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AUFA COMMUNICATOR

Acadia University Faculty Association Newsletter

AUFA Homepage: <http://www.caut.ca/aufa/>

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THE AUFA PRESIDENT COMMUNICATES

As always, since I last wrote to you things have been very busy for AUFA. The Executive did a wonderful job preparing the constitutional changes that were passed at the Annual General Meeting

The most significant changes were to the way in which we will prepare proposals for collective bargaining. The spirit of the changes was to develop a process that was open and transparent, develop a clear and coherent set of proposals, and to ensure that the Executive and Negotiating Team understand both the wishes of the membership and the intent of the proposals.

One challenge we have faced in the past was taking the proposals that emerged from the various standing committees and merging them into a cohesive package. While the work of each committee has been fine in isolation, there is a potential for conflicting proposals to emerge. It is also necessary at some stage to develop a "clean" set of proposals with all of the appropriate cross-referencing and numbering in place. To accomplish this, we

have introduced a Proposals Review Committee whose job it will be to take the separate packages that emerge from the committees and merge them into a consistent coherent set of proposals.

This leads to the Proposals Review Committee having both a large responsibility and authority. To ensure that they conduct their work appropriately, we have placed the Chairs of the Standing Committees on the Proposals Committee so that their work is adequately represented. We have also added a requirement for bargaining surveys to be conducted and we have retained the final approval of the proposals by the General Membership. Finally, we have placed all of this work into a time frame that would allow for revisions to the final proposals should the membership wish.

In order to ensure that the Negotiating Team has a clear understanding of the genesis and intent of the proposals (which is “occasionally” not clear from the contract language), we have involved them throughout the proposal development process. However, the Chief Negotiator serves as a non-voting member of the Proposals Review Committee.

Another important change that we have been working towards for some time now is to implement a budgeting process. We now have accomplished that and this year, for the first time in recent history, the Executive will “enjoy” being guided in their spending by a budget. The budgeting process will allow us to collectively establish clear spending priorities and ensure that we have a healthy long-term financial outlook.

On the subject of constitutional reform, I should comment that we have had very positive experiences with our new grievance structure that was implemented in 2006. The Association Grievance Committee has been operating at arms length from the Executive and has been doing an outstanding job.

It is traditional for outgoing presidents to convey their thanks to the individuals that have helped them during the course of their term. All of my previous attempts to do this by listing names have failed miserably. In addition, it seems to me appropriate to acknowledge the incredible contributions that each and every member has made to AUFA and Acadia University this past year. We have clearly demonstrated the power of collective action and it has been a singular honour and privilege to have observed the activities of AUFA from the vantage point that I have enjoyed for the past two years.

I want to express my thanks to the individuals who have agreed to serve on the Executive and the various committees of the Association. I feel that we are very fortunate to have such a dedicated group of individuals and I hope that you will offer them your full support and appreciation.

Finally, in closing, I would like to urge all of you to consider making your own contribution to the work of the Association. I can assure you that there is no more rewarding (albeit somewhat demanding) way to fulfill your service requirements and I know that some of you will be taking particular satisfaction in adding your service on the “AUFA Weird Request Committee” to your cvs.

I hope that you all have a safe and productive summer.

Peter Williams

**ACADIA ADVANTAGE BUT NOT
IF YOU WORK FOR THE
FOOD SERVICE**

In the light of Acadia's missions to create a "respectful scholarly community", it is difficult to comprehend what is presently happening to the Food Service Staff since *Chartwells* has taken over the Food Services at Acadia University. While Acadia students are being groomed to become "engaged citizens" and "responsible global leaders", the Food Service Staff on the other side of the counter, responsible for feeding those students, is being diminished by working conditions that are fit for a third world economy.

Under *Chartwells*, Food Services employees have had their wages frozen and are ever uncertain whether they will have continuous employment—years of service and work experience are not considered in employment decisions. Furthermore, everybody, except management, is now without a Pension Plan, without Paid Sick Leave or Accumulated Sick Time (simply replaced with three paid Personal Days a year). Food Service workers have no other recourse than to go on Social Assistance should they happen to fall seriously ill. Three days of paid Sick Leave per year and a three months Disability Plan which only covers 55% of the already meager wages is just not sufficient to keep a person or a family afloat especially when medications are needed. It is not difficult to understand that this is a rather humbling position to be in especially after having worked for the Acadia Food Services for over thirty years.

