

AUFA COMMUNICATOR

Acadia University Faculty Association Newsletter

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

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THE AUFA PRESIDENT COMMUNICATES

At a duly constituted meeting of AUFA in January, a motion came from the floor to organize a “day of protest” on April 2, 2009 against the administration's and Board's refusal to respond in any meaningful way to the threat of CAUT censure. The purpose of this event is twofold: to lobby the administration to engage in discussion with CAUT to avoid censure, and to express our profound concern over an apparent disregard for the basic principles of just cause and due process and for the right of employees – with or without a capital E – to conduct their personal lives as they wish.

The administration has had numerous opportunities to inform CAUT's investigations into the termination of Dr. Colin Wightman and to dissuade CAUT from carrying out censure, but it has refused every one of them. The administration's most substantive response to CAUT to date is a threat from its lawyer to sue CAUT should censure be imposed.

I will not reiterate the circumstances leading up to Dr. Wightman's termination; those wishing to acquaint themselves with the case or refresh their memories may consult the report of the CAUT ad hoc investigatory committee, which is available at <http://www.caut.ca/uploads/WightmanReport.pdf>. However, I thought it

might be helpful to provide an overview of the events that have occurred since Dr. Wightman's dismissal.

September 10, 2007

Dr. Colin Wightman, a tenured full Professor of Computer Science at Acadia since 2006, is fired by Vice-President (Academic), Dr. Tom Herman. AUFA immediately files for arbitration and the administration insists that the arbitration board first rule on the question of "arbitrability": whether AUFA has the right to represent Dr. Wightman, who as an academic administrator was not a member of the bargaining unit at the time of his dismissal.

December 12, 2007

AUFA loses its arbitration case for the right to represent an academic administrator who also holds a faculty appointment, leaving every other academic administrator with such an appointment vulnerable to being fired at the whim of the Board and without the right to grievance and arbitration.

February 26, 2008

AUFA and the administration sign a Memorandum of Understanding stating that all current and future academic administrators with faculty appointments during the term of the 12th Collective Agreement (in other words, all of them except Dr. Wightman):

- a) retain those appointments within the bargaining unit;
- b) may not be dismissed from those appointments without following the procedures of Article 14;
- and
- c) have recourse to AUFA representation and to grievance and arbitration regarding their rights under Article 14.

The administration signs this MOU on the condition that AUFA not appeal the arbitration decision.

March 28, 2008

CAUT informs Dr. Tom Herman that it has established an ad hoc investigatory committee to look into Dr. Wightman's termination and expresses the hope that members of the

administration will be willing to meet with the committee so that it can get "a full and fair understanding of the facts."

April 23, 2008

Members of the CAUT ad hoc committee ask to meet with Dr. Tom Herman so that they can "carry out a full and fair review," report in a "balanced, impartial matter," and "represent the Acadia view of this matter accurately." Dr. Herman declines, stating that he has already explained to CAUT Executive Director Jim Turk by telephone that he is "unable to discuss the matter with CAUT while there continues to be litigation in the courts between Dr. Wightman and Acadia University." To AUFA's knowledge, there was no litigation in the courts on this matter until July.

May 28, 2008

Jim Turk advises Dr. Herman of the tentative conclusions of the ad hoc committee's report and offers him another opportunity to provide information to the committee. Dr. Herman declines.

June 20, 2008

Jim Turk provides Ron Smith, Chair of the Board of Governors, and Dr. Herman an advance copy of the ad hoc committee's report and asks again to meet, informing them that the report will be held in confidence until a meeting can occur. Jim Turk also asks Dr. Wightman to delay filing his intended lawsuit in order to allow the parties to discuss a possible settlement. Dr. Wightman agrees to delay filing his Statement of Claim until July 3. Dr. Herman again declines to discuss the matter.

July 7, 2008

Dr. Wightman files his Statement of Claim.

July 11, 2008

CAUT publishes its report and writes to all members of the Board of Governors informing them of this and again inviting the administration to discuss the matter. CAUT receives no reply.

September 28, 2008

Jim Turk informs Dr. Herman that the CAUT Executive has voted unanimously to bring a motion to CAUT Council to censure the Board and administration of Acadia University unless the situation is suitably resolved. Mr. Turk extends yet another invitation to Dr. Herman to enter into discussion with CAUT.

October 28, 2008

Dr. Herman again declines CAUT's invitation to discuss the situation, and complains that the ad hoc committee drew its conclusions "having heard only one side of the facts."

