



FAUST

Autumn

NEWSLETTLER

OCTOBER 2015

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FAUSTians at Fredericton PRIDE parade

President's Message

Welcome back Faustians! And a sincere welcome to new members! This is going to be a year of preparation. The end of June 2016 sees the expiration of the 2013-16 Collective Agreement and a new round of negotiations. We need to collaborate on new bargaining priorities while setting up all the back-up committees to support your negotiating team. This is a big job, but we have done it before, so onward and upward!

The FAUST Executive has been busy already this year. We have commissioned an analysis of the Employer's public financial statements, understood where the Employer's narrative is left wanting, and communicated this to all of you so that you can make informed decisions about your bargaining priorities. Knowledge is power and we now have the power to fight the fear and to look for gains at the negotiating table.

Your Grievance committee has also been busy, unfortunately, but also very successful at protecting faculty members' rights in day-to-day interactions and in arbitrations. We look forward to re-igniting our FAUST socials this year in order to re-acquaint with old friends and make new ones, but also to build the solidarity that took us through the lock-out and strike of 2007-08 and through subsequent successful negotiations. We welcome your ideas and participation in the social committee but also in all the FAUST committees.

We wish you the best of terms with fruitful research and fulfilling teaching. See you at the membership meetings and socials!

In solidarity,

Craig

Canadians Reject Politics of Fear and Division: CLC Hopeful for Progressive Change under Liberal Government

Monday, October 19, 2015

OTTAWA – The Canadian Labour Congress is congratulating Prime Minister-elect Justin Trudeau and the Liberal party on their election victory, and urging them to act quickly on key priorities for working Canadians.

“Canadians have soundly rejected the Conservatives’ politics of fear and division and have voted for change, and we look forward to working to ensure the Trudeau government delivers on the real change it has promised for working Canadians,” said CLC president Hassan Yussuff.

Yussuff highlighted key Liberal campaign promises he hopes the new government will act upon swiftly. Those included:

- Providing Canadians with a more secure retirement by enhancing the Canada Pension Plan, restoring the eligibility age for Old Age Security and the Guaranteed Income Supplement to 65, and increasing the GIS by 10 percent;
- Expanding training and apprenticeship opportunities to help Canadians – particularly young Canadians – find and keep good jobs;
- Significantly increasing infrastructure funding, including new, dedicated funding for public transit, social infrastructure like seniors and child care facilities, and green infrastructure;
- Beginning to turn back more than \$36 billion in Conservative cuts to health

care by investing \$3 billion over the next four years to improve home care, mental health services and access to prescription drugs;

- Repealing the Conservatives’ fundamentally flawed, ideological anti-labour bills C-377 and C-525; and
- Immediately launching a national public inquiry into missing and murdered indigenous women.

Yussuff also raised significant concerns about the Liberals’ position on C-51 and the Trans-Pacific Partnership (TPP).

“The Conservatives’ so-called anti-terror legislation C-51 is an affront to Canadian values and our Charter of Rights and Freedoms,” said Yussuff. “Repealing the legislation, not just tinkering with it, is the only way to adequately safeguard Canadians’ rights and freedoms.” On the TPP, Yussuff urged the incoming government to make the full agreement details public, and added: “The new government must take action to protect our supply management system and Canadian jobs – including auto sector jobs – that are under serious threat from the TPP as it stands.”

Yussuff also encouraged the government to strengthen its position on child care by implementing an affordable child care system for all families. Yussuff concluded: “We encourage the incoming government to work constructively with the labour movement, to ensure Canadians see positive change.”

The Canadian Labour Congress represents over 3.3 million union members who work in every industry and live in every province and territory. We are the voice of Canada’s labour movement.

Angela Regnier, Communications Officer
Canadian Association of University Teachers
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FAUSTians picketing with CUPW

Standing Committees

According to Article 3.10 of the Full-Time and Part-Time Collective Agreements, FAUST is supposed to circulate, by September 30, a list of committees relating to union governance, their memberships and vacancies, and procedures to fill them. Better late than never!

The standing committees (with the exception of the Grievance and Nominating Committees) have been largely inactive this past year. It is time to rejuvenate them. They play an important role in the governance of FAUST.

The Grievance and Nominating Committees currently have the following memberships:

Grievance Committee

- Jeannette Gaudet (Romance Languages): Senior Grievance Officer, Chair of committee
- Jean-Philippe Ranger (Philosophy): Executive liaison
- Moira McLaughlin (Anthropology): Part-Time representative
- Mike Fleming (Sociology & Criminology): Part-Time representative

Nominating Committee

- Jean Savageau (Criminology): Chair
- Suzanne Dudziak (Social Work)
- Moira McLaughlin (Anthropology)
- Marvin Claybourn (Psychology): Executive liaison

These two committees currently have established memberships.

