

FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

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SMUFU Scholarship Recipients

The following students share \$10,000 in Faculty Union scholarships for 98-99:

Ryan Jack - Science
Rebecca Johnson - Arts
Anthony Landry - Science
Sara Petrossie - Commerce
Paul Rodgers - Arts
Janice Toner - Commerce

Annual General Meeting

The Annual General Meeting was held on November 27, 1998. The following reports were presented:

- President's Report
- Financial Report on Operations and Investment
- Report on negotiations under Memoranda of Understanding
- Report on meeting with senior administration regarding computer and AV support services
- Report on new Pension Governance Committees
- Status report on Staff Negotiations

Maritime Provinces Higher Education Commission Conference

by *Bernie Davis*

The second Maritime Provinces Higher Education Commission Conference on the State of Higher Education in the Maritimes took place on the 19th and 20th of November 1998 in Moncton. A few faculty members and some students were there, but most attendees were university and community college administrators. I attended, sponsored jointly by the Association of Nova Scotia University Teachers and SMUFU, primarily to learn what the administrators were thinking about. The theme of the conference was transitions between different post-secondary institutions, the subtitle, "strategies for working together"

The conference began with the keynote address by Claude Lajeunesse, President of Ryerson. Dr. Lajeunesse argued that universities must be accountable. To be accountable requires that they have quality, relevance and accessibility. In order that quality be maintained they must pay their 'knowledge workers' competitive salaries. We seemed to be off to a good start.

Next was a panel of presidents of Maritime universities and community colleges. Alex MacAuley, president of Holland College, noted that, as the mandate and function of Canadian community college are different from that of their U.S. counterparts, transitions between community colleges and universities must also be different. Many panelists spoke to various program-specific transition arrangements between individual universities and community colleges.

Ray Ivaany, president of the Nova Scotia Community College, pointed out that employment opportunities for those with post-secondary education were rapidly increasing, while opportunities for those with no post-secondary education were just as rapidly decreasing. He suggested that private post-secondary education providers are appearing because the public sector has not been able to respond to the need. Jackie Scott, president of the University College of Cape Breton, concluded that several different changes are happening faster than post-secondary institutions can adapt, and suggested we pay less attention to government policy and more to market forces.

Next, Kelvin Ogilivie, president of Acadia University, said he was going to speak on the shape of post-secondary institutions future. The future he foresaw was one in which private enterprise post secondary education providers would compete

directly with universities and community colleges. We will see, he said, new colleges emerging which are quickly adaptable.

From the floor came a defense of the Dalhousie/ITI partnership. It was suggested that lack of capital prevented Dalhousie from undertaking such a venture alone. This was followed by the compliant from another attendee that attempting to achieve change in a university was like trying to teach an elephant ballet.

Kelvin Ogilvie responded, "Universities cannot continue to be both museums and innovators." We must rid ourselves of older programs so as to free up capital and human resources. This, he said, will gain public confidence in the universities.

Ray Ivaany caught the mood of the crowd, which, as he announced, was now involved and excited. He enthused that leaders need courage, then asked what it was that must be changed (it's hard to lead the attack if you don't know which way to go). The audience of administrators, however, didn't seem to notice that this was a problem. They just grinned and panted as the drool dripped out over bared fangs. As lunch had been announced earlier, I tried to reassure myself that this was probably just a normal Pavlovian response.

After lunch I attended two 'carousel' sessions on student recruitment, one on natural gas technology technical training (the natural gas technician cometh), and then a concurrent session entitled TeleEducation and TeleCampus New Brunswick, offered by the director of TeleEducation, Rory McGreal. TeleEducation New Brunswick is New Brunswick's distance education network with 18 production facilities and 80 sites in 44 communities across New Brunswick. Using this as a base they hope to become world leaders in the provision of web-based courses.

TeleCampus, at <http://database.telecampus.com>, is their database of over 10,000 web-based courses offered by 570 institutions in 18 countries. It is free to users and institutions. While the range is from very short non-credit courses to a Ph.D. course in nuclear physics, 3200 are university undergraduate courses. Courses are from the United States (77%), Canada (18%), Australia (2%) and other (2%). I was much impressed by the presentation, by the new opportunities for universities web-based courses present, and by how their existence increase the need for good copyright and educational technology clauses in collective agreements.

