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Newsletter

November 01, 2002

Hi everyone, and welcome to the new monthly newsletter of the UPEI-FA! In this, the first newsletter, you'll find information about some recent UPEI-FA activities, a report on the October general meeting-including some significant decisions taken at that meeting, and-of much interest to us all-an update on our current contract negotiations.

While this newsletter combines these various reports, starting with the next newsletter, in about two weeks time, you will receive two different publications, on different coloured paper; one, a Negotiations Bulletin, will be devoted specifically to reporting on the status of negotiations, while the other, a UPEI-FA Newsletter, will keep you up to date on FA activities, events, endeavours, issues, pursuits, etc... And of course we welcome letters, news items, suggestions, etc. for the latter! Send them to the UPEI-FA office, c/o Newsletter editor. Also, make a point of checking out the UPEI-FA website on a regular basis; there you'll find all kinds of up to date news about activities, awards, meetings....

Negotiations Update

The negotiating team is made up of four permanent members, and a fifth rotating chair, depending on the issues being discussed. The four regular members include: Jim Sentence - Chief Negotiator (Economics), Tony Couture (Philosophy), Doug Dahn (Physics), and Cathy Callaghan (Library).

On Tuesday, October 22nd, the Faculty Association and UPEI administration exchanged comprehensive opening proposals on non-economic issues. These packages include language on tenure/promotion, academic freedom, discipline, grievance, use of teaching evaluations, and many other important items. The FA package is the culmination of many months of hard work by your executive and other members of the negotiating caucus. We thank all those members who came to the meetings on September 17 and 26, and send their written and verbal comments to the executive.

Over the next few weeks, the two sides will be examining each other's proposals, and will return to the bargaining table sometime in November. The FA will keep the membership informed on the progress of negotiations through our web-site (www.upeifa.org) and general membership meetings. In addition, the FA will soon commence publishing a regular Negotiations Bulletin, that will be distributed by campus mail to all members.

While negotiations on the non-economic package continues, we will be developing and refining our proposals on economic/monetary issues (salaries, benefits, workload, etc.). We invite all members of the FA to contribute to this process. If you would like to make your opinion known on these matters, or if you'd like to actively participate in the development of our positions, contact Larry Hale (566-0551).

Report on the October Meeting and the New Dues Structure

The UPEI-FA held an important general meeting in early October, at which several major items were discussed. These included a revised budget for the FA that more aptly responds to current needs and commitments, a number of new positions and committees that the FA is recruiting volunteers for, and a new structure for FA dues. We're currently looking for members to fulfil a number of new tasks, including people to sit on a constitutional committee-to explore several issues related to the current constitution and our contract negotiations, someone who would be willing to be trained as a grievance officer-a really important item in our current negotiations, and a webmaster to redesign and maintain the UPEI-FA website. Think about it... approach your colleagues about it... and contact Larry Hale if you're interested in contributing to these really important positions! We also selected Shannon Murray (English) as the new social event coordinator, and Ann Braithwaite (Women's Studies) as the editor of the newsletter and Negotiations - although both of these people would also really welcome help with these tasks! Contact them if you're interested in contributing to these new FA activities.

One of the most important items proposed by the FA executive and passed at the meeting was a new dues structure for members of the association. The dues for our local association (UPEI-FA) will now be calculated at 400% that assessed by our national body (CAUT). This new structure will come into effect next week with the November 8th pay.

The following table shows the total that will be collected from all UPEI-FA members; it includes both the fee for membership in CAUT, and the fee toward participation in the CAUT Defence Fund.

	Annual dues	Per pay
Professor / Librarian 4	\$808.80	\$31.11
Associate Professor / Librarian 3	\$658.80	\$25.34
Assistant Professor / Librarian 2	\$582.60	\$20.33
Lecturer / Librarian 1	\$492.00	\$18.92
Clinical instructor (Nursing)	\$260.00	\$10.00

In addition, a new dues structure for sessional instructors was approved; \$30.00 will be collected for each course taught. This new structure will come into effect in January, 2003.

University	Mil rate
Acadia	10
Dalhousie	12.5
Mount Allison	10
Mount Saint Vincent	11.5
UPEI (new)	7.5

The new dues structure is a far more realistic one for a unionized faculty association. Up to now, the dues for the UPEI-FA were the lowest among all Canadian universities (by a significant margin). It was the opinion of the FA executive that the goal of achieving a reasonable first collective agreement was not possible with such a low level of resources. The new dues structure puts us at a "mil rate" of 7.5, as calculated by CAUT. Even with this significant increase, our faculty association dues are lower than those at 2/3 of other Canadian universities.

This new dues structure will allow the FA to send delegates to important meetings, to upgrade office equipment, to pay for legal advice when it is required, and to build-up a reserve fund that may be required in the event of job action.

Faculty Association Scholarship Program

Tip-to-Tip Challenge

The first annual Tip-to-Tip Challenge in support of the UPEI-FA Scholarship fund was held on Friday, October 18th and Saturday, October 19th. Thirty people ran, walked, biked, and motorcycled across PEI to raise over \$2,000 (and counting) toward this important program.

Many, many thanks to Dr. Shannon Murray of the English Department and her team of organizers for the splendid work they did in organizing this event.

FA Scholarships and the Building a Legacy Campaign

You can make a contribution to the UPEI Faculty Association Scholarship program through the Building a Legacy campaign of UPEI. Simply designate your pledge to the Legacy campaign to the UPEI-FA Scholarship Fund on your pledge form. It's a great way to support your Faculty Association, the university, and island students!

UPEI-FA Goes to the CAUT Status of Women Conference

October 24-26, Ann Braithwaite attended the national CAUT Status of Women conference in Montreal, representing the UPEI-FA. People at the conference included representatives from a number of different faculty associations across Canada, in a variety of positions, and from across the university community. The conference opened Thursday evening with a keynote speech by Ursula Franklin and Mary Eberts (best known for their lawsuit against the University of Toronto for pension inequities between men and women), and was followed by two intensive days of workshops and presentations on a number of equity issues. The conference's title - "Gender Equity... From Graduate Student to Professor

Emerita" captured the range of sessions, from new faculty issues to mentoring, salaries/benefits/pensions policies, women in the sciences, and the 'chilly climate.' Ann will be providing a more complete report on this conference at an upcoming UPEI-FA meeting.

The FA would like to thank the Dean of Arts for co-sponsoring Ann's attendance at this important meeting.

To Contact the UPEI-FA

President: Dr. Larry Hale - Biology Department - 566-0551 (LHALE@UPEI.CA)

Office Secretary: Ms. Susan Gallant - Main 214 - 566-0438

(FACULTYASSOCIATION@UPEI.CA)

Website: WWW.UPEIFA.ORG