However, **ALL of the other standing committees have vacancies.** Please let me know at faust@stu.ca if you are interested in serving on any of the following:

Here are some of the **general terms of reference for all of the committees:**

- New committee members normally serve a renewable term of two (2) years
- All committees report to the Executive and include an Executive member as a liaison or an Executive-appointed Alternate who serves as liaison.
- All requests budgetary requests are made to the Executive
- Committees choose their own chair.
- Whenever possible, business is conducted by a consensus. If voting is necessary, it shall be conducted on the principle of a simple majority.
- Committees should plan to submit a written report detailing their yearly activities (completed and projected) to the Executive; these reports shall be made public on the FAUST website, and shall be presented to the membership at the AGM.

The following are the Standing committees of FAUST, as laid out in Article 9.01 of the FAUST Constitution. I also include their specific terms of reference and current memberships. If you see your name on these membership lists and no longer wish to be on the committees, please let me know.

Communications Committee

9.03.1.1. The Communications Committee...shall be responsible for the production of a FAUST newsletter to be issued at least once in the Fall and Winter semesters.

9.03.1.2. The Committee shall oversee and update the FAUST website.

9.03.1.3. The Committee shall oversee and update all forms of social media.

9.03.1.4. The Committee shall abide by the FAUST Communications Policy



Mary Lou Babineau and Bonnie Huskins at CAUT

Current Membership:

- Rodger Wilkie (English/Aquinas): newsletter production
- Jean Sauvageau (Criminology)
- Colm Kelly (Sociology)

NOTE: We really need folks who can help us update our FAUST website, create and monitor a Twitter account and Facebook page, and help us to develop a communications policy.

Benefits Committee

9.03.2.1. The Benefits Committee...shall be responsible for reviewing the Full-Time benefits package once every year.

9.03.2.2. The Committee shall make recommendations to the Executive Committee regarding changes to the benefits package.

9.03.2.3. The Committee shall respond to queries about benefits coverage from the membership and the Executive Committee.

Current Membership:

- Mary Lou Babineau (Romance Languages): Executive liaison
- Sara Macdonald (Great Books)
- Peter Toner (Anthropology)
- Suzanne Prior (Psychology)
- Julia Torrie (History)
- Marilee Reimer (Sociology)

Equity Committee

9.03.3.1. The Equity Committee...shall encourage awareness, discussion, and (wherever possible) amelioration of conditions affecting all members of our campus and broader communities. Issues relating to minorities and other disadvantaged groups are to be given priority.

9.03.3.2. Each year the Committee shall focus its attention on two (2) or three (3) issues that it deems relevant, and shall recommend social action (including, but not limited to, the drafting of letters and deployment of financial resources) to the Executive Committee.

9.03.3.3. The Committee may at its discretion appoint one (1) or more researchers to compile further information relating to a given issue and deliver a report to the committee within a specified time frame. Such reports shall receive the attention of the committee for the duration of at least one special meeting called for the purpose.

Current Membership:

- Craig Proulx (Anthropology): Executive liaison
- Erin Fredericks (Sociology)
- Omar Basabe (Romance Languages)
- Aamir Jamal (Social Work)
- Arielle Dylan (Social Work)
- Jan Wong (Journalism)

Part-Time Issues Committee

9.03.4.1. The Part-Time Issues Committee...examines issues of importance to Part-Time faculty and acts in an advisory capacity to the Executive Committee on issues relating to Part-Time faculty.

9.03.4.2. The Committee shall bring issues of importance to Part-Time faculty to the attention of the Executive Committee

9.03.4.3. The Committee shall conduct research into Part-Time issues as instructed by the Executive Committee.

9.03.4.4. The Committee shall gather ongoing profiles of Part-Time faculty so as to study the composition and interests of the Part-Time faculty at St Thomas University.

9.03.4.5. The Committee shall conduct meetings with the Part-Time faculty to discuss issues of concern.

9.03.4.6. The Committee shall receive information, questions, and requests from the Executive Committee.

9.03.4.7. The Committee shall plan the activities and schedule of Fair Employment Week.

9.03.4.8. The Committee shall plan social activities dedicated to increasing solidarity among Part-Time members at least once a year, to include events at the end of Fall and/or Winter terms.

Current Membership:

- Alex Bailey (Social Work)
- Haydee Sainz (Romance Languages)
- Wendy Bourque (Psychology)

Social Committee

9.03.5.1. The Social Committee...shall devise and plan a schedule of social activities dedicated to increasing solidarity amongst the membership.

