

# MAFA NEWSLETTER

## Mount Allison Faculty Association

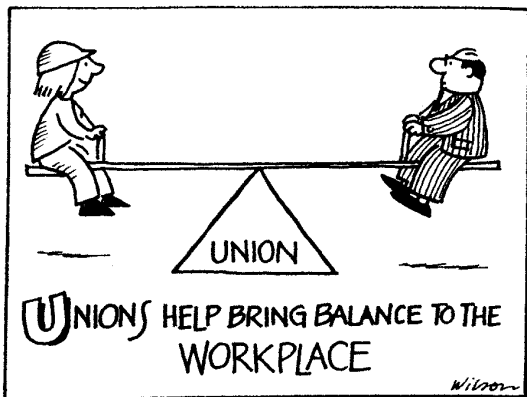
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MARCH 2009

### PRESIDENT'S REPORT

In like a lion, out like a lamb. I'm referring to March, not the MAFA Executive.

As my term comes to an end, I'm led to reflect on the last year, and it strikes me that, with a new collective agreement in place, administrators took a somewhat more aggressive approach to managing. Doubtless, many of you remember receiving an e-mail last May calling for "appropriate documentary evidence" to accompany reports to the Deans, despite unambiguous language in the contract prohibiting Deans from demanding teaching evaluations.



This was followed by a grievance that went to arbitration and, by the Employer's choice, to judicial review. These events, I believe, set the tone for the last year, and ensured that much of the Executive's time would be spent making sure the contract was followed. Of course, that's precisely what unions and union executives do, but things have been tenser than in recent years. What is more, this tension has occurred not only between the Employer and MAFA. Many of us witnessed an indication of it at a recent

### ANNUAL GENERAL MEETING

The Mount Allison Faculty Association will hold its Annual General Meeting on Friday, April 3<sup>rd</sup> at 3 pm, in Avard Dixon Room G12.

At this meeting we will elect a new executive, receive committee reports, and approve the 2008 audited financial statements.

Afterwards, we will hold our Retiring Members' Party, beginning at 4:30 pm, at the University Club.

Please be sure to attend both events!

meeting of Senate, when a motion on proposed changes to Independent Studies and Special Topics courses was passed but with an "unfriendly" amendment. Had that amendment not been suggested, the motion would likely have been defeated. And I want to assure you that the MAFA Executive was not behind the Senate opposition.

I am not an alarmist by nature, and I don't believe that relations between the Employer and MAFA are terrible, just strained. Recently, there have been some encouraging gestures from administrators, but we will have to see what happens.

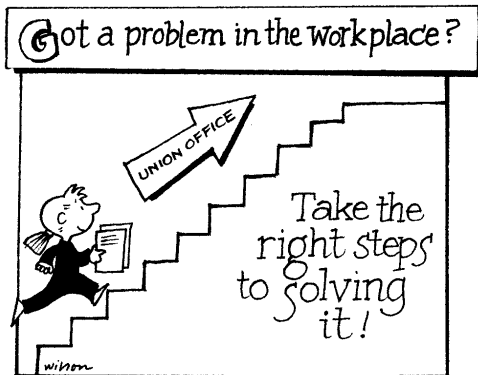
Before stepping aside, I want to thank my fellow members of the Executive for their support and

commitment, and I want to thank all members of MAFA for putting your trust in me. It's been an experience. Lastly, to the incoming Executive (whoever you might be) best wishes for the coming year.

I won't try to liken the MAFA Executive to a lion, a lamb or any other animal (though I've always liked armadillos), and, as for March, if winter only ended in March . . . .

I hope to see you at the Annual General Meeting, and that you have a wonderful summer.

Peter Brown



**TENURE DENIAL ARBITRATION DELAYED**

As most members will know, MAFA is grieving a recent tenure denial on procedural issues leading up to the decision not to grant tenure to a member.

Unfortunately, this Expedited Arbitration, which was scheduled for Monday and Tuesday, March 2<sup>nd</sup> and 3<sup>rd</sup>, has been delayed. On Friday, February 27, 2009, the Employer counsel requested that the expedited arbitration be postponed because of anticipated bad weather the following Monday and Tuesday.

