

# MAFA NEWSLETTER

## Mount Allison Faculty Association

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SEPTEMBER 2011

### NEW MEMBERS' PARTY!

All faculty members and librarians (and their partners or spouses) are invited to attend the annual MAFA New Members' Party.

Please join us on Friday 23 September beginning at 4:30 pm at the University Club (President's Cottage, between the Avard Dixon and the Biology buildings). There will be great food and every adult who attends will receive one drink ticket. Spouses and families are welcome, and child care costs and local taxi fares will also be reimbursed (on request, we will be happy to supply you with a blank receipt form at the welcome table).

We hope that you will be able to attend.



### PRESIDENT'S MESSAGE

Welcome to new faculty and professional librarians, and welcome back to members returning

from leaves.

With the ratification of our Collective Agreements in the Spring, this summer has been less eventful than last summer. Preparations for the next round of negotiations will start in the Fall of 2012. In the meantime, MAFA committees can begin to consider issues raised by the last round of negotiations and current policies and procedures. You may wish to contribute to this process: see the Call for Committee Members later in this Newsletter.

Over the summer, a few grievances have moved forward through their steps (see the Grievance Report) and there have been a few meetings of your MAFA Executive. There have also been a few Committee meetings, in particular, the Advisory Committee on Equity that was (re)established in the current contract. Members who attended the Equity Panel Workshop on August 31 are encouraged to provide their feedback to the MAFA Executive or to the MAFA representatives on the panel, Andrew Hamilton-Wright and Rhiân Stewart.

The most important part of my message in this newsletter is to invite everyone to our New Members' Party, on Friday, September 23, 2011, starting at 4:30 pm, in the University Club. There will be free soft drinks, food, desserts, and drink tickets plus a cash bar. For the new members, the highlight of the party is undoubtedly meeting returning members. Spouses, partners, children, etc. are invited. Child care expenses are reimbursed. The party is free.

I hope to see you all there.

Stephen Law, President

## GRIEVANCE REPORT

MAFA is pursuing three grievances at the moment.

1) Hiring outside the bargaining unit. Union grievance, filed August 4, 2009. This grievance concerns the appointment of the Director of the Ron Joyce Centre for Business Studies as an administrator outside the bargaining unit. MAFA filed a grievance on the grounds that the responsibilities associated with this position are the responsibilities of members of the bargaining unit. The Employer denied the grievance and MAFA filed for arbitration on September 17th, 2009. The arbitration was initially scheduled for September 29, 2010 but the arbitrator to whom MAFA and the Employer had agreed was forced to withdraw for health reasons. The arbitration was heard on December 1, 2010.

Even though this issue was been resolved in collective bargaining, the grievance was not settled at that time. In the interests of a decision on the key points, MAFA has asked the arbitrator to render a decision. The Employer has opposed his issuing of a decision. We await to hear whether he will issue a decision, and what that decision will be.

2) Two individual grievances and one union grievance on a hiring process. (Individual grievances filed March 17 and 23, 2011; union grievance filed March 21, 2011.) All these grievances stem from the process of conducting searches. Various procedural problems were identified, including violations of Articles 11.02, 16.13, 16.22 and possibly other articles of the relevant Collective Agreement. The union grievance was filed under Article 36.08 of the Collective Agreement.

The Employer denied all grievances and on May 20 MAFA filed for arbitration. MAFA requested that the three grievances be joined in a single arbitration process, since they are all related; in addition, MAFA asked that a single arbitrator be appointed.

The Employer agreed to deal with one individual grievance together with the union grievance; these two will be going to arbitration on September 27. The other individual grievance awaits an arbitration date at this point.

Helen Pridmore  
Grievance Officer

## CALL FOR MAFA COMMITTEE MEMBERS

MAFA is looking for volunteers to serve on a number of committees.

In particular, the current Executive wishes to revive and review the Status of Women Committee, suggesting the consideration of a possible change to the mandate (and also the name) of the committee.

Dave Thomas, Vice-President, and Christina Ionescu, Membership Officer



## CAUT NEGOTIATOR'S FORUM

Toward the end of March, MAFA sent its Chief Negotiator, Stephen Law, to Ottawa for the CAUT Negotiator's Forum. The sessions provided an opportunity to share information about the environment for negotiations across Canada. CAUT staff and negotiators from across Canada spoke about current conditions.

A troubling feature of some recent negotiations is the increased prevalence of Employer demands for concessions which, although they are almost invariably withdrawn before a settlement is reached, nonetheless represent a new desire on the part of some university administrations to try to get their faculty associations to "bargain to zero". Another topic of discussion was the rise of provincial government interference in negotiations. Several negotiators from universities in Atlantic provinces noted that this issue had become particularly pressing

in New Brunswick and Nova Scotia, and remained a perennial concern in Newfoundland and PEI.

There was a desire to address these issues in targeted sessions in Atlantic Canada after the Forum concluded and your MAFA representative undertook to make this happen (see the report on the Meeting of Atlantic Negotiators, below).