November 4, 2008

Jim Turk writes again to Dr. Herman, reiterating CAUT's intention to begin the censure process "while remaining hopeful that the University will reconsider its position and negotiate an appropriate settlement" to the situation.

November 13, 2008

Eric Durnford replies to Jim Turk's letter, echoing Dr. Herman's complaints that CAUT has considered only one side of the story, and assuring CAUT that it "will be held legally responsible for any negative consequences to the University's reputation and the welfare of its students."

November 29, 2008

CAUT Council votes without dissent to impose censure on the Board and administration of Acadia University at its April meeting if no suitable resolution is within sight.

Since then, the administration has persisted in its refusal to discuss the matter with CAUT, although they have lately indicated that discussion would be possible after Eric Durnford files the Statement of Defence. This should have happened within twenty days of Dr. Wightman's filing his Statement of Claim on July 7, 2008. It has not yet happened at the time that I write (February 5, 2009), but we are under the impression that it will be filed well before the scheduled day of protest. CAUT

Council will vote on the motion to impose censure during its April 23-26 meeting.

The prospect of CAUT censure is of grievous concern to AUFA. I am sure members are well aware of the general consequences of censure as stated on the CAUT website (<http://www.caut.ca/pages.asp?page=309&lang=1>) and repeated in at least two other issues of this newsletter. We may not all, however, be aware of the *specific* and *immediate* consequences it would have for Acadia University. Members of the academic community at Acadia and elsewhere will be asked to respect the censure, and individuals will exercise great latitude in how they choose to do so. Academics at other institutions may uphold censure by:

- refusing to act as external reviewers for programs under review or accreditation (indeed, at least one external reviewer has already offered to withdraw from a review that is currently in process, even before Acadia is officially censured)
- refusing to write letters of recommendation or to act as references for students applying to Acadia's graduate programs and for faculty members considering applying for positions at Acadia, and even actively discouraging students and faculty from applying to Acadia at all
- refusing to act as external examiners for Master's theses
- refusing to act as external referees for tri-council grant applications

At Acadia, several members have already inquired about cancelling conferences that are to occur just before the April censure vote; many more have informed me of conferences that *will* be cancelled or moved to other venues if this university's administration is censured.

A call for volunteers has already been issued and planning is in process for the "day of protest" on April 2. Details will be forthcoming.

BUILDING ON PREVIOUS NEGOTIATIONS

It is surely a truism that negotiations are a process. On the one hand, each particular round of negotiations has its own emphases and rhythm(s). On the other hand, there are always outstanding issues left over from previous negotiations; negotiations NEVER achieve everything.

Some of these “leftovers” are crucial to our union and shared profession. They define the direction and manner in which we intend to defend and improve the academic sector. In my view, the key leftovers can be summed up as “Equity, Equity, Equity”. For instance:

1. Getting to and staying at a more equitable salary grid with, overall, nationally average salaries and a career-relevant grid (last round’s grid structure presented by Peter Williams and agreed to by the membership). Both nationally average salaries and a grid structure that is actually achievable in most members’ life-course are attainable in the next contract because we did negotiate an integrated grid with equal step amounts throughout with which numerous relatively disadvantaged groups made the biggest increases.
2. Employment Equity. This is an absolute necessity for a Canadian university seeking to enter the 21st century and to be funded by government agencies. It was blocked by the Board’s side last time. Since then, changes in administrative personnel may indicate a willingness to attain a clear statement. At any rate, it is crucial to attain.
3. Further real gains for, especially, part-time employees. Currently, part-timers are paid, per three hour course, 1/10th of a Lecturer step 1. A fraction of 1/8th and getting

proportional benefits (or compensation in lieu of benefits) are key leftovers.

4. Job security and clear transition procedures from part-time to CLT positions need to be instituted and the transition from long-term CLT to full-time needs to be renewed and strengthened.
5. And there are others.... For instance, according to work done by the AUFA Women’s Cttee, academic women’s full-time salaries by rank/experience appear to be slightly less than one grid step behind men’s.

There is one key issue which emerged towards the end of our last negotiations and had not been central to our deliberations. The issue of governance, of our (re)gaining professional control over academic matters, is crucial – especially around Senate and Academic Planning, on the one hand, and departmental and research budgets, on the other hand. We need to have an AUFA-wide debate on various possibilities for claiming control over our shared profession and workplace.