As, not being an administrator, I had classes to teach, I could not attend Friday's sessions, so I cannot tell you whether Ann Dowset Johnson, editor of the Maclean's Guide to Canadian Universities, survived her presentation entitled, "Don't Shoot the Messenger".

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## Dental Plan

The Dental Plan has subscribed enough participants (almost 300 across the University) to become operational as of February 1.

The plan is underwritten by Blue Cross, and to belong you must be a Blue Cross medical member. If you didn't subscribe before the January deadline, there is now a waiting period before your coverage can take effect.

Premiums are \$13.97 per month (single) and \$25.56 per month (family).

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Computer & AV

Before Christmas, Faculty Union members met to discuss their outrage at the state of the computer system at Saint Mary's. Strong concerns about the new NT operating system and changes in classroom AV support were expressed. The results of the meeting were vigorously communicated to the administration.

Since then a number of changes have been made which have at least partially solved at least some of the problems we all suffer under.

1. Most of the bugs in the Sobey and Loyola classroom AV systems seem to have been ironed out and Paul Rooney has been put in charge of classroom technology including.
 - audio visual equipment in the classrooms and teaching labs,
 - instructor computer stations
 - video distribution systems, VCRs, television
 - overhead projectors, data projectors, screens, public address systems

Paul and his staff (George Allanson, Lindsay Thornton, Barry Veinotte and Dianne Foley) are assigned to:

- assist faculty and staff in the use of available instructional technologies
- perform monitoring, maintenance and servicing of instructional technologies
- operation of the video distribution system
- respond to immediate problems in classrooms and teaching labs
- assist in setting up for special events (public address systems, videos, etc.)

2. Computer labs and offices

The situation here is less happy. the NT operating system continues to have serious problems that have impaired teaching in the NT labs. PCs in faculty offices are still not working 100% despite the best efforts of the IT staff. It has been suggested

that staffing levels are too low to allow anything like a reasonable response to problems. Certainly the turnaround time on calls to 8111 would put any commercially-operated computer company out of business.

If you are having problems with a AV systems, computer labs or your PC, please get in touch with one of the members of the ad hoc committee of the Academic Computer Users Committee, who consist of Janet Gregory, Malcolm Butler, Dave Bateman, Porter Scobey, Peter Webster.

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**Staff Union**

- Lynne Carey

We have been waiting for the arbitration decision to come down and still have nothing. I discussed the issue with the NSGEU and apparently the decision has been made but has not been typed up by the chief arbitrator. I hope it will be down by next week in time for our general meeting. In fact I not only hope it will be it had better be our members are getting very unhappy, which is starting to result in more potential grievances.

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Technologically Mediated Courses and Economic Benefit Plans

- Vic Catano

As part of the last round of negotiations the Union and the University agreed to several Memoranda of Understanding (MoUs) which had the effect of continuing discussions on a number of items. MoUs are generally signed when more time or information is needed before an agreement can be reached on a matter. These MoUs are contained in each copy of the current Collective Agreement. We have made considerable progress with respect to these MoUs.

Technologically Mediated Courses

The MoU set up a joint Union-Employer committee to examine how we should deal with issues arising from technologically mediated courses offered at Saint Mary University. Technologically Mediated Courses are any credit courses which are presented by teleconference, videotaped, recorded, broadcast or televised; or are transmitted or received via satellite, the Internet or World Wide Web.

SMUFU appointed Vic Catano, George Nahrebecky, Peter Webster, Albert Mills and, later Mike West as a replacement, to this Committee. The University appointees were Colin Dodds, Gabrielle Morrison, Paul Dixon, and Randy Raymond.. The Committee met five times over the past Academic Year. The Committee dealt with both general and specific issues related to the introduction and use of technology in classroom instruction.

Over the course of these meetings we reached agreement on a number of principles that we believe should guide the introduction of technology into teaching. These principles will recognize that any technologically mediated credit courses or programs must follow established academic procedures, as well as those outlined in the Collective Agreement; that no faculty member can be compelled to teach technologically mediated courses; and that adequate training and support services will be made available to any faculty members wishing to teach technologically mediated courses. The Committee still has a few items to consider but we expect to submit a written report before the end of the current Academic Year.

