



FAUST

Summer Newsletter

July 2014

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1. STU FACULTY PUNCHING ABOVE THEIR WEIGHT IN THE UNIVERSITY LABOUR MOVEMENT

FAUST has had the unique pleasure this past May of congratulating **Dr. Robin Vose**, Associate Professor in the Department of History at St. Thomas University, on his election to the position of **President** of the **Canadian Association of University Teachers (CAUT)**, the national body representing some 68,000 full and part-time faculty and librarians.

Dr. Vose has been an active member of FAUST, serving as Vice-President in 2008-09, and as FAUST President for a three-year



term from 2009-12. Dr. Vose has also served as Past-President from 2012-13, and as a founding member of various FAUST committees. Highlights of Dr. Vose's presidency include the long and arduous battle to unionize ALL Part-Time faculty at STU; the elimination of mandatory retirement; and the creation of the United Campus Labour Council (UCLC), an association of academic and non-academic labour unions at STU and the University of New Brunswick. He has also been very active in supporting student activism for more accessible post-secondary education

Among Dr. Vose's many contributions to the university labour scene over the years, it has been his tireless work on questions of equity—for contingent staff, for the differently abled, for queer communities,

for indigenous communities—along with his groundbreaking work in building lines of solidarity across the labour divide between university professors and other workers that made him a natural selection for the position of Vice-President of CAUT in 2013-14, and ultimately as President. We should also note that Dr. Vose has represented FAUST on the CAUT Council from 2008-12, and from 2012 to the present has served as a member of the CAUT advisory group on international affairs.

Dr. Vose's appointment as President invites us to reflect on just how strong STU's union activism and participation, in both the full and part-time bargaining units, has been at both the national and provincial levels. And it reminds us that leadership of the kind Dr. Vose exhibits does not spring autochthonously from the soil, but emerges out of a determined culture of union solidarity and collective action that grows both with the threats it faces, as well as with the victories for faculty and staff that collective action achieves.

In that spirit, the FAUST newsletter will be featuring profiles of individual STU faculty who have played leadership roles in the provincial and national university labour movement. Stay tuned!

Respectfully submitted by **Dennis Desroches**

2. NEW EXECUTIVE

You have a **new FAUST Executive** effective on **1 July 2014**:

- President:** Mary Lou Babineau
- Vice-President:** Craig Proulx
- Treasurer:** Trevor Sawler
- Secretary:** Jean-Philippe Ranger
- Member-at-Large:** Janet Mullin
- Member-at-Large:** Suzanne Dudziak
- Member-at-Large:** Marvin Claybourn

3. PART-TIME FACULTY

Issue #4 of *Know Your Collective Agreement* has just been posted to the FAUST website. This issue reviews the **benefits and allowances for PT faculty** in the new **2013-2016 Collective Agreement** and explains **how to access them**. Please click on the following link to peruse this issue:

<http://www.faustnb.ca/ca/KYCA%20%20checklist%20PT%20MAY%202014.pdf>

4. AGM REPORTS

For those who were unable to attend the **Annual General Meeting on 16 April 2014**, the following are three of the **reports** passed at the meeting:

Professional Officer’s Report

When I first took on this job, I asked Geoff Martin, the Professional Officer of the

Mount Allison Faculty Association (MAFA) to provide me with a description of his position. He answered without hesitation: “I am a servant of the Executive.” While being Professional Officer of FAUST is certainly not a servile position, I think that Geoff’s description is apt. I assist in the everyday operation of the union, particularly assisting the Executive by taking minutes, liaising with members, maintaining the office, and engaging in solidarity activities. Because most of my responsibilities involve similar tasks year by year, my AGM reports always seem to sound the same. I am sorry that they are not more exciting, but we get plenty of excitement in other ways at STU!

One of the most rewarding aspects of my position this past year has been solidarity work. I helped to organize various solidarity pickets and demonstrations during AUNBT’s recent strike and lockout. Many AUNBT members have urged me to thank FAUST members for their unflagging support on the picket line. It has also been my pleasure to coordinate the United Campus Labour Council. The UCLC was originally known as the STU Campus Labour Council and initially involved informal conversations between Robin Vose as FAUST President and Jen Burry from STUSAU. Now it represents members from over 10 locals at STU, UNBF and UNBSJ; during a recent rally at UNBF, we were able to attract over 200 people from the labour movement who met in solidarity with AUNBT.

