

# NEWS FROM UWFA

EDITOR: DANIEL STONE

1995/96 UWFA  
EXECUTIVE COUNCIL

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Peggy Day, Religious Studies  
Tony Kuz, Geography  
Brent Stearns, Philosophy  
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1 POSITION VACANT

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Howard Mathieson

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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)



## resident's Report

On Friday, September 22 the University of Winnipeg Faculty Association will conduct a General Meeting of our members, and it may well be the most important meeting we have held in several years. The agenda will consist of two items: the report of our Chief Negotiator, Ed Byard, and an open discussion on the current state of negotiations during which the Executive and the Bargaining Team will seek information from you concerning our position at the Table.

I think we need to reflect upon what changes may be made, and how we may contribute to making those changes happen at the Bargaining Table and elsewhere. The UWFA Executive and Bargaining Team are prepared to act decisively in accordance with your expectations, but we will need your full and unequivocal support for the hard work ahead of us. We may be confronted by those who enjoy playing economic and political hardball, but we know our teaching and research activities are not a game! Amidst the glaring deceptions and self-deceptions of business and government saviors of the Jets during the summer, I gave considerable thought to questions of how and why their skewed priorities and ill-considered planning are impoverishing the intellectual and cultural life of our

**IN THIS ISSUE:**

**REPORT ON NEGOTIATIONS**

Page 3

**MEET THE EXECUTIVE**

Page 3

**UNB REACHES NEW 3 YEAR AGREEMENT**

Page 4

**DISPUTE AT MEMORIAL**

Page 4



community. And I recalled the warning of my graduate school professor in American philosophy: "We stand today on the edge of another great battle, that between humanistic learning in our nation and in our universities on the one hand, and the shallow, opportunistic and personally aggrandizing character of the appeal to the bottom-line principle of sheerly economic accountability on the other hand. Philistines and purveyors of the shallow are everywhere. They pervade the university as well as the marketplace. It is our task to sustain and celebrate the wisdom of the past on behalf of our obligation to make possible the wisdom of the present. More than seventy years ago, William James said that philosophy bakes no bread. True enough, nor does it build bridges or clone cells. Yet a society that only builds bridges or clone cells is a society that has failed to realize its deepest mission."

In practical terms, this means we must recognize that profound moral, ethical and social imperatives underlie our professional commitment to the university, and that accountability is a two-way street; if we see that administrators, bureaucrats and politicians are failing, then we must correct their errors and demand significant improvements in their performance. They owe us no less than what our students come to expect when we tell them that certain basic requirements must be fulfilled. But we must all be absolutely clear and cogent when we define those requirements.

In preparation for the meeting on the 22nd, you should give some very serious thought to your own personal "bottom line" for changes in our salary and governance provisions: Are you entitled to a full CDI each year? How many "lockout days" are acceptable to you (if any)? Do you expect to receive a cost-of-living increase? Should your salary be comparable to those received by your colleagues at other similar undergraduate liberal arts universities in Canada? Would you accept a new Collective Agreement without workable procedures for dealing with Sexual Harassment, Employment Equity, Academic Fraud and Misconduct and the hiring of tenure-

track replacements for retiring Members?

Be realistic. Of course this means you should consider the adverse provincial and national climate in which we are negotiating, and its effects on the University of Winnipeg budget. Perhaps we should wait and see if Lloyd Axworthy and the provincial premiers decide to reform the transfer funding and student aid programs through the development of a progressive national Post-Secondary Education Act. Perhaps we should expect Gary Filmon and the new Minister of Education, Linda McIntosh, to come to some understanding that the 11% of Manitobans with university degrees are not going to make us competitive in any national much less global economy; that further constraints on funding, quality and accessibility are anathema even to their own economic and political interests. Perhaps the University of Winnipeg Board of Regents' next major building and renovation initiative will upgrade our science and technology facilities from the 1950s to the 1990s (or thereabouts). Perhaps, over the next two years, we can accept frozen salaries, 18 "lockout days," partial CDIs and the lowest university salary scale in Canada

Be realistic.

ALDEN TURNER



## NOTICE OF UWFA GENERAL MEETING

FRIDAY, SEPTEMBER 22  
12:30 - 1:30 p.m.  
ROOM 3C01

### AGENDA:

Report on Negotiations  
General Discussion

Please mark your calendars  
and plan to attend!

**SALARY FLOORS IN CONSTANT  
1994 DOLLARS**

	ASSISTANT	ASSOCIATE	FULL
1988	\$34,351	\$44,657	\$58,054
1989	33,793	43,930	57,109
1990	35,115	43,808	57,407
1991	35,080	44,736	57,349
1992	36,366	46,405	59,452
1993	35,433	45,214	57,928
1994	34,948	44,595	57,134
<b>Change Between 1988-1994</b>	<b>+\$597</b>	<b>-\$62</b>	<b>-\$920</b>

Provide by Michael Benarroch

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**EXECUTIVE COUNCIL PROFILES**

**David Cheal - Member-At-Large (Sociology)**

Rank: Professor of Sociology  
 Years at UW: 26  
 Teaching speciality: Sociological Theory, classical and modern  
 Research interests: Economic Sociology, Sociology of the Family, Life-cycles Studies  
 Recent UWFA Activities: UWFA Executive, Bargaining Team  
 Recent UW Positions or Activities: Senate, Academic Planning Committee, several Ad-Hoc University Committees on research policy issues

**Linwood DeLong - Librarian Representative**

Rank: Librarian III  
 Years at UW: 12  
 Library specialties: Reference, Collections development  
 Research interests: Translation from German; V.J. Tomasek  
 Recent UWFA activities: UWFA Executive, Joint Consultative Committee  
 Recent UW Positions or Activities: Writing Program Review, Distinguished Lecturers Committee (Chair)

**REPORT ON UWFA NEGOTIATIONS**

Last month, I reported to you that UWFA was accused of negotiating in "bad faith". In essence, this means that UWFA was being accused of using tactics that were delaying an agreement. The accusation came as we were placing legitimate proposals on the table, at a session that followed immediately after we failed to reach agreement in informal sessions over the previous weeks. We have met at the table on two separate occasions during the end of August, and the Administration has responded to our proposals.