Employee Benefit Plans

This MoU requested the University Benefits Committee to proceed with the development of a Dental Plan, to consider the feasibility of an Employee Assistance Plan, the participation of early retirees in the Health Care Plans, and improvements to current Health Care Benefits. Establishment of the Dental Plan was considered to be a priority and, as you may know by now, that objective has been achieved. The proposed Dental Plan was accepted by over 70 % of University employees. The Plan should be in effect by mid-February at the latest. The work of Bill Hamby, Paul Bowlby, Margaret Harry, David Swingler, and Linda van Esch contributed significantly to the development of a plan that met the needs of Faculty and Professional Librarians. The other items covered by this MoU remain to be discussed.

Supplemental Pension Plan and Early Retirement Provisions

SMUFU and the University have initiated discussion on establishing a supplemental pension plan for Faculty Members and Professional Librarians who are at the maximum pension contribution limits established by Revenue Canada and on developing an early retirement incentive plan (ERIP) that meets the needs of Employees as well as those of the University. We have attempted to approach these issues in a cooperative and constructive manner. We have provided the University financial officers with information on the details of Supplemental Plans and ERIPs that have been used at other universities. By April, we will either have reached agreement on these matters or have agreed to disagree. In which case, we will pursue these objectives in the next round of collective bargaining.

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## CHANGES IN THE COLLECTIVE AGREEMENT

- Linda Van Esch

A number of items were "left over" from the last round of negotiations but have now been satisfactorily settled:

1. Environmental Studies will be added to the list of special programs listed under Article 1.1(f) of the Collective Agreement..
2. Those in the Faculty of Science should be particularly pleased: waivers to accommodate lab and tutorial teaching assignments that modestly exceed the overload limit will no longer be needed. The Union and the Administration have agreed to interpret Article 15.1.12(e), which limits overload teaching to one full course during the Academic Year and one full course during the summer, as allowing associated labs or tutorials to a limit of 1.5 credits during both the regular term and the summer term.
3. Professional librarians have regained faculty parking privileges! Although the seven professional librarians had for many years enjoyed faculty parking privileges, the right to hunt for parking in the faculty spots was taken from them in 1988 when their union joined the faculty union. Gabe Morrison has now reinstated their parking privileges, ending what had seemed to be a long period of administrative pettiness.

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CAUT COMMITTEE

Over the next few issues of the Faculty Union News we will provide information on various committees of the Canadian Association of University Teachers (CAUT).

For this news issue the featured committee is CAUT's *Collective Bargaining and Economic Benefits Committee* (which is chaired by Vic Catano). Here is what the CAUT Handbook says about this committee:

TERMS OF REFERENCE

1 Status and Role

The Collective Bargaining and Economic Benefits Committee shall be a Standing Committee of Council with responsibility for:

- (a) Assuring the provision of Collective Bargaining services for the support and assistance of member associations.
- (b) Helping to coordinate the collection, analysis and dissemination of data relating to the economic well-being of the professions represented in CAUT.
- (c) Making recommendations to Council on policy measures relating to Collective Bargaining and Economic Benefits.
- (d) Promoting cooperation and mutual support among local associations for the successful negotiation and defence of terms and conditions of employment which enhance the well-being of the professions represented in CAUT.

2 Composition

- (a) The Committee shall be composed of five elected members (including the Person Chairing). All elected members shall have demonstrated experience in the area of Collective Bargaining and/or analysis of Economic Benefits.
- (b) Elected members shall normally serve for three-year terms, with the possibility of one renewal. The terms of the members shall overlap in such a way that approximately one-third of the membership changes annually. If the normal term needs to be altered, in order to ensure the continuation of this changeover pattern, the Committee shall make suitable recommendations to Council at its Spring meeting.
- (c) The term of the Person Chairing the Committee shall normally be for two years.
- (d) The President shall be an ex-officio member of the Committee.
The Executive Director shall be a non-voting member of the Committee. The Executive Director shall appoint a secretary to the Committee.