This is why the Unions on Campus (AUFA, SEIU, CUPE and THE OPERATING ENGINEERS) have come together in support of two *Chartwells*' Food Service workers who are presently battling with catastrophic illnesses

and who are without paid Sick Leave. We ask for everyone's support by joining a benefit dance on May 17th in the MacKeen Room. This dance is to raise money for those two families as well as to raise awareness of the present plight of the Food Service workers at Acadia.

So, please mark May 17th on your calendar and come out for a good time and a good cause.

Elke Willmann
President, SEIU Local 902
Acadia University

RETIREEES

The Communicator Committee would like to extend its congratulations and best wishes to the following AUFA members who will be retiring this year: Kelvin Ogilvie, John Roff and John Roscoe.

AUFA WOMEN'S COMMITTEE F.E.W.

AUFA Women's Committee F.E.W., January 17th at the University Club. F.E.W. (First Ever Women) was a networking event that focused on the successes of the "few" women in our upper ranks at Acadia. It featured talks by Shelley MacDougall (first ever associate professor in School of Business), Heather Hemming (first ever full professor in the School of Education) and Janice Best (one of the few full professors in the Arts faculty –maybe even the only one at present). Jessica Slights MC'd the event and Patricia Townsend gave some historical background of Women at Acadia.

In the picture are: L to R. Drs. Jessica Slights, Janice Best, Heather Hemming, Shelley Mac Dougall and University Archivist Patricia Townsend.

Lynn Aylward, AUFA Women's Committee

**REPORT ON CAUT FORUM FOR
CHIEF NEGOTIATORS 2008
BUILDING A DEFENSIBLE COLLECTIVE
AGREEMENT
April 4-6, 2008 Ottawa**

An information-packed weekend, with presentations by CAUT assistant executive directors and by experienced negotiators from various associations. It began with a look at the *Character of the Collective Agreement* as telling the story of the history of a union and the peculiarities of its relationship with the employer, with old language embedding once but perhaps no longer relevant positions vis-à-vis the employer, and conspicuously silent on areas of concern to a more diverse and aware membership. We were encouraged to *review any article in our CA that had not been targeted in the last two rounds of negotiations*, to compare it with more recent norms expressed in other CAs or CAUT model clauses, to see if there is need to update them; also, to *identify the silences in our CA*, review grievances during the life the CA, and use the CA to identify groups whose interests are targeted in any given article and who are best suited to advocate for language that will vocalize their concerns.

Preparing Defensible Language focused on *applying the same ‘test of reasonableness’ to our language as we might expect from an arbitrator*. Terms such as ‘reasonable’, ‘just’, ‘fair’ and ‘equitable’, often disregarded as ‘weasel words’, actually provide an arbitrator with grounds to test the case of the employer in an arbitration. In the context of an arbitration, the use of such terms have a specific meaning (e.g. ‘reasonable’ means that the employer cannot act in an arbitrary manner disregarding the terms and conditions of employment set by the CA.) It was suggested that the inclusion of such ‘arbitrable’ language as reasonable, just, fair and equitable, was better than attempting to

(over) specify what would constitute such in a particular situation.

Asserting and Strengthening Exclusive Agency, Ensuring Fair Procedures in Collective Agreements and *Common Weaknesses in Collective Agreements* shared a common concern in drawing our attention to how *the CA is a modification of management rights*, the means by which we gain control over the terms and conditions of our employment, and *the ever-present need of the Association to strengthen its collective right to represent its membership in that relationship, and to assert that right in all first instances in which an individual might stand in relation to the employer, especially in the initial contact with a new hire, the initial salary placement of a new hire, and the initial step of a grievance procedure*. One must fight both the professional tendency of academics to feel they do better for themselves individually than collectively, as well an employer who knows the value of intervening in the relationship of a member to Association. It is important in the first place to acquire the right of the Association to meet with a recommended candidate before they engage in final contract negotiations with the Administration; more importantly, that we *negotiate the factors for determining the initial step placement for all hires*, and procedures for ensuring they are adhered to; we are also advised to negotiate a standard minimum floor for startup funds for all hires, to prevent the inequity of variances of up to 10 or more thousands of dollars.

Ensuring Fair Procedures requires that *no decision-maker may be involved more than once in any stage of a single case*. Also, ensuring that we have *‘full carriage rights’* or the exclusive right to represent our members in grievance proceedings. Associations were particularly urged to ensure their CA does not include a ‘stage 1’ grievance procedure where the individual first meets with an administrative officer (Dean, Director, VPA) to resolve a potential grievance—such a first stage can

often make it difficult for the union to pursue a grievance successfully at a later stage. The Association must ensure its ***right of exclusive agency in grievance procedures from the first stage***—that first the member must speak with the Grievance officer, not the Dean etc., and that the Association has the exclusive right to investigate or otherwise pursue a grievance on the member's behalf, while recognizing the member's right under labor law to sue the Association for failure of duty of fair representation if the Association decides not to grieve on the member's behalf.

