

UWFA NEWS

Who Ya Gonna Call?

Reprinted from September 2008 Issue

With the start of another academic year, it's time for a reminder that the UWFA Office is here for you to contact regarding any concerns you have related to terms and conditions of employment. Our members are our eyes and ears, so if you become aware of any situation that you think might involve a breach of the provisions of the Collective Agreement, please let us know.

Call or e-mail **Lisa McGifford**, UWFA's Staff Officer, at 789-1441.

Also, a word of warning: if you find yourself in any situation in which you are asked to agree to something that you think is unfair, or even irregular, please contact Lisa before you agree or disagree. Some of our stickiest grievance situations involve members who have said "yes" to something, only to come to us later because they have been treated unfairly. Although we still do our best to represent such members, the fact that they have agreed to whatever was proposed is an impediment – so please contact UWFA before agreeing to anything unusual.



UWFA Contest!

How would you improve the campus? In 25 words or less (elevator pitch), let us know what you would suggest for improving working and educational conditions at the University. The solidarity/communications committee will pick winners to be published in the next newsletter--again, there will be prizes.

Please send your creative ideas to:

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Yes, we know it would help if you had access to a copy of the current Collective Agreement, but for Main Unit Members, that will still take awhile, until the negotiation of the outstanding Intellectual Property clause has been concluded. In the meantime, you can contact Lisa to get the wording of any clause you need. 789-1441 or l.mcgifford@uwinnipeg.ca



Since the last newsletter, UWFA sent a \$500 show of support to the striking faculty unions at the University of Windsor and at Brandon University. In addition, several faculty members represented UWFA as support picketers outside the Rice Financial Building (where Brandon University has an office for its Psychiatric Nursing program) during the 17 days of the Brandon strike. Our letter of support says:

TO OUR FRIENDS AND COLLEAGUES:

On behalf of the members of the University of Winnipeg Faculty Association, We want to assure you of the support that we have for your job action and the solidarity that we feel with you in your bargaining with the administration.

We appreciate the courage that you have demonstrated in defending the ideals of the university and the practices of academic freedom and self-governance that are essential to the pursuit and dissemination of knowledge in a free society. The struggles of every faculty association across the country constitute a common cause as each advance or erosion in academic freedom builds precedents with which all must contend.

We have enclosed a small donation to support you during this trying time.

Your cause is the cause of us all.

UWFA Executive Council

**REPORT OF THE CAUT DEFENSE FUND ANNUAL GENERAL MEETING
OCTOBER 18 - 19 2008 – FREDERICTON – By K. Zoppa**

In 2007 – 2008, the Defense Fund supported 7 strikes, each a minimum duration of 10 days, at a cost of \$1.89M. In each case, with the support of DF Flying Pickets, a collective agreement was eventually concluded. The assets of the fund currently stand at \$19.6M, a slight decrease from last year due to the strike expenses. Our assets are primarily invested in bonds and weathered the economic woes of the market quite well.

President Larry Hale observed that this was an intensely active year for the Defence fund, culminating in two protracted strike actions occurring simultaneously at Brandon and Windsor.

While it is not possible to predict a “trend” in the frequency or duration of strikes, the experience of the past year suggests it may be time for a new funding paradigm for the Defence Fund. It has grown in its 30 year history to an organization that now represents 18,000 academics across Canada. The dues structure has not changed since 1992, which established the \$5 per full-time person per month formula. The question that emerges is whether the nearly \$20M in assets is sufficient to support multiple protracted strikes across Canadian universities. Does the Defence Fund need to develop models, similar to pension “solvency” tests and “going-concern” tests, by which we can monitor the efficacy of the Fund? Do we need to set a more realistic revenue policy? The Trustees have charged the Policy and Planning Committee of the Defence Fund to propose solutions to these critical questions at next year’s AGM in Windsor.

This year also marked the resignation of long-serving UMFA Trustee Sharon Taylor-Henley due to health concerns. Despite her MS, Sharon made it to the picket line in support of Brandon earlier this month. At the AGM, Sharon made a moving tribute to the value of the Defence Fund and especially the Trustees, and offered stirring advice to the six new Trustees. Her patient wisdom and sense of humour will be missed from our deliberations.