I can assure all UWFA members that the negotiating team is pursuing an agreement with vigour, and that we wish to protect the interests of all UWFA members in framing a final settlement. As you will know, this is not an easy task in times of restraint and with the demands of competing interests, even within our own membership. Nonetheless, we work willingly on your behalf.

ED BYARD, Chief Negotiator

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**THREE-YEAR COLLECTIVE AGREEMENT  
NEGOTIATED AT UNIVERSITY OF NEW  
BRUNSWICK**

The membership of the Association of University of New Brunswick Teachers (AUNBT) recently ratified a three-year collective agreement. The agreement was reached in only three bargaining sessions, and was a comprehensive agreement. The Board of Governors of the University have yet to approve the deal, but it is not anticipated that there will be any difficulties.

The most interesting aspect of the agreement was the way in which salaries were to be determined. AUNBT had argued that that academic salaries should be kept competitive with those at comparatively structured universities in Canada. The Board team agreed to this principle, and base salaries will be determined by a comparison to the average base salary of a list of about 15 universities. In the simplest terms, if the UNB average salary falls below this average, an upward adjustment will be made; if the UNB salary average falls above this average, then the salaries are left frozen. The comparison is done on an annual basis, and the method of calculation is to be monitored by the AUNBT and the Board. AUNBT predicts that this formula will yield about a 1.5% to 2% increase for AUNBT members, to be made effective in January, 1996.

In addition to the base salary adjustment outlined above, career development increments will also be paid according to the usual formula, which at UNB is to take

the difference between the floor of the Assistant Professor rank, and the ceiling of the Full Professor rank, and divide by 30. The amount (\$1,853) is given to all Members, regardless of rank, unless they have exceeded rank ceiling thresholds.

There was no attempt by the Board at UNB to open the exigency/redundancy articles of the collective agreement, although there was an agreement to appoint a joint committee to look at university performance indicators. In addition, there was an agreement that, beginning in 1998, part of the cost for early retirement "golden handshakes" should be borne by the union.

Provided by Ed Byard, representative of  
the CAUT Collective Bargaining and  
Economic Benefits Committee

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#### MEMORIAL UNIVERSITY OF NEWFOUNDLAND - MUNFA NEGOTIATION UPDATE

A very serious situation has developed at Memorial University where negotiations have broken down and the administration is attempting to impose an administration handbook in lieu of the collective agreement. MUNFA has been the legal bargaining agent for the faculty since 1988 and has had a collective agreement since March 1989. Relations between the parties have never been very satisfactory since the university administration has never become reconciled to the existence of a faculty union.

Although notice to bargain was given in February 1995, no serious bargaining took place until May. In that month, the university tabled what it called a complete package but which, on analysis, clearly was incomplete. For example, the salaries article had nothing to say about the salaries of continuing members of the bargaining unit.

Serious bargaining occurred on June 6th and 8th. At the end of the June 8th bargaining session, the parties agreed that, owing to different holiday and research schedules, they would reconvene bargaining on September 12th. The next day, the President of the university requested conciliation and issued a press release stating that this was necessary because the union was stalling the negotiations and because he needed powers to deal with an anticipated financial emergency. He made it clear that he expected conciliation to be brief and unsuccessful and that thereafter he would be in a position to repudiate the

collective agreement in its entirety and substitute an administrative handbook.

Conciliation took place between June 19th and July 1st when the administration left the table. During this period, the parties agreed to discuss salaries, workload and lay-offs. The university initially demanded that they be allowed to increase workloads to up to 12 courses which they subsequently reduced to 8. They tabled proposals which effectively gutted the financial exigency provisions of the collective agreement. The parties also exchanged proposals regarding a new merit scheme. The administration admitted that there was no current financial emergency and that no one would be laid off in the coming academic year.

The faculty association has, of course, informed its members and the media in Newfoundland of the developments. It held an information meeting on July 6th attended by more than 350 members of the bargaining unit. It has rejected the Handbook circulated by President May. It has made an unfair bargaining complaint to the Newfoundland Labour Relations Board in which it has detailed the bad faith bargaining and has demanded a series of remedies.

On August 10, 1995, the Board of Trustees of the Defence Fund of the CAUT met to discuss the crisis at Memorial. The trustees unanimously deplored the attempts by Memorial President, Dr. Arthur May, in attempting to circumvent the collective bargaining process and agreed to give financial support to the filing and pursuing of an unfair labour practice charge with the Newfoundland Labour Relations Board. The trustees also decided to move their annual meeting, which takes place in October, from Montreal to Newfoundland in order to show solidarity with the faculty in Newfoundland. The Defence Fund has assets of \$8,791,356. The purpose of the Fund is to assist member faculty associations in a strike or lockout situation and to defend member associations against legal attacks on their bargaining status.

There is no doubt that President May hopes to abrogate the collective agreement and destroy the union. In response, the union is planning a battle strategy for the remainder of the summer, and will be consulting the membership about job actions in early September.

Reprinted from the CAUT Negotiations Bulletin

***DID YOU KNOW .....***  
***that the University's latest***  
***offer includes 18 days without***  
***pay over 2 years?***