The biggest challenge during the upcoming year will be to revitalize the FAUST committees and make them a

more seamless part of FAUST's operation. It is imperative to take some of the weight off of the shoulders of the FAUST President, and this is one way to do it. The FAUST Executive, with the help of existing committee members, will be composing terms of reference and engaging in member mobilization. Many thanks to the members of the Part-Time Issues Committee, who have already sent along ToR and a list of committee responsibilities. A few years ago, FAUST decided to dispense with floor stewards, but for the purposes of communication and mobilization, I am researching the operation of floor stewards at other faculty unions to see if there is a model that might meet our needs.

In conclusion, I want to take this opportunity to thank the FAUST Executive for permitting me an incredible amount of flexibility in balancing my Part-Time FAUST position with Part-Time teaching contracts at STU and UNB, and my own scholarship as an historian. I hope that my status as an ongoing academic brings a valuable perspective to the job as FAUST Professional Officer. In terms of combining my "FAUST side" with my "historian side," I hope this summer to FINALLY make some headway with my history of the certification of FAUST's Full-Time members in 1976. CAUT has permitted me access to their digitized historical records, which will help to contextualize the movement. Why study this topic? I leave you with this preamble from the 1976 NB Labour Board report on FAUST's application to be a certified trade union:

This is the first contested application by a university or college faculty before this [the NB] Industrial Relations Board, although we are aware of the increasing numbers of applications in other jurisdictions across Canada. These applications, especially when contested on almost every issue as this one was, raises very special questions of labour relations law and interpretation because of the quite different character of the university from the ordinary business enterprise normally covered by the Industrial Relations Act.*

*Sound familiar? stay tuned for more...

Respectfully submitted by **Bonnie Huskins**

Grievance Officer's Report:

Two complaints were filed with the Grievance Officer in 2013, one involving retirement, and the other a refusal of an application for a sabbatical leave. The first complaint was dropped following unsuccessful initiatives by FAUST to resolve the issue. The second grievance is proceeding to an arbitration hearing in the summer.

Respectfully submitted by **Jeannette Gaudet**



FNBFA's activities during the past year (2013-14) were marked by the process of collective bargaining at the three Anglophone Universities in New Brunswick following the expiration of their respective collective agreements in June 2013.

Negotiations preparation

Starting in March 2013, FNBFA initiated a get together of the chief negotiators of the three faculty associations - AUNBT, FAUST and MAFA - to facilitate the communications to be expected throughout the year. On a bigger scale FNBFA organized and hosted in October 2013 the Atlantic Chief Negotiators Meeting in Moncton to exchange experiences around bargaining in our regional universities.

Transparency

To prepare for negotiations and gain a better impression of the universities' operational costs, FNBFA filed a formal request based on the NB *Right to Information and Protection of Privacy Act* (RIPPA) to all four public universities for actual salaries, benefits, pensions, and annual adjustments. Also we wanted to know the content of the university presidents' contracts and the legal expenses paid per university. Since all universities refused to disclose the presidents' contracts and the University of Moncton also refused to disclose its legal costs, FNBFA appealed with the Office of the Access to Information and Privacy Commissioner in the summer 2013. The decision is expected March 21, 2014.

Internal affairs

FNBFA elected a new executive at its AGM in May 2013. Through a change of the By-laws, a new dues system was put in place in order to increase the Federation's financial transparency and decrease its superfluous reserve, which had been accumulated during recent years.

For the new Board Members, FNBFA organized a retreat. Among the many topics discussed, priority was given to the position of contract academic employees. Unanimously, FNBFA agreed to make it the first area of interest in the near future.

Also FNBFA launched a more user friendly website in September, which is daily updated with the latest news and other information.

Student affairs

In regard to NB students, FNBFA revived the Semeluk Scholarship. Out of the 12 excellent nominees, Mindie Charette was selected for the Semeluk Scholarship 2013/2014. Since the Semeluk Scholarship finances the entire tuition obligations for an undergraduate degree at one of the NB universities, it makes FNBFA's Semeluk Scholarship one of the best in the province.

