

FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

Volume 5, Number 2, February 1999

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## DENTAL BENEFITS

The dental benefits described below are effective from February 1, 1999.

Dental benefits are based on the usual and customary charges up to the current Dental Society Fee Guide for general practitioners in effect in the subscriber's province of residence. The co-insurance and overall limits are indicated in the Schedule of Benefits.

### BASIC BENEFITS

80% reimbursement level  
Unlimited annual maximum

### Diagnostic Services:

- Clinical oral examinations - one recall every calendar year
- X-ray examinations:
  - full mouth or panoramic films - one set of each every calendar year periapical films
  - occlusal, posterior bitewing, extra-oral or temporomandibular films - four of each type every calendar year
  - cephalometric films - five in every two calendar years
- Tests, laboratory examinations and treatment planning

### Preventive Services:

- Prophylaxis - scaling and polishing
- Fluoride treatments - one each every calendar year
- Nutritional counseling
- Oral hygiene instruction
- Pit and fissure sealants
- Space maintainers and protective athletic appliances - one every calendar year

### Restorative Services:

- Fillings
- Re-cementing inlays and crowns
- Removal of inlays and crowns
- Cement restorations

### Endodontics Services:

- Diagnostic and treatment of the pulp (nerve) and tissue which supports the end of the root
- Root canal therapy
- Emergency procedures

### Periodontic Services:

- Diagnostic and treatment of disease which affects the supporting tissue of the teeth, such as the gums and bones surrounding the teeth.

### Prosthodontics Services - Removable:

- Denture repairs and adjustments
- Denture rebasing and relining - once every two calendar years
- Tissue conditioning
- Temporomandibular joint intra-oral appliance and prosthesis

### Prosthodontics Services - Fixed:

- Bridgework repairs - replacement of broken attachable facings repair fractured pontics, removal and re-cementation of fixed bridge.

### Surgical Services:

- Extraction of teeth

### Adjunctive General Services:

- Emergency treatment of pain
- Local anesthesia or conscious sedation
- Consultation with another dentist

### Major Surgical Procedures:

- Surgical exposure of tooth
- Surgical repositioning or transplantation
- Cutting of bone to aid in removal of teeth or to permit insertion of a denture
- Surgical shaping of gum tissue in order to support teeth and treatment of tumors and cysts

**MAJOR RESTORATIVE BENEFITS**

70% reimbursement level

\$1,000 annual maximum per family member

**Extensive Restorative:**

- Major repairs and restorations, including inlays, onlays and crowns

**Prosthodontic Services:**

- Complete dentures - limited to one complete upper and one complete lower denture in five calendar years.
- Partial dentures - limited to one partial upper and one partial lower denture in five calendar years.
- Transitional dentures - limited to one complete upper transitional and one complete lower transitional denture in five calendar years and/or one partial upper transitional and one partial lower transitional denture in five calendar years.
- Pontics
- Abutments
- Crowns
- Fixed bridges

This program excludes replacement of dentures less than five years old and doesn't replace dentures that may have been lost, mislaid or stolen.

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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 Librarians Committee* (Joyce Thomson is a member of this Committee).

Terms of Reference**1 Status and role**

- (a) The Librarians Committee shall be a Standing Committee of Council.
- (b) The Committee's principal responsibility shall be to represent the interests of librarians to Council and to the CAUT membership at large.
- (c) The Committee shall be responsible for making recommendations to Council on matters with which it is concerned.
- (d) The Committee shall act as advocate for the academic librarian and for the well-being of academic librarianship.

2 Composition

- (a) The Committee shall be composed of five elected members (including the Person Chairing), who shall be elected by Council.
- (b) The Executive Director shall be an additional non-voting member of the Committee, ex officio. The Executive

Director, or his or her designate, shall act as Secretary to the Committee.

- (c) The President is an ex officio member of the Committee.
- (d) In addition, FQPPU may send a representative with the rights as provided for in the CAUT/FQPPU Accord.
- (e) The term of the Person Chairing the Committee normally shall be for two years.

3 Term of office

- (a) The five elected members of the Committee normally shall be elected for three year terms. These elections shall be arranged to ensure that at least one member is elected each year.