We were reminded of the importance of timeliness in grievance procedures, and how the timeliness of information can play a critical role in meeting procedural deadlines. We were therefore instructed ***not to fail to grieve any violation of information deadlines*** in the CA, that the failure to grieve an information deadline could result in a loss of right to grieve a case, whereby the Association might face a duty of fair representation suit. So we must make it a policy to forcibly enforce information deadlines; also, to acquire the right to receive information in a usable electronic form – *satisfactory to the Association* was one recommendation from the conference floor. Also, to ensure we have language guaranteeing ***access to all information necessary*** to protect our membership and enforce the CA. Finally, we were warned not to lean too heavily on past practice, especially as grounds for grievance—that it was difficult to demonstrate whether a practice was widely or consistently practiced, or if it was known to senior administration.

Turning to an examination of *Common Weaknesses in Collective Agreements*, we were advised to examine our CA to see how close policies, procedures, and salaries and benefits, etc., approach *national norms*, and to ensure that ***the employer cannot institute a new policy that is inconsistent with the terms and conditions of employment in the CA without the prior agreement of the Association***; that we are approaching the norm of 100%

employer-paid benefits, 100% sabbatical salaries, parental and adoption leaves; compassionate leaves; that we have protection for members temporarily outside the bargaining unit—other associations were warned of the dangerous precedent Acadia's recent arbitration decision on the CW case has set for tenure, and of the need to change their certifications if need be to guarantee the right of tenure and representation to our BoG reps and academic administrators.

Plenty of anecdotal discussion was generated by the advice offered from an experienced hand on *Building an Infrastructure of Support for Negotiations and the Creation of a New Collective Agreement*. ***Structured participation is the key to success in building support in an association***, especially when it comes to negotiations. It is the job of the Executive and Chief Negotiator to show leadership in building membership support for negotiations by way of keeping the membership informed and involved in the process of and progress of negotiations, within a highly structured and centrally controlled organization. There must be a balance struck between the need for members to be informed and involved, and the Association's need to be highly organized and guarded in its relation to the employer. In the dissemination of information, we must be mindful that the administration pays much more attention to what is released than the membership. Beware of the vote. Voting on the election of negotiators may value personal popularity over experience; releasing a vote on proposal priorities can completely undermine the ability of the Negotiating Team to negotiate less supported proposals.

In closing, we took a look at *Recent Bargaining Trends* in salaries and workload. Significant gains have been made in both areas—the deterioration of salaries by inflation has been offset by impressive improvements in salary scales and grid compressions. But when compared to the private and public sectors, education, health and social services are not

making any real headway. **Universities are prone to double booking** – turning their surpluses into deficits by transferring \$ from Operating budgets to Capital budgets—whatever we leave on the table they spend on other projects. Nationally, universities spent \$900 million less than they earned in 2007 (the difference between 24.3 billion total income and 23.4 billion in total expenditures)—\$ that could have gone to salaries.

Workloads have been reduced to where the maximum is normally 3/2 and many have 2/2. But it has cost us dearly in two ways: foremost, we are helping to build a 2 tier university, unbundling our work into teaching-only and primarily-research streams. **We argue a reduction of teaching load as enabling more research as the only real basis for RTP, and regards teaching loads as a penalty for failing in research.** Meanwhile, CAS are reduced to teaching-only positions with 3/3 workloads and no hope of tenure-track positions, as they become research-only and less profitable to the university. US universities have been openly accused of ‘consumer fraud’, with only 30% tenured faculty doing mostly research, and students being taught by non-professorial sessionals. We must resist this trend by arguing for the integrity of our profession as involving the pursuit and dissemination of knowledge—research and teaching. Graduate studies are in research—why then should we offer our graduates teaching-only positions?

There were a great number of first-time or groomed-to-become chief negotiators at the conference, indicative of a generational change in many Associations. There was a strong feeling of the handing on of hard-won wisdom and experience to a grateful and uncertain new generation of negotiators. Academic unions have made great gains over the years in improving the terms and conditions of university employment for their members. Even so, now more than ever it seems that these gains are being threatened by the commercial

exploitation of education as a marketable service. It is this trend, above all, that the Association must strive to protect our members and our academic institution against.

