

# FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

VOLUME 6, NUMBER 1

JANUARY/FEBRUARY 2000

## **Urgent: Bargaining Position Survey**

Negotiations on our new collective agreement will begin soon. Under separate cover, you have received a survey soliciting your input on the two most important issues, work-load reduction and salary increases. To represent you, we need to know what you want. So please, get your completed surveys in quickly.

### ***FROM THE PRESIDENT'S DESK***

#### **LETTER OF CONGRATULATIONS TO THE NEW PRESIDENT OF SAINT MARY'S UNIVERSITY:**

January 27, 2000

Dr. J. Colin Dodds  
Vice-President Academic  
Saint Mary's University

Colin:

I would like, in a somewhat more formal way, to extend the congratulations of the Union on your becoming the next President of Saint Mary's. And to express my personal pleasure at the prospect of working with you in the future.

Sincerely,  
Linda Van Esch  
President  
SMUFU

## **In response to SMUFU support - a reply from Michael Manson, President, UCCB FAUT**

Feb. 7, 2000

Hi Linda

Thanks so much for your work on our behalf. I also appreciate your pruning the message in light of Eric Durnford's propensity to invoke libel laws. We will, of course, keep everyone posted. Thank your membership for us for your financial support. The isolation we feel out here is diminished considerably by the support of our colleagues elsewhere.

Michael

## **Message from the CAUT Defence Fund**

As everyone already knows, our 115 colleagues at the UCCB Faculty Association of University Teachers (FAUT) are on strike. They started walking the picket line on Friday, February 11, at 7 a.m.. We cannot emphasize too much the appalling situation they are in and the despicable way their employer, by far the worst in Canada, has treated them over the past several years.

To give a quick review, here are some facts:

- labour relations between FAUT and UCCB have never been governed by a full-fledged collective agreement,
- FAUT members' salaries have been about 30% below the Maritime average for years,
- FAUT members haven't had a raise since 1989,

- FAUT has been bargaining for close to four years,
- FAUT members have patiently put up with delaying tactics, dirty tricks, and scare-mongering regarding the possibility of new provincial wage-freeze legislation,
- if FAUT members had accepted the latest "best" offer made by the Administration, they would find themselves 50 percent behind their Maritimes colleagues by the time the contract expired,
- UCCB President, Jacquelyn Thayer Scott, received a \$30,000 raise last year because the Board of Governors thought she deserved to earn a salary comparable to university presidents on mainland Nova Scotia,
- since 1989, academic salaries have taken up an increasingly smaller portion of UCCB's total expenditures. During that same period, the cost of student tuition fees and the size of UCCB's administration has doubled.

Everyone fears that this strike will be a long one and our colleagues need all the help they can get: psychological, political, and financial. Many faculty associations have already sent donations, and letters to the University President and members of the Board of Governors are pouring in. The CAUT Defence Fund is organizing a National Solidarity Visit on Friday, February 18. Trustees from across Canada will converge to Sydney, Nova Scotia, and bring support to our striking colleagues. The provincial association, ANSUT, will also organize a solidarity visit, either on the same day or at a later date (details are not yet finalized).

It would be very much appreciated if Faculty Associations who are not members of the Defence Fund were to send delegates (at their expense) to walk the picket line with us and FAUT members on Friday 18 February. A big media event staged for midday that day will hopefully show the world that Canadian academics are united, that UCCB's struggle is our struggle, and that no university teacher in Canada should be expected to continue delivering quality education to the

Cape Breton population or anywhere else in this country without decent wages and decent working conditions.

FAUT website can be found at: <http://member.newsguy.com/~fautpage/home.htm>

You can also phone FAUT headquarters at: (902) 539-0292, or fax them at: (902) 539-6352.

Donations can be sent to: UCCB Faculty Association, PB Box 351, Sydney, NS B1P 6H2.