9.03.5.2. The Committee shall periodically survey the membership to determine the membership's preferences for social activities.

9.03.5.3. The Committee shall be responsible for advising the Executive Committee on the use of the FAUST logo.

Current Membership:

- Craig Proulx (Anthropology): Executive liaison
- Jasmina Terzioska (Romance Languages)
- Ian Nicholson (Psychology)

Solidarity Committee

9.03.6.1. The Solidarity Committee...shall encourage awareness of solidarity issues outside of the union, and to facilitate solidarity actions.

9.03.6.2. The Committee shall update members on local, provincial, national and international labour and social justice issues on the FAUST facebook page and in the FAUST newsletters.

9.03.6.3. The Committee shall recommend solidarity actions to the Executive Committee.

9.03.6.4. The Committee shall engage in solidarity actions as instructed by the Executive Committee.

9.03.6.5. The Committee's recommendations and actions shall be guided by the FAUST solidarity donations policy.

Current Membership:

- Kristi Allain (Sociology)
- Suzanne Dudziak (Social Work): Executive liaison

If you are interested in serving on one or more of these committees, please contact faust@stu.ca. This is your chance to make FAUST your own!

Respectfully submitted by Bonnie Huskins,
FAUST Professional Office

Academic Freedom and Your Classroom

[This is the first in a planned series of articles on some less-frequently discussed aspects of academic freedom]

Academic freedom is an essential pillar and cornerstone of all true university life. Without it we are reduced to talking heads or drones, delivering pre-approved content to an audience of paying consumers, rather than active

participants in a dynamic shared process of free knowledge creation and development. So it is absolutely crucial that we think constantly about just what academic freedom is, how it is preserved, and how it can be threatened. Even small encroachments on academic freedom need to be carefully identified and opposed, lest they become accepted and gradually begin to transform the conditions under which we carry out our academic work.

Blatant violations of academic freedom—where a professor is overtly censored, or subjected to discipline for exercising her rights to research or teach according to her own best judgment and inclinations—are easy to condemn. But these are a small minority of cases. More subtle degradations of academic freedom occur every day on Canadian university campuses, sometimes in ways that we do not even recognize.

An example of this is when administrative officers of the university—perhaps motivated by the best intentions—ask faculty members to set aside class time for the promotion of university initiatives that are unrelated to the professor’s course content and research interests. It seems like a small request, and if it is one that will help the university community as a whole, why say no? Providing a few minutes of class time to show a PowerPoint presentation or host a university spokesperson is certainly not on par with having your research suppressed on the orders of a drug company, or having the chair of the board of governors call you with veiled threats of discontinued funding if you do not revise your public blog posts (both of which are real, and recent, occurrences). FAUST members have been politely requested to do precisely this, and more, on multiple occasions over the last few years.

The problem is that even indirect requests from the administration—your employer’s representatives—can never be entirely without some degree of coercive potential. This is particularly true for those of us who do NOT enjoy the full protection of academic freedom that is afforded by tenure. Faculty who teach on fixed-term contracts, both those who must

have their contracts renewed on a regular basis (so-called “part-time” faculty), and junior tenure-track faculty who have not yet received tenure, are particularly susceptible to pressure to comply to any and all administrative directives. Being a “team player”, being “collegial”, being “helpful” or “loyal” to the university, these are all attributes that may seem particularly desirable for those whose employment is precarious—especially in a time of austerity, when anxieties over job security are at their most exaggerated. And when some are doing it, it puts further pressures on those who are not... which undermines the solidarity that we, as union members, so require to protect the integrity of our shared workplace community.

Academic freedom protects our right to conduct our classroom teaching as we see fit, with no pressure whatsoever from outside forces. Indeed, we are mandated to do so in our Collective Agreements. So if an individual faculty member actually *wants* to dedicate class time to promotion of or collaboration with an initiative put forward by the university administration—perhaps because the initiative relates to their teaching and research interests, or because they feel that the initiative is something that will benefit the pedagogical objectives of their class—then they have every right to do so. But we should be constantly wary of any impulse to simply comply with directives, or even polite suggestions, to perform duties that fall beyond the scope of our contracts. For many of our colleagues, there is no choice; they may not have any flexibility in their course schedules, just as they may not have any flexibility to do work outside of classroom hours because (as “part-time” faculty) they have other jobs to do to make ends meet. Whenever we choose to do extra unpaid work that goes beyond our actual job descriptions, we may inadvertently have a negative impact on those colleagues and thus on our community as a whole.