During the summer, FNBFA expressed concern in regard to the NB universities' irresponsible recruitment of foreign students and the workload increase it causes for faculty. This triggered a stir of publicity and resulted in an invitation for a meeting with Brian Gallant, leader of the NB Liberal Party.

Politics & Lobbying

On the political front, FNBFA was surprised by a second cabinet shuffle for the Minister of PSE, Training and Labour and expressed its concern. Even more surprising was the new Minister's two-year funding announcement for the PSE sector, over which FNBFA again expressed

concern, especially in regard to the threat to university autonomy and the lack of consultation with the Federation.

Throughout the fall, FNBFA regularly solicited the NB government’s opinion in regard to conciliation boards. So with this in mind, and also in view of developments in negotiations, FNBFA organised its third “Meet your MLA” event in October. Our lobbying messages included concern over the negative consequences of conciliation boards, the situation of contract academic members and the importance of university autonomy. Although there were some last minute changes, the timing was perfect, since the Minister had to make a decision on a conciliation board for UNB.

Since he did not appoint a conciliation board for UNB or MtA, strike votes took place at both universities with an overwhelmingly positive result. Meanwhile, STU settled calmly on a collective agreement, just before the holidays.

Job actions

After the holidays, New Brunswick broke a record, having two universities on strike in one week, i.e. the last week of January. FNBFA supported financially and physically where it could, from media contacts to handing out hot coffee. From the beginning, more lobbying activities were initiated and coordinated with the government and opposition parties against the new threat: Back to Work Legislation. When asked, advice and support was given to the members associations, politicians and CAUT on this issue.

Overview of public outreach activities:

Press releases:	12
Interviews:	
• radio and TV:	8
• newspapers:	numerous
Meetings with politicians:	
* MLA event:	12 MLAs
* Individual meetings:	
• Brian Gallant:	1
• Dominic Cardy	2
• Kelly Lamrock:	1
• Victor Boudreau:	4
• Chris Collins	2

Government:

• Hon. David Alward	1
• Hon. Jody Carr:	3
• DM Tom Mann:	5

Participation at Liberal’s round table discussions: 2

MPHEC conference: 1

Symposium UdeM/PETL 1

Regular contacts with:

- Employees Ministry of PSE
- Maritime Provinces Higher Education Commission
- NB Student Alliance

Respectfully submitted by *Jean Sauvageau*



CAUT FRANCOPHONE CONFERENCE 2014

From June 6-8 2014, I attended the second CAUT francophone conference. Approximately fifty delegates, along with the CAUT's Francophone Committee and CAUT President Robin Vose, examined the particular challenges that francophone academics face, both as teachers and researchers. We also discussed ways that different organisations both in French Ontario and Quebec have responded to some of these challenges. Throughout the three days, we also broke into smaller groups to discuss possible solutions to these various issues.

One of the particular issues that stuck out for me is the fact that francophone faculty members, especially in English institutions, are often expected to take on additional work since they are bilingual. We are sometimes asked to translate documents, to sit on committees for applications that are in French, or to represent the University in a francophone setting. The issue is not necessarily that we should not be doing the work, but rather that first it should not be automatically assumed that we will do that work, and second, that any additional work should be recognized as such. Throughout the weekend, it also became apparent that there are extra challenges for some of us to apply for funding, conduct research, and publish in our first language.

Du 6 au 8 juin 2014, j'ai assisté à la seconde conférence organisée par le comité francophone de l'ACPPU. Cette conférence a été très utile pour mettre en relief certaines des difficultés auxquelles le personnel académique francophone fait face. Par exemple, puisque l'anglais est la langue privilégiée de plusieurs disciplines, les meilleurs périodiques sont aussi en anglais. Pour percer, les chercheurs francophones doivent donc diffuser leur recherche dans une langue qui n'est pas la leur. Par ailleurs, de plus en plus fréquemment, les conférences savantes se déroulent uniquement en anglais (même en France pour certains domaines). On trouve le même problème au niveau des demandes de subventions. Les comités d'évaluation du CRSH et du IRSC n'exigent pas que leurs membres soient bilingues. Cela fait en sorte que toute demande faite en français risque d'être défavorisée parce que mal comprise. Ainsi, il devient de plus en plus difficile d'effectuer nos recherches en français. À la lumière de l'envergure de ces défis, on ne peut pas s'attendre à ce que FAUST ou l'ACCPU puissent régler tous les problèmes.

