

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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Members of the SMUFU Executive

Linda Van Esch President	420-5803 linda.vanesch@stmarys.ca	MS102
John Chamard Vice-President	420-5769 john.chamard@stmarys.ca	L266
Guy Chauvin Treasurer	420-5835	MM301F
Joyce Thomson Secretary	420-5541 joyce.thomson@stmarys.ca	Library
Anne Marie Dalton Member-at-large	420-5864 adalton@husky1.stmarys.ca	MN515G
Doug Strongman Member-at-large	420-5754 doug.strongman@stmarys.ca	S103
Karen Crowell Administrative Assistant	496-8190 karen.crowell@stmary.ca	MM206C

Tentative Settlement Details

I know you will want to join the Executive in thanking Vic Catano, our Chief Negotiator, and the members of our negotiating team, Guy Chauvin, Doug Strongman, George Nahrebecky, Bob Cook and Doug Vaisey. Since August the team has spent countless days in negotiations and many more in preparation. We have particularly benefited from Vic's expertise: several of the new clauses he drafted add important new protections and have been adopted as CAUT model clauses.

Early next week, you will receive a copy of the negotiated changes, showing the proposed and the existing language. Also early next week, the Executive will meet with the negotiating team for an in-depth review of the agreed upon changes and will vote to recommend acceptance or not. Then a general meeting will be scheduled to discuss the proposed settlement. Following that meeting, a ratification vote will be taken by secret ballot.

...Linda

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During this last round of bargaining we reached agreement on clauses relating to: intellectual property, patent, and copyright; the amalgamation, merger, suspension or closure of academic and library programs; and stronger protection for the rights of faculty at arbitrations related to discipline or dismissal. We also agreed to establish a joint committee to review and recommend changes to the Senate policy on academic fraud and misconduct. We also revised the pregnancy and parental leave clause to make it conform to changes in the law. The article will provide some additional benefits as required by law, but the Employer would not agree to extend discretionary, supplemental parental leave benefits.

The financial settlement contains both increases to our salary scales and a commitment to improve fringe benefits. A summary of the major improvements follows.

Thanks once again for your support,

Vic Catano
Chief Negotiator

Salary

The last salary scale from the current Collective Agreement, which was never implemented due to the Savage cuts, will now be implemented as of November 1, 1997. This will mean a 3% increase from present pay levels and the addition of one step to the assistant, associate, and full professor scales; this will be followed by a 2% increase on April 1, 1998. On September 1, 1998, there will be a 2.5% scale increase plus the addition of a half-step at all the ranks except Librarian I and II. On September 1, 1999, there will be another 2.5% scale increase plus the addition of another half-step at all the ranks except Librarian I and II. These new salary scales are attached to the end of this document.

Overload Stipends

In order not to prejudice the ongoing negotiations between the part-time union and the University, we agreed to accept their negotiated stipends as the overload stipend. At the moment, the University has offered the part-timers \$5500, \$5750, and \$5900 per full-course. We expect that these figures will be increased.

Honoraria for Chairs, Directors, Division heads

All honoraria will be increased by 5% per year over the three years of the contract.

Stipends for Thesis Supervision

Thesis supervision will be compensated through an honorarium or a contribution to a professional development allowance. The stipends will be \$1000 for a master's thesis; \$500 for a MRP; \$250 for each honours thesis. This provision will be implemented for the next academic year. Doctoral dissertation supervision will not be compensated by money; instead the primary supervisor will receive up to a full course reduction from the normal teaching load.

Research Stipend

Faculty and Librarians may request that a portion of their salary be earmarked for research. As is the case now with sabbaticals research stipends, a research proposal along with an itemized budget for the proposed research will have to be submitted to the Academic Vice-President. It is understood that the University will provide no

guarantee that research expenses as presented will be acceptable to Revenue Canada.

