

FACULTY UNION NEWS SAINT MARY'S UNIVERSITY

Volume 5, Number 5, September 1999



HAPPY 25TH SMUFU

In this special issue, we celebrate the 25th Anniversary of the founding of the Saint Mary's University Faculty Union. We have delved into the Union's Archives to retrieve some choice tidbits from the Union's early days.

The Deciding Vote:

February 15th, 1974

We the undersigned certify that the following report is the result of the count of the signing of cards in accordance with Saint Mary's University Faculty Association resolution of December 13th, 1973 which was held on Friday February 15th, 1974 at 2:00 p.m. in Room 346 of the Dalhousie University Law Building, University Avenue, Halifax, N.S.

Both C.A.U.T. and C.U.P.E. cards were made available for examination and verification to the parties present.

1. Signed C.A.U.T. cards.

(a) I wish that Saint Mary's University Faculty Association retain its affiliation with the Canadian Association of University Teachers. Total 77 Yes
Total 0 No

(b) I wish the Canadian Association of University Teachers formally to apply to the Nova Scotia Labour Relations Board for certification on behalf of the Saint Mary's University Faculty Association. Total 50 Yes
Total 23 No
(4 blanks)

2. C.U.P.E. signed application cards for membership. Total 71

From the First Contract: - We got the word!**ARTICLE 2.00 - RECOGNITION**

The Employer recognizes the Union as the sole collective bargaining agent for the members within the bargaining unit as defined by LRB No. 2056 (Amended Section 22) dated the 25th day of April, 1974 and amended the 30th day of April, 1974, made by the Labour Relations Board (Nova Scotia), and as clarified by letter from the Labour Relations Board (Nova Scotia) dated the 30th day of April, 1974, see Schedule "A".

Salary Scale from the First Contract:

<u># Years in Rank</u>	<u># Faculty</u>	<u>Average Salary</u> (both sexes)	<u>Average Salary</u> (female)
<u>Lecturer</u>			
1	4	12,100	12,100
2	4	11,914	12,064
5	1	11,970	-
<u>Assistant Professor</u>			
0	19	14,287	-
1	10	13,680	13,750
2	7	13,347	13,206
3	7	14,610	14,319
4	13	14,796	14,950
5	2	17,061	-
6	6	15,088	-
7	1	15,077	15,077
<u>Associate Professor</u>			
0	18	16,804	16,400
1	7	17,151	16,401
2	17	17,410	16,713
3	2	18,465	-
4	6	18,170	18,004
6	2	19,377	-
7	4	22,932	-
9	1	20,946	-

Full Professor

0	4	20,944	-
2	3	22,690	-
3	2	22,658	-
4	6	23,630	-
5	1	24,037	-
6	3	24,754	-

In perspective: Contemporary salaries (Read this and weep):

- 1) History teacher at Q.E.H., 33 years old, with M.A. and 10 years teaching experience earned \$17,800.
- 2) Ontario High School teachers with 10 years teaching experience earned from \$18,000 to \$23,700.
- 3) Halifax Harbour pilots from \$28,000 to \$32,000.
- 4) Montreal constable with 3 years experience earned \$18,000.
- 5) Rookie cop in San Francisco just out of high school earned \$18,000.
- 6) Sobey's meat cutters earned \$12,000.

On the lighter side (Circa '75)***Final Word on the Salary Comparison Issue:***

The following is an account of an experiment carried out in the laboratory of our Psychology Department up on the fifth floor. We locked a chimpanzee in a small room for three weeks with nothing but an IBM typewriter, a copy of CAN STATS, a pirated edition of the 74-75 report from the Salary Committee, full length color photos of Keith Vaughan and Gary Welsh doing handstands in the nude and a large crate of bananas. The object, of course, was to discover whether or not the chimpanzee, under the influence of the above stimulation and after several hundred hours of random attack on the typewriter, would produce a significant comment on the current debate on salaries in Maritime Universities.