3 Nomination and Election Procedures for regular elected members

- (a) Vacancies on the Collective Bargaining and Economic Benefits Committee shall be advertised in the CAUT Bulletin and by direct mailing to local and provincial associations/unions by November 30.
- (b) Nominations shall be made on the appropriate nomination form, and shall be addressed to the Elections and Resolutions Committee and shall be accompanied by the biographical information specified on the nomination form. Nominations shall be received by January 7.
- (c) The Elections and Resolutions Committee shall bring all nominations received to the notice of the Collective Bargaining and Economic Benefits Committee and the Nominating Committee. The Nominating Committee may solicit more nominations in order to provide, to the extent feasible, a reasonable distribution along geographic, size of institution, unionized or non/unionized, linguistic, disciplinary, gender lines and expertise in the areas Collective Bargaining and Economic Benefits. The Collective Bargaining and Economic Benefits Committee

may also solicit further nominations. Any such further nominations shall be made as in section (b) above except that such nominations shall be received by March 1. The Elections and Resolutions Committee shall bring all such nominations to the attention of the Collective Bargaining and Economic Benefits Committee. The Collective Bargaining and Economic Benefits Committee shall consider all nominations at its last meeting prior to the Spring meeting of CAUT Council.

- (d) The election of members of the Collective Bargaining and Economic Benefits Committee shall be made by CAUT Council at the Spring meeting and shall be by secret ballot. The Elections and Resolutions Committee shall place before Council all nominations received together with a list of continuing members of the Committee indicating their distribution along the lines listed in section (c) above. At the same time the Collective Bargaining and Economic Benefits Committee shall provide Council with its advice on the suitability of each of the nominees by way of a brief written explanation of why or why not the Committee is or is not recommending the nominee, giving particular attention to maintaining a reasonable balance of members with expertise in the two areas of collective bargaining and economic benefits. The Committee's reasons shall be consistent with paragraphs 1.4 and 2.4 of the CAUT Policy Statement on Fair Appointment Practices approved by Council in February 1989.
- (e) When a casual vacancy occurs on the Committee, Council shall elect a replacement to serve the remainder of the term. A casual vacancy may be advertised at any time, and the election may take place at any Council meeting. Otherwise the same general procedures as in sections (a) to (d) shall be followed. The Collective Bargaining and Economic Benefits Committee may advise Council that the replacement should be elected for a period longer or shorter than the actual vacancy, but only to maintain the changeover pattern described in section 2(b) above.
- (f) When considering recommendations on an election to the Committee, a Committee member who is a candidate in the same election shall not participate. In the event that the number of Committee members remaining when members withdraw is less than a quorum, the remaining Committee members are deemed to be a quorum for the purpose of recommending on an election, in which case the Committee shall record the number present.

4 Nomination and election procedures for a person to chair

- (a) The person to chair the Committee shall normally have served at least one year on the Committee. She/he shall serve for the term indicated in section 2(c).
- (b) The general procedures described in section 3 above shall apply for the election of a person to chair except that the Collective Bargaining and Economic Benefits Committee shall submit to Council a short list of one or more nominees

acceptable to the Committee. Council shall elect from the short list but may instruct the Committee to enlarge the short list. On the first day of any Council meeting at which an election for a chair of the Collective Bargaining and Economic Benefits Committee is to take place, the Committee shall present, to Council, a motion requesting that Council approve the short list. If Council wishes to instruct the Committee to enlarge its short list, Council shall refer the motion back to the Committee. A defeat of the motion to approve the short list shall also be taken as a motion to refer the list back to the Committee.

- (c) The election of a person to chair shall be conducted prior to the election for any other positions on the Committee.
- (d) When a casual vacancy in the position of Person Chairing occurs, and when a meeting is to occur prior to the election of the next person to chair under the procedures of section 3(e) the meeting shall be convened by the President. The first item of business shall be the election of an interim person to chair from among the elected members present, and the President shall chair the meeting for this item only.

