanded free trade might have for public institutions (e.g., the introduction of for-profit universities).

Although we normally "hear" from members through their Association representatives to MOFA, we would be happy to receive any suggestions from our broader membership as to issues that they feel are important for the improved performance of their research and teaching activities. Any suggestions would be welcome (e-mail to [clark@uwinnipeg.ca](mailto:clark@uwinnipeg.ca)). Or if you have examples of the kinds of barriers, financial and otherwise, that hamper proper performance of your duties, please pass those along as well and we will try to communicate these collective concerns to government. Anyone wishing to be involved in the activities of MOFA should contact the Association office at 9430.

We wish everyone the best for their

teaching and research in the coming year, and, of course, for negotiations with their respective administrations.

Jim Clark  
President of MOFA (2001-2002)  
Psychology, U of Winnipeg  
786-9757

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### Blast From The Past II

Congratulations to Hatem Howlader (Math/Stats) who correctly identified Evelyn Schaefer (Psychology) in the last edition of the *News From UWFA*. Evelyn served UWFA in a number of capacities over the years including Member-at-Large and a member of various UWFA Ad-hoc committees.

Can you identify this edition's blast-from-the-past! If you think you know who it is please phone Kim Best at 9430 to register your answer. The first twenty correct respondents will have their names placed in a hat and the lucky name drawn will win lunch in the Faculty/Staff Club!





# The University of Winnipeg Faculty Association

## 2001 - 2002 UWFA EXECUTIVE COUNCIL

<b>PRESIDENT:</b>	Mark Fortier, English (9261)
<b>VICE-PRESIDENT:</b>	Amanda Goldrick-Jones, Centre for Academic Writing (9848)
<b>SECRETARY:</b>	James Hanley, History (9005)
<b>TREASURER:</b>	Karen Zoppa, Collegiate (9143)
<b>MEMBERS-AT-LARGE:</b>	Paul Bramadat, Religious Studies (9427) Ken Gibbons, Political Science (9387) Devin Latimer, Chemistry (9002) Tamara Myers, History (9353) Byron Sheldrick, Political Science (9909) Lisa Sinclair, Psychology (9432)
<b>INSTRUCTOR REPRESENTATIVE:</b>	Donna Young, Biology (9722)
<b>LIBRARIAN REPRESENTATIVE:</b>	Sandra Zuk (9813)
<b>COLLEGIATE REPRESENTATIVE:</b>	Phyllis Webster (9423)
<b>PAST-PRESIDENT:</b>	Edward Byard, Biology (9723)
<b>ACTING GRIEVANCE OFFICER:</b>	Sandra Zuk, Library (9813)

If you require assistance, please feel free to contact any member of the UWFA Executive Council or the UWFA Office at 9430.



# MEMORANDUM

## HUMAN RESOURCES

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**TO: Faculty and Staff**  
**FROM: Mary Anne Walls, Benefits Administrator**  
**SUBJECT: Travel Advice**  
**DATE: October 12, 2001**

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The tragic events of September 11<sup>th</sup>, have caused anxiety to many employees who regularly travel outside Canada and have raised serious questions relating to potential gaps in benefits coverage.

We have checked with the University of Winnipeg benefits carriers and have received their response as follows:

### Blue Cross (Health, Dental and Travel)

The Blue Cross contract contains extensive exclusions for war, invasion, act of foreign enemy, hostilities by any armed force, etc.

However, Blue Cross has indicated that since the contract does not specifically exclude services rendered due to terrorism, Blue Cross would accept claims related to injuries suffered as a result of terrorist action. The only exception to this coverage would be for any individual who is injured while traveling for the express purpose of obtaining medical treatment, since the plan does not cover any elective services.

A change to the policy covering medical services required as a result of terrorist action would change only in the event Blue Cross' reinsurer were to change their position. The University of Winnipeg would receive notice of any such change, and we would then advise faculty and staff.

### Life Insurance

The Life Insurance contract does not contain any exclusions in relation to war, hostilities, or terrorism. Canada Life has confirmed that coverage would be in effect in event of such events, and valid claims would be honoured.

### Long Term Disability

The Long Term Disability contract contains an exclusion for disability caused by war, insurrection, or hostilities of any kind. Canada Life has indicated that they are not in a position to answer any "what if" scenarios, and that each case would be examined based on policy provisions and the merits of each situation.

## Concluding remarks

Faculty and staff planning on traveling outside Canada should weigh the pros and cons and make their own informed decision as to their travel plans.

Eligibility for coverage will depend less on geographical destination than the nature of specific events; however, a number of worldwide locations are considered dangerous destinations.

If you are leaving Canada you should contact the Department of Foreign Affairs at 1-800-267-6788 or at [www.dfait-maeci.gc.ca](http://www.dfait-maeci.gc.ca) to determine whether your destination is considered safe.

If you have any questions please call me at 786-9280 or e-mail at [m.walls@uwinnipeg.ca](mailto:m.walls@uwinnipeg.ca).

### DISTINGUISHED FACULTY LECTURE SERIES

The fall presentation in the DFL Series will be given by **Chris Meiklejohn**, Anthropology, at 7:30 p.m., Wednesday, November 14<sup>th</sup> in Eckhardt-Gramatté Hall. Our traditional reception honoring the guest speaker follows up in the Faculty/Staff Club. Tickets for this reception will be made available by the end of October. Chris' presentation is entitled:

#### ***"Bones in my life"***

Perhaps the following comments by Chris can better explain how his interests form the "backbone" for his presentation. *"Disagreeing with Henry Ford, I have always believed an that understanding of the present requires an understanding of the past. I have spent my academic career looking at human prehistory. My window to the past has been through the information that can be obtained from looking at the human skeleton. I will talk about how human skeletal material can be used to gain information about the past. I will also show that this knowledge can also be used for more recent history, as a person who has, for 20 years been a practicing Forensic osteologist in the Province."*

This is a public lecture open to all.

### CLASSIFIEDS

FOR RENT - Southdale - Quiet, private, newly redecorated furnished one bedroom suite - large living room with gas fireplace, queen size bed, all new furniture, weekly main service, tv, vcr, all linens provided. Also includes an insulated garage, weekly maid service and laundry facilities available.

Walking distance to Southdale Shopping Centre and restaurants. 25 minutes to the U of W. No smoking and no pets please. \$800 monthly includes utilities. Available November 1, 2001.

Contact Diane Reid 257-7227



THE UNIVERSITY OF WINNIPEG

is offering  
the

# Flu Shot

TO

ALL FACULTY & SUPPORT STAFF

October 22<sup>nd</sup> (Monday)

October 24<sup>th</sup> (Wednesday)

between: 8:30 - 3:30 p.m.

Room: 2M70



RSVP

Ingrid (Human Resources) Ext.9400

email: [i.truderung@uwinnipeg.ca](mailto:i.truderung@uwinnipeg.ca)