After 192 hours of incoherent thrashing about on the IBM - during which time the chimp ate most of the bananas, at least half of the Salary Committee Report, and all of the color photos torn down from the wall, he finally, to our immense relief, began to make real sense on the issue at hand. The final page of his text reads as follows:

To: AL FAGULTY MEMBRS
 FROM: DE CHIMP UPSTAIRS
 SUBJEK: YETT UNUTHER MEMO ONN CELERY MATERRS

LISSEN HAIR## I NO DE HOLE STORI+
 JUSS LUK AT DEES NUMBERRS***)&
 27% 27% "&% .Q.3% \$\$\$\$\$

FULL: 576389q0
 ASS: 759830921,2\$"+
 ASS: 80\$f357195752.4
 LECH: 8+

RANK

FRUM DE ABUVE< DE FOLOWING IS CLARE:
 kif jru847620fk-17h5(jhfb/!63ged87HFf134*)(!&_Ygbeh.,
 y74uj(%1-),jgu&%gdv38JK94mne63-0.,kg826dgYT.c4630-kn e356

Unfortunately, the text ends here. At this crucial moment, a crazed figure forced entry to the room bringing the experiment to an abrupt end. The intruder, screaming falsely that he was the President, snatched up

the remains of the confidential Salary Report and - unfortunately for him - attempted to confiscate the remaining bananas. Whereupon, the chimp, seizing the impostor by the ears, proceeded vigorously to finish his report by bashing the keys with the unfortunate man's head, thus producing the incoherence that you might perceive in the final lines of the Chimp's text.

At any rate, we consider the experiment to have been a success, and - I hope you agree - that what does exist of the Chimp's comments will bring the debate on salary comparisons to a satisfactory conclusion.

1975 Negotiation File General Correspondence:

July 9, 1975 Letter to The Honourable Dr. William Gillis,
Minister of Education Province of Nova Scotia

Dear Dr. Gillis:

Government policy respecting the financing of Saint Mary's University is a subject of increasing concern to its faculty (and, no doubt, to other elements of the university). The impression is abroad that the government discriminates unfavorably against Saint Mary's whilst showing exceptional generosity to some other universities. In particular, it is commonly believed that the government is putting Saint Mary's in a difficult position by declining to follow the standard policy with respect to assistance with capital costs. We know that the university has applied to the government for relief in this regard. We are also aware that the university is tending to fall behind others in salaries, expenditures on books and equipment, and so on. Good academics and students are leaving, it is difficult to attract good replacements, and all kinds of strains are being felt in the general operation.

The faculty would greatly appreciate having the opinion of the government on these matters since we do not wish to proceed on the basis of mere impressions.

Yours sincerely,

**In memoriam
SMUFU members who have died**

The following list may not be complete. We apologize for any omissions and would appreciate hearing about other names.

Higgins, Donald
Lowenstein, John
Swaniewicz, Stanislas
Power, s.j. William
Sabeau, Alan
Greer, William
Ginsburg, Jack
Hadden, Richard
Emerson, Bryan
Royal, Margaret

**FACULTY UNION EXECUTIVE
PRESIDENTS
1973-1999**

1973-1975 Jack Ginsburg
1975-1976 Shripad Pendse
1976-1979 Victor Catano
1979-1981 Guy Chauvin
1981-1982 Jack Ginsburg
1982-1984 Peter March
1984-1985 Guy Chauvin
1985-1986 Ron Landes.
1986-1988 Andrew Seaman
1988-1989 Bryan Emerson
1989-1990 Pat Fitzgerald
1990-1994 Guy Chauvin
1994-1995 Jack Ginsburg
1995-1997 John Chamard
1997-2000 Linda Van Esch

FORWARD TO 1999

Message from the SMUFU President:

1999-2000 is a very important year for us. On December 6, 1974 SMUFU's first Collective Agreement was signed by then president Jack Ginsburg. In fact, SMUFU is the oldest faculty union in English Canada! We are planning a big celebration in December to commemorate our 25th anniversary. Any volunteers for the organizing committee? We've also planned several special editions of the newsletter, to share some of our history and reminisce a bit. All applause goes to Arthur Murphy and Bob Cook, the incoming newsletter editors and Joyce Thomson, the outgoing newsletter editor.

Our current Collective Agreement expires in August, so much of the upcoming academic year will be spent preparing for negotiations. As a first step, this fall the Executive will be organizing meetings with each of the faculties to identify general concerns and issues specific to each faculty. We'd also like to meet with younger faculty members, to ensure that their concerns are represented.

