

MAFA NEWSLETTER

Mount Allison Faculty Association

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GENERAL MEETING REMINDER

Please plan to attend MAFA's General Meeting at 1 pm on Monday, December 11th on Teams. Between now and the meeting you will receive further information and documents will be on the Teams MAFA channel. Our End-of-Term Party will be held a few days earlier, on Friday, December 8th at 4:30 pm at the University Club.

Hope to see you then!



PRESIDENT'S MESSAGE

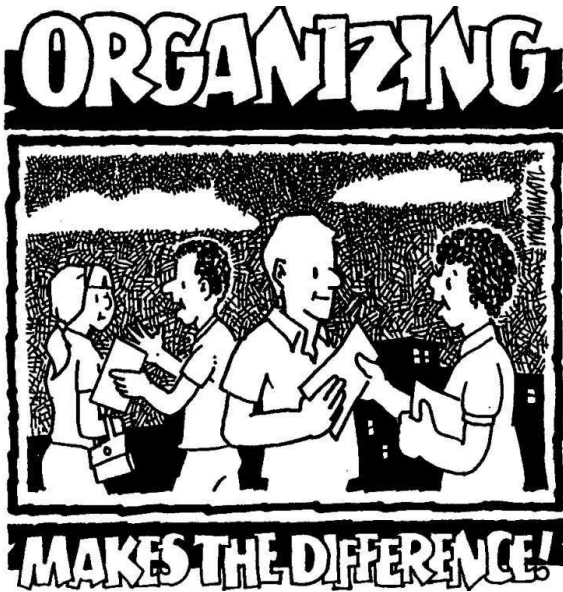
As we approach the expiration of our Collective Agreement in June, news of other contract settlements is of particular interest. Last July the Brock University Faculty Association signed a contract which will see a salary increase of 10% over three years, along with a one-time lump sum of \$2,000 added to the base salary of all members; while faculty at the Ontario Institute of Technology

agreed to an increase of 6% over two years.* In British Columbia the faculty association at UNBC achieved an immediate increase of 6.75% to the salary grid (comprised of a 5.5% general wage increase and a 1.25% cost of living increase), with a further increase on July 1, 2024 to be determined in part by a CPI COLA formula. Closer to us, after twenty-six days on strike this spring, the UPEI Faculty Association won an increase of 12% for regular academic staff: 3% retroactively from July 1, 2022, followed by increases of 3% on July 1 over the next three years. Contract academic staff received a larger retroactive increase. These figures are somewhat more encouraging than the 2.5% per year over three years won by the full-time faculty at UNB last November. Based on figures provided by Statistics Canada the annual inflation rate in New Brunswick in 2022 was 7.45% ([2022 CPI and Inflation Rates for New Brunswick | Inflation Calculator.](#))

Faculty complement was also a major issue in the UPEI strike, and here the Association achieved a significant gain: the Employer committed to hiring 20 additional full-time faculty and 1 net-new librarian over the course of the contract. The Brock University Faculty Association also won complement language: the Letter of Understanding declared that "the number of faculty members on July 1, 2024 will be at least 5 greater than on May 1, 2023," and in addition the Employer agreed to hire at least one net-new Librarian during the course of the collective agreement. Faculty complement was also central to the demands of the faculty association at Laval (SPUL) in their recent negotiations: their new contract ensures that a "minimum full-time faculty complement, currently

set at **1,280** positions, will gradually increase starting on January 1, 2024, to reach **1,360** positions by January 2026.” The Employer has thus committed to hiring eighty net-new full-time faculty over the next three years. Significantly this victory was achieved at the cost of a five-week strike (<https://www.cbc.ca/news/canada/montreal/university%C3%A9-laval-professors-end-strike-1.6795751>).

