

# the FABRIC

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

April 2006

Vol 1. No. 2

**UPEIFA  
Annual General Meeting  
Wednesday, April 26  
3:00pm  
Duffy Amphitheatre**

*see the agenda and call for nominations inside*

*"Because of this strike, the Faculty Association has won more equitable working conditions, an extraordinary sense of solidarity, and a belief in itself. UPEI has won a dedicated, motivated, and powerful teaching and research faculty. Equally important, it has won conditions that will help retain existing faculty and attract new. Students have won a guarantee of ongoing local access to a top-rated university education. Finally, deeper, more profound principles than the fiscal bottom line, values such as solidarity, democracy, and collective action have been demonstrated and reaffirmed. Quite a few winners all around, I'd say."*

## State of the Union: the President's Report

*by Wayne Peters*

In my State of the Union report from one year ago, I commented that "The strength of the Association will always rest with the support and participation of its membership." The events over the last year, and especially over the last couple of months, which led to the successful conclusion of our negotiations have proven this to be true. Clearly, without your support and participation, the goals we set for ourselves and for this University would not have been realized. I have said it before and will say it again, "The world is made by the people who turn up." This, of course, is to say get involved in whatever is important to you.

My recent and many conversations with colleagues on campus have confirmed that there can be winners in a strike, a conclusion which was best summed up in an email sent to me by a colleague:

In seizing its defining moment, UPEI's academic staff has ensured that our provincial University can continue to provide a first-rate education to students from PEI and beyond. Additionally, the Association Membership has ensured that this University can continue to be a leader in efforts to work towards an enhanced quality of life for this Island and for areas beyond. Indeed, a solid investment in UPEI's future was accomplished through our action. As a result, the Island community is the true winner in the end. Each of us should be proud of the role we played in this. I know that I am.

*In this issue ...*

- *annual committee reports*
- *Members' thoughts on the UPEIFA strike of 2006*
- *an update on Weblogs@ UPEI*

## Words and thoughts from our Chief Negotiator

*by Doug Dahn*

I am writing this report as an individual, from the viewpoint of my position as Chief Negotiator. The first thing I have to say is that everything the Negotiating Team accomplished is the result of team effort. Everyone on the team - Cathy Callaghan, David LeBlanc, Gordon MacDonald, and Jim Sentance - put in an enormous amount of effort over the last year and made essential contributions. They cannot be thanked enough for what they have done. We also received strong support throughout from Wayne Peters and the rest of the FA Executive. They took a lead role in the early stages of surveying the Membership and establishing our negotiating goals. More recently, when it became clear we would need conciliation, then a strike vote, then a strike, to achieve our objectives, the Executive, the Job Action Committee, and the Membership at large, stepped up and delivered all the support we needed, and more. My heartfelt thanks goes out to all of you. The negotiating expertise of Neil Tudiver, and the support of CAUT in general, was also essential to our success.

The new collective agreement has been outlined elsewhere, so I won't go into the details here. We achieved most of our objectives, although the salary increases needed for parity are phased in gradually over the term of the contract and the teaching workload reductions won't be fully implemented until the 2008-09 academic year. Overall, I am very happy with the agreement, as are, I think, most FA Members. My own main regret is that we were not able to put an immediate end to mandatory retirement at the negotiating table. However, I remain optimistic that it can be eliminated through other means.

The final collective agreement document is still not ready for signing, and a few implementation issues remain to be worked out, but all this should

be done in a few weeks. My work as a negotiator is coming to an end and it is going to feel really good to be able to wrap it all up and move on.

During the last few months Wade MacLauchlan and others articulated the idea that there "has to be a better way" than positional bargaining. It is true that the process we went through ended in a way that was very confrontational and stressful for all concerned. But in looking back at it all, including the way the provincial government was involved, I really don't see how interest-based bargaining, arbitration, or anything else other than what we did could have got us such a good collective agreement.