Employee Benefit Plans

A Memorandum of Understanding will be signed which will instruct the University Benefits Committee to proceed with the development of a Dental Plan, Employee Assistance Plan, participation of early retirees in the health care plans, and specified improvements to the Health Care Benefits. Before any implementation can take place, this process will require determination of plan costs and consultation with membership to determine the nature of the plans that will maximize participation rates and acceptable levels of premiums. The plan premiums will be co-paid by the Employer and participants.

Sabbatical Leaves

Faculty taking full-year sabbaticals will receive 85% of salary after six years, and 90% after eight years. Professional Development Leaves for Librarians will increase to 80%. The rates for six-month sabbaticals after three years will remain at 75%. Pension contributions will be based on 100% of salary while faculty and librarians are on leave.

Supplemental Pension Plan

The Employer will agree to sign a Memorandum of Understanding along the following lines (exact wording must be finalized):

This memorandum of understanding constitutes a declaration by the parties to this Collective Agreement to establish a supplemental plan for those Faculty Members and Professional Librarians who are at their maximum pension contribution limits by law with respect to Article 17.00. The establishment of this plan will apply to the ____ tax year and thereafter. The terms and conditions of the plan will be determined by the Economic Benefits Committee but shall be based on the model supplemental arrangement in place at the University of British Columbia which has been approved by Revenue Canada. The Supplemental Plan is subject to ratification by both parties to the Collective Agreement. The plan will be reviewed

Early Retirement Incentive Plan (ERIP)

The Employer will agree to sign a memorandum of Understanding expressing a commitment to work with the

Union to develop an ERIP. We proposed a specific model during negotiations. The Employer has not rejected our model but wishes more time to examine it along with other alternatives. For acceptance to the Employer, an ERIP must be self financing with no obligation to automatically replace the person taking early retirement; the decision to replace would be made on a case by case basis, as is done now when people retire. When we reach agreement on a plan, it will be submitted to the members and to the Board for ratification. For your information, the Union's ERIP proposal is as follows:

SMUFU ERIP

For those members of faculty who have reached age 55 by August 31 in a given year and who have 20 or more years service to SMU, and whose age plus years of service is at least 80; and to go into effect on the September 1 of the same year:

Salary Scales

a) Faculty Scales

	3% Nov 1,97	2% April 1,98	2.5% Sept 1, 98	2.5% Sept 1, 99
Lecturer				
L1	33991	34670	35537	36426
L2	35578	36289	37196	38126
L3	37166	37909	38857	39828
L4			39687	40679
L5				41530
Assistant				
Ast 1	39096	39877	40874	41896
Ast 2	40799	41614	42655	43721
Ast 3	42500	43350	44433	45544
Ast 4	44202	45086	46213	47368
Ast 5	45903	46821	47991	49191
Ast 6	46754	47689	48881	50103
Ast 7	47604	48556	49769	51014
Ast 8	48454	49423	50658	51925
Ast 9			51549	52837
Ast 10				53751

Terms:

1. Eligible candidates to receive 100% of payout amount if 55 years of age; 90% if 56 years of age; 80% if 57 years of age, etc.
2. Payout to be 15.0% of the candidate's annual salary as of August 31, 1998, multiplied by the candidate's years of service to SMU; and to be paid in the form of an ordinary annuity annually over the period beginning September 1 and ending at the candidate's normal retirement date, said candidate having reached the age of 65.
3. All positions vacated by early retirees shall be filled following the usual procedures as per the CA, i.e. faculty allocations shall not change as a result.