Over the summer, negotiations continued on the outstanding benefit items that had been consigned to Memoranda of Understanding. We've made a lot of progress on these, and I direct you to Vic Cato's summary, below. Work also continued over the summer to spell out the terms of reference for a much improved pension governance structure. Our reps on the pension committee are Pat Fitzgerald, Walt Finden and Tom Cheng.

Mike Vance organized a long overdue seminar for new/untentured faculty on preparing for tenure and promotion. We'd welcome suggestions for other seminar topics.

So, thank you everyone! It's been a busy summer. And it's promising to be a very busy, but very exciting year!

Linda Van Esch
President

There will be an informal memorial for Richard Hadden at the University Art Gallery on Friday, October 29, 1999 between 2:30- 5:00pm.

Congratulations!

On behalf of the Canadian Association of University Teachers, we want to congratulate the members of the St. Mary's University Faculty Association on the occasion of your 25th anniversary.

As the oldest faculty union in English Canada, SMUFA has blazed the trail that has been following by almost 50 other associations across the country. Your first agreement on December 6, 1974, was a landmark in its time. You have continued to set a fine example in the subsequent years.

While there are many challenges facing faculty and academic librarians, your history shows the value of faculty associations and the accomplishments we can achieve together.

Our very best wishes for the next 25 years.

William Graham
President
CAUT

James L. Turk
Executive Director
CAUT

Report on Benefit Negotiations

Discussions with the University concerning improvements in Employee Benefit and Retirement Plans have been ongoing under the terms of the Memoranda of Agreement that form part of the current Collective Agreement. To date, these discussions have met with varying degrees of success.

Dental Plan. The University's first dental plan, which was implemented through these negotiations, continues to receive strong participation from all University employees.

Employee Assistance Plan. The employer has recognized the need for an Employee Assistance Program, which would provide academic staff with professional, confidential counseling on a wide range of issues including alcohol and drug misuse, crisis counseling, relationship matters, and stress and anxiety, among others. EAP providers are submitting proposals, which will be reviewed by the University Benefits Committee and forwarded to SMUFU for consideration. If approved by the SMUFU membership, the plan would begin in the next fiscal year. The costs for each member are expected to be fewer than two dollars per month.

Improvements to Health Care Benefits. The major improvement requested by SMUFU members was with respect to coverage for supplies required by diabetics such as strips used to test blood sugar levels. Blue Cross has provided cost estimates for these improvements which are now being reviewed by the University Benefits Committee. We anticipate that such changes will take place in April. The cost of the improvements will be about \$2.44 per month for family coverage.

Participation of Early Retirees in Health Care Plans. All early retirees are eligible to participate in the University's extended health care program with the employee paying full cost until the normal age of retirement.

Supplemental Pension Plan. Academic staff and the University contribute 6% and 8%, respectively to the pension plan. Revenue Canada regulations provide a limit on the maximum contributions that can be made to a pension plan in any year. The result is that the employer's contribution becomes less than the negotiated 8%. As salaries increase, more members will hit this cap on contributions. The net effect is that salary increases will be paid for by decreases in pension contributions. Currently 34 members have their pension contributions affected in this manner. Other universities have dealt with this problem by creating, with Revenue Canada approval, a supplemental pension plan. Under this arrangement, the excess contribution goes into a national account on behalf of the members. The University controls the money and interest, which is dispersed to members upon retirement. The contribution is not taxed while it accrues during employment but is subject to taxation when it is paid out. While we have not reached agreement on this issue we expect it to be resolved before the start of the next round of negotiations.

Early Retirement Incentive Plan (ERIP). Negotiations on this matter have been ongoing on a monthly basis. The University has standardized the ERIP that it is prepared to offer academic staff wishing to take early retirement. The University's position is that they do not want the plan to be an incentive for people to leave as it wishes to retain staff who are now in their most productive years. The university is not in a downsizing mode and sees no need to offer inducements for academic staff to leave. The university believes that its present plan is a fair one and sees no need to change its basic structure. We disagree. While the ERIP provides a retirement incentive that is comparable with that in place at other universities, it is not, in our opinion, cost neutral. The University cur-

rently makes a profit on each member who takes early retirement under the current scheme. This surplus goes into general revenues. We maintain that a more equitable share of these savings be returned to the retiree. If we cannot resolve this matter before the upcoming negotiations, we will bring our proposals to the negotiating table.