I want to end this report with a few remarks about our future as a university and an association. As we went into the strike, I thought it was mainly about salary, benefits, and workload: issues that are dealt with in the collective agreement. But in talking to people on the picket line, reading the signs they made, and singing the song Sung-Ha wrote for us at the rally downtown, it became very clear we were striking for other things as well. Our members want respect, they want to be listened to, and they want to have a real say in how UPEI is run and the type of university it will be. The changes we made to the collective agreement will do only a little to help with these other things. What can and will make a difference is our own attitude. Every time I visited the picket line, I was amazed at the good morale people had. We all saw that we were coming together as a community, that we were supporting each other, and that by working together we were accomplishing something really valuable. We felt determined, strong, and empowered. If we keep this attitude as we move forward, UPEI will be a different and better place to work, teach, and learn. So stay involved, get involved, support a colleague who is having a tough time, make your voices heard. This is important.

One final thing that made a lasting impression on me is the support we received from other faculty associations across the country, and from other unions on PEI. I appreciate more than ever before that we are part of a larger movement, and I'll remember that and do my best to step forward when these sisters and brothers (a new way of speaking for me!) need our support.



Gordon MacDonald, Doug Dahn, and Wayne Peters at UPEIFA strike headquarters, circa 1:00am....

## What will be your strongest memory of the UPEIFA strike of 2006?

The idea of asking the FA Membership a question and including some of the responses in the Newsletter was so successful in our last issue that we thought we'd make it a regular feature. So this time, shortly after the second collective agreement was ratified, we thought we'd ask the above question and take stock of this "defining moment" in the UPEIFA history. As before, scattered throughout this newsletter and in their own words, are some of the many (many!) amazing responses we received...

And what's especially great is how they're from all over both main campus and AVC... and representing everyone from full Professors to Sessional Lecturers....

*Strongest memory...??? a toss up between 1. gaining 5 lbs despite walking two hours per day (I blame Jennifer Taylor!), and 2. the amazing experience of meeting and getting to know so many colleagues under conditions that should have been stressful, but instead were inspiring.  
(I miss everyone!)  
Donna Giberson*

*One evening, close to midnight, somebody in the FA Strike Office (I think it might have been Sheldon) says something to Wayne - he's so bushed, he pauses about 4 seconds, and then says "What?"  
Perhaps you just had to be there . . .  
Chris Vessey*

*... the incredible sense of solidarity among the faculty  
Ian Dohoo*

*My strongest memory is composing limericks with Peter McKenna and Stacey Nairn--there's a hidden poet in each of them  
John McIntyre*

*Here is my memory:  
1) An exceptional 3P's trinity: our pride, professionalism, and parity. Or how about this? - 2) A magnificent yin-and-yang system of leadership, team work, and self-effort, together with an outstanding food service.  
Edward Chung*

*Fiction writer Ursula K. Le Guin wrote, "All of us have to learn how to invent our lives, make them up, imagine them. We need to be taught these skills; we need guides to show us how. If we don't, our lives get made up for us by other people." Meeting so many faculty during the strike, I discovered that UPEI is not only blessed with intellectual talent, but also chock-*

*full of wonderful guides, for our students and each other.*

Richard Lemm

*My strongest memory of the strike will be meeting many faculty members for the first time. My strongest image of the strike will be Milo (Ian and Susan Dohoo's dog) dutifully walking the line with his sandwich board.*

Greg Doran

*The smell apple cider now triggers the feelings and emotions surrounding the strike. Bitter Sweet.*

Faye Murphy

*The picket line was a unique experience to come face to face with the general Charlottetown public and discern their approval or disapproval of the strike from their faces and actions. They ranged from strongly supportive honking, often from individuals associated with someone on strike, to fully ignoring the strikers or vehemently giving the thumbs down. I loved the one older couple where the man looked straight ahead, while the lady secretly gave us a wave out of the corner of her window.*

*Another statement: The food and snacks supplied during the strike was the biggest morale booster, along with your get-ups and loud music. Thanks, Jennifer, Miles, and crew! We will, we will rock you!!!*