5 Functions

- (a) To ensure the collection, analysis and dissemination of data relating to salaries, pensions, taxation, insured benefits and other compensation and to provide assistance to member associations in the analysis of specific university budgets.
- (b) To advise the CAUT Executive Committee, Council, and other Standing Committees concerning policies of CAUT in the area of salaries, pensions, taxation, insured benefits, and other forms of compensation.
- (c) To oversee the provision of Collective Bargaining services to member associations, including, the Collective Agreement Databank and Arbitration Index, the dissemination of information by publication, preparation of clause drafting advice, assistance with grievance and arbitration, with job action and other forms of on-site support.
- (d) To advise the CAUT Executive Committee, Council, and other Standing Committees concerning policies and model contract language in the area of Collective Bargaining.
- (e) To monitor requests for advice and assistance in Collective Bargaining made by association members to CAUT professional staff.
- (f) To assist professional staff in the organization of conferences and workshops relating to Collective Bargaining and Economic Benefits.
- (g) To work with local associations to build a network of volunteers for mutual assistance in Collective Bargaining and Economic Benefits matters.

6 Mode of Operation

- (a) The Committee shall meet at least three times a year. Where possible at least one of these meetings should be scheduled at the same time as meetings of the other Standing Committees, in order that joint sessions can be arranged for

the discussion of overlapping matters of interest. There shall be provision for up to two additional meetings by telephone conference call.

- (b) The Committee may at its discretion delegate special tasks to its Chair. The Committee may also delegate to individual elected members the responsibility to form ad hoc sub-committees of volunteers, who shall report back to the Collective Bargaining and Economic Benefits Committee for ratification of any policies or reports produced, before they are put before the Council or otherwise disseminated.
- (c) Wherever possible the Committee and any ad hoc subcommittees shall attempt to carry out discussion of drafts of policy, model contract language and reports by e-mail.

7 Reporting

- (a) The Committee shall report regularly to Council through its Chair.
- (b) The Committee shall prepare a written report for presentation at the Spring Meeting of the Council.

8 Status of Academic Administrators on CAUT Standing Committees

Whenever a member of a Standing Committee accepts an appointment (whether temporary or continuing) to a senior administrative position (for example, President, Vice-President, Counsel or Advisor to the President, Dean, Associate Dean, Assistant Dean) or, in the case of a faculty association which has entered into a collective agreement, to any administrative position which excludes its occupant from membership in the bargaining unit, the member shall notify the Elections and Resolutions

Committee. After consulting with the member's faculty association and the Standing Committee to which the member belongs, the Elections and Resolutions Committee shall report to the Council which shall determine whether or not the individual shall be replaced (using the usual procedure for electing members to Standing Committees).

Approved by Council, April 1994; amended November 1994, amended April 1995, amended May 1996.

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**Nominations to CAUT Officer Positions and as Chairs and Members of CAUT Standing Committees**

Nominations are now being sought for election to the CAUT Executive Committee (CAUT President, Vice-President, and two Members-at-large) and CAUT Standing Committees (Academic Freedom and Tenure - one vacancy; Collective Bargaining and Economic Benefits - one vacancy; Librarians - two vacancies; and Status of Women Committee - Person Chairing, two vacancies).

Individual affiliated members and associate members of CAUT are entitled to make nominations.

**Nomination deadlines:**

- Academic Freedom and Tenure Committee: Jan 7/99
- Collective Bargaining and Economic Benefits Committee: Jan 7/99
- Librarians Committee: Jan 7/99
- Status of Women Committee: Jan 7/99
- All other nominations: Mar 31/99

Elections will take place at the CAUT Council meeting in Ottawa in April 1999.

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Mount Allison on Strike

The Mount Allison Faculty Association has been on strike since 8:30 am Thursday, January 21. This is the third strike at Mount Allison in the 1990's, leading many of Mount Allison faculty and other observers wondering what the future holds for the institution.

Mount Allison often tops the McLeans list of small undergraduate universities in Canada, but, according to George DeBenedetti (MAFA President), "our salary scale is a dismal twentieth in the same group."

After negotiating for a considerable time and trying to reach a settlement through conciliation, the MAFA member voted 85% for strike action. This follows a 1990 strike by MAFA to protect sabbaticals, oppose mandatory retirement, and avoid a salary cut. In 1994, the Mount Allison support staff were on strike for six weeks in the dead of winter. Now the faculty is out again.

