



University of Prince  
Edward Island Faculty  
Association

## ***NEWSLETTER #6***

*March 2004*

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### **A first Collective Agreement for Faculty, Librarians, Sessional Instructors, and Clinical Nursing Instructors**

As is well known by now, the UPEI Faculty Association has concluded a first Collective Agreement under union certification with the UPEI Board of Governors. The members affected by this agreement (collectively referred to as Bargaining Unit #1), are faculty, Librarians, Sessional Instructors, and Clinical Nursing Instructors.

February 5, 2004: A tentative agreement is reached with the UPEI Board

February 13, 2004: Unit #1 members ratify the agreement with 88% voting "Yes"

March 12, 2004: The new Collective Agreement is signed by both parties

The new Collective Agreement is a milestone for both the Faculty Association and the university as a whole. Not only are the terms and conditions of our employment modernized and clarified, but we now have recourse to the protections of the Labour Act of PEI, and a proper grievance and arbitration protocol. Over the next several weeks, the FA will be publishing newsletters

and holding seminars to make everyone more familiar with the terms of the agreement. A copy of the agreement will be provided to each member, and it will be available on-line in "pdf" format.

However, there are some things that are of immediate concern that all members of Unit #1 should know about.

## **1) Tenure and Promotion procedures**

An entirely new procedure for tenure and promotion considerations will be put in place. There will be no more secret ballots on tenure, and departmental colleagues will have input into promotion decisions. However, since the current round of tenure considerations have begun, the FA has agreed with the Administration that the Faculty Handbook protocols on tenure will apply one last time. Affected members have been informed of this.

Applications for promotion will be governed by the new procedures in the Collective Agreement. If you intend to apply for promotion this year, there are some things you should know right off:

- a) You must inform your Departmental Chair (or Dean in the case of Business, Nursing or Education) of your intention to apply for promotion by June 15, 2004.
- b) You must submit a "promotion file" to your Chair/Dean by November 1, 2004.
- c) Your file will be reviewed by members of your department, who will also vote [as part of a "Departmental Review Committee" (DRC)] on whether to recommend promotion.
- d) The promotion file has a series of specified elements that must be included. The most significant change is the provision of a "teaching dossier" that will be a part of all tenure and promotion applications. The Faculty Development Center has resources on the preparation and maintenance of teaching dossiers. Contact Dr. Shannon Murray at 566-0743 for further information.

If you are considering making application for promotion this year, and would like an advance copy of the relevant sections of the collective agreement, contact Susan Gallant in the FA office.

## **2) Member involvement: Making the Collective Agreement work**

There are a number of opportunities for members of the FA to assure that the new Collective Agreement works to the benefit of all of us at UPEI. Please consider the list below, and let us know which area you could be of assistance (and remember, service to the FA now counts toward tenure and promotion considerations!).

## Required immediately

### FA/Board Joint Committee

This is arguably the most important committee of all. Consisting of two members of the FA and two members of the Board, the Joint Committee makes decisions about how aspects of the agreement are to be implemented, makes interpretations of language it is unclear. Individuals who are very interested in the workings of collective agreements in academia should consider serving on this body.

### Group insurance working committee

There were no changes to our group benefits (esp. extended health benefits) in this round of negotiations, since we could not agree what would be the best situation for all. Rather than accept something that we were not sure about, we agreed to study the matter over the next year. This is another of the most important bodies; anyone with a strong interest in this topic is urged to volunteer to be a member of the committee (two from the FA), or a member of the advisory group that will be set up to support our representatives.

### Questions committee

The Collective Agreement has precise language on how student opinions of teaching can be taken, and how the data can be used. One of the provisions is for a set of questions that will be used on all student opinion of teaching instruments. This committee is to determine what those questions should be. It requires four representatives of the FA. It will be a committee of comparatively short duration.

### Veterinary Teaching Hospital Management Committee

The Collective Agreement specifies that 50% of those on of the Veterinary Teaching Hospital Management Committee must be Members of the FA. These people are appointed by the clinical departmental Chairs in the AVC, following consultation with Members who have clinical service responsibilities.

