

MAFA NEWSLETTER

Mount Allison Faculty Association

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INFORMATION SESSIONS ABOUT THE NEW CAREER DEVELOPMENT PROCESS

MAFA will hold information sessions to describe the new Activity Report and process for biennial Career Development Reviews for tenured members on Wednesday, March 29 (3:30 pm) and Thursday, March 30, (11:30 am). Both sessions will be held in Dunn 106. Stephen Law will give the sessions with the assistance of others from the Executive and past Negotiating Team.

Full-time members are encouraged to attend one of these sessions and to review the greatly-revised Article 14 in the full-time collective agreement in advance of these information sessions.

PRESIDENT'S MESSAGE

Now that we have made it to midterm break I trust that your Winter term is going well! Since collective bargaining has concluded for the current round, we are returning to our regular newsletters. This issue contains information on grievances, some items discussed at the MAFA-Employer joint liaison committee, and a few highlights of changes to timing of items in the collective agreement. Of particular importance is an information session we will hold about changes to evaluations (Article 14), now called Career Development Reviews for tenured members. Please make plans to participate.

MAFA is a member-driven and member-run organization. As always, I strongly encourage you

to make your views known to me and any member of the executive. The MAFA nominating committee is now seeking out members to serve on next year's executive. I encourage you to consider if a role on the executive would be a good way for you to perform your service to the university. I have enjoyed my time as president for the past two years, had the pleasure of working with a great team of people, and learned a lot about Mount Allison, efforts to improve our university, and the challenges faced by colleagues in the Maritimes and nationally.

Andrew Irwin
Mathematics & Computer Science

IMPORTANT CHANGES TO TIMING OF EVENTS IN THE NEW FULL-TIME COLLECTIVE AGREEMENT

Sabbatical reports are now due 20 days after your sabbatical ends

Activity Reports -- Due May 15

Notification of intent to apply for early tenure or promotion -- due August 1

Application for sabbatical -- due August 15

Application for tenure or promotion — due September 15

GRIEVANCE REPORT

We are pleased to report that the rate of grievances has considerably slowed since the last report of April 2016. In the last year, there seems to be

renewed commitment to working with, instead of against, the Collective Agreements. As well, a number of issues in the most recent round of bargaining have addressed the substance of at least two grievances (see below), so we look forward to smoother paths ahead. There are a number of items to report on, however, because we were awaiting the resolution of certain grievances that had accrued over the prior two years.

At the time of the last report, we were awaiting information on:

-- #2014-15, an individual grievance, which concerned a member's unsatisfactory evaluation and potential disciplinary action. This grievance was slated for arbitration, but the recent re-negotiation of article 14 in the Full-time CA effectively removed the evaluation and expunged any record of it from the member's file. The decision to go to arbitration was reversed, and the grievance has been allowed to lapse without prejudice to MAFA's position.

-- #2014-18, an individual grievance, which concerned the unsatisfactory evaluation of a member. This grievance went to arbitration in August of 2016, and the decision upheld the employer's right to evaluate its employees under management rights, which are now explicitly limited by the Article 4 obligation that they be exercised in a fair and reasonable manner.

-- #2015-10, a union grievance, which concerned the denial of sabbaticals to two members, involving unreasonable conditions and lack of recourse by members to participate in the discussion of their proposals. The decision was made to go to arbitration, but this decision was reversed, due to administrative changes and ongoing collective bargaining. All members were granted sabbaticals in the subsequent year and the employer seems to have improved the problematic aspects of the process which prompted the grievance.

-- #2016-02, an individual grievance, regarding procedural problems encountered in one member's application for promotion to full professor. This grievance was settled with the support of the affected member.

Since the time of the last report, the following grievances have been launched and have been allowed to lapse without prejudice:

-- #2016-03, which concerned a grievance over the assignment of teaching. This was allowed to lapse without prejudice because new arrangements for the member made the issue moot.

-- #2016-04, an individual grievance, which was a grievance filed by two members alleging improper procedures were used during a hiring in their department. The grievance was allowed to lapse without prejudice based on the employer's commitment to monitor such processes more carefully in the future.

It is always important that any grievances or potential grievances be brought to our attention, to ensure that the collective agreement works well and that what can't be fixed through grievances can be considered for collective bargaining.

Fiona Black
Grievance Officer



PART-TIME MEMBERS AWARDED RESEARCH AND CREATIVE ACTIVITY STIPENDS

MAFA would like to congratulate Crispin Mutshinda, San Patten, and Karen Stentaford for their receipt of the 2016-2017 Research and Creative Activity stipends.

Mutshinda's project was entitled "Bayesian dynamic models for temporally and spatially dependent extremes," while Patten is working on

“Community perceptions and awareness of HIV pre-Exposure Prophylaxis.” Stentaford’s proposal is entitled “Trace – photographic work and text for a book chapter.”

The stipend, valued at \$6451, is salary support for research and creative activity for part-time members. Under Article 29.02 of the part-time collective agreement, applications submitted by part-time members are considered by the Senate Research and Creative Activity Committee. Applications are due August 31st during each annual competition. There will be four stipends awarded this coming fall for the 2017-18 year.