Group Life Insurance Plans. Although these plans were not covered by the MoU's, we raised our concerns over the value of the insurance benefits that were being provided, particularly that the maximum benefit decreased with age. We have concerns that such schemes are at odds with changes in human rights legislation. We have asked the University to refer this matter to the University Benefits Committee for discussion. We will monitor this and will be prepared to raise the issue of the Group Insurance Plans during negotiations.

Victor Catano
Negotiations

Nova Scotia Faculty Association Meeting

SMUFU hosted a meeting of the Nova Scotia faculty associations on September 3rd. The first part of the meeting dealt with collective bargaining issues to begin planning for the next round of negotiations. For most, money and benefits will be the major issues, with teaching complement, workload, academic control, and transfer of student credits surfacing as non-monetary issues at various universities.

Acadia may once again be the hot spot. A report adopted by the Acadia Board proposes to make Acadia a "private teaching university by 2006". St. Francis Xavier, which is not unionized, has asked for the Rand Formula and has been stonewalled. Recently the Association has been told by the University President that the University is running a deficit so they shouldn't expect a salary increase next year.

The second part of the meeting discussed issues related to privatization, commercialization, and CAUT's public awareness campaign. Tom Faulkner from DFA shared concerns about a document prepared by Voluntary Planning, a so-called arms length advisory body to government. The report, called "Towards Responsive Education" trots out the old call for performance indicators and says that faculty unions are impediments to university change and calls for government-controlled bodies to take over the business of certifying transfer credits

between universities and colleges.

The Nova Scotia Faculty Unions will get together again in November.

Victor Catano
Chair, Collective Bargaining and Economic Benefits Committee, CAUT

CAUT News Release

Universities and colleges facing crisis, academics warn big tax cuts would worsen problems

Ottawa, September 14, 1999 The Canadian Association of University Teachers today launched a national public awareness campaign **Our Universities, Our Future** to draw attention to the crisis affecting Canada's universities and colleges as a result of government cutbacks.

"The full extent of funding cuts is not well known," said CAUT president Bill Graham. "As a share of the economy, federal cash transfers for post-secondary education are now at their lowest level in over 30 years." Rising tuition fees, increased student debt loads, declining faculty numbers, and less government support for research is jeopardizing the quality and accessibility of post-secondary education in Canada, Graham added.

Graham warned that the ability of government to repair the damage they have done to the college and university system could be compromised if Ottawa opts to implement major tax cuts in the next budget. "The magnitude of tax cuts promoted by many in the business community would completely wipe out the looming budget surplus," said Graham. "Major tax cuts now would starve the federal government of the resources it needs to repair the damage done to education and to prepare Canadians for the next century."

CAUT past-president Bill Bruneau noted that as public funding has declined, university and college administrators have increasingly turned to the private sector to make up the shortfall, a development that poses a risk to academic freedom.

"As academics and researchers, we are well aware that corporate funding can compromise the independence and integrity of universities and the work we do," added Bruneau. "Corporate grants and academic freedom can easily conflict. Private funding is simply no substitute for core public funding."

CAUT treasurer Shirley Mills said that statistics released yesterday confirm that public funding cuts are threatening the quality and accessibility of post-secondary education. "Ottawa dealt with the deficit in large part by shifting costs onto students and their families," said Mills. "Student fees now make up almost one-fifth of total university revenue, an increase of 30% over the past five years. Public funding has fallen over 13%."

Mills also noted that a survey of faculty associations conducted last month by CAUT reveals that 79% of those responding feel that post-secondary education is less accessible today than five years ago. Another 67% believe that the quality of education has declined over the same period.

Graham said that one consequence of federal cutbacks was increasing disparities in tuition fees and public funding among provinces. "Ottawa and the provinces need to work together to develop a national post-secondary education system that would establish common principles across the country," added Graham. "These principles should include accessibility, comprehensiveness, public administration, and the protection of academic freedom."