4 Nomination and election procedures for regular elected members

- (a) Vacancies on the Librarians 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 Librarians 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, linguistic, disciplinary, and gender lines. The Librarians 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 Librarians Committee. The Librarians Committee shall consider all nominations at its last meeting prior to the Spring meeting of CAUT Council.
- (d) The election of members to the Librarians 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 Librarians 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. 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) above shall be followed. The Librarians 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 3(a) 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 who are candidates 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.

5 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(e).

(b) The general procedures described in section 4 above shall apply for the election of a person to chair except that the Librarians 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 Librarians 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 4(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.

6 Functions

(a) To review and report on the terms and conditions of employment of academic librarians including but not limited to issues of governance, salaries and benefits, hiring and ranking, promotion and other career progress practices;

(b) To review and report on the government and other funding of university libraries and on their fiscal arrangements as they affect librarians;

(c) To maintain liaison with librarians both in CAUT and other organizations;

(d) To monitor and report on any discriminatory practices relating to academic librarians; and

(e) To develop, articulate and propose policies, guidelines and information papers respecting academic librarians and academic librarianship, in liaison with other committees when appropriate.

7 Mode of operation

(a) The Committee shall meet at least three times per year. There shall be provision for up to three additional meetings by telephone conference call.

(b) The Committee shall be conscious of and sensitive to the issues of conflict of interest and apprehension of bias. A Committee member who perceives an issue of possible conflict of interest or apprehension of bias of their own, or on the part of another member, whether it arises from personal involvement or through the involvement of the member's local or provincial association, shall raise it. The matter shall be discussed and then resolved by the remaining members of the Committee who may direct the member to absent himself/herself, impose specified limitation on the member's involvement, or conclude that no action needs to be taken.

8 Reporting

(a) The Committee shall report to Council through its Chair.

(b) The Committee shall prepare a written report for the Spring meeting of Council and this shall be distributed to Council for information and comment.

9 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 or 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, September 1987; amended; January 1988; editorial revisions, April 1989; amended May 1989, February 1990; editorial revisions, May 1990; amended, January 1991, September 1991, September 1992, May 1993, November 1994, April 1995, May 1996, November 1996.

**Mount Allison Faculty Association
THE STRIKE IS OVER**

The strike began on January 21 and ended February 15 when it was agreed that MAFA Members would return to work with several outstanding issues, most particularly a back-to-work agreement, still outstanding and to be negotiated.

The administration immediately walked out of negotiations on the back-to-work agreement, thus triggering mediation and possibly, arbitration.

The two sides met with a mediator on February 16 and reached agreement on some issues. Other issues were adjudicated by an arbitrator. The administration has indicated that it may challenge the arbitrator's decision on the grounds that he exceeded his jurisdiction. In addition to this possible court case, the administration appears to be renegeing on a clause increasing sabbatical salaries to 90% from 85%. This issue will likely end up in arbitration.

A copy of the MAFA-MAU back-to-work agreement is available in the SMUFU office. Further information on the strike can be found on the MAFA website <http://personal.nbnet.nb.ca/mafa>

New Publications:

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

- Planning Your Retirement, *Blossom T. Wigdor, Ph.D. Editor, Standard Life*
- Information on various investment plans.

Articles of Interest on the Web and Other Sources:

- 1999 Federal Budget:
http://canada.gc.ca/initiative/budget_e.html
- The Canada Millennium Scholarships
<http://www.hrdc-drhc.gc.ca/hrrib/learnlit/millennium/cmsf128.shtml>

Accommodation:

Responsible non-smoking couple require a fully furnished house to rent in the Halifax area. From May 1st to November 30th. (working on Sable Project). Please call Lisa Knopp at 479-2487.

SMUFU's Office Hours/Telephone/E-Mail/Web Site:

Office Hours: Monday, Tuesday 8:30-5:00
Wednesday, Thursday, Friday 8:30-12:30.
Telephone: 496-8190
E-mail Address: smufu@dbis.ns.ca
Web Site: <http://www.dbis.ns.ca/~smufu>

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.

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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