My point in writing this column is to raise lesser-known aspects of academic freedom, and to encourage reflection, debate and discussion. I fully understand that these are contentious topics. But if we do not consciously

engage with them, then we unconsciously fall into new and potentially dangerous patterns of behavior by default. Let's take academic freedom seriously, and talk about it whenever the opportunity arises.

Robin Vose is an associate professor in the History Department, a past president of FAUST, and current president of the CAUT.



A Musical Interlude

Academics Urge Trudeau Government to Act Swiftly on Education and Research Priorities

(Ottawa – October 20, 2015) The Canadian Association of University Teachers is congratulating Prime Minister-designate Justin Trudeau and his Liberal Party on their election victory, and is urging the new government to move quickly to deliver on promises made during the campaign.

“Canadians have overwhelmingly spoken out in favour of a change in leadership and direction,” said CAUT executive director David Robinson. “Canada’s academic community looks forward to working with the Liberal government in meeting the priorities of university and college students, staff, and researchers.”

Robinson said key promises that will need to be addressed quickly include:

- Restoring the mandatory long-form Census and expanding the capacity of Statistics Canada
- Appointing an independent chief science officer and unmuzzling government scientists
- Restoring funding for the Experimental Lakes Area and federal ocean science
- Improving the Canada Student Grants and Canada Student Loans Program to promote improved access to post-secondary education
- Increasing funding for the Post-Secondary Education Support Program for Aboriginal students
- Amending or repealing Bill C-51, the so-called anti-terrorism legislation, to protect civil liberties and academic freedom
- Defending labour rights by repealing Bills C-377 and C-525

“A decision to restore the mandatory long-form Census is particularly urgent as there is a short window of opportunity to direct Statistics Canada to begin preparations for the 2016 Census,” Robinson added.

Robinson also urged the Liberals to strengthen their commitment to science by boosting funding for basic university and college research.

“In recent years, we’ve witnessed a dismantling of and political interference in scientific institutions that have played important roles in ensuring the health, safety and welfare of the Canadian public,” stated Robinson. “There is an urgent need to reinvest in these institutions and to ensure that research is guided by priorities set by the scientific and academic community.”

CAUT is the national voice of 68,000 academic and general staff at over 120 universities and colleges across Canada.

Federation of New Brunswick Faculty Associations: President's Report

Greetings everyone,

This past summer was very busy with a series of events involving the FNBFA. Here is a very small sample of those activities. We have been very active on the front of the NB government's Strategic Program Review. We attend all public and stakeholder meetings. We also keep in touch with high ranking officials of the Department of Postsecondary Education, Training, and Labour. In that context, we keep an eye on, and discuss with them, the next provincial budget which could see universities significantly affected by cuts.

The FNBFA joined the "Not Austerity, But Prosperity for New Brunswick" coalition. The coalition is made up of other unions, union federations, and various grass roots organizations (Pay Equity, Anti-Poverty, etc.). I am a member of the steering committee. We have a very important meeting with Finance Minister, Roger Melanson, scheduled for 22 October.

Upcoming events of interest for the FNBFA include meetings with individual provincial government ministers identified as potential allies of universities. We will also attend the fall councils of the Ontario Confederation of University Faculty Associations (October) and of the Canadian Association of University Teachers (November).

In solidarity,

Jean Sauvageau

“Union”

Is Not a Dirty Word: A Student's Perspective

(Author Caitlin Sawler (daughter of FAUST member Trevor Sawler) submitted this essay to the New Brunswick Federation of Labour in response to the following topic: "The Value of Unions to the Workers and Society")



FAUSTians during AUNBT strike

I am always surprised when, in the course of an otherwise ordinary conversation, a friend or acquaintance sneers at the very mention of the word "Union." It is as though the conversation has turned to something distasteful, or we have violated some social taboo. Try as I might, I can never make sense of this.

For example, I was recently attending my uncle's wedding ceremony, and during the reception my family was seated at the same table as a couple that I had never met before. As is so often the case at this sort of event, after an hour or so we had exhausted all the conversational possibilities related to the happy couple, and we turned to other topics. Somehow—and I cannot for the life of me recall how it happened—the conversation turned to unions. Almost instantly, and without any warning whatsoever, the man seated directly across from me narrowed his eyes, furrowed his brow, and, in a voice remarkably

different from the one he had been using only moments earlier, he growled something that made no sense to me whatsoever:

“Unions have *ruined* this country!”

It was spoken with such venom, with barely concealed rage, and with such intensity that I was taken aback. I quickly replayed the conversation in my mind, trying to find something that might have triggered a response like this, but I could not.