Although MAFA has sought this kind of commitment from the Employer for many years, we have done so without success. Instead we have seen an increasing reliance on part-time and full-time contract academic staff, and a firm refusal to negotiate on the matter of faculty complement. (During the last round of negotiations someone on the Employer’s team was quoted as saying that they would never agree to complement language, even to guarantee that the minimum faculty complement would be 1; that is, not an *increase* of 1, but that a total complement of even 1.)



Negotiating faculty complement language is obviously challenging—most employers want to maintain maximum financial flexibility. Equally, however, it is a responsible way to maintain the core academic strength of a university and to provide stability for programs. Acadia University and Bishop’s University, our Maple Leaf colleagues, both have complement language in their collective agreements. It is not unreasonable for us to have it at Mount Allison. As Mark Crane, former

Chief Negotiator for the faculty association at Nipissing, argues, “Faculty complement language protects everyone ... regardless of whether your particular department, program, or faculty is facing constriction or growth. It secures the professional integrity of our labour, and ensures that the institution as a whole can deliver on its academic mission. It is a fair and reasonable approach to ensuring that we have all the faculty members we need to deliver our programs” (<https://nufa.ca/wp-content/uploads/FASBU-BULLETIN-JUNE-10-2015.pdf0>). We will not get such language easily, but it is worth striving for.

*These and all data on collective agreements below come from CAUT’s “Recent Collective Agreement Settlements” bulletins available in the Members Only section of the CAUT website ([Collective Bargaining | CAUT](#)).

Karen Bamford

President

GRIEVANCE REPORT

Summary

MAFA has been working on 3 grievances:

- 1 individual grievance has been resolved based on a member’s decision to take early retirement.
- 1 individual grievance has been resolved at step 1.
- 1 ongoing policy grievance was moved to arbitration on August 21, 2023.

New Issue

None.

Ongoing Issue

Policy Grievance #2023-01 [employer referral to Manulife for short term disability management].

- In the year 2022, the Employer began to refer full-time members on short-term sick leave to Manulife for sick leave management. Since Manulife is serving the Employer, the Employer is believed to be responsible for Manulife’s conduct. In most cases, the employer has invited Manulife to

manage these cases shortly after onset of the illness. MAFA believes that Manulife has overstepped its boundaries and has applied incorrect standards for access to short-term disability in ways that violate article 25, 4, and 11.

- MAFA moved the policy grievance to arbitration on August 21, 2023. MAFA sought a decision from the arbitrator that the employer ceases and desists in the use of Manulife for short-term sick leave as per FT CA 25.01 and 02; and resume the fair and reasonable practice for short-term sick leave to cease and desist further violation of FT CA 4.01. It is worth observing that there were no academic administrators present at this arbitration hearing.

- The arbitrator hopes to submit his award by the end of October 2023.

Resolved Issues

Individual Grievance #2022-11 [change in work duties].

- The individual grievance on the late change in work duties was scheduled for arbitration on August 21, 2023, but the member asked for and accepted early retirement instead.

- The Employer made this a rather complicated matter legally, including by demanding a Non-Disclosure Agreement, but thanks to the member's resolve this was simplified, which we hope will benefit members in the future.

- The member has signed the offer and the grievance was withdrawn without prejudice to MAFA's position on the issues.

Individual Grievance #2023-02 [employer refusal to offer subsequent nine-month appointment].

- The Dean made a nine-month, Full-time sessional offer to a member for the 2023-24 academic year. But the member had just finished a nine-month full-time appointment in the 2022-23 academic year. Under Full-time Clause 1.01 x), an appointment may be defined as a sessional appointment only if the appointment "was not preceded by an appointment to the same person the previous academic year."

- MAFA's proposed remedy was that the member be offered a revised one-year term appointment with the enhanced salary, pension and benefits that accompany that appointment.

- The employer accepted MAFA's remedy on a without prejudice basis at step one of the process.