John Burka

*Without a doubt - the strongest memory for me will be Jennifer and Miles dressed up as Raggedy 'Ann' and 'Andy' - and all the excellent work that they did in keeping up everyone's spirits with their zany costumes and enthusiastic food delivery.*

Debbie MacLellan

*Miles Turnbull in a dress.... Sally Walshaw talking about care of exotic animals while wearing bunny ears... listening to my colleagues talk about our research under an open sky with occasional car honks punctuating the research seminar.*

*Oh, and Godfrey Baldacchino standing in the middle of Belvedere Ave with a police whistle directing traffic... while Sharon Myers looked on in horror imagining a horrible accident.*

Andy Trivett

*The time spent talking to people I had never met before.*

Carol Fitzpatrick

*Meeting some really neat, interesting people - other faculty - that I did not know and may well never meet under ordinary circumstances.*

Richard Walshaw

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## Some thanks from the Job Action Committee

*by Sheldon Opps*

Reflecting upon the events that transpired over the last one and a half months, I'm truly amazed about everything that we accomplished. When I assumed the position of Chair for JAC, I fully appreciated the challenges that such a position would entail. I agreed to a two-week window to have strike preparations in place, but I was (slightly) bluffing. However, as I was "walking" the Picket Captains through the Strike Survival Guide the day before the strike, I knew that everything would work out fine. There were a number of challenges that we faced during our 16 day strike, but the picket captains always handled things impeccably and I was impressed by their leadership skills, creativity, and professionalism. Thanks to the fearless Picket Captains: Ann Braithwaite, Susan Brown, Lisa Chilton, Kathy Gottschall-Pass, Barry Linkletter, Brent MacLaine, Jane Magrath, James Moran, Fiona Papps, James Polson, Marva Sweeney-Nixon, and Andy Trivett.

The strike was a success not just because we were able to achieve parity, but because we grew closer together and gained confidence in the process. We are now a different faculty who has returned to campus, ready to shape and direct the future of UPEI through our collective vision.

In order for the whole strike operations to be successful, I depended immensely on the JAC Coordinators. Larry Hale (Strike Headquarters Coordinator) was instrumental in keeping strike headquarters running smoothly and addressing key financial issues; Jennifer Taylor (Strike Service Coordinator) and her wonderful food crew who worked very hard to keep morale high by providing great food and entertainment; Sharon Myers (Picket Line Chief Coordinator) did an incredible job in dealing with picket line preparation, assisting picket captains in the field, and assisting with the overall picket line operations; and Gord Ripley (Picket Line Coordinator), who performed a very challenging task in orchestrating the daily picket rosters. A giant thanks and big hug for the JAC coordinators.

One of the most laborious tasks was undertaken by Donna Giberson, who was the Transportation and Communication Coordinator. Donna was responsible for leading the driving team and organizing the driving roster; performing the daily transportation of picket materials to the lines; running tasks for headquarters; and dealing with strike waste management. A big thanks to Donna for all of her work. I would also like to thank the other drivers for their much appreciated help: Daryl Guignon, Tracy Doucette, Christian Lacroix, and Lori Weeks.

Miles Turnbull did a fantastic job as our Social Coordinator and everybody benefitted greatly from our Faculty times at the BIS. Thanks to Miles, Jennifer Taylor, and the Party Crew.

There were also other key “players” that ensured a successful strike. I would like to thank the

“Picket Players” (Greg Doran, Susan Brown, and Richard Lemm) for great spontaneous theatrical performances on the picket line! These acts were always well received.:

I would also like to thank Thomy Nilsson, for all of his help in sign preparation – most of which are now being stored in my basement (just in case...). And thanks to Susan and Ian Dohoo, who were always available to help out in running errands or helping out at headquarters.

Finally, things could not have run smoothly without the assistance of Susan Gallant, who always has a smile on her face. Thanks Susan for all of your hard work. For anyone that I have missed, I truly apologize... (my mind is currently trapped in a stack of marking).