	3% Nov 1,97	2% April 1,98	2.5% Sept 1, 98	2.5% Sept 1, 99
Associate				
Asc 1	48511	49481	50718	51986
Asc 2	50327	51333	52616	53932
Asc 3	52142	53184	54514	55877
Asc 4	53959	55038	56414	57824
Asc 5	55774	56889	58311	59769
Asc 6	57589	58740	60209	61714
Asc 7	59406	60594	62108	63661
Asc 8	61221	62445	64006	65606
Asc 9	62583	63834	65430	67066
Asc 10	63944	65222	66853	68524
Asc 11	65306	66612	68277	69984
Asc 12	66667	68000	69700	71442
Asc 13			70645	72411
Asc 14				73384

Full Professor

F 1	63712	64986	66610	68276
F 2	65643	66955	68629	70345
F 3	67573	68924	70647	72413
F 4	69502	70892	72664	74480
F 5	71432	72860	74682	76549
F 6	73360	74827	76697	78615
F 7	75288	76793	78713	80681
F 8	77219	78763	80732	82750
F 9	79150	80733	82751	84820
F 10	81078	82699	84767	86886
F 11	83009	84669	86785	88955
F 12	83974	85653	87794	89989
F 13	84939	86637	88803	91023
F 14			89814	92059
F 15				93094

b) Librarian scales

LI-1	27587	28138	28842	29563
LI-2	28888	29465	30202	30957
LI-3	30122	30724	31492	32279
LII-1	31589	32220	33026	33851
LII-2	32859	33516	34354	35212
LII-3	34122	34804	35674	36566
LII-4	35393	36100	37003	37928
LII-5	36664	37397	38332	39290
LII-6	37938	38696	39664	40655
LIII-1	40084	40885	41907	42955
LIII-2	41347	42173	43228	44308
LIII-3	42619	43471	44558	45672
LIII-4	43889	44766	45885	47033
LIII-5	45160	46063	47214	48395
LIII-6	46429	47357	48541	49755

	3% Nov 1,97	2% April 1,98	2.5% Sept 1, 98	2.5% Sept 1, 99
LIII-7	47066	48007	49207	50437
LIII-8	47700	48654	49870	51117
LIII-9	48335	49301	50534	51797
LIII-10			51194	52473
LIII-11				53151
LIV-1	49255	50240	51496	52783
LIV-2	50518	51528	52816	54136
LIV-3	51792	52827	54148	55502
LIV-4	53061	54122	55475	56862
LIV-5	54334	55420	56806	58226
LIV-6	55603	56715	58132	59586
LIV-7	56874	58011	59461	60948
LIV-8	58145	59307	60790	62310
LIV-9	59414	60602	62117	63670
LIV-10	60684	61897	63445	65031
LIV-11	61319	62545	64109	65711
LIV-12	61955	63194	64773	66393
LIV-13	62591	63842	65438	67074
LIV-14			66100	67752
LIV-15				68429

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**ACADIA UNIVERSITY FACULTY ASSOCIATION NEGOTIATIONS:**

At a general meeting held Jan 20, the Acadia University Faculty Association membership voted on motions to reject the Board's current offer of 1.85%, 1%, and 1% increases to salaries over a three year period. There are also substantial non-monetary items in dispute which by themselves could lead to strike action. The Faculty set February 2 and 3 as dates for a strike vote.

The vote to reject the Board's current offer was:  
 97.0% (166 votes) to reject the Board's offer;  
 3.0% (5 votes) to accept the Board's offer.

The vote to set February 2 and 3 as dates for a strike vote was:  
 95.0% (155 votes) in favour;  
 4.3% (7 votes) against;  
 0.7% (1 vote) spoiled.

With this renewed mandate, the AUFA's Negotiating Team has invited the Board back to the table.

The AUFA expects that the Labour Department Conciliator who has been assigned to their negotiations will make an attempt to restart negotiations now that the Board's "final" offer has been rejected. The Acadia

Faculty will be in a position to take strike action two weeks after the filing of a report by the Conciliator.

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NOMINATION TO CAUT POSITIONS:

SMUFU Executive has renominated Vic Catano as Person Chairing, Collective Bargaining and Economic Benefits Committee and nominated Joyce Thomson as a Member of the Librarian Committee. Elections will take place at the CAUT Council meeting in Ottawa in May, 1998.

