



University of
Prince Edward Island
Faculty Association

Newsletter #10

"A Great Small Faculty"

September 2005

REMINDER!

*UPEIFA General Meeting
Thursday, September 29
4:00-5:00 pm
AVC Lecture Hall C*

...and see #7 below for an exciting contest opportunity....

1. State of the Union: President's Report

**by Wayne Peters
UPEIFA President**

Hi Everyone. September is upon us once again! I would like to extend a warm welcome to all of our new Members as we hunker down for a new fall semester. Hopefully, this newsletter will provide you with some valuable information and the incentive to find out more about your Association's activities. And hello to everyone else as well. I wish you all a great start to a new academic year.

It has been several months since our last newsletter. I can report, though, that the business of the Association has not slowed down since my last update. We continue to be busy dealing with the everyday administration of the Collective Agreement. The Grievance

Committee is very active in dealing with both Association and Member grievances. Hopefully, you received the inaugural issue of our *At A Glance Grievance Bulletin*. If not, let me know or have a look for it on-line at the Association's website - www.upeifa.org. We have also been very busy in the area of negotiations. As you are aware, our first Collective Agreement for Bargaining Unit # 1 expired on June 30, 2005. We have been at the table with the Employer since before then, working on our second Agreement. Most of you will be very curious about the status of this process, so see Doug Dahn's update later in this Newsletter.

One of our priorities right now is communications. I recognize that the strength of an Association like ours is in the support given to it by its Membership. I also recognize that this support must be fostered through an open exchange of information that builds trust

and empowers Members to commit to the Association's overall objectives. To this end, you will see both new and old initiatives receiving some attention over the next while under the leadership of our Communications Committee, chaired by Executive Member Betty Jeffery from Robertson Library.

I already mentioned the *At A Glance Grievance Bulletin*. But be on the lookout also for our new *At A Glance Negotiations Bulletin* for Bargaining Unit # 1 negotiations. This bulletin will be the primary source of information about negotiations as we move forward in this process. Each of these bulletins will be published on an as-needed basis to supplement our regular newsletter.

The Association has identified face-to-face contact with its Membership as the best method of communication whenever possible. While regular Membership meetings help, the Association will also establish a more proactive mechanism – a system of communication representatives from each department. You may recall that we used a system like this during our first round of negotiations, although the process at that time was focused only on bargaining. In the future, though, this system of representatives will be established to facilitate two-way communications for all Association business and activities on an on-going basis.

The Association is also overhauling its website to provide a more effective library of information and resources for both its Membership and other people. Finally, paper and email distribution of important information will continue to be used. The Communications Committee would appreciate any feedback that you may have on these initiatives in addition to others that you might like to suggest.

Although the current Executive and other officers have been at work since the spring, I would like to acknowledge them here once again. They are a committed and hard-working group of individuals that really "make things happen." They are:

- Wayne Peters (Engineering), President
- David Seeler (Companion Animals), Vice-President
- Debra Good (Business), Secretary-Treasurer
- David Buck (Classics), Member-at-Large
- David Groman (Aquatic Diagnostic Services), Member-at-Large
- Betty Jeffery (Library), Member-at-Large
- Gordon MacDonald (Math and Statistics), Member-at-Large
- Art Ortenburger (Health Management), Member-at-Large
- Robert O'Rourke (Business), Chief Grievance Officer
- Doug Dahn (Physics), Chief Negotiating Officer BU # 1
- Larry Hale (Biology), Chief Negotiating Officer BU # 2

Of course, this cast of people is heavily supported by many individuals who make up the various committees of the Association. Have a look on our website to see the full slate of committee Members.

In closing, I would like to draw your attention to our next General Membership meeting which will be held on Thursday, September 29, 2005 in AVC Lecture Hall "C" from 4:00-5:00pm. Please plan to attend. The agenda will be distributed soon. I would also like to encourage everyone to consider getting involved with the Association and helping out somehow – there are lots of ways we could use you....

2. Committee Corner

Communications

**by Betty Jeffery
Chair**

We were fortunate to have a staff member from CAUT here on campus last July to conduct a Communications Workshop for Committee and Executive Members. At that time a communications strategy was also drafted by the committee. A system of communication representatives has been established to help with face-to-face communication; expect to hear from your rep soon. The FA website will be redesigned this

year and you will continue to notice changes in the Newsletter. Earlier this month you received a *Grievances Bulletin*. This Bulletin was the first of several you will receive updating you on specific issues--not only grievances, but also bargaining, health and safety, and Joint Committee issues. These Bulletins will supplement the Newsletter, which from now on will be issued three times a year.

Bargaining Unit #1

by Doug Dahn
Chief Negotiator

The following is a brief summary of the status of negotiations for Bargaining Unit #1. The negotiating team consists of Cathy Callaghan, Doug Dahn (chief negotiator), David LeBlanc, and Gordon MacDonald.