Toutefois, il serait possible de mettre en oeuvre certaines solutions modestes au sein de FAUST. Par exemple, le SEFPO (Syndicat des employés de la fonction publique de l'Ontario) a envoyé des délégués à la conférence pour nous faire part d'un comité provincial des francophones qui s'est formé au sein du syndicat. Il serait possible d'en faire de même ici à St. Thomas, en commençant d'abord par former un caucus

francophone pour identifier les problèmes spécifique de notre campus et pour examiner des solutions possibles. Par ailleurs, l'ACPPU a développé un énoncé de principe sur la reconnaissance de la valeur de la diffusion de la recherche en français. Bien qu'à ma connaissance, le CAPT et l'administration reconnaît notre recherche en français, il serait possiblement souhaitable d'ajouter une clause à cet effet dans notre convention collective, pour garantir notre droit de diffuser notre recherche en français.

Voilà deux suggestions modestes qui me sont venues à l'esprit depuis la conférence. Je vous invite à communiquer avec moi pour qu'on se rencontre et qu'on discute de cette question d'équité.

Respectfully submitted by **Jean-Philippe Ranger**, secrétaire du comité exécutif de FAUST (jpranger@stu.ca)

PHOTOS OF FAUSTIANS AT WORK & PLAY....

FAUST is building a photographic archive in an effort to preserve our institutional memory.

If you have any photos of FAUST members past or present, please send them to faust@stu.ca . We will be featuring several of these photos in each edition of the newsletter.



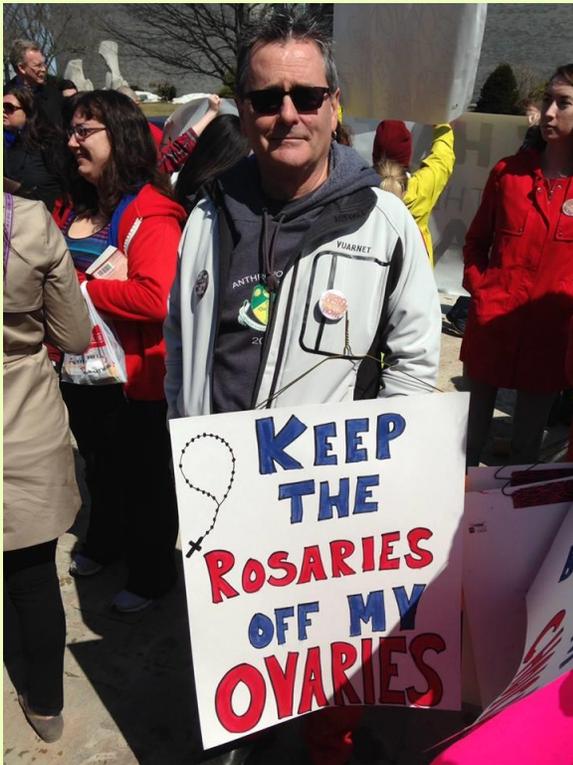
Suzanne Prior receiving the NBFL's Women in Leadership Award



"Union Thugs" bowling for Big Brothers/ Big Sisters



Picketing with AUNBT



Nuff said....

REMINDER: LABOUR DAY BBQ....

Once again FAUST will be participating in the Fredericton & District Labour Council's Labour Day BBQ at Wilmot Park in Fredericton on 1 September.

Please stay tuned for more details...

UPCOMING NEWSLETTERS?

What would you like to see in FAUST's newsletters?

More stories on PSE matters?

A 'letter to the editor' section?

Commissioned articles from FAUST members? (Is there anything you would like to write for the newsletter?)

If you have any thoughts or ideas, please contact any member of the FAUST Communications Committee:

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