Brandon Flying Picket – Report from the Line – K. Zoppa

On October 2nd, I drove Flying Picket David Josephy (UGFA – Guelph) to Brandon in preparation for the first CAUT Defence Fund Day of Solidarity. After sampling the delicious continental breakfast offerings at the BUFA Strike headquarters on 15th and Louise and delivering a \$500 cheque to BUFA Treasurer Bryan Hill, my dear friend and BUFA colleague Barbara Rose and I hit the bricks with Flying Pickets from Regina, Manitoba, UPEI and of course Guelph. BUFA headquarters was a beacon of up to the minute and relevant information, moral support and humour, as well as sensational food! Although the CAUT DF picket presence was small due to the demands of supporting the strike at the University of Windsor at the same time, the visit was very well received among the resolute and energetic BUFA members. It was particularly heartening to see persistent and tangible support for BUFA on the line from other unions, including the Brandon University Students' Union, Manitoba Government Employees Union, and the International Union of Operating Engineers.

Disappointingly, it became necessary to organize a second Day of Solidarity on October 10th, drawing Flying Picket support from Memorial, Ste. Anne, Moncton, New Brunswick, Concordia, Manitoba and especially splendid, Windsor (who recently settled). The report from the line is that the faculty is still buoyant in its determination to achieve a fair negotiated settlement.

Another Day of Solidarity was planned for October 17, but was cancelled when BUFA came to a tentative agreement on October 16.



UWFA WEBSITE SURVEY – A GREAT SUCCESS!

By Michael Hohner

Thanks to the 91 members who participated in the UWFA Website survey! We had 28 people enter their name in the prize draw, and, of those, we drew names for prizes.

Congratulations to CJ De Jong (Library) and B. Nolan (Rhetoric, Writing and Communications) who won gift certificates to local restaurants.

The impetus behind our survey was to get direction for revitalizing our UWFA Web site. From the results, we found that of the 91 respondents, 25 (27.5%) visit once per term, 22 (24.2%) visit once per month and approximately 40% of respondents reported visiting less than once per term.

The Communication Committee is still reviewing and analyzing the results of the survey. Without going into too much detail, most say they visit the site for key documents (e.g. *Collective Agreement*) and for news (e.g. *UWFA News* and *Faculty News*). The survey comments regarding new content has given us many great ideas for the Web site and to incorporate into future newsletters.

The majority of respondents found the <http://uwfa.ca> site to be reasonably attractive and well-organized and a significant improvement over the previous site. As we continue to revitalize our Web site and improve communications with members, we want to thank you for taking the time to provide us with direction for design of the UWFA Web site and for ideas relating to content. We expect that a more detailed report from the survey will be made available to members shortly...look for it at <http://uwfa.ca>

The Wellness and Sustainability Benefit - By Peppa Gourmay

During the course of negotiations for our current contract, the administration brought this new benefit to the table. Their explanation is that "the purpose of the Wellness/Sustainability account is to encourage healthy living for employees as well as better health for our communities and the environment by helping to offset the cost of physical activity, wellness programs, recycling, sustainable transportation, etc." <<http://www.uwinnipeg.ca/index/hr-benefits-wellness>> You can access the form at: <http://www.uwinnipeg.ca/index/cms-filesystem-action?file=hr-docs/hr-benefits/well_sust_acct_claim_academic.pdf>

The negotiations team, finding this *taxable* benefit without substantial value (basically, \$50 for the rest of this calendar year, and \$50 in the following year), tried to trade it for other benefits (like improvements to maternity leave), but without success. When I investigated the account, I discovered that many of the so-called benefits did not apply to me because I had them already (home composters and recycling bins, for example) or because I didn't need them (like smoking cessation aids and instruction for physical activity).