Those who are willing to join Defence Fund Trustees on February 18 can contact either Denise Nevo ([denise.nevo@msvu.ca](mailto:denise.nevo@msvu.ca)) or Bob Rosebrugh ([rosebru@mta.ca](mailto:rosebru@mta.ca)) for further details.

In solidarity,

Denise Nevo, Chair, CAUT Defence Fund  
Modern Languages, Mount Saint Vincent University

Halifax, Nova Scotia B3M 2J6 CANADA

Tel.: 902 457 6266

Fax : 902 457 6455

e-mail: [denise.nevo@msvu.ca](mailto:denise.nevo@msvu.ca)  
[denisenevo@hotmail.com](mailto:denisenevo@hotmail.com)

## LOBBYING

The SMUFU Executive has been active in lobbying to restore funding for post-secondary education. We could always use more help and we are looking for volunteers to get involved with lobbying efforts and media relations. Please contact any member of the Executive if you are willing to help.

On November 18th, SMUFU President, Linda Van Esch, and SMUFU Vice-President, Andrew Seaman spent an hour and half with the Federal NDP leader, the Hon. Alexa McDonough and NDP Senior Researcher, Heather Fraser at the CAUT sponsored National Lobby Day. The universities' concerns were well received by Ms. McDonough. Subsequently, a follow-up document was sent by the Union President that is included below.

Linda participated in a pre-Budget discussion with Robert Chisholm, Leader of the NS New Democ-

atic Party, and Maureen MacDonald, NDP Caucus education critic on Friday 11th February. Also in attendance were other Nova Scotia faculty associations and ANSUT (the Association of Nova Scotia University Teachers). We coordinated our views with other associations and the University to maximize our impact.

Among the issues the NDP asked us to address at the Friday Meeting:

- What is the biggest single challenge facing Nova Scotia?
- What is the biggest single opportunity facing Nova Scotia?
- What is the one thing the government absolutely must do over the next 4 years?
- What is the one thing the government absolutely must not do over the next 4 years?
- What is one thing the government absolutely must do in the next Budget?
- What is one thing that the government absolutely must not do in the next Budget?

Although we are not members of ANSUT, we cooperate with them as much as possible to support lobbying efforts on behalf of all universities in the Province. ANSUT represents the smaller provincial faculty associations, but Dalhousie, Saint Mary's and Acadia are not members.

## PLACE YOUR ADVERTISEMENT HERE!

**Be part of a dynamic and rewarding team!** Challenge the status quo. Meet new friends. Learn new skills. Join SMUFU's year 2000 negotiating team. On-the-job training provided. Job satisfaction, public accolades and modest financial remuneration. Applications from women and younger faculty members especially welcomed. For information, or to apply, contact: Linda (5803) or Vic (5845).

**Spare time on your hands?** In preparation for the upcoming negotiations SMUFU urgently needs volunteers for the following committees:

- **Strike Action**                      - **Strike Services**
- **Finance**                                - **Publicity**
- **Picket Line**

Call Karen (8190).

**Springtime bus tour of scenic Cape Breton!** Free. Guaranteed sightings of the rare *administratio intractabilis* and the more numerous *parka-clad facultates picketii*. CAUT

and ANSUT will be sponsoring a bus for metro faculty and students to show support for colleagues at UCCB. The bus for Cape Breton will leave Thursday afternoon, February 24 and returning Friday evening, February 25. Join us! Also, please announce to your classes. We need to know as soon as possible how many will be going.  
Call Karen (8190).

**CAUT Conference on Commercialization** of the University was held in Ottawa - October 29-31, 1999. Dr. Linda Van Esch attended the conference. For details of the conference see CAUT Bulletin January 2000.

## HERTZ MEMBER BENEFIT PROGRAM

CAUT announced a new car rental program in November with Hertz Canada. The program will be an addition to the existing program with Budget Rent-a-Car. The Hertz program offers a 10% discount for CAUT members on Hertz standard daily, weekly, weekend and monthly rates (all car classes) for rental in Canada and the United States. A 5% discount is available on Hertz Leisure daily, weekly and monthly rates. Various discounts are available in Europe and other international destinations. Available in the Union Office, we have a small supply of ID cards with upgrade coupon for faculty members. You may use the plan without a card by providing the booking agent with the program number (available in the Union Office).