Respectfully submitted,
Vernon Provencal
Past-President, AUFA Executive

CAUT COUNCIL REPORT

NUCAUT Meeting

Equity was discussed and it was pointed out that there is some good info on the CLC website about this issue. Linda Rumelski from CAUT reminded member associations to have their relevant committees interact with her.

Occupational Health and Safety – there is a workshop coming up at Mount Allison on this issue and we should send some delegates. I also spoke to Laura Lozanski about raising OHSC awareness on campus. She has developed some course on this and most recently has one familiarising people with the relevant legislation and learning how to pursue grievance on these issue.

There is also a course on ergonomics.

NUCAUT Budget – of the \$126,000 of total revenues, \$106,000 goes to CLC.

Benefits – I reported on the efforts of our employer through the Joint Benefits survey to steer us in the direction of flexible benefits. The group reacted with general dismay to this news. Please see more discussion on this issue below in the general Council Report.

CAUT Council

Bullying – A very interesting presentation by Angelo Soares on bullying. He offered a definition from Carroll Brodsky (1976) of bullying.

Bullying consists of the repeated and obstinate attempts of one person to torment, frustrate, or attempt to break the resistance of another person, an attempt to get a wanted reaction from them. It is a form of treatment that, applied with persistence, provokes, pressures, frightens, intimidates and inconveniences the victim.

For those who are interested in learning more, there is an upcoming international conference June 4-6, 2008 at UQAM – see http://www.bullying2008.uqam.ca/en/mot_du_president.asp for more details.

Civil Liberties – As always, the issue of civil liberties was discussed at Council as this is an essential element in societies that provides the foundation of academic freedom. Various factors were cited as contributors to this erosion:

- 1) Casualization of the Academic Workforce – in 1975 in the US, approximately 57% of university faculty were either tenured or on the tenure track. By 2005, that had dropped to 32%.
- 2) Separation of Instructor from Content – faculty who are hired to play previously prepared video lectures in class and then answer questions.
- 3) Loss of Intellectual Property rights – this is what permits 2) to occur
- 4) Control of Records and Means of Communication – Universities have begun to assert their right to access any material we have created, including emails, office files, etc.
- 5) Greater funder/university linkages – while there are some benefits to engaging in

research that is of mutual interest to industry and researchers, one must guard against some pitfalls that can occur, such as the Nancy Olivieri case where the industry funding the research took extraordinary measures to suppress the results of her clinical trials of their drug.

- 6) Changes to research granting agency practices – in the latest federal budget, all new SSHRC and NSERC funding was targeted funding.

Canada Research Chairs Human Rights Complaint

Settlement – a complaint was filed against the CRC program in May 2003, alleging that the Canada Research Chairs Program discriminates against women, aboriginal people, people with disability, visible minorities and other equity-seeking groups contrary to section 5 of the Canadian Human Rights Act. A tribunal was created and a settlement was reached - <http://www.caut.ca/uploads/Settlement-signed2nov06.pdf>. Apparently there has been little progress made towards implementing the settlement. A document was circulated outlining steps associations may take to assist this process.

Irish Federation of University Teachers

– We were privileged to have Mike Jennings, the General Secretary of this organization address Council and outline some of the challenges they are facing in Ireland. Many of the issues they are dealing with were all too familiar. I was particularly struck by a remark he made with respect to the practice of using performance indicators – “Can’t count what is valuable, so value what is countable.”

CAUT National Benefit Trust

– Mike Sanford of the Canadian Benefit Consulting Group addressed Council on the idea of forming a National Benefit Trust within CAUT to administer benefits plans on behalf of Faculty Associations. Mr. Sanford has been working with the Saint Mary’s Faculty Union to establish a benefit trust there.

Vic Catano from Saint Mary's also participated in the discussion and he reported that the experience they had had in doing this was very positive. He reported that although it had required a considerable effort to set the trust up, in the end it resulted in lower costs and better benefit coverage for the members of SMUFU.

Recently you were asked to complete a benefits survey by our Triennial Review Committee. On that survey, we were asked to indicate our level of interest in flexible benefits. Mr. Sanford indicated in his presentation that when an employer starts to discuss flexible benefits, it signals that they are looking to either fix or reduce their benefits costs. Naturally, this is attractive to the employer. The SMUFU experience would seem to suggest that it is possible to achieve an enhancement of benefits at a fixed cost, and presumably there could be a cost reduction without sacrificing the level of benefits we currently enjoy.

Since the employer share of benefits coverage typically run from about 2-8%, and employee shares are in the same range, benefits are clearly a significant part of our compensation structure and ensuring that we are optimizing our benefits spending should be a priority. It is also important to remember that the employer share of the benefits package really is "your" money, as we have accepted reduced monetary compensation in order to have a benefits plan.

