

# MAFA NEWSLETTER

**Mount Allison Faculty Association**  
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## MAFA MEMBERSHIP RATIFIES THREE-YEAR COLLECTIVE AGREEMENTS

The MAFA membership ratified two new collective agreements in voting that took place on January 21 and 22. The agreements cover full- and part-time faculty and librarians, and will be retroactive to July 1, 2007, and run until June 30<sup>th</sup>, 2010.

“In this vote our membership showed strong support for the Negotiating Team,” says MAFA President Paul Berry. “We hope this vote will help the Mount Allison community achieve its academic mission and maintain the institution on a sound footing,” he says.

Terms of the deals are not being released at this time.



ESIDENT'S MESSAGE

PR

Wars are fought to establish the victor and vanquished. We negotiate to find some middle ground between two positions. A victor in war is usually established when the opponents are not equal in strength. Otherwise, war is not beneficial to either party. Conversely with negotiations, a good settlement results when there is balance in the strength of the two parties, and a serious imbalance often

end up in bad settlements.

There are rules of war and accepted norms of conduct in negotiations. Strangely enough, an advantage may be gained in war by breaking the rules. However, negotiations seldom end well in the long run if the rules of conduct are not followed. And that is why these norms were established.

Our recent negotiations resulted in an outcome that neither side aimed for at the outset. That is precisely what is supposed to happen in negotiations when the two parties are of equal strength, and the norms of conduct are followed. And so while there are not victors, both MAFA and the employer win.

This is what has gone wrong at St. Thomas. The employer does not wish to negotiate, they pretend to hold all the cards, and they do not wish to conform to established norms of negotiation.

Therefore a vote of thanks is due to our negotiating team for their dedication and hard work. And we should be grateful that both teams were formidable and willing to conform to established norms of negotiation.

Paul Berry

## MAFA COMMEMORATES DECEASED MEMBERS

The Mount Allison Faculty Association recently made a donation to the Karen Nicholson Memorial Award, which will be administered annually by the Psychology Department. “This is a very fitting way to recognize a colleague who died well before her time, and we encourage all those who knew Karen to contribute to this fund,” says Paul Berry.

The Mount Allison community was also saddened to hear of the death of retired Fine Arts Professor **John Asimakos**. John taught at Mount Allison for twenty years and was a well-known figure in the Mount Allison community. A memorial service will be held for John on **Sunday, February 3<sup>rd</sup> at 1 pm, at the Owen's Art**

**Gallery.** The family is encouraging John's friends to bring brief written anecdotes of their favourite memory of John for possible display or presentation.

The family requests that memorial donations be made to the "John P. Asimakos Painting Award." Contributions directed to this purpose can be sent to Mount Allison University, Department of External Relations.

### **SENIOR GRIEVANCE OFFICERS WORKSHOP FOCUSES ON MENTAL HEALTH AND BULLYING**

This past December, I attended a CAUT workshop for Senior Grievance Officers in Ottawa. The meeting focussed on two emerging themes, mental health and bullying (harassment) in the workplace.

Many things were said that we, as a union, must consider. New policies in universities, in the area of research, sabbaticals, promotions, work load, etc., are putting more pressure on academics. In the last few years universities have seen an increase in tension and psychological stress. The more vulnerable members to suffer these difficulties, according to a study done in Canada, are between 30 and 56 years old and, more particularly, are women, academicians looking for a permanent position, people for whom English or French is not their mother tongue, and research professors.

Bullying in the workplace is something that exists but nobody wants to talk about, and Canada is not one of the countries where this has been studied much. Employees who suffer bullying in the workplace often do not take action to stop this problem, principally because they are afraid to be labelled as "problematic" people by colleagues and administrators.

The university has a duty to accommodate academics with mental disabilities and to stop bullying, because it is morally and legally unacceptable to do nothing in the face of these circumstances.

It is very important for members to know their Collective Agreement, because this knowledge will help us understand our rights. We should bear in mind that the Employer must create a positive and safe occupational environment in order that workers can do their job without bullying and harassment.

Juan Carlos Martínez

### **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 March 3<sup>rd</sup>, 2008, and the prize will be awarded at the MAFA Annual General Meeting in April.

### **IMPORTANT UPCOMING DATES**

#### ***January 31***

Deadline for those employees granted a Sabbatical leave to confirm in writing intent to take the leave or postpone it for one academic year (Article 23.21).

#### ***March 31***

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

### **MAFA 2007-2008 EXECUTIVE**

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