Achieving national normality on money matters (Is there anyone who can sustain an argument based on scholarship, teaching and service that we don’t deserve normality?) will allow both the Board and us to focus on making Acadia a leader in non-monetary (and small-monetary) working conditions, including governance, and will enhance our ability to recruit top notch academics and students in a situation of (Oh, for Acadia to get there!) stability and fresh directions.

Jim Sacouman

CHANGING PRIORITIES – ACADIA BY NUMBERS SUMMARY



I have once again looked at the numbers from the audited financial reports and added the most recent numbers to my ongoing longitudinal look at spending trends at the university. The full report can be viewed at <http://www.caut.ca/aufa/newsletter/0309/financialanalysis.htm>.

The 2007-08 total expenditures were slightly over \$72 million and that represents a drop of about \$4.5 million from the previous year. It is encouraging that total expenditures have finally started to fall in response to our declining enrolment revenue. Nevertheless, the university's expenses were in excess of revenues by \$6.6 million. The university has been in this situation consistently since 2003 and the amount has risen steadily during that time – last year it was \$5.3 million.

Table 1 below gives how the monies were dispersed by sector.

Year	Academic	Plant	Admin	Library	Student Services	Other	Ancillary	Total
2000	27964	3974	3754	2152	2534	2828	10776	53982
2001	29832	4450	4740	2264	2624	2840	10923	57673
2002	31661	4495	4978	2338	2848	2986	11857	61163
2003	33536	5254	5084	2364	2884	2685	13811	65618
2004	34499	5202	5859	2438	2964	3717	16111	70790
2005	33583	5288	6915	2513	3279	3492	15172	70242
2006	36210	5707	6616	3012	3970	4260	15279	75054
2007	36884	5791	7711	3047	3709	4433	15020	76595
2008	35450	6662	8590	2766	3477	4939	10216	72102

Table 1 – Spending by sector since 2000. All amounts are in thousands of dollars.

Year	Academic	Plant	Admin	Library	Student Services	Other	Ancillary	Total
2000	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2001	6.7	12.0	26.3	5.2	3.6	0.4	1.4	6.8
2002	13.2	13.1	32.6	8.6	12.4	5.6	10.0	13.3
2003	19.9	32.2	35.4	9.9	13.8	-5.1	28.2	21.6
2004	23.4	30.9	56.1	13.3	17.0	31.4	49.5	31.1
2005	20.1	33.1	84.2	16.8	29.4	23.5	40.8	30.1
2006	29.5	43.6	76.2	40.0	56.7	50.6	41.8	39.0
2007	31.9	45.7	105.4	41.6	46.4	56.8	39.4	41.9
2008	26.8	67.6	128.8	28.5	37.2	74.6	-5.2	33.6

Table 2 – Percentage increase in expenses by sector relative to 2000.

From Table 2 we can see that total expenses in 2008 were 33.6% higher than in 2000. All sectors, with the exception of Ancillary, Academic and Library, had growth that exceeded the

average growth. In order to examine these trends more closely, we extracted detailed data from the statements on how the monies were spent in the Academic and Administration sectors.

Year	Total Wages	Fringe Benefits	Supplies	Ext. contr. Serv.	Travel	Prof. fees	Other
2000	19120	2040	5831	239	599	93	22
2001	19777	1856	7179	222	686	74	19
2002	20551	2250	7835	218	718	37	18
2003	22003	2475	7248	264	744	144	22
2004	22776	3586	6826	283	762	236	9
2005	24266	3259	4836	237	738	206	25
2006	25980	4203	4787	182	818	173	58
2007	27408	3441	4726	219	786	266	31
2008	26457	3208	4704	205	752	81	38

Table 3 – Details for expenditures in the academic sector. All amounts are in thousands of dollars.

	Total Wages	Fringe Benefits	Supplies	Ext. contr. Serv.	Travel	Prof. fees	Other
2000	1775	432	1083	55	164	193	52
2001	2365	565	1017	64	155	269	73
2002	2711	582	529	105	237	283	45
2003	2746	544	819	60	209	269	58
2004	3140	753	1033	77	175	316	63
2005	3841	969	1219	45	259	254	77
2006	3385	978	1230	34	357	286	98
2007	3624	1879	1328	27	310	221	101
2008	3811	2560	1131	97	287	421	100

Table 4 – Details for expenditures in the administration sector. All amounts in thousands of dollars.

Two disturbing trends are observed here. Total wages in the administration sector have grown substantially over this time period (about 115% relative to 2000) while the academic wages have grown by 38.4%. Supplies in the academic sector have decreased steadily since 2002, and in 2008 were over \$1 million less than was spent in 2000. There is no parallel pattern in the administrative supplies expenses.