“I am very pleased that we have negotiated these awards and that we have increased the number for future years,” says MAFA President Andrew Irwin. “It really does help these members undertake the full range of activities that we expect in academia.”



Each spring the MAFA Executive often awards a number of certificates of recognition to students who have made special contributions to campus life and the community. In April 2016, certificates went to Katharine Stevenson and Joshua Johnson.

CAUT LIBRARIANS’ AND ARCHIVISTS’ CONFERENCE REPORT, OCTOBER 2016

The CAUT Librarians’ & Archivists’ Conference was held in Ottawa on October 21 and 22, 2016. The focus of the event was collective bargaining, with presentations addressing workplace challenges

and concerns of librarians and archivists and discussion of how collective bargaining can be an effective way to address these issues. Sessions provided an overview of the historical and legal contexts of bargaining and included skills-building presentations on clause drafting, communication, team composition, and strategies for effective bargaining at the negotiating table. There was also discussion of trends affecting academic librarians and libraries across the country.

For example, opening keynote speaker and CAUT Past President Penni Stewart underscored the seriousness of these trends by stating that academic librarians in Canada are under attack. With references to the aura of perpetual financial crisis used to justify institutional restructuring, including the expansion of administrative units and declines in spending on core academic missions, Dr. Stewart offered examples that echoed those given in her CAUT President’s column from 2009 : declining librarian complement, erosion of collegial governance and rise of corporate-style management, and de-professionalization (including the breaking up of specialist librarian positions and the assigning of librarian work to lower-paid technicians). Other conference speakers picked up on themes and issues addressed by Dr. Stewart by responding to austerity policies that increasingly ask librarians and library support staff to do more with less.

These discussions seemed especially timely given that, at Mount Allison, a recent period of austerity has seen numbers of library support staff decline by roughly 30% since 2010 and book budgets decline by about 40%. Librarian complement also continues to decline.

Following presentations and discussions, attention shifted to a bargaining simulation focused on issues relevant to librarians and archivists. Conference participants were assigned to teams, with some representing the association side, others representing the employer side. Teams then met to discuss and select team member roles (chief negotiator, note-taker, etc.), plan strategy and draft language. Following an initial meeting at which opening positions were presented, teams caucused and met again several times throughout the second day with the goal of reaching a negotiated

settlement.

As always, the conference was highly instructive and I am grateful that MAFA made my attendance possible. Shortly following the conference, I was appointed to the CAUT Librarians' and Archivists' Committee. This committee represents the interests of librarians and archivists to CAUT Council and its membership and acts as advocate for the well-being of academic librarianship and archival practice. As a member of this committee, I will also assist with preparations for the next Librarians & Archivists conference. Ideas and suggestions welcome!

Jeff Lilburn
Associate Librarian

JOINT LIAISON REPORT

The MAFA Executive is committed to the ideals of this committee arrangement as a way of fostering good communications and an effective working relationship with the Employer, as well as a respectful and cooperative approach to the overall employment relationship here at Mount Allison.

This year's Committee representatives, Karen Bamford and Chris Down (MAFA), Jeff Ollerhead and Ron Sutherland (Employer), and Geoff Martin (MAFA Professional Officer, secretary), have met monthly since our last report. MAFA representatives have sought clarifications regarding the following: staffing (e.g. quantity and quality of appointments); employee benefits (e.g. research funding for part-time members); working conditions (e.g., difficulties in arranging course packs; inadequate heating); and labour relations (e.g., the implications for members of multi-campus teaching through the Maple League; details of the Work Place Harassment investigation process). The Employer has brought concerns about the consultation with Senate on appointment of faculty and librarians; the interpretation of the Collective Agreement with respect to the arrival of Tenure and Promotion letters; and sought MAFA's comments on the orientation of the Equity Panel and the Policy on Racism and Racial Harassment now in development.

While this committee has no power to bind either party, we hope that members will feel free to highlight any issues or questions they might have on the terms and conditions of employment to the MAFA executive so that we might raise these concerns and possibly resolve them as quickly as possible.

Karen Bamford and Chris Down

COMING EVENTS

All MAFA members are encouraged to attend these coming events:

MAFA information sessions, new Career Development Review process –
Wednesday, March 29 (3:30 pm), Dunn 106
Thursday, March 30 (11:30 am), Dunn 106.

MAFA Annual General Meeting and Election,
Thursday, April 13, 12 noon, Avard Dixon G12

MAFA Retiring Members' Party, Thursday, April 13, 4:30 pm, University Club

MAFA 2016-2017 EXECUTIVE

Andrew Irwin, President (Mathematics and Computer Science)
Karen Bamford, Vice-President (English)
Loralea Michaelis, Past President (Politics and International Relations)
Robert Rosebrugh, Treasurer (Mathematics and Computer Science)
Fiona Black, Grievance Officer (Religious Studies)
Chris Down, Collective Bargaining Officer (Fine Arts)
Diana Hamilton, Membership Officer (Biology)
Lori Ann Roness, Part-time Officer (Sociology/MASSIE)