In exchange for agreeing to these principles, Graham said, provinces would receive increased cash transfers under a separate post-secondary education fund. CAUT is proposing the fund be set and maintained at 0.5% of GDP. This would require Ottawa to increase cash transfers by about \$2.7 billion. "Given the importance of post-secondary education for the economic and social well-being of Canadians, an investment of one half of one per cent of our national wealth is hardly unreasonable," said Graham.

As part of its campaign, CAUT is organizing a major conference in October on the growing influence of private commercial interests over universities and colleges, to be followed in November by a national lobby in Ottawa.

The Canadian Association of University Teachers is the national voice of 30,000 academic staff and is dedicated to improving the quality of post-secondary education in Canada.

For more information:

Bill Graham, President	613-820-2270	
Jim Turk, Executive Director	613-820-2270	x. 322
David Robinson, Director of Public Policy & Communications	613-820-2270	x. 335

ATTENTION ALL FACULTY!

The Saint Mary's University Archives would like to take this opportunity to remind all faculty that the transfer of work-related documents to the Archives is a useful means of ensuring that Saint Mary's maintains a complete and accurate record of its institutional history.

Many of you have documents which are no longer in active use but which reflect the nature of work or changes made at the University over the years. Course proposals, minutes of meetings, class outlines and assignments would all fit this category. If you currently have such documents and would like to ensure their place in the University's history, please contact the Archives to arrange for their transfer.

A similar request has also been sent directly to the Saint Mary's University Faculty Union asking for documents pertaining to the interaction between the Union and the University. Confidential documents will either be sealed for a thirty-or fifty-year period or will be excluded from the Archives' collection. If you have Union-related documents, please contact SMUFU directly.

Questions or concerns can be directed to: **archives@stmarys.ca** or 420-5508

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**Your Two Cents:  
Submissions and Suggestions**

All SMUFU members are invited to contribute comments, news ideas, and yes, even written submissions for future issues of the Faculty Union News. Contact Arthur Murphy (420-5766), or Robert Cook (420-5174) editors.

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SMUFU Library:

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

- **News & Views Newsletter**, May 1999 - University of Manitoba Faculty Association
- **AUFA Communicator**, May 1999- Acadia University Faculty Association Newsletter
- **UTFA Negotiating Newsletter #7** - May 7, 1999
- **UTFA Negotiating Newsletter #9** - July 7, 1999
- **MSVU Faculty Assoc. Newsletter** - Sept. 1999
- **INTERVIEWS** The University of Calgary Faculty

- Assoc. Newsletter - May 1999
- **INTERVIEWS** The University of Calgary Faculty Assoc. Newsletter - Summer 1999
- CalFASA Presentation to the Standing Policy Committee on Education and Training - March 29, 1999
- **Our Faltering Future**, University of Calgary Faculty Association Report on the Department Head Survey -May 1999
- **Department of Finance booklet on federal financial support for the provinces and territories**, Feb. 1999
- **CAUT Education Review**, "Risking Our Future" - How Government Cuts are undermining Post-Secondary Education. Vol. 1 No. 1, May/June 1999
- **CAUT Commentary**, "Have We Lost Our Minds", emigration of highly educated and skilled Canadians to the U.S. Vol. 1 No. 2, July/August 1999
- **CAUT Facts & Figures** Vol. 1 No. 1, May 1999
- **CAUT Facts & Figures** Vol. 1 No. 2, June 1999
- **CAUT Facts & Figures** Vol. 1 No. 3, September 1999
- **Nova Scotia Pay Equity Commission** Annual Report for the fiscal year ending March 31, 1998

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**ON THE WEB:**

- Department of Finance booklet on federal financial support for the provinces and territories which was published with the 1999 budget. This booklet is available on Department of Finance Canada web site at: <http://www.fin.gc.ca/budget99/fede/fede.html>
- Canadian Federation of Students web site at: <http://www.cfs-fcee.ca/>

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Contact Us!

Location: MM206c
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All faculty members should feel free to contact any member of the Faculty Union Executive about employment matters. Drop by the Union Office for coffee or to browse our mini-library.

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**SMUFU Executive 1999-2000**

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