We had a few meetings with the employer back in April and May to get the process started. Both sides agree that the majority of the 67 articles in the current collective agreement do not need to change. With the approval of the Executive we gave the employer a list of 31 articles we intend to negotiate; in return, the employer's team gave us a list of the fifteen articles they wish to open. These lists include twelve articles opened by both sides and a few new articles. In many cases the proposed changes affect only a few small parts of the articles.

The team, in consultation with the Executive and with members of our support caucus, has developed proposals for new language for the majority of these articles, starting with items other than salary, benefits, and workload. UPEIFA policy now requires that our initial position on each article must be approved by the Executive before it is given to the employer. The exchange of proposals with the employer began June 10. There have been twelve negotiating sessions so far, most either full or half days. Progress has been made towards a common position on some of these non-monetary items, but we are still far apart on others. Language on salary, benefits, and workload is being developed and will be presented to the employer in the near future, following approval by the UPEIFA Executive.

Joint Health and Safety

by Nola Etkin
Representative

While summer tends to be a slow time for most committees, Health and Safety was at the forefront as the Faculty Association hosted a 2-day workshop on August 4-5. Laura Lozanski, CAUT's Health and Safety Officer, presented a lively and eye-opening session, despite Air Canada making her carry-on luggage, with much of her presentation materials, mysteriously disappear.

The workshop was attended by several FA Executive members, our Joint H&S Steering Committee Representative, representatives from other campus unions, and a few interested faculty members. The focus of the workshop was on Joint Health & Safety Committees and their responsibilities under the Health and Safety Act. The sessions helped clarify the roles of the Committee members, and served to highlight some areas of concern to us as a Faculty Association.

A second focus of the workshop was on asbestos, an area of particular concern on campuses across the country, especially as many buildings built before the early 70's are currently being renovated. In the coming months your FA Executive and JHSC representative will be working to ensure that UPEI's handling of asbestos is up to national standards.

Your Joint Health and Safety Committee representative is Nola Etkin, Department of Chemistry. She can be reached at netkin@upei.ca, or 566-0693 with any concerns about H&S Policy or Procedures.

3. Faculty Recognition Night

by **Wayne Peters**
UPEIFA President

Our annual Faculty Recognition Night was held at the Fox Meadow Golf and Country Club on Saturday, May 14, 2005. It was an evening to celebrate another wonderfully successful academic year for the University and the over 300 Members of our academic staff at UPEI including Faculty Members, Librarians, Sessional Instructors, Clinical Nursing Instructors and Professional Veterinary Service Providers. This event is co-sponsored by the Faculty Association and the Office of the President.

The highlight of the evening was the announcement of the Teaching Excellence and Scholarly Achievement Awards. The Hessian Merit Awards for Teaching Excellence were awarded to Peter Foley (Companion Animals), Ann Braithwaite (Women's Studies) and Dan Ryan (Mathematics and Statistics). The Merit Awards for Scholarly Achievement were awarded to James Moran (History), Brian Wagner (Chemistry), Cathy Chan (Biomedical Sciences) and Basil Ikede (Pathology and Microbiology). Two long serving retirees were honoured for their outstanding commitment to UPEI - Don Mazer (Psychology) and David Weale (History). Twenty-five year service pins were awarded to Ron Irving (English) and Lowell Sweet (Mathematics and Statistics). It was also noted that Lowell's pin came ten years too late. You do the math.... Our apologies for missing you ten years ago, Lowell.

Additionally, a number of new faculty and mentors in the Teaching Partners Program were acknowledged and awarded certificates. Congratulations and best wishes to all of our colleagues who were honoured. Well done!

Each of the Award selection committees should be acknowledged for their hard work. The Hessian Teaching Excellence Award Committee was chaired by Andrew Zinck (Music) and consisted of Barb Campbell (Nursing), Basil Favaro (Education), Ed MacDonald (History), and Maureen Wichtel (Health Management). The Scholarly Achievement Award Committee was chaired by Fred Kibenge (Pathology and

Microbiology) and included Annabel Cohen (Psychology), Fiona O'Donoghue (Education), Rob Haines (Chemistry), and Palanisamy Nagarajan (Economics).

As well, thanks and appreciation go to President Wade MacLauchlan for his committed support to this event every year. Thanks also to the Association's Awards and Scholarship Committee for its hard work to make this event possible. It was chaired by Norine Hanus (Robertson Library) and included John Burka (Biomedical Sciences), Wayne Cutcliffe (Mathematics and Statistics), Ray Doiron (Education), and Colleen MacQuarrie (Psychology). Thanks also to Susan Gallant in our office for all her hard work. Music for the evening was provided by Cameron MacLaine, son of our own Brent MacLaine and Kay Diviney - thanks Cameron!

4. A Big Welcome to New Faculty!

by **Ann Braithwaite**
UPEIFA Newsletter Editor

Below is a list of all the new faculty that have joined us this year! We're really pleased to have so many new faces, ideas, and energy around here this year. And for those of us who were already here, be sure and welcome our newest Members when you see them around! Anyone who's not on the list should contact their departmental rep; we'll be sure to include you next time.