### Sessional Seniority Committee

One of the important gains in the Collective Agreement is a seniority list for Sessional Instructors. This committee of two (one from the FA, one from the Employer), will review university records and will arrive an acceptable list that can be used as a starting point. The committee is to report by August 31, 2004.

### Occupational Health and Safety Committee

The FA requires a member on the university Occupational Health and Safety Committee. It has a very noble mandate: keeping UPEI a safe and healthy place to work. The committee meets about once a month. If you volunteer for it soon, the FA will pay your way to the inaugural CAUT Occupational Health and Safety conference in Halifax, April 2 to 4.

## Required in the near future

### University Review Committee

The new University Review Committee will take over the roles of both the Tenure and Promotions committees. The committee will begin its work in January of 2005. Twelve tenured Faculty (3 each from Arts, Science and Veterinary Medicine; 1 each from Business Administration, Education, and Nursing), and two permanent Librarians will be needed. It is through this committee that the principle of collegial oversight of important career decisions will be protected. We need to have good people on this.

## Required on an "as-needed" basis

There are several other committees mandated in the new Collective Agreement that will come into effect as they are needed. In most cases, they carry out the functions of committees already in place. The new committees are:

Departmental Review Committee (for local input into tenure/promotion applications)  
Library Review Committee (for library input into permanency/promotion applications)  
Selection Committee for appointment of Faculty Member  
Elective Committee for choosing a Departmental Chair  
Elective Committee for choosing a co-ordinator for an interdisciplinary program  
Library Appointment Committee  
Selection Committee for appointment of Clinical Nurse Instructors  
Probationary Review Committee for Clinical Nurse Instructors  
Term Appointment Selection Committee for Clinical Nurse Instructors  
Canada Research Chair Application Review Committee

For any of the Required Immediately positions, please contact either Larry Hale (566-0551; [LHALE@UPEI.CA](mailto:LHALE@UPEI.CA)) or Susan Gallant (566-0438; [SGALLANT@UPEI.CA](mailto:SGALLANT@UPEI.CA)) to express your interest.

## 3) Retroactive pay

A big question on everyone's mind is, "When can I expect my retroactive pay?".

- 1) The new pay rates will start being applied to the pay period ending April 9<sup>th</sup>.
- 2) The retroactive pay for the 2000-01 academic year will be applied to the April 9<sup>th</sup> pay statement. The retroactive pay for the 2001-02 and 2002-03 academic years will be applied to the April 23<sup>rd</sup> pay statement. The retroactive pay from July 1, 2003 will be applied to the May 7<sup>th</sup> pay statement.
- 3) Cheques for retroactive pay due to people who have left UPEI will be issued in mid-June.

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## UPEIFA executive positions: call for nominations

The UPEIFA executive is elected each year at the annual meeting (April 23, see below), to take office on the first Monday after convocation. The positions to be elected are:

- President                      - Vice- President                      - Secretary/Treasurer
- three "at-large" positions

Nominations for these positions can be sent to Prof. Lothar Zimmermann, Dept. of Modern Languages (phone 566-0555; email [ZIMMERMANN@UPEI.CA](mailto:ZIMMERMANN@UPEI.CA)). Nominations will also be accepted from the floor of the meeting.

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## Annual General Meeting of the UPEI Faculty Association

The UPEI Faculty Association will have its annual general meeting on Friday, April 23 at 10:00 am in the Duffy Amphitheatre (Duffy 121). The following items will be on the Agenda, but an official proposed agenda will be circulated soon.

- President's Report
- Election of Executive for 2004-2005
- Financial Report
  - budget                      - dues
- Amendments to the Constitution and By-Laws

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## Faculty Time: A chance to say "Thanks"

A special Faculty Time event, sponsored by the UPEI Faculty Association, will be held on Friday, April 2<sup>nd</sup>, at 4:00 until 6:00 in the Faculty Lounge (Main Building). This event is being held to celebrate the signing of our first collective agreement, and to say thanks to the members of the Bargaining Team and the Job Action Committee for their hard work in making it all possible.

Please plan to attend this special celebration.

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## **Faculty Recognition and Awards Banquet**

The annual Faculty Recognition and Awards Banquet will again be held in conjunction with Convocation, on the evening of Saturday, May 8<sup>th</sup>. The exact location and time is yet to be finalized, but we expect it will be every bit as nice as last year's event.