## The Committee Corner

### Communications Committee

by Betty Jeffery

To say that this was a busy year on the Communications Committee front would be an understatement. A newly-designed and newly-named newsletter, “the FAbriC”, was launched at a Faculty Time held on March 3. This year’s newsletters were supplemented by the inaugural issue of the *Grievances At-a-Glance Bulletin* and by eight issues of the *Negotiations At-a-Glance Bulletin*. A Personal Information and Privacy Policy was approved by the Executive Committee in January. During the Strike, 11 issues of *Info-flyers* were written and provided to people entering campus, and ten issues of *Walk the Line...with the UPEIFA* were produced for the information and entertainment of picketers. A system of Communication Representatives was put in place and played a vital role in facilitating

the two-way flow of information between the Membership and the FA Executive. The Negotiations At-a-Glance website provided full and timely information during this negotiations year. We have been investigating a professional re-design of the FA website, so watch for changes there within the next few months. Members of the Communications Committee this year were Ann Braithwaite, Wendy Duckett, Mae Gallant, Caroline Hewson, Barry Linkletter, Sandy McAuley, and Betty Jeffery (Chair). My sincere thanks to them, the Communication Representatives, and the many other people who contributed in various ways to the FA communication efforts during this “extraordinary” year.

**Bargaining Unit #1 Joint Committee**

*by David Seeler*

The Joint Committee continued to meet this past year with Gordon MacDonald and Jim Senteance as the UPEIFA representatives. The Committee met four times to deal with issues relating to the sessional roster process and to develop an Essential Services Agreement as required by the Collective Agreement.

In January, John McIntyre and David Seeler replaced Gordon and Jim as the Association's representatives. They will continue to represent the UPEIFA on this committee until April 2007.

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*Two strong impressions I have from walking the picket line during the strike are of the open and friendly faces of colleagues as we repeatedly passed by one another and of the marvellous, often sustained conversations I had with colleagues, some of whom I met for the first*

*time on the picket line, some of whom I'd known for years but with whom I'd never had more than a five-minute conversation.*

*The group meetings we had--the meetings in Memorial Hall and the Delta Hotel and the rallies--were heartening and empowering, in a similar way, I suspect, to how crows feel when they all flock to a certain area at dusk or when starlings gather and practice group flight. Look how we move together, and don't we make a great racket when we gather.*  
Deirdre Kessler

*The sheer genius and creative brilliance of Tony Couture's signage and outfittage. And, of course, the collegial spirit on the picket lines.*  
Fiona Papps

*My memory: getting acquainted with faculty from other disciplines and the ensuing interesting conversations that evolved.*

*Best Smile: Jennifer, Miles, ... and their gang of alter egos as the FA-mobile came merrily honking along the picket line.*

*Most Appreciated: The long hours of hard work contributed by the people in FA office who kept everyone informed and upbeat and to the FA Executive and their negotiating team whose perseverance enabled us to achieve our goals.*  
Wayne Cutcliffe

*Meeting at the BIS for a get together on Friday evenings was the strongest memory. Because this was an off campus meeting place everyone could relax and just be themselves, all hierarchical barriers were eliminated. It didn't matter if you were a Sessional Lecturer or a full Professor, everyone ate burnt hot dogs and enjoyed the company.*  
Brian Murray

*As a sessional, feeling like I was finally a part of the faculty and was valued for my efforts...and of course Marva Sweeney-Nixon in her Shazam outfit!*  
Bob Gray

*My best memory is Wayne getting the standing ovation at the Delta as we met to ratify the tentative offer. That says it all for me.*  
Sandy McAuley

*Great sense of creative solidarity expressed through songs, satire, poetry, theatre, costumes, AWESOME FOOD SERVICE and Tony C's "Signs of the Times" -- complete with hockey/heckler stick!*  
*The Shield of Parity vs the Sword without Prejudice!*  
Susan Brown

*Bernice Bell, 77 years of age, on the picket line to keep the University in UPEI.*  
Wendy Duckett