The startling increases in fringe benefits in the administrative sector are due to the special payments required for the all-employee pension plan.

It is useful to look to external measures to see if these patterns are consistent with other institutions. Table 5 contains Canadian Association of University Business Officers (CAUBO) data on expense by sector.

	Instruction	External	Physical	Student	Admin	Computing	Library	Non-credit
National	57	2	11	8	11	4	5	2
Primarily Undergrad.	54	2	12	9	12	4	5	2
Acadia	49	1	11	11	13	9	5	1

Table 5 – Comparison of CAUBO data for the year 2007. Numbers are percentage of total expenses allocated to each sector.

It appears that the trend of increased spending on administration and decreased spending in the academic sector has continued into 2007-08. This information has been presented to the Joint Finance Committee and we have been promised further insight into these trends. We have also been given some preliminary data for the 2008-09 year that suggest that some changes may have occurred.

Peter Williams

**CAUT WOMEN'S CONFERENCE:
MOBILIZING IN AN ERA OF
RESTRUCTURING**

As the new Federal budget came down, one couldn't help but reflect on the theme of the CAUT Women's Conference, held in Ottawa in October. In an era that promises to be one of shrinking resources and "belt tightening", the message delivered at this conference became even more relevant. In short, our academic world of work is changing in response to our economic environment, and the new landscape has the potential to threaten the very nature of academic work.

Focusing on the theme of the changing nature of academia, conference attendees addressed issues of restructuring, staff complement, new standards of excellence, and strategies for

coping with the "new managerialism" inherent in our workplaces.

Professor Rosemary Deem, of the Graduate School of Education at the University of Bristol, delivered a powerful presentation entitled *New Managerialism in an Era of Restructuring*. Her presentation outlined the UK experience with new managerialism. This ideology is not new to the UK. Since the 1970's, policing, education, health care, and various other public service institutions have been faced with increased bureaucracy, a fierce new focus on performance standards, and strategies that emphasize cost cutting for short term gain (such as an increase in the use of temporary and contract workers). In essence, the philosophy of new managerialism adopts structures and values consistent with the for-profit private sector.

Although there may be some merit in adopting new strategies to cope with the changing political and economic landscape, Professor

Deem urged attendees to look at how these changes are affecting academic life. She stated that we must assess the impact of moving academic and academic managers from “communities of scholars” to “workplaces.” She highlighted the need to preserve traditional characteristics of academia (such as academic freedom), the need for training and support for academic managers expected to adopt and “manage” this new managerialism, and the need to protect those more vulnerable in terms of employment continuity and permanence.

Other presentations and working sessions focussed on funding patterns and institutional responses to economic scarcity, the impact of restructuring on professional and personal lives, and issues of equity and activism on campuses.

Presented with statistics demonstrating the increasing emphasis within academic institutions on contract employees, production-driven research, new standards of excellence, and increasing workloads, attendees were tasked with identifying strategies for this era of restructuring. The conference concluded with a closing plenary that was both cautionary and inspirational – cautionary in terms of the potential negative impact of the philosophy of new managerialism, and inspirational in terms of the commitment of attendees to monitor the impacts and to continue the good fight for equity, fairness, and preservation of the ideals upon which the Academy has been built.

Kelly Dye

LOIS VALLELY-FISCHER AWARD FOR DEMOCRATIC STUDENT CITIZENSHIP



March 16, 12:00 noon is this year's deadline for receipt of applications for the Lois Vallely-Fischer Award for Democratic Student Citizenship. Applications should be mailed to the AUFA Awards Committee, c/o Jane Longley, AUFA Office, Acadia University

or dropped off at Huggins Science Hall, room 211.

Please note that the nominators are responsible for providing information and comments in support of their nominee, which are the basis upon which the decision is to be made. To make a nomination, the nominator will submit an original letter outlining the reasons why said nominee should be considered. The letter must be signed and accompanied by at least four signatures of others supporting said application (for a total of five signatures).

The Lois Vallely-Fischer Award for Democratic Student Citizenship

The Acadia University Faculty Association (AUFA) has instituted an annual award, valued at \$2,000, for a student in her or his final year of undergraduate study at Acadia. The Lois Vallely-Fischer Award for Democratic Student Citizenship will recognize the contributions of a senior baccalaureate student who has contributed to the quality of democratic discourse, critical thought, and legitimate contestation in campus or community life, and who has demonstrated leadership in defending student political rights and the interests of disadvantaged groups.