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**A PARTIAL REPLACEMENT FOR NSCUFA:**

At the CAUT Annual General Meeting in November, representatives from the provincial associations met to exchange information and consider whether and how best to replace NSCUFA. It was decided that it is important to have a venue to share information and plan lobbying efforts. At this time, it is probably wiser not to rush into any formal organization of the provincial associations.

Representatives from each association met again on Jan. 17 and were joined by Bill Bruneau. The day-long meeting was successful in its objectives of reestablishing contact between the provincial associations and sharing information.

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UBC SETTLEMENT:

E-mail dated Jan 6/97 - Rae Ryan -UBC Fac. Assoc.

The UBC Faculty Association has announced ratification of a four-year settlement which covers the period from July 1st, 1997 to June 30th, 2001.

The full text of the Memorandum of Agreement is available through CAUT.

The four-year agreement provides for full Career Advancement Plan (CAP) with its three traditional parts in every year: Career Progress Increments (CPI), Merit and Performance Salary Adjustment (PSA). The percentage used to generate the amount of money required for the CAP has been reduced to its historic level of 2.5%, which still provides increments of \$1,000 for those eligible. The traditional ratio of half the plan going for CPI and half for Merit and PSA has been maintained.

In addition, there are a number of other measures agreed to which will help to address, over the next four years, some of the problems with salary structure. In 1998-99 there is provision for an Adjustment Fund of \$500,000 which will be used to correct anomalously low salaries. On January 1st 1999 a Professoriate Retention Fund of \$500,000 becomes available to ensure the retention of excellent performers. In addition, an annual Professional Development Allowance comes into effect. The fourth year of the agreement provides for improved study leave: 80% of salary after six years for 12 month leaves and 90% after six years for six month leaves.

The Agreement also provides for two general increases - the first since January 1994. In March 1998 there will be a 1% across the board increase, including to the sessional scale. The second general increase (and increase to the sessional scale) is 2%, effective July 2000. The PSEC guidelines prevent these across-the-board increases from being paid out to members earning over \$100,000 per year until the government lifts its freeze on salaries over \$100,000. All aspects of the Career Advancement Plan, however, will apply.

For Sessionals, in addition to the increases to the sessional scale in the first and fourth years of the Agreement, it has been agreed that the Extra Sessional stipend for Sessionals will be based on the sessional scale. Sessionals who are members of the bargaining unit and who are teaching Extra Sessional summer courses will be eligible for benefits including pension.

A joint committee has been set up with the Administration to identify long term faculty and librarians

who were previously ineligible to join the Pension Plan and are now facing retirement on meagre pensions. Government funding will be sought to redress this issue and in the absence of government funding, other options will be explored. The Committee will report to the bargaining principals no later than January 1st 1998.

Rae Ryan
Professional Officer - UBC Faculty Association

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### **New Publications:**

The following items have been added to the library available to members in the Union Office:

CAUT Committee of Inquiry - Rationalization of the Nova Scotia Universities

A news release was held on August 29, 1997 in Halifax by CAUT to release a report it commissioned on the Nova Scotia Government's approach to rationalization of the province's universities 1991-1996.

This final report is available in the Union Office MM206C.

Federal and Provincial Support to Post-Secondary Education in Canada - A Report to Parliament 95-96.

Queen's University Faculty Association Collective Agreement Jan 10/97 to Apr 30/99.

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ARTICLE OF INTEREST ON THE WEB AND OTHER SOURCES:

THE TENURE TRAP

Barry Came, Maclean's, December 22, 1997, Page 65

website:

http://cufabc.harbour.sfu.ca/tubc/Article-December_22.html

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### **SMUFU E-mail and Web Page**

#### **Changes:**

The previous provider of our email and web site went out of business in December. We are in the process of connecting with Sympatico.

**New E-mail Address:** [smufu@ns.sympatico.ca](mailto:smufu@ns.sympatico.ca)

**Web Site:** coming soon!