

FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

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Faculty members old and new should feel free to contact any member of the Faculty Union Executive about employment matters and/or to drop into the Union Office (MM206c) for coffee.

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Editorial

The current situation with the Clinical Psychology programme, in which our colleagues the Department are considering suspension of admission to the programmes for next year, should remind us all of the importance of establishing collegial mechanisms beyond the departmental level for determining what courses and programmes will be taught at Saint Mary's

As always, there are a number of interested parties in the course/programme decision: students now enrolled in the programme who seek assurances that they will be able to finish what they have started, graduates of the programme who believe that the value of their degrees may depend to some extent on the continued existence of the programme, those who teach in the programme and wish to continue doing so, their colleagues who seek to find a reasonable match between the resources of the Department and their teaching responsibilities, the administration that wishes to have the University fulfill its obligation to students without taking on a long-term obligation that it may have trouble fulfilling without additional expense.

I am not at all sure of just how the conflicting interests in these matter can be reconciled. But I am sure that any generalized "solution" that we might wish to enshrine in the Collective Agreement for future use will have the following characteristics: it will not allow the *de facto* termination of courses or programmes through administrative action to restrict entry to programmes or registration in courses; it will involve collegial decision making to the greatest possible extent; and it will provide protection for the students and faculty directly involved.

As we get ready for negotiations later this year, it is important that the negotiators and the Union Executive have your input on what we should be striving for at the bargaining table. With this in mind, please set aside time to attend one or more of the seminar/workshop strategy sessions which have been scheduled over the next month or so.

John Chamard, President

Changes in the Collective Agreement

A few weeks ago you were asked to suggest changes that you would like to see in the Collective Agreement. Many thanks to all who took the time to respond. Alas, a number of the responses have gone astray, and we are in the somewhat embarrassing position of having to ask you to resubmit your ideas. Please use the green sheet at the back of this newsletter to respond and **please send all responses to SMUFU, MM206C** (a return envelope is attached) by the end of the month. Once you have had a new opportunity to respond, we will prepare a form of ballot that will allow all members of the bargaining unit to indicate the importance that they attach to each of the suggested changes.

This round of bargaining will be the first in a number of years so it is important that the negotiating team get your direction so they can formulate a strategy to reflect the views of the whole membership.

Strategy Sessions

From the suggestion already received, it is clear that there are a number of issues which are too complex to allow adequate understanding of what we want collectively from a simple "yes", "no" sort of ballot. Examples include the question of what an appropriate early retirement package should look like, what mechanisms we should seek to control changes in course or programme offerings, and what relative importance we should put on salaries, the salary scale, and various fringe benefit possibilities.

With a view to developing a broadly based position on these sorts of issues, a series of strategy sessions will be held over the next month or so. It is difficult to find times that will allow every member of the bargaining unit to attend all of the sessions, but we have tried to create a session schedule that minimizes obvious conflicts with, for example, Senate meetings. The first three sessions are:

- Friday, March 14, 10 am, L152 Early Retirement Packages
- Friday, March 21, 2:30 pm, L154 Controlling Courses and Programmes
- Friday, April 4, 2:30 pm, L154 Salary and Fringe Benefits

Come prepared to suggest, discuss, listen etc. Refreshments will be served.

More sessions will be scheduled based on the ideas for changes in the Collective Agreement that you send in.

Electing a New Executive

Attached to this copy of the Newsletter is a nomination form for elections to the SMUFU Executive. The offices are: President, Vice-President, Secretary, Treasurer, and three Members-at-Large. Members of the Executive are elected for one year terms.

Nominations are open until 3 pm on March 21, 1997. Please be sure that nomination forms are signed by the nominee(s) and two members of the Bargaining Unit, and send them to George Nahrebecky (Modern Languages and Classics). George is currently a Member-at-Large on the Executive. He will be on sabbatical next year and so will not be re-offering for Executive position.

Voting will take place the following week (Tuesday April 1 to 2:30 pm Friday April 4) with the ballot box in the Senate Office and the count (with wine and popcorn) in the Faculty Lounge starting at 3 pm.

SMUFU Web Site

The SMUFU Web Site is now Open. You can find SMUFU at: <http://business.auracom.com/smufu>.

New Publications

The following item has been added to the library available to members in the Union Office:

HOUSE OF COMMONS OF CANADA 35th
PARLIAMENT, 2nd SESSION,
EVIDENCE Standing Committee on FINANCE,
Chair: Jim Peterson,
Meeting No. 37, Tuesday October 22, 1996
ORDER OF THE DAY: Study on budgetary policy.
Workload: The Memorial University Perspective
Options for Quality Assurance in Higher Education in the
Maritimes
Annual Report 1995-96 MPHEC