Nominations may be made by students and/or AUFA members. Award recipients will be selected by a committee of AUFA members, and will be presented with the award at the Association's annual general meeting in April. In addition to the cash component, recipients will be awarded a memento, and her or his name will be embossed on a plaque in a permanent location in the Student Union Building.



Jim Sacouman and AUFA President, Erin Patterson

CAUT DEDICATED SERVICE AWARD

At the January meeting of the membership, I had the very great pleasure and honour of presenting the CAUT Dedicated Service Award to Dr. Jim Sacouman.

Jim has been active in the academic labour movement at the provincial and the national level, both with the former NSCUFA and CAUT. For AUFA, he has served on the grievance committee, numerous pre-negotiating committees, and the joint committee. He has held every position on the AUFA executive with the exceptions of secretary and treasurer, and he has served on the negotiating team for some half a dozen contracts and been Chief Negotiator for at least the last three. Anyone who has been on the negotiating team knows the work, time and stress involved; for the Chief Negotiator in particular, it is a significant personal and professional sacrifice on behalf of the Association. Under Jim's leadership, AUFA negotiated a 12th Collective Agreement that is

in many ways a landmark for our Association and a model for others.

The influence Jim has had on AUFA goes far beyond the words of the collective agreements that he has negotiated. Jim's commitment to democracy and equity has been crucial in making our association one that we can be proud of and that others can emulate; one that stands up for its smallest, weakest or least privileged groups, and that derives its strength from its democratic principles and the solidarity of its diverse membership.

Jim has also had a significant influence on new members of the association who, like me, have been inspired by his activism and dedication to take on the work of the association now and into the future.

Erin Patterson

CAUT HEALTH AND SAFETY CONFERENCE REPORT

The CAUT Health and Safety Conference was held in Ottawa on November 7-9. Most Faculty Associations were represented. The programme was intensive, opening on Friday afternoon with an address by Penni Stuart, CAUT's President, who underlined the importance of promoting awareness of Health and Safety issues. Jim Turk, CAUT's Executive Director, followed with a presentation stressing the newly created Health and Safety Department at CAUT headed by Laura Lozansky, CAUT Occupational Health and Safety Officer.

The Keynote address "SARS Aftermath – Pandemic Planning and Emergency Preparedness in the Workplace" was delivered by Dr. Tony Mazzuli, of Mount Sinai Hospital, Laboratory Medicine and Pathology, University of Toronto. He drew a chronology of the development and effects of the SARS epidemic in Toronto in 2003, and referred to the lessons learned during that episode, which have improved the ability to react to the projected onslaught of the next pandemic. Measures to deal with communicable diseases are an important issue for workplaces that gather large numbers of people into close quarters, feed large numbers of people or maintain large numbers of residential units, such as hospitals and nursing homes; so universities have substantial risks and need to plan for responses.

This presentation was followed by a panel on Occupational Cancer: Margaret Keith, University of Windsor; Dr. John Ruckdeschel, Karmanos Cancer Clinic; and Ruth Grier, Former Ontario Minister of Health and Minister of the Environment. Keith focused on breast cancer, examining environmental factors and chemical exposures. The objective of her research is to identify occupational cancer risks, and provide sufficient evidence for the cause of the disease in order to ensure

workplace compensation. Ruth Grier referred to the lack of priority that prevention is given in our health institutions, and appealed for more attention to research funding for the study of the interaction of chemicals and people's health.

Jim Brophy, University of Windsor, gave a moving presentation about the asbestos tragedy in Sarnia, Ontario, centre of the Canadian petrochemical industry with the largest toxic releases in the country. His paper "Asbestos - Update and Latency" revealed through the Holmes Foundry Case the indifference of the employer as workers were exposed to the highest levels of dust ever found in the industry. He also referred to the building trade workers case study, and the study on petrochemical workers, and condemned the continuing support of the Canadian government of the exportation of asbestos to developing countries. Later in the conference Valence Young, from the Elementary Teachers Federation, spoke on "Health and Safety Grievances and Work Refusals" in connection with a primary school contaminated with asbestos. She is a determined woman who led a long and difficult fight to bring safety to the classroom.