Professor Catano has agreed to visit Acadia to outline the SMUFU experience for us and I think it would be very worthwhile to examine closely what they have done there and consider whether it is a direction we would like to explore further.

CAUT Elections – Elections were held for various positions within the CAUT, the results of which were:

- Suzanne Prior, St. Thomas, Member-at-large

- Cindy Oliver, Federation of Post Secondary Educators (BC), Member-at-large
- Yaroslav Senyshyn, Simon Fraser, Member-at-large
- John Baker, Calgary, Treasurer
- Doug Lorimer, Wilfred Laurier, Chair, Collective Bargaining and Economic Benefits Committee
- Francesca Holyoke, UNB, Chair, Librarians Committee
- Gordon Shrimpton, Speaker, CAUT Council
- Wayne Peters, UPEI, Vice President
- Penni Stewart, York, President

First Nations University of Canada – Council debated whether to begin the process of censuring First Nations University of Canada. Censure is imposed by Council according to the following procedure. If persuaded that a censure is justified, the Council will pass a motion giving notice to the administration concerned that unless the dispute is resolved, censure will be imposed at its next meeting. This action will be publicized within the Canadian academic community. The Association will undertake renewed efforts to settle the dispute, and report progress to the Council. On the basis of that report the Council may decide to impose censure, which will remain in effect until the Council is satisfied that the matter has been satisfactorily resolved. The situation at First Nations University of Canada was reported on in the September 2005 Issue of the CAUT Bulletin <http://www.cautbulletin.ca/default.asp?vol=6&no=118>. At the council meeting last November, delegates voted that CAUT officials should meet with the FNUC president and board chair to discuss concerns over governance, academic freedom and the failure to implement the academic staff's collective agreement. There has been no reply to CAUT's requests for a meeting.

Censure is an extremely important sanction that must be used carefully and I have described its consequences in my article on the Ad Hoc investigation into the dismissal of Professor Wightman.

The motion was ultimately passed after some discussion. I felt that the motion should be modified to make it clear that Council was notifying the Board of the University, as opposed to the entire University, of their preparedness to invoke censure and several other speakers echoed that sentiment. However, we were unsuccessful in getting the amendment approved by council. I ultimately abstained from voting on the motion.

This matter is more than simply of passing interest for us at Acadia as I indicated in my article describing the CAUT Ad Hoc Investigation into the termination of Professor Wightman.

Summary – All in all, a very interesting and stimulating council meeting where we once again were reminded of important issues that have been simmering for some time and got a glimpse into the emerging issues that will be challenging us in the near future.

Peter Williams

**CAUT LAUNCHES AD HOC
INVESTIGATION INTO THE
DISMISSAL OF
PROFESSOR COLIN WIGHTMAN**

CAUT has created an Ad Hoc Investigatory Committee to look into the termination of Professor Colin Wightman. The purpose of the Committee is to examine whether the termination was for just cause and whether proper procedures were

followed. Should the investigation conclude that the termination was not appropriate, and should the Board of Governors not take steps to remedy the situation, then Acadia could be the subject of censure by the CAUT.

Censure means that CAUT will ask its members:

- ▶ not to accept appointments at a censored institution;
- ▶ not to accept invitations to speak or participate in academic conferences there;
- ▶ not to accept any distinction or honour that may be offered by that institution.

It also means that CAUT will:

- ▶ refuse to accept advertisements for positions vacant at an institution under censure in the CAUT Bulletin or on the CAUT website;
- ▶ widely publicize the dispute in the media and in the CAUT Bulletin and other publications;
- ▶ bring the censure to the attention of associations of academic staff in other countries, request that they publish an account of the dispute in their journals and ask their members to respect the censure;
- ▶ bring the censure motion to the attention of post-secondary student organizations, the Canadian Labour Congress, and other appropriate groups;
- ▶ encourage academic disciplinary associations to refuse to carry advertisements for or hold events at censored institutions.

Peter Williams



**LOIS VALLELY-FISCHER AWARD FOR
DEMOCRATIC STUDENT CITIZENSHIP**

Julie Stewart not only has accomplished excellence academically—an Honours student in Sociology—but is also a well-rounded student in many other areas. For example, in athletics Julie has placed as Acadia’s best runner in several races. She was also awarded the Rookie of the Year in 2004-05. As a volunteer, she is a champion of children. She works with a children’s reading program as well as coaching local children in running, soccer and basketball.