Respectfully submitted,

C. Pomare

MAFA Grievance Officer



FOUR MEMBERS RECEIVE RESEARCH AND CREATIVE ACTIVITY STIPENDS

MAFA is pleased to advise members of the four part-time members who have won Research and Creative Activity Stipends for the 2023-24 year. As usual they represent the range of research and creative activity here at Mount Allison.

Gianisa Adisaputri (Interdisciplinary Health Studies Program) received a stipend for her project entitled "Immigrant Women's Access to Primary Healthcare Services in Rural Atlantic Canada."

Emily Drake (Interdisciplinary Health Studies Program) was successful for her proposal entitled "Exploring the experience of transition to palliative care of young adults living with cancer."

Geoff Martin (Politics and International Relations) has received a stipend for “One Year On: An analysis of the impact of NB’s Municipal Reform of 2022.”

Finally, San Patten (Sociology) received a research stipend for her topic "Participatory Action Research on Moral Injury Among Military Personnel Who Encounter Child Soldiers."

The stipend, currently valued at \$7487, is salary support for research and creative activity. 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 for each annual competition.

This is the fourteenth year in which these stipends have been awarded. “I’m delighted that we can pass on the news of these research and creative activity stipends in conjunction with Fair Employment Week” says MAFA President Karen Bamford. “These stipends provide crucial support for part-time members in their research and creative activity, demonstrating the variety of their contributions.” At the same time, the “awarding” of these stipends highlights an important difference in the conditions of employment for part-time members compared to those for full-time members.

Whereas all full-time members are compensated for their research and creative activity, only a subset of part-time members receive compensation for this aspect of their work and those who do need to apply and have their scholarly projects ranked and funded.

“MAFA has been successful in negotiating some support for the research and creative activities of part-time members,” Karen Bamford says, “but we have a long way to go before we achieve working conditions that are fair and equitable for all members of our academic staff. Working towards such improvements will continue to be a priority in the upcoming round of collective bargaining.”

JOINT LIAISON REPORT

May 2023-September 2023

The Joint Liaison Committee is constituted under the terms of MAFA’s collective agreements (Article

6) with the Employer. The Committee exists to “review matters of concern excluding any dispute which is at that time being resolved under the grievance and arbitration procedures ... [and] shall attempt to foster good communication and effective working relationships between the parties and shall attempt to maintain a spirit of cooperation”

Committee members include: Andrew Nurse and Matt Betti (for MAFA); Vicki St. Pierre and Rachel Rubin (for the Employer). Geoff Martin also attends to take minutes and ensure clarity and continuity.

The Joint Liaison Committee has met twice since July and addressed a range of different issues, including problems with the new Self Service financial program, financial procedures for reimbursements, the planned review of Indigenous services, plans for library services during Bell Library renovations, support staff cross training, the use of a third party to assess sick leave requests, sabbatical leave credit, charges to use spaces designated as ancillary, and the composition of part-time search committees for UNST and ARTS designated courses.

More regular Committee meetings are now scheduled. The overall tone of the meetings has been relaxed and generally upbeat. We are hoping this situation continues because it would bode well for the future.

Matt Betti and Andrew Nurse



COMING EVENTS

All MAFA members are encouraged to attend these coming events at the University Club.

2023

Friday, October 27th, 4:30 to 6 pm, New Members' Party

Wednesday, November 1st, 3-5 pm, Research and Creative Activity Fair

Friday, December 8th, 4:30 to 6 pm, End of Term Party

MAFA 2023-2024 EXECUTIVE

Karen Bamford, President (English)

Andrew Nurse, Vice-President (Canadian Studies)

Linda Pearse, Treasurer (Music)

Laurier Ricker, Past President (Math and CS)

Matthew Betti, Collective Bargaining (Math and CS)

Melissa Grey, Part-time Officer (Biology)

Lara Khattab, Membership and Advocacy Officer (Politics and International Relations)

San Patten, Equity Officer (Sociology)

Carol Pomare, Grievance Officer (Commerce)

Geoff Martin, Executive Director and Professional Officer