Saturday morning began with a presentation on "Workplace Chemicals and Occupational Disease" by Andy King, Director of Health and Safety, United Steelworkers. He talked about the "Obligation to transform the very nature of work itself" by forging a union between labour, the environment and the academy in order to fight against pesticides and prevent the exposure of workers to toxic chemicals. Rachel Massey, University of Massachusetts, talked about the Toxic Use Reduction Institute created to improve chemical regulation and categorization. This American institution endeavors to encourage chemical substitution, product redesign, operations and maintenance, and in-process recycling in order to reduce the use of chemicals in the workplace. This is part of a State initiative that promotes pollution prevention programmes, laws restricting

individual chemicals, comprehensive chemicals policy initiatives, etc. This presentation cum discussion was followed by a workshop on “Chemicals in the workplace – Fine Arts, Labs, & General”, conducted by Jamie Wright, Health and Safety Representative, Canadian Auto Workers; and Carolynne Fardy, Thompson Rivers University. The purpose of the workshop was to help recognize widespread use of toxic substances in the university work place, and alert us to the lack of legislation regarding toxic exposures to workers.

In the afternoon, Mariette Pilon spoke on “Member to Member Conflict” in the context of workplace hazards, arguing that there was an equally toxic effect in such environments. She stressed that the employer is responsible for a productive workplace, so excusing member-to-member conflict and allowing the degeneration of a workplace is a violation of the Collective Agreement by the employer. With regard to universities, she noted that the university was neither a private club nor a family. It is a workplace like any other where the employer has the obligation to provide a safe and healthy environment to its workers. She added that academic freedom is not a license for harassment. A number of court cases dealing with member-to-member conflict were cited. The advice given was that all complaints should be investigated by Faculty Associations. Inertia, the common attitude of ignoring the discomfort of a member unable to perform his/her duties in accordance with his/her conditions of employment in safety and well being, creates preventable physical, emotional, and mental situations that destroy in some cases the professional and personal lives of members. Renée Ouimet, Mental Health Association, Ottawa branch, stressed that mental health is part of Health and Safety, and that workers should be able to expect understanding and accommodation from employers and employees alike in order to deal with specific cases. Antonio Pizzino, CUPE, talked about “Workplace Harassment.” He defined harassment as “abuse that arises from unethical

behavior that leads to victimization.” He referred to a 2004 Quebec case that acknowledged psychological harassment resulting from a harmful work environment where psychological integrity was compromised.

Sunday’s sessions dealt with “Electromagnetic Fields.” Magda Havas, Trent University, presented a very scary introduction to the harm that EMF’s have on people’s health, in the form of radio and television, radar, computers, mobile phones, cell phones, electric blankets, wireless technology, compact fluorescent lights, etc. She gave examples specific to university campuses, and some advice to avoid exposure. I suggest that there should be a joint invitation from AUFA and the Administration of Acadia University to our campus to take measurements in areas such as residences, offices, etc. in order to determine how safe we all are.

Laura Lozansky closed the conference with observations on “Academic Staff Associations Role in Relations to Joint Health and Safety Committees.” She offered her expertise to orient anyone interested in gaining information on Health and Safety matters.

Sonia Thon
AUFA alternate member on JOHSC





DATES TO REMEMBER

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

◆ **March 1**

Elections [for Sabbatical Leave Committee] shall take place annually on or before 1 March [Art. 24.14 (c)]

◆ **March 15**

The Employer shall mail Offers of Employment by . . . 15 March for the Spring/Summer Intersessions [Art. 11.10 (g) (i)]

◆ **March 31**

The URC shall complete its work. . . [for] Tenure/Promotion (Assoc.) [promotion], Promotion (Associate), Promotion (Full Professor), Promotion (Librarian III), Promotion (Librarian IV) [and] Promotion (Instructor II) [by] 31 March [Art. 12.41]

The President shall communicate the Board's decisions on . . . tenure - no later than 31 March. . . [Art. 12.75(b)]

The President shall communicate the Board's decisions on . . . continuing appointment - no later than 31 March. . . [Art. 51.75 (a)]

Unspent [Travel and Professional Allowance] funds revert to the appropriate Dean or University Librarian on 31 March of each year but at the same time departments may submit requests for the use of same. [Art. 25.54]

◆ **April 1**

The Employee shall have to make a formal request prior to 1 April preceding the approved period of Leave for any major changes to the Employee's plan for Leave. [Art. 24.24]

◆ **Three Weeks Following Grade Submissions**

The Head/Director shall review the [course] evaluations and return a copy of the Summary Data Sheet and the unit's Summary Data Sheet to the Employee within three weeks following submission of grades for the course. [Art. 15.55]

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