*Met many new friends / acquaintances that also teach at UPEI... Felt like a part of something bigger than myself (I weigh 240 lbs...) -- felt that our camaraderie / solidarity as a Unit made fighting for justice, honour, integrity worth the sacrifices - it was for ALL UPEI, the University, the students, and yes, the staff that help put well educated students out into the wild 'cruel' world.*  
Patrick Reilly

*For a moment time stood still. It could have been Weimar Berlin, but it was 21st century Charlottetown. Brechtian theatre came to our streets. Souls were nurtured, which always makes for good memories. Thanks to Greg, Susan, and Richard.*  
Udo Krautwurst



Some of the FA Membership and supporters at the rally downtown, Day 9

*The starkest image I had was the group picture of everyone atop the UPEI gates. It looked like the fall of the Berlin wall! Then there was the superimposed picture of the march onto the campus... (leading to the Promised Land??)*  
Fran Gray

*I don't know if I have a strong memory from the strike but I have to say that I will remember how well organized our Faculty Association Executive was and how they seemed to leave nothing to chance. I was so impressed with the fact that they helped us keep our resolve by treating us so well - good food and plenty of it on the line, shifts of only 2 hours with a fair-minded rotation, regular updates on negotiations, and decent pay. Hell, they even arranged for the weather to cooperate for most of the days we had to picket, saving the worst weather for after we returned to the classroom! What more could one ask for?*  
Greg Irvine

### Remembering...

*parity: 1.a. the state or condition of being equal, or on a level; equality. 2. Equality of rank or status, social, political, or ecclesiastical*

## Weblogs@UPEI

by Mark Hemphill

I first want to take this time to send my personal thanks to everyone who worked on our behalf over the past few weeks! Secondly, with the strike still fresh in our memory, I want to take this time to invite everyone to join in the discussion on Weblogs@UPEI and to help us step up the presence of faculty, librarians, and sessionals. Our recent strike action was the talk of our entire community, and as its recent spike in traffic has demonstrated. Weblogs@UPEI, even in its current raw and evolving state, is becoming a major focal point for open community discussion.

Our students have been using Weblogs@UPEI for almost two years now for a range of means: to share a laugh, to exchange files and rich media, to collaborate on research, to publicize events, and most notably as of late....to debate important issues.

The merits, and potential issues, posed by blogs, are now well documented. We know that a service like this which has the potential to really open up our campus ... works best when ALL voices in the community are represented. If you read through the hundreds of comments that have been made on the strike you'll see both in the tone and the reasoning style that although the majority of contributors are well intentioned, our leadership could really be useful here. As well as joining in on the levity, we can bring some rigour and sober

reflection to the musings. Faculty such as Jim Sentance and Sandy McAuley have been doing an admirable job of representing us there already.

Please join in. Make the service your own. Some significant upgrades are coming online very soon that are intended to encourage a slightly more nuanced academic tone as part of a broader online Campus Commons. Use it to share your work. And if you like....try using an intimate corner of the service as part of a course exercise. It can be customized to your liking.

Finally, if there are any researchers out there interested in helping us study the nature and effects of this unique implementation of social software, whatever the angle, please do get in touch.

Until then....see you online.

Suggested reading:  
<http://weblogs.upei.ca/strike>  
<http://www.campuscommons.ca>



submitted to Weblogs@UPEI March 29 by Radio@UPEI News Service.



*Without a doubt, my best memory of the strike will be getting to know so many other people on the faculty. I have always found it regrettable that we know so few of our fellow colleagues.*  
Catherine Mullally