In 2012, as we prepare for the next round of negotiations, MAFA will arrange for CAUT to conduct another Collective Bargaining training session for members who are considering becoming involved in this process. Anyone interested should contact me or any other member of the MAFA Executive to make their interest known.

Stephen Law, Chief Negotiator

### **MAFA ASSUMES SPONSORSHIP OF MONCTON LUNCH N' LEARN SERIES**

The MAFA Executive would like to announce that MAFA is now the new sponsor for 2011-12 of the Moncton Lunch 'n' Learn series, held on a regular basis at the Moncton Public Library.

As part of the reorganization of Continuous Learning, the university administration has decided to discontinue its support for the series.

"The Executive was happy to take this on this year, since many of our members have used it to share the results of their research and creative activity with the greater Moncton community," says MAFA President Stephen Law.

It is a great way for our members, and the association, to expose the wider community to the work we do at the university, Law says.

Heather Patterson has agreed to continue to organize the series. Members interested in presenting should contact her as soon as possible at <hpatters@mta.ca>.

### **REPORT FROM SPRING CAUT COUNCIL**

Representatives from universities across Canada met in Ottawa in May. MAFA sent its current and past-president: Stephen Law and Rick Hudson. Two associations joined CAUT: Laval and University of King's College.

We note in passing that the university sector is one of the most densely-unionized in Canada: almost all universities negotiate collective agreements with their faculty and librarians.

Members are reminded of the valuable information available at the CAUT website: [www.caut.ca](http://www.caut.ca)

### **FIRST MEETING OF ATLANTIC NEGOTIATORS**

On June 23, about two dozen members of university-sector negotiation teams, and a representative from CAUT, met in Moncton to discuss the current environment for bargaining in Atlantic Canada. This event was organized by the MAFA Chief Negotiator and sponsored by MAFA and the FNBFA. The meeting was for the purpose of discussion related to issues arising in negotiations and was not intended to be a formal meeting of associations or provincial organizations.

The sessions covered recent settlements in Atlantic Canada, along with analysis and discussion of recent arbitrations and conciliation board reports. There was a presentation regarding provincial budgets and fiscal capacity in Atlantic Canada and interpretation of provincial pressures and interference.

Other topics of the meetings covered maintaining union solidarity and communications from the Negotiating Team and planning for future negotiations, with possible coordination within the region or within provinces. The meeting was a success: well-attended, informative, and judged to be useful by the participants. Two other faculty associations volunteered to arrange the second and third such events so it looks as though MAFA has "started something good".

Stephen Law, President

### **IMPORTANT DATES**

SEPTEMBER

September 1

Evaluations due to academic staff - Article 14.06 also see

Article 14.07

A Dean will be assigned to the subcommittee of each faculty member seeking tenure - Article 17.01(b)

Tenure and Promotion for Librarians (Tenure and Promotion Committee) - Article 20.01(a)

September 15

Applications for Sabbatical Leaves due - Article 23.07

September 30

Professional Reports of members after sabbatical leave due - Article 23.25

OCTOBER

October 1

Completed applications for tenure and promotion for all academic staff due - Article 17.13, Article 17.31, Article 20.13, Article 20.31

October 15

The Employer will conduct session on hiring with Employment Equity Panel members, heads, and University Librarian - Article 16.12(c), Article 19.12(c)

NOVEMBER

November 30

Employer will tell member and Union which sabbatical leaves have been granted, including dates - Article 23.19

**New Members' Party**, Friday, September 23rd, 4:30 pm, University Club.

Fair Employment Week, October 24-28 – Friday social event (Oct. 28) to showcase Contract Academic Staff (CAS) research and creative activity, 4:30 pm.

Fall General Meeting, Tuesday, December 6<sup>th</sup>, 10 am

End-of-Term social event, December 6<sup>th</sup>, 4:30 pm

Annual General Meeting, Thursday, April 5<sup>th</sup>, 2012, 3:30 pm

Retiring Members' Party, April 5<sup>th</sup>, 4:30 pm

**MAFA 2011-2012 EXECUTIVE**

*Stephen Law - President (Economics)*

*David Thomas - Vice-President (Politics and International Relations)*

*Richard Hudson - Past President (Commerce)*

*Leah Garnett - Collective Bargaining (Fine Arts)*

*Helen Pridmore - Grievance (Music)*

*Lori Ann Roness - Part-time/Unit 2 (Geography and Environment)*

*Robert Rosebrugh - Treasurer (Math and CS)*

*Christina Ionescu - Membership (Modern Languages and Literatures)*

**WANT TO GO PAPERLESS?**

We now live in a world in which many people want to minimize the use of resources like paper. Every year, MAFA asks members to contact the office if they want to receive only the electronic, PDF version of this newsletter.

People who said last year that they are content to receive just the efile will continue to receive it. If you get a hard copy over the next few days and you only want to get the efile, please email your preference to us.

Also, if you've changed your mind and want to get the hard copy, please email MAFA and let us know that you want to be added to the paper copy list.



**SCHEDULE OF EVENTS, 2011-12**

Please mark these dates on your calendar. Most rooms are TBA: