

MAFA NEWSLETTER

Mount Allison Faculty Association

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January 12, 2011

It's been **197 days** since the expiration of our two collective agreements...

Bargaining Unit Meeting

There will be a meeting of MAFA bargaining unit members on **Thursday, January 20th at 4:00 pm in Flemington Auditorium (Rm. 116)** to discuss negotiations.

MAFA Chief Negotiator Steve Law will report on this week's meeting of the Conciliation Board, and he will report generally on where we are in the negotiations.

All those currently working under the full-time and part-time collective agreements are invited to attend.

Christmas, a strike resulted, while in 1995, 2002, and 2007 agreement was reached by Christmas. We hope that it will be possible this year to reach agreement without job action, but time is running out.

Rick Hudson
President

NEGOTIATIONS

As reported in the last newsletter, negotiations continued after the meetings of the Conciliation Board with the two sides in early December (December 9th and 10th). Some minor progress was achieved. Negotiations started up again last week, but not much was accomplished. There was one meeting

this week, on January 10th.

On Thursday and Friday this week (January 13th and 14th), and potentially on Saturday and Sunday as well (the 15th and



16th), the Conciliation Board will meet with the two sides. This will be the final meeting of the Board with the parties before the Board writes its report. The

PRESIDENT'S MESSAGE

I'd say "welcome back" to everyone, but many of us, of course, were here during the time the University was closed at Christmas, some of us still marking papers and exams and preparing syllabi for this term. By now, all classes have met and the semester is well under way.

This term, MAFA's main objective will be to get a collective agreement. As you can read elsewhere in this newsletter, although negotiations have continued, progress remains slow. It is worrying that no agreement was reached by Christmas. In the past – in 1992 and 1999 – where agreement was not reached by

deadline for the report, as determined by the Minister of Labour, is January 31st. In a conference call on Friday, January 7th, the two sides and the Board agreed on the format of this week's discussions.

MAFA EXECUTIVE APPROVES NEW STRIKE PAY POLICY

The MAFA Executive adopted a policy on strike pay at its meeting on November 8, 2010. During previous strikes, MAFA followed the ordinary union policy that all members performing strike duties would receive the same pay, regardless of their rank or salary of record. We will continue this policy. But since the 1999 strike, MAFA has added a second unit, composed of part-time members. The central point is that should job action happen, all members will receive strike pay based on their participation in strike activities.

It would be unreasonable to expect part-time members to perform the same duties as full-time members, so MAFA has adopted the following policy:

Policy on Allocation of Strike Pay, Mount Allison Faculty Association

1. The purpose of strike pay is to pay members who are supporting job action and who are losing income as a result of this support.
2. All members who support a strike will be compensated at the standard daily rate, established by the Union, regardless of their rank or full- or part-time status.
3. Active support for the strike will take the form of refusing to fulfill professional duties for the Employer, and participating in picketing or other daily duties as defined and assigned by the Union. Members who do not work in Sackville will be assigned duties which can be done at a distance. Strike pay will begin on the first day of job action and will be paid to members on a regular basis, to be determined by the Union.
4. Full-time members are expected to support the strike with daily service during week days, but may be excused on occasion, at the discretion of the union.
5. All members who actively support the strike will be paid for the weekend days, regardless of

- whether they have full- or part-time status.
6. Members, especially part-time members, who can only actively support the strike on a part-time basis, will receive pro-rated strike pay based on the number of days on which they can participate.
7. Resources allowing, this policy permits the Union to provide additional payments or loans to members in need, and to provide final payments to members who support the strike to its conclusion. Lump sum final payments for part-timers may be pro-rated by the Union.

Approved by Executive, November 8, 2010



MAFA DUES REDUCED EFFECTIVE JANUARY 1st

The Executive would like to remind members that the union dues rate has been reduced from 1.4% to 1.1% of full-time and part-time salaries, effective January 1st.

This has been done because MAFA has now accumulated well over \$200,000 in its Strike Contingency Fund, based on a by-law requirement passed in April 2010.

This will be reflected on the January 15th and

subsequent pay statements.

CALL FOR NOMINATIONS, GEORGE J. DE BENEDETTI BOOK PRIZE

Do you know any students who are excelling in social activism, advocacy work, or student, university-wide and/or broader community issues?

If so, why not nominate them for the George J. de Benedetti Book prize, awarded annually to a student who best embodies these commitments. The prize, which includes a book and \$200 cash prize, is given in recognition of the many years of outstanding service to the Mount Allison Faculty Association, Mount Allison University, and Canadian university academic staff, by George J. De Benedetti, retired professor of Economics (1968-2000).

Nominations must arrive in the MAFA office by Monday, March 7th, 2011, and the prize will be awarded at the upcoming MAFA Annual General Meeting.

FNBFA REPORT

The Federation of New Brunswick Faculty Associations (FNBFA) has been very active this year, both in the election campaign, and in dealing with the new government on issues such as the use of conciliation boards. Their actions have been particularly important for MAFA.

The FNBFA Executive has been meeting monthly, usually by Skype (as a cost-cutting measure): members of the Executive are Dennis Desroches, President, Saint Thomas University; Michèle Caron, Vice President, Université de Moncton; Rick Hudson, Past President, Mount Allison University; and Jean Sauvageau, Treasurer, Saint Thomas University.

The ten-member Board of the Federation, composed of the representatives of the six member-associations – Gina Grandy is MAFA's representative on the Board – as well as of the members of the Executive, met in early November in Moncton. Because of the weather, the awarding of the Prix Nicole Raymond Prize was postponed to the next meeting of the Board, in Fredericton, on February 4th and 5th.

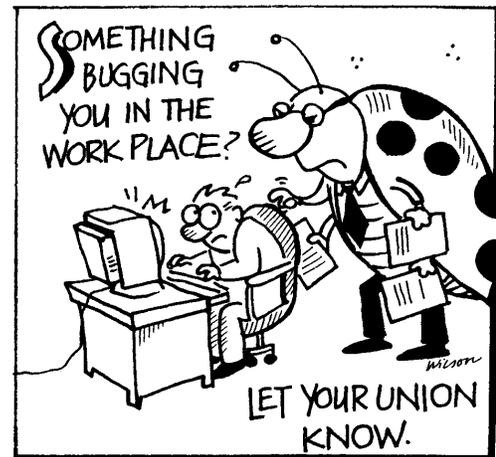
This year, the Federation has continued with the restructuring which started last year. The FNBFA has

also strengthened ties with the Ontario Confederation of University Faculty Associations (OCUFA), the Confederation of Alberta Faculty Associations (CAFA), and the Confederation of University Faculty Associations of British Columbia (CUFA-BC). It has also worked with the Association of Nova Scotia University Teachers (ANSUT).

SCHEDULE OF EVENTS, 2010-11

Spring Annual General Meeting, Friday, April 8th, 3 pm,
Avard Dixon G12

Retiring Members' Party, Friday, April 8th, 4:30 pm
University Club



MAFA 2010-2011 EXECUTIVE

Richard Hudson - President (Commerce)
Gina Grandy - Vice-President (Commerce)
Peter Brown - Past President (English)
Robert Rosebrugh - Treasurer (Math and CS)
Jeff Lilburn - Collective Bargaining (Library)
Loralea Michaelis - Grievance (Political Science)
San Patten - Unit 2 (Continuous Learning)
**David Thomas - Membership (Political Science/
International Relations)**