Fortunately, I am not one to shun a good argument. Even more fortunately, I have somewhat more than the average eighteen-year-old’s understanding of just how important a unionized work environment is both to workers in general, and to society at large. My father has been involved in unions at both the University of New Brunswick and Saint Thomas University almost as long as he has been working there—since the early 1990s. My father is a professor. This means that he likes to lecture. A lot. It also means that I have been hearing about unions for as long as I can remember. My father has served on the Union executive many times, and he has been on the bargaining team at STU at least twice, and will shortly be going into his third round of negotiations. Although he is a professor, he is, as he so often puts it, “in the wrong collective agreement.” He is a so-called part-time professor, which means that although he has much same duties as his full-time colleagues, he teaches on average double the number of courses for much less money. Despite this, he does not complain; instead, he focuses on just how much working conditions have improved during his twenty-some years at STU.

And they have improved a *lot*.



Memories of our Winter out in the Cold

So, I used my father’s experience as a starting point when I politely disagreed with the gentleman across from me. I pointed out that in the early 1990s, when someone landed a job as a part-time professor at STU, he or she was not unionized. This meant that the pay was negligible (my father, who was listening intently, pointed out that a course was valued at only \$1,200 or so), the benefits were non-existent, and the hiring process was solely at the whim of whoever was departmental chair. Someone could be hired to teach, carry a full course load for three, four, or five years, and then be unceremoniously let go when a new departmental chair took over, simply because the new chair had a friend who wanted to teach. In short, a new hire would have no job security, no benefits, and scant pay.

Now, some twenty five years later, things have improved, and the differences are remarkable. A new hire at Saint Thomas University immediately becomes a member of the union. The value of a course now tops out at some \$6,500. There are health benefits, a professional development allowance, and a sensible seniority system is in place. Once a part time professor teaches for a few years, he or she is automatically promoted to a “Regular Appointment,” which means that he or she is guaranteed a certain number of courses each year. I politely asked the gentleman across from me how this could possibly be considered a bad thing, and how it might have contributed to the, as he put it, ruination of our country?

Sadly, it turns out that his emotions appear to have been, at least in part, influenced by the truly impressive amount of alcohol he had been consuming all evening. His response, although impassioned, was for the most part unintelligible. Nevertheless, I hope that some remnant of my argument survived in his memory until the next day. Although the example I used was specific to my father’s situation, there are without a doubt thousands of similar stories across Canada, and in every imaginable industry or profession. It takes very little effort to see just how important unions are to Canada and Canadians. Rather than “ruining this country,” they have without exception made things better both for union

members and for the average citizen. Unionized workers invariably have better, safer, and more secure working conditions. They make more money, have more benefits, and are assured a safer work environment. And, because they usually make more money, they contribute to the local economy.

On a larger scale, unions fight to keep jobs on Canadian soil, rather than outsourcing them to some (non-unionized) offshore nation where workers make pennies a day, and profits stay with multinational corporations.

I know that I am only eighteen, and that I have a lot to learn about the way that the world works, but it does not take a mental giant to understand that improving the safety, health, and economic well-being of Canadian workers is vastly more important than improving the bottom line of some multinational corporation.

Sadly, there will always be people like the gentleman I met at my uncle's wedding: people who believe what they believe because they believe it, and nothing will ever change their minds. I am certain that no matter how much evidence is presented, or how rational, well-reasoned, and logical an argument might be, people like that will always sneer when the word "union" is mentioned in their presence. I take comfort from the fact that, whether they know it or not, their own lives are better because of the important work that unions do. After all, when working conditions and salaries improve in a unionized environment, even non-unionized employers have to offer something better in order to attract employees. And that is good for everyone.

What Is FAUST?

FAUST (Faculty Association of the University of St. Thomas) is a certified trade union under the Industrial Relations Act of New Brunswick.

FAUST has two bargaining units: its Full-Time faculty members, who were certified in 1976, and its Part-Time members, who were certified in 1985.

FAUST promotes the professional interests of its university faculty in attaining fair working conditions and benefits that foster quality teaching and research. FAUST also protects academic freedom, seniority, and tenure.

FAUST also has much in common with other unions as it attempts to negotiate equitable working conditions for its members

A Few Words from Rodger

Hi folks. Welcome to my first attempt at putting together your FAUST Newsletter. I hope you like it, and look forward to improving over future issues. To that end, please feel free to send feedback, including suggestions and criticism, either to me directly (wilkie@stu.ca) or to Bonnie (faust@stu.ca). Finally, I'd like to thank Bonnie for trusting me with the job.

Have a great year.

Contact Information

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