## Letter to the Hon. Alexa McDonough:

December 2, 1999

Dear Ms. McDonough:

On behalf of the faculty associations from Dalhousie, Mount Saint Vincent and Saint Mary's Universities, I want to thank you for meeting with us on November 18 as part of the lobby organized by the Canadian Association of University Teachers and the Federation Quebecois des professeures d'universite. We appreciate the opportunity to share with you our concerns about the impact of federal funding cuts on post-secondary education in Nova Scotia and across the country.

I think we're in agreement that restoring core funding of post-secondary education should be a priority. The impacts of cuts on Canadian colleges and universities have been striking and have been felt in every area: accessibility, program quality, library holdings, maintenance of the physical plant. Higher tuition fees are requiring students and their families to carry an increasingly large proportion of the cost of their education, making university inaccessible to many and making student debt a serious crisis. Combined with the reduced purchasing power of the Canadian dollar, the funding cuts have severely reduced library acquisitions budgets – and the resulting gap in holdings, which of course increases each year, is permanent. Academic materials are typically published in very short runs and hence are not available for retrospective collection development. Consequently, our library holdings are increasingly out of date and irrelevant to their disciplines. As a result of inadequate levels of investment in research, university research is increasingly driven by – if not altogether controlled by! – corporate interests, with their necessarily short-term focus on marketable products and services for which proprietary control can be maintained. Increasing student-faculty ratios, sharply reduced course offerings and increased reliance on part-time instructors, who are typically not terminally qualified, are further eroding the quality of students' education, at a time when the knowledge and skills expected for productive employment and responsible citizenship have increased.

The cuts have been even more devastating in Nova Scotia. I have enclosed some data from the Council of Ontario Universities that I think you will find interesting. It's unfortunate that Nova Scotia is leading the way – and by such a substantial margin! – in cuts to the funding of post-secondary education. More alarming is that this crisis is occurring during a global transition from resource-based to knowledge-based economies!

The federal government has turned the corner on the deficit. Now is the time to repair the damage that has been done to post-secondary education.

I would be pleased to work together in whatever ways might be helpful, and am sending a copy of this letter to Ms. Fraser in hopes that she will contact me if individual faculty members or their unions could provide your office with any additional information or assistance.

Sincerely,  
Linda Van Esch, PhD  
Associate Dean of Commerce  
President, Saint Mary's University  
Faculty Union

### 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.

### Contact Us!

**Location:** MM206c  
**Office Hours:** Mon., Tues.: 8:30am-5:00pm  
Wed, Thurs., Fri.: 8:30am-12:30pm  
**Telephone:** 496-8190  
**E-mail:** [smufu@dbis.ns.ca](mailto:smufu@dbis.ns.ca)  
**Web Site:** <http://www.dbis.ns.ca/~smufu>

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.

**On February 7th the Globe and Mail reported that Mexican police raided Latin America's biggest university (Mexico City) to end a bloodless nine-month-old student strike.**