*I will never forget Fiona's striped leggings :)*  
Christine Thibaudier-Ness

*Hmmm... Finding a complete bunny costume in the Dollaroo, and figuring out how to attach the tail... Putting gorp in those little bags... Cranking the music in the SUV to level 28 (DC-9 taking off at close quarters) as we approached the picket lines, and being advised that it is in fact possible to "blow" the speakers... Meeting new folks on the line -- and hearing everyone's stories, which were always, ALWAYS informative, fascinating, well-told... Widening the circle of acquaintance, beyond my department and faculty -- and seeing first hand that we really ARE a great faculty (and nothing small about us)... Being grateful, every day, that there was so little precipitation... Learning that thermal longjohns actually work... Marvelling at Laura Fanning's menagerie -- many of whom joined us on the line... Being grateful for every honk... Appreciating the support from other unions: unbelievable what a lift it gave -- at the rallies, and from the passing Aliant and Public Sector cars and trucks... Discovering that one can meander (\*can't\* call it walking) for 2 hours every day and STILL gain weight with the wonderful treats rustled up for us by Jennifer Taylor... Pleasure at the unforced and often high-spirited unity that developed on the picket lines....*  
Anne Furlong

*It was a great opportunity to get to know other faculty members in other faculties and what they are doing. I must admit that the university has developed over the 31 years that I have been here, but I didn't know how many great academics we have here (I am sorry to admit this!!). I made an effort to "walk the line" with people I didn't know. This gave me a great opportunity to realize what a great group we have here at UPEI. We must make sure that this knowledge is not lost over the next few years.*  
Ron Collins

## Call for Nominations

### UPEIFA Executive Committee and other Association Committees

Elections will be held at the Annual General Meeting on Wednesday, April 26.

**Nominations are being sought to fill the following Executive Committee positions and to fill other Committees:**

- **President**
- **Vice-President**
- **Secretary-Treasurer**
- **four (4) Members-at-Large**
- **Awards and Scholarship Committee**
- **Finance Committee**
- **Communications Committee**

*At least one (1) Member-at-Large must be elected from each bargaining unit. Currently, the Past-President position is vacant. As per our By-laws, a fifth Member-at-Large position was elected to maintain the Executive complement at eight (8). Should the Past-President position remain vacant following the April 26 election, it will again be necessary to elect an additional Member-at-Large position.*

**Nominations, in writing, to be forwarded to the Returning Officer:**

**Derek Lawther, Physics, dlawther@upei.ca,  
566-0338**

Nominations will also be accepted from the floor at the Annual General Meeting.

## Thanking our community...

The UPEI Faculty Association would like to extend a heartfelt THANK YOU to the students and staff at UPEI, as well as to our families and friends and the general public, for the immense support you gave us during the past few weeks. Your continued presence, your donuts and cookies and muffins and pies and chocolate and coffee, and the physical presence of so many of you as you joined us for awhile on the line (often on your lunch hours), showed us repeatedly that we truly didn't stand alone and that we are part of a really strong larger community of learning and caring about learning. While there's no way to name every person who showed us this kind of support (and many of you didn't leave names—just goodies), we do want to especially acknowledge the strong support from so many other unions, both locally and from other faculty unions across Canada, and of course the CAUT flying and driving pickets who joined us every week. You were all greatly appreciated!



*Ratification meeting, Delta Hotel, April 5, 2006*

## Some upcoming celebratory events...

### The UPEIFA Celebration Party

May 6 – beginning at 7:00pm. Location to be announced soon....Put it in your daytimers now! And stay tuned for much more info about this Members, partners, and kids events.

### Faculty Recognition Night

This one is happening too... stay tuned for more details as soon as they become available.

**UPEIFA  
Annual General Meeting  
Wednesday, April 26  
3:00 pm  
Duffy Amphitheatre**

**Agenda**

- Approval of Agenda
- President's Report
- 2006-2007 Elections
  - Other Business

Articles, feedback, comments, letters, etc. for future issues are always welcome! Contact the Newsletter Editor if you are interested in submitting something.

**the UPEIFA**

**President:**

Wayne Peters  
Engineering  
566-0495  
wpeters@upei.ca

**Vice-President:**

David Seeler  
Companion Animals  
566-0886  
seeler@upei.ca

**Past-President:**

Currently vacant. An additional Member-at-Large has been added as per the Constitution/By-laws.

**Secretary/Treasurer:**

Debra Good  
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**Members-at-Large:**

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*We really are.....*