One benefit in particular interested me, since it's already eligible for a tax credit (bus pass purchase). Further, since I live within walking distance of the university, I don't need a bus pass. I walk, except when there's a compelling reason not to, when my usual alternative is to take the bus. Accordingly, I asked Human Resources if I could charge bus tickets to the account, since they allowed me to combine wellness (walking) with sustainability (using the bus). I was told that a high level committee had determined the specific benefits that were being offered, but that they would review the success of the programme after one year. And so, in the spirit of UWFA cooperation with the administration, I offer the following suggestions to be added to the Wellness/Sustainability account in the following year:



WELLNESS

Pet supplies and medication

Keeping your beloved companion happy and in good health has beneficial health outcomes for you. According to no less a distinguished source than the U.S. Centers for Disease Control, pets can decrease your:

- Blood pressure
 - Cholesterol levels
 - Triglyceride levels
 - Feelings of loneliness
- and they can increase your:
- Opportunities for exercise and outdoor activities
 - Opportunities for socialization

http://www.cdc.gov/HEALTHYPETS/health_benefits.htm

Spa Membership – A CAUT study indicates that academics face huge stress.

http://www.caut.ca/news_details.asp?nid=1057&page=490

Spas are very relaxing places!

http://www.traveltowellness.com/manitoba_spas_wellness_travel

Red wine – This is old news indeed. But what about?:

Tequila – <http://www.unboundedmedicine.com/2007/04/22/tequilas-medical->

Beer – <http://enews.tufts.edu/stories/699/2004/04/12/TheBuzzOnBeer/>

Shoes – don't be silly, there is only one true source

<http://www.fluevog.com/>

SUSTAINABILITY

Purchase of administrative hot air offsets

UWFA and the other unions on campus could cooperate to create "administrative hot air offsets" to address all the useless communications we get from the administration. When any body on campus communicates useful information quickly and precisely, that unit will be eligible for "administrative hot air offsets" that can be used to balance all the self-congratulatory, brainless garbage spun by management.

Wellness AND Sustainability

Bus tickets (see above)

Purchase of fair trade chocolate

Chocolate is good for you

<http://www.cbc.ca/news/background/health/chocolate.html>

Fair trade is good for everybody

<http://www.sustainabletimes.ca/articles/chocolate.htm>



Faculty Calendar (with thanks to Associate Dean Elizabeth Dawes)

BY JANUARY 15

TENURE/CONTINUING APPOINTMENT: The FTPC Chair shall inform the member and the DPC of its recommendation (24.09 (1)).

PROMOTION: The DPC Chair shall forward applications and recommendations to the Dean (25.06 (4)) and inform applicants of the DPC recommendation (25.06 (3)).

BY JANUARY 30

TENURE/CONTINUING APPOINTMENT: Applications made in a year prior to the final probationary year may be withdrawn by the member by writing to the Dean (24.09 (2)).

BY JANUARY 31

TENURE/CONTINUING APPOINTMENT: The Dean shall inform the member and the FTPC of his/her recommendation (24.09 (3)).

BY FEBRUARY 1

RESEARCH/STUDY OR EDUCATIONAL LEAVE: The President shall decide on the granting of leaves at least 5 months prior to the commencement of the leave (26.14 (5) and 26.29 (3)).

The Solidarity Event brought some of our colleagues out for drinks and snacks on (DATE?)
Pics from Solidarity Event

Schedule--Chairs (with thanks to Associate Dean Elizabeth Dawes)

BY JANUARY 1

NEW FACULTY APPOINTMENTS: In normal circumstances, the Dean shall inform the **Chair** if a faculty appointment may be initiated (23.02).

CPAA CLAIMS: Up to 6 months after completion of a term as **Chair**, the member can claim expenses against the Chair's Professional Activity Account (CPAA) (22.11 (e i)).

BY JANUARY 15

TENURE/CONTINUING APPOINTMENT: The FTPC Chair shall inform the member and the **DPC** of its recommendation (24.09 (1)).

PROMOTION: The **DPC Chair** shall forward promotion applications and recommendations to the Dean (25.06 (4)) and inform applicants of the DPC recommendation (25.06 (3)).

BY JANUARY 30

TENURE/CONTINUING APPOINTMENT: Applications made in a year prior to the final probationary year may be withdrawn by the member by writing to the Dean (24.09 (2)).

BY JANUARY 31

TENURE/CONTINUING APPOINTMENT: The Dean shall inform the member and the FTPC of his/her recommendation (24.09 (3)).

BY FEBRUARY 1

RESEARCH/STUDY OR EDUCATIONAL LEAVE: The President shall decide on the granting of leaves at least 5 months prior to the commencement of the leave (26.14 (5) and 26.29 (2)).