**This letter from the students and faculty presents a different view.....**

Today 6 Feb., at 6:40 Local time, the Federal Preventive Police took the National Autonomous University of Mexico (UNAM). In this violent action, hundreds of students have been struck and jailed by participating in student strike. This student movement against tuition-fees and illegal fees and privatization of education, began last April and it has as balance 3 dead students and hundreds of people hurt throughout these 10 months of strike. Aggressions against students, teachers and scientist by Federal Agents, Anti-riots police and aggressors, paid by the government. In this sense, the most important national press and the mass media, they have lied and manipulated the information to benefit the government, through 10 past months. Nobody can say the truth, or is assassinated or missing. Through this, we denounce these violent acts and the form in which the Mexican government stifles any popular protest. First, with Indians and towns in Chiapas, Oaxaca, Guerrero, and today, with the students of the National Autonomous University of Mexico. In other universities, the situation is same. The students are missing, assassinated or jailed. Same situation with other people groups and social movements. Since 1968, when thousands of students were assassinated in Mexico each governmental policy lead Mexicans to extreme poverty. The students and Teachers of Mexico, requested its shared in common support, through international press, non-governmental organization, the organizations of human rights and students worldwide, we denounce the violent acts of the Mexican government against the students. In Mexico, the National Commission of Human Rights is on the side of the government and it does not act as a Human Rights Commission. Mexico starts a new Fascist regimen!

**THE MEXICAN GOVERNMENT. IT LIES! HELP!, STOP THE REPRESSION IN MEXICO. FREEDOM TO THE (most of 860) IMPRISONED STUDENTS AND TEACHERS,** accused of terrorism, sabotage, criminal association, sedition, despoliation, damaging other people's property ,riot, and more.

**THE STUDENT AND TEACHERS ARE NOT CRIMINALS!**

**SPREAD THIS INFORMATION WORLD-WIDE, PLEASE.  
HELP!**

**REPLY FROM CAUT PRESIDENT**

February 9, 2000  
BY FAX: (613) 235-9123

Ambassador H.E. Ezequiel Padilla  
Embassy of Mexico  
45 O'Connor Street  
Suite 1500  
Ottawa, ON K1P 1A4

Dear Mr. Ambassador:

I am writing on behalf of the 30,000 members of the Canadian Association of University Teachers to express in the strongest possible terms our concern about the recent events at the Universidad Nacional Autonoma de Mexico.

We are deeply disturbed by reports that Mexican authorities have forcibly and violently ended a student strike at UNAM, arresting hundreds of strike supporters. This is an unconscionable violation of basic democratic rights and of the autonomy of the university.

In all democratic societies, universities have become independent centres for the free exchange of ideas -- even when these ideas challenge the power and privilege of vested interests. Our understanding is that the goal of the strike, which began as a protest against steep increases in tuition fees, is to ensure that UNAM remain an independent,

democratic and accessible institution.

Among their demands, students are calling for the elimination of the extensive police presence on campus, the creation of a more democratic university governing structure, and the severing of UNAM's ties with Ceneval, a private corporation given authority to run the university admissions program. These are reasonable demands that any democratic government would respect.

We urge the Mexican government to immediately end the police occupation of UNAM and agree to renew negotiations with the students in order to achieve a peaceful settlement.

Sincerely,

William Graham  
President

#### **SMUFU Executive 1999-2000**

Linda Van Esch 420-5803 SB210  
**President** linda.vanesch@stmarys.ca

Andrew Seaman 420-5712 MM213C

**Vice-President** andy.seaman@stmarys.ca

Guy Chauvin 420-5835 MM301F

**Treasurer**

Leonard Preyra 420-5839 MM301G

**Secretary** leonard.preyra@stmarys.ca

Arthur Murphy 420-5814 MN424

**Member-at-large**

Joyce Thomson 420-5541 Library

**Member-at-large** joyce.thomson@stmarys.ca

Michael Vance 420-5766 MN225

**Member-at-large** mvance@shark.stmarys.ca

John Chamard 420-5769 SB243

**Grievance Officer** john.chamard@stmarys.ca

**Office:** Karen Crowell 496-8190 MM206C

#### **UPDATE ON CONTINUING BENEFITS NEGOTIATIONS**

Vic Catano and Linda Van Esch continue to meet regularly with Gabe Morrison and Dan Stone to resolve the outstanding issues identified in the Memoranda of Understanding agreed to in 1997. Progress is being made.

The Benefits Committee has recently approved an Employee Assistance Program (EAP), which will provide access to a wide range of professional services (psychologists, social workers, addiction counsellors, childcare and eldercare specialists, legal and financial experts). The Committee is currently considering bids from two EAP providers.