The Faculty Recognition and Awards Banquet gives us an opportunity to thank those colleagues who are retiring, and celebrate those who are being recognized with a Hessian Teaching Award or a Scholarly Achievement Award.

Tickets will be available from Susan Gallant in the Faculty Association office. You may pre-order tickets by calling her at 566-0438. The Faculty Recognition and Awards Banquet is co-sponsored by the UPEI Faculty Association and President Wade MacLauchlan.

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## **Faculty Happy Hour at the Wave**

In response to a request by the Faculty Association, the management at the Wave in the Murphy Student Center agreed to have an informal Happy Hour for faculty each Friday afternoon. No extra drink specials (although there usually is one each Friday), but the live music will not commence until 6:00 pm, This gives faculty and academic staff more of a chance to gather and chat over drinks. We thank the management of the Wave for doing this, and encourage all Members to pop by some Friday afternoon for scintillating conversation with your colleagues.

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## **UPEIFA stands in solidarity with faculty at other universities**

In the past few weeks, the Faculty Associations of two other Canadian Universities have had to take job action to defend their contract demands.

The Acadia University Faculty Association (AUFA) was on strike for two weeks between February 23 and March 7. The key issues were salaries, intellectual property rights, and teaching load. On February 27, Larry Hale and Marva Sweeney-Nixon joined CAUT Defence Fund representatives from across Canada to show solidarity with AUFA members, and presented AUFA with a cheque for \$1,000 on behalf of members of the UPEIFA.

The Association of Professors of Bishop's University (APBU) was on strike for one week between March 15 and March 21. The key issues were salaries, pension fund contributions, and faculty

complement. On March 19, Larry Hale attended a CAUT Defence Fund day of solidarity at Lennoxville, Quebec, and presented a contribution of \$1,000 on behalf of the UPEIFA.

It is also worth noting that the Mount Saint Vincent University Faculty Association (MSVUFA) was able to reach a new collective agreement with their Board of Governors without strike action. The members of the MSVUFA did, however, authorize a strike with a 95% vote in favour. The key issue in this case was salaries.

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## CAUT Council Delegate Report - Larry Hale

From November 20 to 23, I attended the semi-annual council meeting of the Canadian Association of University Teachers (CAUT) on behalf of the UPEIFA. Normally, the fall council is preceded by a "Lobby Day" event in which delegates visit Members of Parliament to promote proper funding of Post-Secondary Education. Unfortunately, the proroguing of Parliament by Prime Minister Chretien caused the cancellation of the Lobby Day visits. Instead, delegates attended a workshop on how Faculty Associations and their members can effectively raise Post-Secondary Education issues in the upcoming Federal Election.

As usual, CAUT council itself dealt with a range of issues facing university faculty and academic staff in Canada and elsewhere. A very timely presentation was made by Dr. Jane Buck, president of the American Association of University Professors (AAUP), on a report commissioned by the AAUP concerning threats to academic freedom in the U.S. since 9/11. Of particular concern has been the difficulty in assuring a safe environments for foreign academics when they are coming to the United States to study or attend conferences. Canadians, it should be noted, are not exempt from the more questionable provisions of the U.S. Patriot Act! The AAUP's report can be seen on-line at [www.aaup.org/statements/REPORTS/Post9-11.pdf](http://www.aaup.org/statements/REPORTS/Post9-11.pdf).

Council also received a report on an action being taken to the Human Rights Commission against the Canada Research Chairs program. The complaint concerns allegations of systemic discrimination in the program on several grounds, including disability, aboriginal status, ethnic origin, colour, race, sex, sexual orientation and family status.

Council passed a resolution calling on the Canadian government to ban the export of asbestos, to withdraw its financial and political support from the Asbestos Institute, and to lobby for a world-wide ban on the use of asbestos. Delegates approved revisions to a number of CAUT policies and model clauses, including a statement on a national child care system and a model clause on the accommodation of academic staff with disabilities.

CAUT council will again meet this spring from April 29 to May 2. Dr. Wayne Peters of the Engineering Department will represent the UPEIFA.

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To contact the UPEI-FA

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