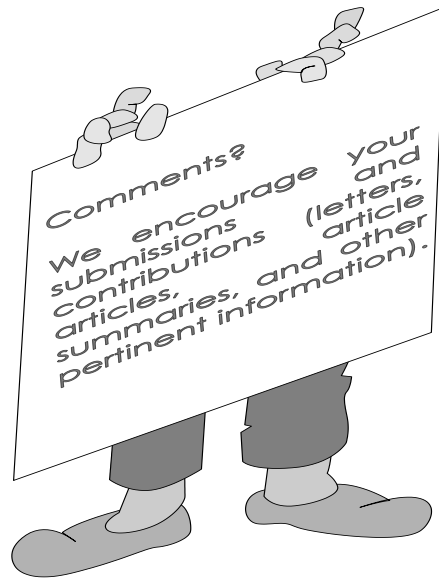
This year, specifically, Julie has been one of the very few students who took the time to ask questions about the faculty strike at Acadia and the reasons why we, the faculty, were initially contemplating it. She deliberated the issues and then rallied her friends to organize a student march and was a vocal student spokesperson for faculty. As faculty, we want our graduates to be socially responsible, critical thinkers, and advocates for change. Julie has not only learned these virtues during her studies here, but she put them into practice. She is an excellent ambassador for our fine institution.

This all proves that Julie is determined, steadfast in her approach, and committed to making a difference – be it in academics, athletics or within her community.

For all of these reasons we applaud her efforts and congratulate Julie Stewart on the reception of this award.

Congratulations Julie!

Lois Vallely-Fischer Award for Democratic Student Citizenship Committee



2008-09 AUFA EXECUTIVE



The following were elected to serve on the 2008-2009 AUFA Executive:

<u>President</u> Erin Patterson	<u>Member-at-Large</u> Mark Adams
<u>Past President</u> Peter Williams	<u>Member-at-Large</u> Wendy Bedingfield
<u>Vice President</u> Andrew Biro	<u>Member-at-Large</u> Karmen Bleile
<u>Treasurer</u> Catherine Stanley	<u>Member-at-Large</u> Anthony Pash
<u>Secretary</u> Leo Elshof	

**HAVE SIGN, WILL TRAVEL
ADVENTURES IN THE
COLLECTIVE UNPLEASANT**

During the Recent Unpleasantness here at Arcadia we were blessed, on a very regular basis, by members of other faculty associations who chose to back up their words of support with their physical presence. Though WolfVegas always considers itself to be the height of something or other, a travel hub it ain't. So to have nearly fifteen universities and colleges drive/fly in to support us out here in The Land of Ripe Fall Air was visceral testament to other people's mettle, and I resolved then that if anyone else's negotiations went down the crapper, I'd be first on the bus in support.

Chapter One: January

Seale *Click* Yah, Seale.

Hale Hi. It's Larry.

Silence

Seale: Larry who?

Hale: Larry from the CAUT Defence Fund.

Silence

Seale: What?

Hale: *Ha, ha.* During the AUFA strike last Fall I arrived late one night, remember, *ha, ha*, when you were working alone at AUFA HQ, and you were going to throw me out because you thought I might be some drunk from The Verge. *Ha, ha, ha.* Remember?

Seale: No. . . What's with the weird accent?

Hale: I'm from PEI.

Seale: *Click*

Thus a large contingent of AUFA stalwarts arrived to rally and support FAUST in Fredericton – I driving the *Aufamobile* with support equipment such as Vern Provencal's in-shoe lifts and spare hernia truss, and that thing that keeps Richard Cunningham's head from exploding. In preparation, we huddled until early in the morning at our hotel, listening to Peter Williams endlessly re-



gale us with what we couldn't say or do, and how to take naps during speeches without anyone knowing; admonishing Janice Best not to wear her Speedo on the outside anymore (it's a French thing, apparently); and watching the Fredericton Fire Department outside our window attempting to extinguish Jim Sacouman. Finally, someone mercifully held a pillow over Rick Mehta's face until his little legs stopped kicking, and we all got some much needed sleep.

Saint Thomas (I will only speak for myself) was a bit of an enigma: the administration of a Catholic University, while at the bargaining table, suddenly and without warning locks out its faculty, FAUST. At Christmas. How could you *begin* to lose that PR gaffe? Well, welcome to the politics of New Brunswick. By the time we arrived, things had been said and done to those good people that would cause any rational being's jaw to permanently unhinge.