Outstanding issues include:

1. The administration wants the freedom to hire instructors instead of faculty members.
2. The administration wants no limit on the number of part-time teachers used. MAFA seeks a limit of 16% of courses taught to preserve quality.
3. MAFA seeks a means to exclude biased individuals from tenure and promotion considerations. The administration insists that biased individuals remain on tenure and promotion committees.
4. MAFA is seeking salary increases to move towards parity with small universities in Atlantic Canada.
5. MAFA seeks an increase in the employere contribution of 1/2% per year.
6. MAFA seeks an increase in employment related expense allowance to 2.5% of the pay of a level one assistant professor, the administration has offered 2.1%.

A group from Halifax-area university faculty associations/unions was in Sackville, NB last Wednesday and Thursday to demonstrate support for our colleagues in MAFA. Further support activities are in the planning stages.

Check out the MAFA web site at <http://personal.nbnet.nb.ca/MAFA> for up to date information on the strike. Personal expression of support can be sent to mafa@nbnet.nb.ca. If you can travel to Sackville to pass on good wishes, picket or otherwise help out, contact Karen Crowell at 496-8190

BRANDON SETTLEMENT

The Brandon University Faculty Association (BUFA) collective agreement settlement which was reached with the assistance of Mediator John Scurfield during BUFA's three day strike in November.

The four year agreement features an increase in salaries averaging 1% per year, one service increment in each of the four years, three back increments and a signing bonus of \$500 per full-time member.

In addition, the agreement features:

- a clause on the right to privacy consistent with the traditions of academic freedom;
- a separate clause creates a Technology Review Committee established to review and to make recommendations on technological changes affecting the university working environment;
- language enhancing the role and strengthening the status of departmental recommendations regarding workload assignment and changes in the tenure appeals process broadening the grounds for appeal and making the process fairer.

The new contract runs from April 1, 1998 to March 31, 2002.

Source: News Release, Brandon University Faculty Association

New Publications:

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

☐ **Saint Mary's University Employment Equity Work Plan 1998-2001**

☐ **Eliminating Professors - A Guide to the Dismissal Process** by Kenneth Westhues

☐ **Nova Scotia Pay Equity Commission Annual Report for the fiscal year ending March 31, 1997**

☐ **Labour-Management Relations in Nova Scotia: A 1997 Survey of Union Officials** by Terry H. Wagar, LL.B., Ph.D

☐ **Academic Workload Report** from the Joint Laurentian University Faculty Association/ Administration/Academic Workload Committee

☐ **Hiring and Retention of Women Faculty** produced by the OCUFA Status of Women Committee

☐ **Teacher Certification in Nova Scotia** The Report of the Teacher Certification Review Committee, October 1998

☐ **Response to the consultation document Public Expectations of Postsecondary Education in Canada** by the Association of N.S. University Teachers, Sept 11, 1998

☐ **Response to Public Expectations of Post-Secondary Education in the Maritimes** by Nova Scotia Government Employees Union, Sept 24, 1998

☐ **Responding to Women's Concerns A Primer for Faculty Associations** produced by the OCUFA Status of Women Committee

Articles of Interest on the Web and Other Sources

CAERA Now on the Web

Construction of the Canadian Association of Emeriti and Retired Academics web site (<http://caera.caut.ca>) is now complete. Members can read and post observations and comments likely to be of interest to academics and retirees across the country.

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**Accommodations**

*Hello!*

I have out of town clients who are interested in leasing a home for a year.

*The particulars are:*

- house must be a least 2500 sq feet - clients have piano and harpsichord.
- lease date would be April - 1999 to May - 2000.
- clients have no children and are both professionals.

*Please contact Doug Williams at 499-3130! Thank you!*

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SMUFU E-mail and Web Page:

E-mail Address: *smufu@dbis.ns.ca*

Web Site: *http://www.dbis.ns.ca/~smufu*

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**SMUFU Office Hours (NEW):**

Monday, Tuesday 8:30-5:00, Wednesday, Thursday, Friday 8:30-12:30

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 or to browse the mini-library.

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Newsletter Editor 1999 - John Chamard (who would appreciate comments or suggestions on the Faculty Union News, and who would be even more effusively appreciative, although not in any tangible way, for copy that can be used in future issues).

SMUFU Executive 1998-99

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