MAFA opposed this advance request, suggesting that the Employer counsel travel from Fredericton to Moncton on Sunday so as to avoid bad weather and ensure that this important matter be dealt with. The arbitrator decided to postpone the hearing and the arbitration is now rescheduled for late March.

“We were disappointed with this delay because

everyone agreed to Expedited Arbitration precisely because we wanted to avoid it dragging on,” says MAFA President Peter Brown. “This is not fair to the member, nor to the department, since no one knows whether the member will be employed here next year.”

**EXECUTIVE PROVIDES NOTICE OF MOTION FOR DUES INCREASE**

At its March 10<sup>th</sup> meeting, the MAFA Executive passed the following motion:

*Whereas the Mount Allison Faculty Association ran a deficit of \$8967 in 2008, mainly because of increasing legal fees, and;*

*Whereas another deficit of this magnitude may trigger a temporary 30% dues increase under MAFA's by-laws, and;*

*Whereas our current level of expenses may continue to grow, and;*

*Whereas it is also desirable to build up our Defence Fund, if possible, and;*

*Whereas the average union dues at the 13 comparable academic staff unions in the Maritime provinces is almost 16% greater than MAFA's current mil rate of 1%, or 10/1000;*

*Be it resolved that the MAFA Executive recommend to union members that they amend the MAFA by-laws at the upcoming Annual General Meeting in order to increase dues from 1% to 1.1% of salary, or by 10%, to be effective on July 1, 2009.*

If passed this will increase annual union dues by the following dollar amounts, by rank:

Assistant Professor 1/Assistant Librarian 1	\$61.41
Associate Professor 1	\$74.69
Associate Librarian 1	\$77.34
Full Librarian 10 (ceiling)	\$119.82
Full Professor 14 (ceiling)	\$130.44

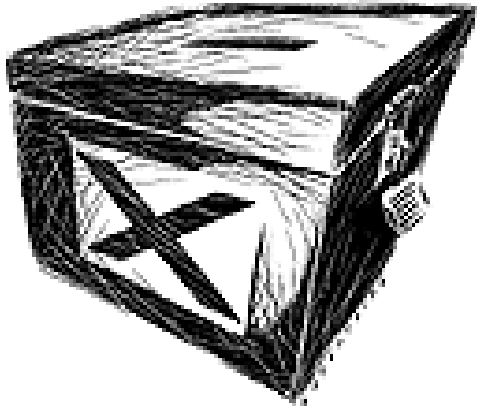
Part-time members would pay an additional \$5.22 per course stipend or equivalent.

The Executive's proposed amendment to the union by-laws will be presented at the upcoming Annual General Meeting.

**May 31**

Members to be evaluated must submit their reports of professional activities - Article 14.03

Employer and Union will jointly appoint Employment Equity Panel members - Article 16.12(a) and 19.12(a)



**MAFA 2008-2009 EXECUTIVE**

*Peter Brown - President (English)*

*Jeff Lilburn - Vice President (Library)*

*Paul Berry - Past President (Commerce)*

*Maritza Fariña - Treasurer (Modern Languages and Literatures)*

*Rob Cupido - Unit 2 (History/Continuous Learning)*

*Zoe Finkel - Membership (Geography and Environment)*

*Loralea Michaelis - Grievance (Political Science)*

*Laurie Ricker - Collective Bargaining (Math and CS)*

**CALL FOR VOLUNTEERS, 2009-10 EXECUTIVE**

Members in good standing are encouraged to consider offering for the 2009-10 Executive. If you want more information, please contact Paul Berry (pberry@mta.ca), Suzie Currie (scurrie@mta.ca), or Elaine Naylor (enaylor@mta.ca), who comprise the Nominating Committee.

**IMPORTANT DATES FOR FULL-TIME MEMBERS**

**March 31**

Elections to the Sabbatical Leaves Committee will be completed - Article 23.02(g)

**April 30**

Faculty members will be told of promotion decisions - Article 17.46

Librarians will be told of promotion decisions - Article 20.43

**May 15**

Academic staff will be informed of their teaching duties -