

MAFA NEWSLETTER

Mount Allison Faculty Association

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September 2022

PRESIDENT'S MESSAGE

On behalf of the MAFA Executive I'd like to welcome members back to campus for the new academic year. Although widely dispersed physically, the Executive met several times through the spring and summer. The Grievance portfolio was particularly busy and I invite you to read the report below. Provincially, the FNBFA has been developing a bilingual social media campaign to highlight the contribution academic faculty make to the community and to dispel false perceptions about higher education in New Brunswick.

Nationally, CAUT's annual Fair Employment Week—designed to raise awareness about precarious employment on campus—is coming up on October 17-21. As part of FEW activities, CAUT is holding several online events, including a keynote address on CAS issues, and a social media day of action (Oct. 19). I'm also delighted to remind you of our first New Members Party since September 2019. Please join us in person at the University Club, on Friday, September 23, at 4:30. There will be food and drink and HEPA-filtered air.

Karen Bamford
President

GRIEVANCE REPORT

It has been a busy Spring and Summer for grievance issues. MAFA has worked on nine matters since the April 2022 AGM. We continue to struggle with inconsistencies of practice, particularly with the

issuing of contracts and payments to members, that impair communication and have negative impacts on our members. Nevertheless, with only one notable exception, most matters have been resolved without the need for arbitration.

Grievance #2022-01 (Individual). Discipline. FT CA Articles 4, 12, and 35. Following a step 2 meeting in February, the **employer withdrew** the letter of discipline in March and removed it from the grievor's file. This matter is closed.

Grievance #2022-07 (Individual). Teaching assignments; discrimination and bullying. FT CA Articles 4, 11, 12, and 18. Following a step 1 meeting with a Dean held in June, the **employer accepted** one of MAFA's proposed remedies. This matter is closed.



Grievance #2022-08 (Union). Employer not copying MAFA on appointment letters. PT CA Article 16. Following a step 2 meeting, the employer accepted

MAFA's remedy. In response, MAFA accepted the employer's **settlement** offer and withdrew the grievance.

Grievances #2022-02, -03, -04, -05, -06, and -10 (Individual). Course creation fees for correspondence courses. PT CA Articles 4, 30, 32. On the matter of course creation fees not being paid for correspondence courses, MAFA **settled** one grievance (Grievance #2022-04). The MAFA executive decided to move a number of other grievances on the same issue to **arbitration**. These matters are ongoing.

Grievance #2022-09 (Union). Equity forms in hiring processes. Articles 4, 11, and 16. Following a step 2 meeting in June, in which both parties acknowledged the need for an updated and unified process regarding equity forms A and B, the employer reaffirmed its commitment to employment equity and agreed that the union should receive copies of Form A. This grievance is **resolved**.

Respectfully submitted,

Linda Pearse
Grievance Officer



MAFA MAKES MEMORIAL DONATION IN HONOUR OF STEVE WESTCOTT

MAFA regularly makes memorial donations in memory of deceased, retired members, but on

occasion an active member dies before retirement and before their time. In these cases, the MAFA Executive makes a more significant donation, often over two fiscal years, and we have done so in the case of the recent death of Steve Westcott. In this case MAFA will make a contribution in both 2022 and 2023 to the Steve Westcott Chemistry Enhancement Fund, which will provide enhanced opportunities for students in the Chemistry and Biochemistry department.

DE BENEDETTI PRIZE AWARDED FOR 22nd YEAR

The 2021-22 recipient of the George J. De Benedetti Prize was Khandra Barrett, an 4th year student in Chemistry and Biochemistry. In the nomination letter, the nominee was lauded for her commitment to working for social justice for marginalized students at Mount Allison. She served as the student representative on the Anti-Racism Education and Response Team, and worked with the Black Student Union, helped organize Sackville's Black Lives Matter protest, served as MASU's International Student Coordinator, as International Orientation Facilitator, as International Centre Mentor, and as MASSIE conversation partner.