AUFA formed the largest, most organized and most visible/vocal fly-in picket for the meeting and rally. With all lack of humility, I think we did Acadia proud. As we walked the line with FAUST later that afternoon, it had become clear to me (yet again) not only the depth, warmth and intelligence of our membership, but just how highly we are regarded outside our own little berg here in the Annapolis Valley. FAUST had a very bitter, needlessly prolonged and divisive encounter with the St. Thomas administration, and although they eventually arrived at a settlement, that betrayal of their trust may take much longer to heal.



Chapter Two: March

Seale: *Click* Yah, Seale.

Nevo: Bonjour, Robert! Denise ici.

Silence

Seale: What?

Nevo: Ay ame wiff ze CAUT Defance Fonde. Aye teeche awt MSVU.

Seale : *Ha, ha, ha.* Is that you Tony? That's really funny.

Nevo: Noo! Leesen - we mette duringe za streek in Volveville. Remembear? Mee, I yam shorte an yoo sade aye looke lak a Hobbitte.

Silence

Seale: Is this that Swedish woman from Manitoba?

Nevo: Noo! Aye yam Frrrench frome Mounte Sai. . .!

Seale: *Click.*

Thus began my solo journey to Wilfred Laurier University in support of CAS, the part-timers within WLUFU. 33% of the teaching load, 5% of the budget for salaries. University statistics. Not a particularly defensible position for the administration.

Speaking of starts, I missed my flight out of Halifax by five minutes because the Park 'N Fly bus had a flat. What are the odds? And by "miss" I mean they wouldn't *let* me on because I was just within a ½ hour of departure (their arbitrary cut-off), not that I couldn't have *gotten* on. So I'm given a connecting flight through Ottawa - which is also departing almost immediately. It'll simply take twice as long. After much whispering and measuring behind the counter, the Air Canada Baggage Police decide that my two picket signs, duct taped together, had to go Special Baggage. For this, you must present yourself, with the offending material, before a person - a person clearly wearing someone else's uniform - at a large x-ray machine. Down the hall. All by itself.

Seale: I've been told I have to check these as Special Baggage.

Security: *Looks up from book. Stares at signs.*

Seale: Do you want them on the conveyer?

Security: *Remaining seated. Holds up right hand in "stop" gesture. Stares at signs.*
What are they, sir?

Seale: Signs.

Security: Signs.

Seale: Yah. Signs. Picket signs.

Security: *Eyes narrowing.* Picket signs.

Seale: Yah. Picket signs. For a strike.

Security: *Two blinks. Purses lips.* Strike?

Silence

Seale: Not strike as in "hit." Strike as in "job action."

Security: *Eyes narrow again.* Job. . .?

Seale: Listen, I'm going to miss my. . .

Security: *Rising, holding out hand for signs.* Did you pack them yourself, sir?

Seale: What?

Security: *Examining duct tape. Do they belong to you, sir?*
 Seale: *In a manner of speaking.*
 Security: *Eyes narrow again. What?*
 Seale: *Yes! Yes, they're mine. Absolutely. And they haven't been out of my sight, if that's your next question. Now, my fli. . .*
 Security: *Trying to peek between signs. Have they been out of your sight or in anyone else's possession since you packed them?*
Silence. Continued peeking. Second guard arrives. Looks at me. Joins in peeking.
 Seale: *Isn't that what the x-ray machine is for?*
 Security: *Four eyes narrow.*
 Seale: *Just a thought. Sorry. I'm in a bit of a hurry.*
 Security: *When we're done, sir.*

You get the idea. On the flight from Halifax to Ottawa, the beverage cart runs over my left foot. On the flight from Ottawa to Toronto, the baby beside me spits up in my right shoe, which I have taken off. I arrive at the Hertz counter at Pearson limping and squishing. My car isn't there. They try and get me to upgrade to some Hummer-like thing that looks like a very bright yellow armoured car, with some form of huge cartoon tires from a monster truck rally. I settle for a full-size car (the only other thing they have), and play with the electric three-dimensional driver seat adjustments all the way to Waterloo. Tip: you can get some interesting looks driving on the 401 if you lay yourself out flat up against the roof. . . I get in at 11:45pm, having left Wolfville at 2:30pm. I prep the signs for the next day. I'm ready for the rally.