CAUT Women's Conference



October 16-18, 2008, Ottawa, Ontario
Written Report - Michelle Owen

The theme of this year's CAUT women's conference, held every two years, was "Mobilizing in an Era of Restructuring." Overall the conference was a valuable experience, and it is important for UWFA to send someone to participate. Before I get into a more detailed description of the sessions, I have two critiques. Firstly, and most crucially, the organizers left it until the end of the conference to announce that it was an "open" event and members of management were present. Participants, myself included, found this puzzling and unacceptable. This was particularly unsettling as there were two discussion groups where people were encouraged to discuss their own situations. Secondly (and I had the same critique of the last women's conference) gender issues and other equity issues such as race, sexuality, disability, class, etc., seemed to be artificially separated. This may be partially attributed to the fact that CAUT has different committees and conferences focused on women, and members of other equity groups such as people who are racialized. This makes it difficult to implement intersectionality.

The conference began on the evening of Thursday October 16 with a welcome from Penni Stewart, CAUT President, and Jim Turk, CAUT Executive Director. Jim stressed that CAUT is an activist organization rather than an academic one. He asked those in attendance how many of their university Presidents were now calling themselves CEOs. While only a few people raised their hands, we were told that this is now the case in about half of Canadian universities. Jim urged us to check our university websites. (I did, and it seems that we're still safe.) He also told us that CAUT had sent a DVD with the latest gender research out to each association and asked us to check that the material is being made available to members. Penni went on to speak about what she termed "mobilizing in very somber times." From her perspective we have lost equity as a systemic concern with the rise of a corporate culture. Within this climate of competition everything is presented as a zero sum game, and a false dichotomy is set up between equity and excellence. Penni urged us to spread the message that we can have both. She emphasized that we need to build exclusivity in our associations and our universities. Penni concluded by reminding participants that equity is the key to renewal and that CAUT can assist with this process.

The keynote address was given that evening by Rosemary Deem from the University of Bristol in the United Kingdom. Her talk was entitled "New Managerialism in an Era of Restructuring." Rosemary, who has a new book on this topic (*Knowledge, Higher Education, and the New Managerialism*) gave a very interesting talk, and much of what she had to say was relevant to the Canadian situation. Most importantly, Rosemary stressed that the new managerialism, which is characterized by hierarchies and performance targets, is not gender neutral but rather obscures gender power relations. In this new era equality has become depoliticized. She warned that while the trend is now to talk about "leadership," this discourse continues to underpin "managerialism." Rosemary's PPP will be posted on the CAUT website <http://www.caut.ca/home.asp?page=432>.

The next day, Friday October 17, began with a session "Working in a Time of Scarcity." David Robinson from CAUT began with a critique of the globalization of postsecondary education and the production driven work culture. David urged us to think about how and why our work is being restructured, and to consider the impacts. Pat Armstrong from York University spoke next about research funding. She asked who and what gets funded and stated that we are increasingly dependent on outside funding. The result has been the transformation of researchers into managers. Pat posed a number of questions for consideration including how can curiosity-driven research be supported? How can we work with partners without being exploited? And how can we ensure that equity is central? After that I participated in a discussion group where we were encouraged to tell our stories in the context of research, teaching, relations with students and colleagues, and the role of our association.

Women's Conference Report Cont...

During lunch Penni Stewart spoke about "The Federal Political Landscape and our Legislative Priorities." She began by emphasizing that post-election the political landscape is dismal. A disturbing trend in academe which Penni highlighted is appointments to granting councils. She told people they should be aware of what's happening – SSHRC, for example, is appointing an increasing number of non-academics. After lunch there was a panel on "The Unsustainable Job." The highlight was Chris Ferns from Mount St. Vincent University. He spoke about how a reduction in the teaching load at his university has resulted in larger class sizes and increased research expectations. Peer review has turned into peer abuse. Over the last 20 years he has observed collegiality being replaced by a corporate model of governance. Chris pointed out that MSV's mission statement, which used to be accurate, has been turned into a lie. More and more faculty are leaving at the same time that there are 25% more students. That evening I went for "Dinner and Dialogue" with a group of participants.