This prize recognizes George J. De Benedetti, Professor of Economics (1968–2000), for his many years of outstanding service to the Mount Allison Faculty Association, Mount Allison University, and Canadian university academic staff.

For more information on the prize, and to see the list of past winners, go to:
www.mafa.ca/about/debenedetti-prize/

MAFA CONGRATULATES RETIRING MEMBERS

Over the course of the pandemic many MAFA members have retired and MAFA has done its best to honour them. These retirees are: Robert Adlam, Paul Berry, Anita Cannon, Terrance Craig, Michael Fox, Judith Holton, Robert Ireland, Elaine Naylor, Miyako Oe, Donna Sharpe, Dan Steeves, and Frank Strain.

MAFA wishes all the best to these members who have served so long at Mount Allison.



JOINT LIAISON REPORT

Since April 2022, the following issues have been discussed at Joint Liaison at the two meetings that have been held.

-Production of electronic files for revised collective agreements. There was discussion about ensuring that the collective agreements as revised in December 2021 would be on both the MAFA and Mount Allison web sites.

-Improved Equity language and process in the CAs. MAFA and the Employer have agreed to create a working group on employment equity in the hope of arriving at a consensus on improvements before the next round of bargaining.

-Part-Time and Distance Learning program. Matters of concern were raised in connection to the preparations for the summer 2022 correspondence program.

-Rationale for holding May Convocation in person. There was discussion about the merits of this decision.

-Pandemic pedagogy. There was discussion about health protection measures in summer and fall and their impact on teaching.

-Part-time sick leave provision. There was discussion about part-time sick leave provision before and after the first day of classes in a term.

-Music Conservatory. We continued to discuss action for safety in the music conservatory. The administration has applied treatments (panels) to the walls in some spaces to reduce the unsafe level of sound. We have not been advised of the testing results of the sound level after the application of the panels to ensure they are within safe limits. We will continue to apply pressure for continued work on making the Music Conservatory a safe work environment.

-Fall teaching in light of COVID was discussed. We lobbied for safe measures, such as masking and distancing. We also asked for the purchase of CO2 monitors that can be signed out. CO2 monitoring is a good indicator of air quality and would be useful for employees if they have concerns.

-We asked for the administration to review the travel rates because of the increased cost of fuel and meals. This is currently being actively reviewed by Financial Services.

-We inquired about the move to VOIP (voice over internet protocol) phones. We were told there should be no change in service.

-Equity issues have been discussed for some time in JL. MAFA's position is that the current forms and process are not working well. It was noted that non-binary people are also lost in the current process.



MAFA 2022-2023 EXECUTIVE

-It was noted that there is a continued lack of candidates for administrative positions. The Employer may need to encourage applicants with appropriate salaries.

Timetabling issues and problems have become a workload issue for Heads and Directors. The Provost says they are working with the Registrar to make this process more efficient.

Long-Term Disability (LTD) entitlements for different groups of university employees. MAFA has asked the administration about an anomaly in the LTD program and we have been promised an answer.

Members will be aware that Sabine Beisser is the new Interim Director of Human Resources. We anticipate that she will represent the Employer in the Joint Liaison Committee and we look forward to working with her to ensure that the provisions of our collective agreements are properly observed and implemented.

Members wanting more information on the Joint Liaison Committee should refer to Article 6 of either collective agreement.

Toni Roberts and Geordie Miller

COMING EVENTS

All MAFA members are encouraged to attend these coming events:

2022

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

Friday, December 9, time: tba, **MAFA General Membership Meeting**

Karen Bamford, President (English)
Geordie Miller, Vice-President (English)
Matthew Betti, Treasurer (Math and CS)
Maritza Fariña, Past President (Modern Languages and Literatures)
Melissa Grey, Part-time Officer (Biology)
Josh Kurek, Membership and Advocacy Officer (Geography and Environment)
San Patten, Equity Officer (Sociology)
Linda Pearse, Grievance Officer (Music)
Toni Roberts, Collective Bargaining (Sociology)
Geoff Martin, Executive Director and Professional Officer

