

MAFA NEWSLETTER

Mount Allison Faculty Association

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PRESIDENT'S MESSAGE

I confess that I don't watch sporting events on television (or in this age, on the computer). In attending games in person I am motivated by my wish to see my children compete. Otherwise, I much prefer action over observation. It is all the more surprising, then, that I have enjoyed watching our Negotiating Team in action.

I have observed some of the work and deliberations of our team, and have listened to reports from the Chief Negotiator and other team members. A heterogeneous group, they each have strengths that they bring to their collective task. They complement each other while holding some strong and varied opinions. And there are no free riders. These observations, among others, evoke the team analogy.

But their hard work, determination, and commitment are not enough. I have also noticed their desire to discover and their willingness to consider and incorporate the views of the membership. The verbal and written support you have given them is a factor in their ability to sustain their efforts. So again we have the team analogy.

We can contribute to their efforts if we keep informed on the process of negotiations and answer their calls for opinions. To extend the analogy, I believe the we should support our team. I anticipate that we will soon get the chance to do so.

Paul Berry

IN MEMORIAM -- DR. KAREN NICHOLSON

Dr. Karen Nicholson, of Sackville, beloved daughter, sister, friend, colleague and teacher, passed away at the Chinook Regional Hospital in Lethbridge, AB, after a courageous battle against cancer, on Monday, November 5, 2007, at the age of 36 years.

Karen is survived by her parents Ted and Margaret Nicholson as well as brother Cameron (Jennifer).

Karen was born in Vancouver, BC, in 1971, and moved to Lethbridge where she lived much of her life. She was a graduate of the University of Lethbridge, continuing her studies at the University of Western Ontario in London, ON, where she earned her M.Sc. And Ph.D., then proceeded to Queen's University in Kingston for post-doctoral studies. In 2002, Karen joined the faculty here at Mount Allison. Karen was a much-respected and admired member of the Psychology Department and will be sadly missed.

A celebration of Karen's life was held on campus on Friday, November 23rd.

EMPLOYER REQUESTS THAT MAFA BE NAMED AS CO-RESPONDENT IN HUMAN RIGHTS CASE

As some of you may know, a former member of the faculty here at Mount Allison has launched a human rights complaint, charging that Mount Allison's decision to force him to retire is age discrimination and a violation of the New Brunswick Human Rights Code.

On November 7th, MAFA received correspondence from the Employer's lawyer informing us that the Employer is asking the provincial Labour and Employment Board to name MAFA as a co-respondent in this case. This would mean that if a public tribunal ordered reinstatement or a financial settlement, then MAFA would be required to pay half the amount.

The Employer claims that, because the collective agreement contains a mandatory retirement provision, that MAFA should bear equal responsibility. (From 1988 to 1992 there was no mandatory retirement for academic staff at Mount Allison, but this was reimposed at the end of our first strike, in April 1992.)

Your Executive is concerned about this, as is MAFA's negotiating team. Based on legal advice, we have responded by noting that MAFA has consistently opposed mandatory retirement at the bargaining table. Further, we have drawn attention to the fact that the Employer has sole control over the document that governs our pension plan, and it is that provision that the courts have said allows an employer to sustain a mandatory retirement policy. We are optimistic that we can protect you, the membership, from any financial fall-out from this Employer motion.

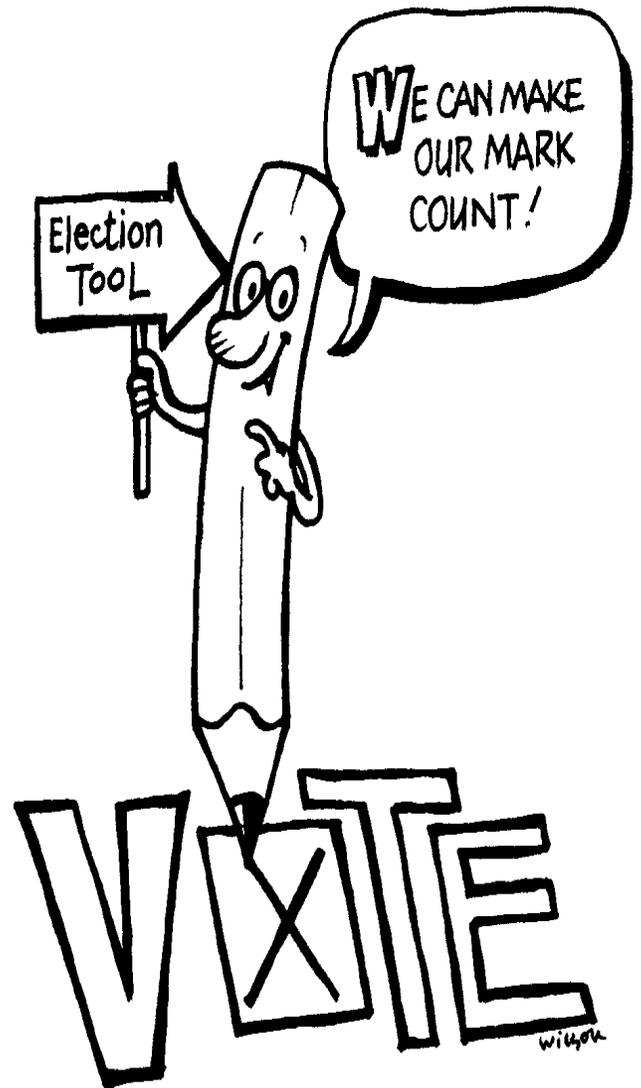
A FAUX PAS?

From the *Saint John Telegraph Journal*, November 9, 2007, p. 1, "Mount A. back in top spot," (excerpt), on Mount A. tying for number 1 in the MacLean's small university group:

"[Stephen] McClatchie primarily credits a relatively new university president and executive team with revitalizing Mount Allison and pushing the school back to the top spot in the annual rankings."

MAFA 2007-2008 EXECUTIVE

Paul Berry - President (Commerce)
Robert Rosebrugh - Vice President (Math and CS)
Ivan Cohen - Past President (Classics)
Peter Brown - Treasurer (English)
Jim Code - Grievance (Music)
Maritza Fariña - Unit 2 (Modern Languages and Literature)
Zoe Finkel - Membership (Geography and Environment)



Please attend the fall General Meeting of the

Mount Allison Faculty Association

Thursday, December 6th, 2 pm
Avard Dixon G12

Notice to honorary members: This may be a brief meeting, as we may use the gathering as an occasion to piggy back a Bargaining Unit meeting. Honorary members are welcome to attend the general meeting, but can only stay for an update on negotiations if they are current members of the bargaining unit.