Saturday October 18 opened with a morning panel called "Building Inclusive Academic Staff Associations." Lorraine Weir from UBC (and of the Little Sisters and Surrey School Board cases) told a riveting tale about a graduate student who initiated legal proceedings, pleading "toxic religious environment." It seems clear that gender and sexuality have a lot to do with this situation, but these factors have been set aside in the interest of "neutrality." Lorraine and some of her colleagues have now been in litigation for a number of years. Her advice is never to conduct important business by email and to seek legal advice right from the beginning. I asked Lorraine if she had any words of wisdom for those of us teaching controversial topics, and she replied that you must do your work and be passionate! Carl James from York University, and the CAUT Equity Committee, spoke about how at his institution chairs and equity consultants go to equity training. He warned about expecting "differences to be the same." Brenda Austin-Smith, President of UMFA, addressed the issue of cultivating equity in faculty associations. Significantly, the UMFA offices are now barrier-free and the Collective Agreement is being rewritten in plain language. UMFA has set up a generation gap committee, which reviews the C.A. to assess the impact of clauses on members at various ages and stages. There is also a mentoring program, and UMFA strives to send more than one person to workshops and conferences, including a member of a designated equity group. At the closing plenary I shared my concerns about management being present at CAUT meetings, especially without faculty association members being alerted. I also recommended that a more intersectional approach be adopted by the women's committee.

The CAUT Women's Conference is an annual event that focuses on issues of Women and Equality. U.W.F. A. would like to thank Michelle for her attendance at his event



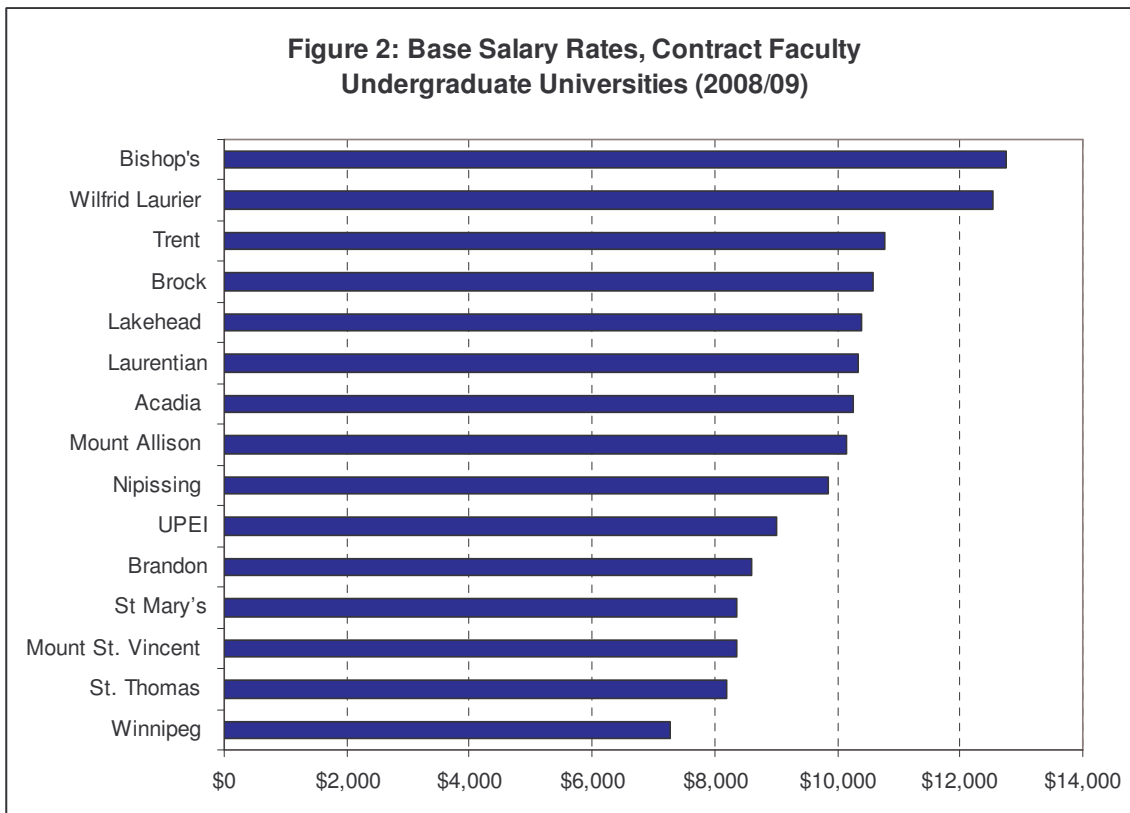
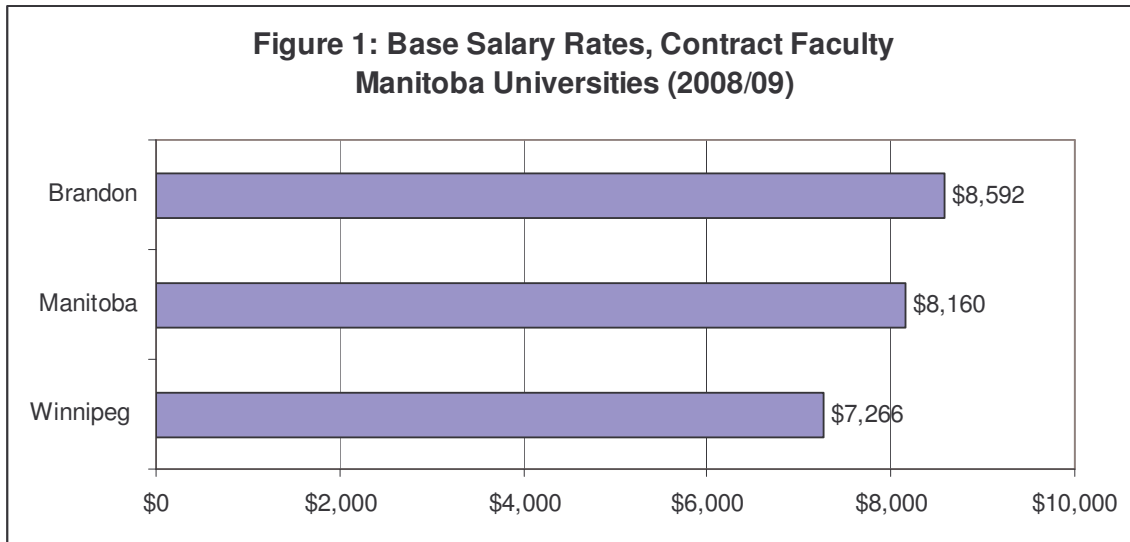
**Contract Faculty Negotiations to Commence soon
--Information supplied by Hugh Grant, Chief Negotiator--**