Breakfast with the CAUT fly-in cohort of approx. eight – including Madame Nevo, who I leg wrestle for the cheque, best two out of three falls. I let her win. We arrive at their strike headquarters, which is well organized and tastefully appointed, and are briefed by their PR people. We are graciously offered food and drink throughout, and I make it a point to continuously ask for things I know they don't have, just to embarrass them. That'll teach them for being so nice. They're not locked out, so we can walk about on campus without signs. The campus itself is an entire block with the five entrance gates being picketed. We rally off campus and then march around the university for approx. two hours, stopping at all the gates for speeches and a variety of exhortations by both Knobs (CAUT) and the unwashed (me). There is a fantastic kind of rabid student support, and many collar me during the event to thank AUFA for making the trip. My 30 second incendiary rant with the bullhorn is so libellous and defamatory that CTV wants an individual interview with me, during which (I'm reliably told) I describe the university president as someone who believed the bigger the hat, the better the cowboy. I also clearly stated that I had never met the gentleman that I had only seen a picture of him in his **Edumacator** t-shirt. That makes the 6pm CTV news out of Toronto. That very evening their negotiator calls with an invitation to return to the table. Coincidence? I think so.

Robert "*The Sign Guy*" Seale



DATES TO REMEMBER

The following are some important dates to keep in mind as quoted from *The Twelfth Collective Agreement*:

◆ **May 31**

The President shall communicate the Board's decisions on . . . promotion . . . no later than 31 May. . . [Art. 12.75(c)]

The President shall communicate the Board's decisions on . . . promotion [Librarians] . . . no later than 31 May. . . [Art. 51.75(b)]

◆ **June 1**

The Head shall write a letter to each part-time Employee commenting on the discussion. . . . regarding teaching development. . . by June for winter term courses. [Art. 15.66]

◆ **June 15**

By 15 June. . . the Career Development Meeting Report, the curriculum vitae, and comments if any . . . shall be sent to the Dean for review. [Art. 15.61]

The Head shall ask professors by 15 June if they wish to apply for renewal, tenure or

promotion and Instructors whether they wish to apply for promotion. [Art. 12.01]

The Research Services Head shall ask Librarians by 15 June if they wish to apply for continuing appointment or promotion. [Art. 51.01]

◆ **June 30**

An annual report. . . of the URC shall be prepared. . . and distributed to professors by 30 June. [Art. 12.76]

An annual report. . . of the UAC shall be prepared. . . and distributed to professors by 30 June. [Art. 12.77]

As per the Back to Work Protocol: “All other deadlines such as promotions applications and appeals, and tenure applications and appeals, which have been directly affected by the work stoppage, shall be extended by 30 working days.”

A more comprehensive listing of dates can be found on AUFA's website:
<http://www.caut.ca/aufa/dates.htm>

ACADIA UNIVERSITY CLUB REDECORATES!

The Acadia University Club is always seeking ways to improve the relaxing and inviting atmosphere of ‘The Club’ and to provide better amenities to those using the facility. The Club has recently updated the kitchen counters adding much-needed space. Doug Symons unearthed a couch and a couple of wingback chairs greatly improving the comfort level for those after-school beverages.

Next on the agenda are a new range, loveseats to complete the living area, a new bar tap vendor, and a foosball table! It's about time for a new game...

What? You are not a member? Well, for only \$96 per year (\$24 if you are retired!), you get reduced beverage prices that are the lowest in the Valley (except for maybe Greenwood...), access to the building including the games room, member prices on events (TGIF dinners, BBQs), use of the honour chits for purchases, and a host of other niceties. You can even have those fees deducted from your monthly pay. The University Club is not just for Faculty. All staff are welcome as members! Join today ☺

Guests and grad students welcome! Cash bar on Friday happy hour (TGIF)! Look for our new house manager, Jess Brown, in May...(we stole her from the Library Pub). Check The Club out online at our new, easy to remember URL – uclub.acadiau.ca

Stand up and, well, Cheers!

Trevor Avery

EDITORIAL POLICY

The *AUFA Communicator* is the newsletter of the Acadia University Faculty Association and is intended to keep its members and the Acadia Community up to date and informed. The *AUFA Communicator* is published quarterly during the academic year and serves the following purposes:

1. to provide a means for the free exchange of ideas, views, and issues relevant to the AUFA and the Acadia community
2. to provide feedback and information useful to the AUFA to maintain its effective operation in fulfilling the objectives of the Acadia University Faculty Association and its membership
3. to provide documentary records of matters pertaining to the AUFA
4. to serve all the functions of a newsletter

The Editorial Board, under the direction of the AUFA Executive, takes responsibility for the contents of the *AUFA Communicator*. The opinions expressed in authored articles are those of the authors and do not necessarily represent the opinions of the Editorial Board. **We encourage your contributions (letters, articles, article summaries, and other pertinent information)**, but anonymous material will not be considered for publication; however, under special circumstances, the *AUFA Communicator* may agree to withhold the author's name. The Editorial Board retains the right to edit and/or reject contributed material.

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