Discussions regarding the University's Early Retirement Incentive Plan continue. The University is applying a consistent package to all applicants. Anyone interested should see Larry Corrigan for a detailed calculation of the offer they would receive.

Coverage of test strips and syringes for diabetics has been added to the Extended Health Care Plan.

The University has agreed to a supplementary pension plan. Administrative and governance issues still must be worked out.

Discussions on enhancing the life insurance benefit continue and likely will be resolved shortly.

Discussions on enhancing the life insurance benefit continue and likely will be resolved shortly.

The Executive has agreed in principle to joint governance of the pension plan. The Ad Hoc Pension Governance Committee (our representatives are Tom Cheng, Walt Finden, Pat Fitzgerald) is currently working on specifying roles and responsibilities.

## CAUT CREDIT CARD PROGRAM WITH BANK ONE INTERNATIONAL

*CAUT launched a new credit card program with Bank One International. See September issue of the CAUT Bulletin for details. We have a small supply of Bank One brochures available in the Union Office for faculty members.*

### ON THE WEB:

- **Background Paper on the General Agreement on Trade in Services (GATS) and Post-Secondary Education in Canada Prepared by Robert Clift, Executive Director Confederation of University Faculty Associations of British Columbia (CUFA/BC) November 29, 1999**

*Available on the CUFA/BC website at:*  
<http://cufabc.harbour.sfu.ca/briefs/GATS.html>

- **Legislation Bill C-13 - An Act to Establish the Canadian Institutes of Health Research is available at website:**  
[http://www.parl.gc.ca/36/2/parlbus/chambus/house/bills/government/C-13/C-13\\_1/C-13\\_cover-E.html](http://www.parl.gc.ca/36/2/parlbus/chambus/house/bills/government/C-13/C-13_1/C-13_cover-E.html)
- **"Taking Control of Our Future" - Final Report of Voluntary Planning Fiscal Management Task Force, January 2000 is available at website:**  
<http://www.gov.ns.ca/ecor/vp/prtf>

### SMUFU Library:

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

- **"Taking Control of Our Future"** - Final Report of Voluntary Planning Fiscal Management Task Force, January 2000
- **University for Sale: Resisting Corporate Control over Canadian Higher Education** written by Neil Tudiver
- **Wilfrid Laurier University Faculty Association Collective Agreement**, expires June 30, 2002
- **Dalhousie Faculty Association Collective Agreement, 1997-2001**
- **Human Resource Management and New Technology: A Study of Nova Scotia Unions**, a report to study participants written by Terry H. Wagar.
- **DFA DIALOGUE Newsletter** Nov. 1999 & Dec. 1999. • **CAUT EDUCATION REVIEW** - Vol. 1 No. 3 Nov. 1999 Not in the Public Interest - University Finance in Canada 1972-1998
- **CAUT FACTS & FIGURES** - Vol. 1 No. 4 Dec. 1999 Summary of Recent Salary Settlements/ Salary by Rank Quebec 1997-1998/Age Distribution of Full-time University Faculty 1998-1999
- **CAUT FACTS & FIGURES** - Vol. 2. No. 1 Jan. 2000 Model Clauses
- **UTFA Newsletter No. 3** Nov 15, 1999
- **UTFA Newsletter No. 4** November 26, 1999
- **UTFA Newsletter No. 5** November 30, 1999
- **UTFA Newsletter No. 6** January 11, 2000
- **UTFA Newsletter No. 7** January 25, 2000
- **UTFA News Bulletin** January 24, 2000
- **AUFA Communicator Newsletter** Vol. 7 No. 2 December 1999
- **Interviews - The University of Calgary Faculty Association** Vol. 31 No. 3 (December 1999)
- **Connect** - UNESCO International Science, Vol. XXIV, No. 3, 1999
- **News & Views** University of Manitoba Faculty Association Newsletter January 2000