Courses Taught, University of Winnipeg (2007/08)

	People		Sections	
	Number	%	Number	%
Tenure Stream Faculty	240	44%	560	51%
Instructor	41	8%	132	12%
Sessional Faculty	44	8%	159	14%
Contract Faculty	201	37%	225	20%
Miscellaneous	17	3%	28	3%
Total	543	100%	1,105	100%

Source: University of Winnipeg, Human Resources.

As the table above shows, 45% of individuals teaching courses at The University of Winnipeg are folks to whom the University has made no long-term commitment. Of particular concern is the 37% who are Contract Faculty, 57% of whom are women. Though some of these colleagues are teaching on a course-by-course basis by choice (professionals who want the intellectual stimulation and personal satisfaction of teaching at a university), many are toiling in the academic sweatshop, doing piece work. UWFA celebrates their skill and dedication, but we feel strongly that these folks cannot offer the kind of mentoring and support to students that is expected of members of the UWFA Main Unit. They simply are not paid enough!



Source: Derived from CAUT data

The figures above demonstrate that we have not only the lowest CF pay rate in Manitoba, but also the lowest in the country among primarily undergraduate institutions. The stipendiary rate and that offered to CF need not be the same. Let us resolve to begin urging the Administration to pay our CF colleagues a decent wage!



SUPPORT YOUR UNION

There are many ways for UWFA members to get involved. They can join a committee. They can become a departmental representative. If you have ideas for articles for the newsletter (or, better still, articles for consideration) please contact me, at your earliest convenience!

Pauline Greenhill, Professor, Women's and Gender Studies; Secretary, UWFA
p.greenhill@uwinnipeg.ca 786-9439



Ask UWFA

We answer your questions. Please send them to Pauline Greenhill,
p.greenhill@uwinnipeg.ca 786-9439

Communications Committee: Pauline Greenhill, Mark Golden, Michael Hohner, Sandra Moore, Karen Zoppa

Look for the next issue in January!

We're on the Web!

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