Sameeh Abutarbush, Health Management
 Margaret Barrett, School of Nursing
 Anne Bergstrom, Music
 Richard Bethel, Chemistry
 Lee Blanding, History
 Natasha Cairns-Gosse, Soc/Anthro
 Sarath Chandrasekere, Soc/Anthro
 Gwen Cheverie, Family & Nutritional Sciences
 Fraser Clarke, Chemistry
 Joan Connell, English
 Hans Connor, Canadian Studies
 Carla Di Giorgio, Education
 Jim Dickson, Music
 Jason Doiron, Psychology
 Peter Erb, Religious Studies
 Laura Fanning, English

Janie Genereux, Education
 John Harris, Psychology
 Suzanne Hastings-James, Education
 Chris Hutchings, Physics
 Lydia Lamontagne, Modern Languages
 Reina Lamothe, Physics
 Jennifer LaRosa, University 100, Chemistry
 Ronald MacDonald, Education
 Sister Rosemary C. MacDonald, Nursing
 Jill McDowall, University 100
 John McIntyre, English
 Shawn McKenna, Health Management
 Louise Mould, Library
 Pedro A. Quijon, Biology
 Richard Raiswell, History
 Jim Rodd, Soc/Anthro
 Mike Saunders, Math and Stats
 Morgane Schambourg, Health Management
 George Somers, Engineering
 Bonnie Stewart, English
 Ron Taylor, Soc/Anthro
 Suzanne Thomas, Education
 Michael Van Den Heuvel, Biology
 Jonathan Von Kodar, Religious Studies
 Qiang Ye, Computer Science & Info Tech
 Po Yang, Math and Statistics

5. Association Workshops

by **Wayne Peters**
UPEIFA President

The Association sponsors various workshops offered by CAUT in an effort to provide training and education on issues of relevance to the Membership. Most recently, well-attended workshops were held on Communications, Health and Safety, and Intellectual Property. The Communications Workshop provided the Executive and Communications Committee with valuable information to develop a strategy in this area. Health and Safety is an important issue for the Association that will be receiving increased attention in the future. Significant issues include asbestos in the workplace and the new Bill C-45, which has implications for all of us. Finally, the Intellectual Property Workshop provided valuable information about our rights as Members of the Association and offered some insight about current trends at Universities across the country. If you would like additional information on any of these topics, please contact the Association. Everyone is

encouraged to take part in these workshops when they are arranged. And please let the Association know if you have an idea for a workshop that you would like to see us host.

6. CAUT Workshop Report: Moving Forward – Achieving Equity for Contract Academic Staff

by **Linda Meggs**
Coordinator, University Writing Center

On June 1 2005, I attended a one-day conference in London, Ontario sponsored by CAUT, entitled *Moving Forward: Achieving Equity for Contract Academic Staff*. The fact that this event was held at the annual Congress of the Social Sciences and Humanities demonstrated CAUT's commitment to contract staff; for me, it was also affirming to know that my Faculty Association felt that our contract staff needed to be counted among the numbers from across the country (70+) and were willing to pay for me to attend.

I have been the part-time, temporary facilitator of the UPEI Center for Writing for the past six years; however, that portion of my job, in spite of the FA's support, is not yet under their purview. I was attending as a sessional instructor. It was interesting to learn about some of the situations that contract staff are in at other institutions. Perhaps the worst working conditions are those of Community College instructors in Ontario who are, by law, barred from striking. In terms of sessional working conditions, UPEI's contract teachers (now) fare better than those of other institutions as there is a recall system in place – the sessional seniority list. And some departments, such as the Department of English, have had a roster for recall that pre-dates the current collective agreement.

The most gratifying lesson I learned by attending this conference is that CAUT and its full-time, tenured Membership, for the most part, stands in solidarity with part-time, contract faculty. When I commented on the selflessness that this implied, I was summarily informed that the regularization of teaching in

higher education was of benefit to all faculty, and that the acceptance of contingent employment for any was a slippery slope.

If any one would like to hear more about the conference or CAUT's support of contract workers, please contact me at: lmeggs@upei.ca or call 628-4320.

7. Newsletter Update

by Ann Braithwaite
UPEIFA Newsletter Editor

As promised in the last Newsletter, we are having a contest to come up with a new and catchy name for the Newsletter, since, somehow, "Newsletter" just doesn't do it. So, starting now, until midnight, Monday, October 31 – the contest is officially on! Send your suggestions for catchy new titles that capture the spirit of the UPEIFA Newsletter to Ann Braithwaite in Women's Studies, Main 402. If you have a great logo to go with your title idea, all the better!

Decisions will be made by the Communications committee in early November, and the winner will get a \$25.00 gift certificate for the UPEI Bookstore. So get your creative thinking hats on, brainstorm with friends and colleagues, steal shamelessly from other Newsletters (not really!), and get those submissions in. You have a month....

In other news, as indicated by Betty Jeffrey in her report here, from now on the Newsletter will be produced three times year: September, January, and April. So watch for the newly named and formatted Newsletter in January.

8. Contact Information

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www.upeifa.org

and one more time....

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