



University of Prince Edward Island FACULTY ASSOCIATION

2007-08 Officers & Staff

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Memo

To: All Members of the Faculty Association
Date: Friday, May 9, 2008
Subject: Report on the Association's Annual General Meeting, April 24, 2008

The Association's Annual General Meeting for 2007-2008 was held on Thursday, April 24, 2008. This memo will serve to report on the outcomes of that meeting.

● Executive Committee Elections

The 2008-09 Executive Committee was elected at this meeting and will take office on Monday, May 12, 2008. Your new Executive Committee is comprised of:

President:	David Seeler (Companion Animals)
Vice-President:	Betty Jeffery (Robertson Library)
Past-President:	Wayne Peters (Engineering)
Secretary-Treasurer:	Debra Good (School of Business)
Members-At-Large:	Nola Etkin (Chemistry)
	David Groman (Diagnostic Services)
	Jane Magrath (English)
	Jim Sentance (Economics)

● Association Dues Assessment

During the presentation of the Association's finances, it was reported that the expenditures and revenues for the 2007-2008 budget year ending February 29, 2008 were as expected except for grievance/legal fees. The expenses incurred in the past year for legal fees to defend the collective agreement rights of the Association and its membership significantly exceeded the year's budgeted amount. As a result, the Association's surplus funds were significantly depleted. At current revenue levels, the budgeted projections for grievance/legal fees for the coming 2008-2009 year would produce a shortfall in the Association's finances for the coming year of ~\$65k. Consequently, it was necessary to propose increased dues to the membership.

Our Association dues are assessed as a percentage of national average salaries as compiled by Statistics Canada and provided by CAUT. Currently, the percentage rate used by the UPEIFA is 0.9%. In the region, only the faculty associations at Memorial and St. FX use lower rates. For comparison purposes, the CUPE 1870 union on campus assesses its dues at 1.1% of salary. As this 0.9% rate and our current base-level of dues have not changed since May 2004, the national average salaries on which our dues are assessed have not been updated since then.



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To deal with the out-of-date national salary averages and the projected budget shortfall, the following two motions were passed with significant support from the membership:

Motion 1. To approve a percentage rate of 0.90% to be used annually to assess local union dues.

This motion allows dues to be automatically updated on an annual basis in keeping with increases in the national average salary data.

Motion 2. To approve the creation of a Legal Action Fund surcharge in the amount of \$7.00, to be reviewed at the next Annual General Meeting.

This surcharge is assessed on a *per pay* basis for all members except Sessional Instructors for whom the surcharge is assessed on a *per course* basis. The revenue generated can only be used to support the legal defence of the collective agreement.

Additionally, a third motion was passed to adopt the 2008-2009 budget as presented.

Motion 3. To approve the budget as presented which includes the percentage rate to be used annually to assess local union dues and the creation of a Legal Action Fund surcharge.

These motions result in the following dues assessment for 2008-2009:

Full Prof./ Librarian 4

\$40.99 base + \$5.00 Job Action Fund + \$7.00 Legal Action Fund = **\$52.99/pay**

Associate Prof./Librarian 3

\$32.74 base + \$5.00 Job Action Fund + \$7.00 Legal Action Fund = **\$44.74/pay**

Assistant Prof./Librarian 2

\$26.20 base + \$5.00 Job Action Fund + \$7.00 Legal Action Fund = **\$38.20/pay**

Lecturer/Librarian 1

\$22.70 base + \$5.00 Job Action Fund + \$7.00 Legal Action Fund = **\$34.70/pay**

Clinical Nursing Instructor

\$14.30 base + \$5.00 Job Action Fund + \$7.00 Legal Action Fund = **\$26.30/pay**

Sessional Instructor

\$44.00 base + \$5.00 Job Action Fund + \$7.00 Legal Action Fund = **\$56.00/course**

All BU # 2 Members

\$26.20 base + \$5.00 Job Action Fund + \$7.00 Legal Action Fund = **\$38.20/pay**

Notes:

- 1) These dues are tax deductible.
- 2) The base portion of dues has increased with updated national average salary data.
- 3) The Job Action Fund surcharge was approved at the 2007 Annual General Meeting.
- 4) Dues for members with appointments of 0.5 FTE or less will be 50% of the above rates. This, however, does not apply to the *per course* rate for Sessional Instructors.
- 5) These new dues rates will begin with the May 30, 2008 pay.



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● **Ad Hoc Committee on Constitution and By-Laws Review**

This committee was constituted at our 2007 Annual General Meeting *to carry out a review of the Association's current constitution and by-laws for the purpose of recommending to the Executive Committee appropriate changes.* The work of this committee continues and is focussed on three areas: 1) membership, 2) governance and representation and 3) structure and organization.

● **Ad Hoc Committee on Sessional Instructor Membership Issues**

This committee was constituted at our 2007 Annual General Meeting with a mandate *to explore changes required to the Association's Constitution and By-Laws, its collective agreement, or otherwise, to address membership issues regarding Sessional Instructors, including the issue of termination of Faculty Association membership at the end of contracts, and that a report on this be given at the Fall 2007 General Meeting.* As was reported, the work of this Committee was primarily concerned with two issues: 1) protection under the collective agreement for individuals on a sessional roster but without a current contract and 2) eliminating barriers to full participation in Association activities and governance due to the short-term, on-again/off-again nature of this type of appointment.

With respect to the first issue, legal opinion confirms that individuals on a sessional roster but without a current contract are indeed protected by the grievance procedures of the collective agreement. This applies to rights given to them as per the hiring procedures for Sessional Instructors including, for instance, right of recall, seniority and roster rights.

With respect to the second issue, the committee made the following recommendation to the Executive Committee:

That the Association make such changes to the Faculty Association Constitution and By-Laws and otherwise to ensure that full participation in Faculty Association activities and governance, including election to the Executive Committee with full voting privileges, be open to sessional instructors on the sessional roster, regardless of whether they currently hold teaching contracts, except as limited by the PEI Labour Act.

This recommendation was endorsed by the Executive Committee and has been referred by it to the Constitution and By-Laws Review Ad Hoc Committee for implementation. The work of this committee is now completed.



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● **Ad Hoc Committee on Regularization**

A motion was passed at the Annual General Meeting *to establish an ad hoc committee to study regularization and to make recommendations to the Executive Committee in preparation for the next round of negotiations.*

Regularization is a process whereby part-time, contract positions, including sessional instructor positions, may be converted to more secure, continuing positions under certain circumstances. The goal of this initiative would be to reduce the University's overall dependence on short-term and part-time contract staff and to increase the full-time complement of academic staff at UPEI.

The Association is presently looking for individuals interested in this initiative and who would be willing to serve on this important committee. If you are interested, please contact the Association ASAP.