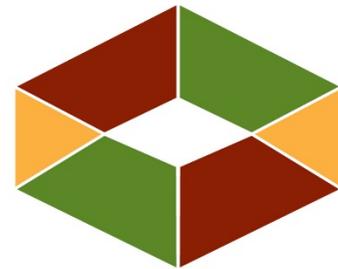


# The FABric: Microfibre Edition



**UPEIFA**  
UNIVERSITY OF PRINCE EDWARD ISLAND  
FACULTY ASSOCIATION

## Welcome to the Microfibre

Many of you will be familiar with the Faculty Association's longstanding newsletter, the *FABric*. Produced three times most years, the *FABric* became a sizeable publication that served many important purposes. Throughout its pages we documented the work of the Association and provided information to members on many topics. It was greatly valued by many over the years.

This year, the Communications Cte. of the FA has considered a number of options for communicating with FA members on a go-forward basis. Recognizing that FA members have many demands upon their time and might be less likely to read a long edition of the *FABric*, we decided we would experiment with a shorter but more frequent newsletter centered on a "news you can use" approach. Hence, *The FABric: Microfibre Edition*.

One source describes microfibre as "an incredibly adaptable fabric with plenty of advantages." We are hoping that the shorter but more frequent Microfibre will be adaptable but also advantageous to those who read it. And we hope this alternative format will make it more accessible and engaging in the context of our busy lives filled with volumes of information to sift through.

We will continue to publish an edition called *The FABric: Annual Reports in advance of the AGM, Negotiations-at-a-Glance* bulletins, and various memos and letters as warranted. Additionally, we have a new website ready to launch. There have been some technical delays around this launch, the latest of which is the arrival of COVID-19, which has delayed its upload to our new host.

In the meantime, [www.upeifa.org](http://www.upeifa.org) is still operational, if sometimes a bit rickety. You can also find our facebook page at [UPEI Faculty Association](https://www.facebook.com/UPEIFAFacultyAssociation), and can follow on twitter at [@UPEIFA](https://twitter.com/UPEIFA).

Questions, comments, or concerns can be addressed to the Association President, Sharon Myers, at [shmyers@upeifa.org](mailto:shmyers@upeifa.org) or Professional Officer, Heather Penny at [upeifa@upeifa.org](mailto:upeifa@upeifa.org).

### Upcoming Events

#### Annual General Meeting

Monday, April 6, 2:00

McDougall 243

*(This is a technical notice. Please see information in the "What's happening with ..." section, p. 2.)*

#### Faculty Recognition Night

Postponed until September  
PEI Brewing Company

#### Deadlines Extended

Nomination deadlines for the Association's Outstanding Service Awards and Scholarly Achievement Awards have been extended until April 20th. See [www.upeifa.org](http://www.upeifa.org) for criteria and procedures.

### Highlights

#### What's happening with? 2

The AGM

Collective Bargaining

The FA's COVID-19 Response

#### Dear FABby 3

# What's happening with ...?

## The AGM

The Association's bylaws require that an AGM take place each April. There is nothing in the bylaws that permits the Executive Committee of the FA to postpone that meeting unless and until quorum is not met at the scheduled April meeting. If quorum is not met, the Executive is only then empowered to schedule the AGM for a later date. (Article 15.1.11) [http://www.upeifa.org/home/sites/default/files/home/content/pdf/UPEIFA\\_Bylaws\\_-\\_May\\_1\\_2010.pdf](http://www.upeifa.org/home/sites/default/files/home/content/pdf/UPEIFA_Bylaws_-_May_1_2010.pdf)

Our anticipation is we will not meet quorum in April (though a member of the Executive will be present to witness this) owing to directions to refrain from attendance at campus, to stay at home, and to maintain physical distancing, all of which we ask you to follow for the interests and welfare of our community. This will then allow the Executive to reschedule the AGM for September when, hopefully, we can safely gather together again and meet quorum.

As a result of the initial call for nominations to the Executive Committee and to the Standing Committees, we have a full slate of nominees and no need for elections. All nominees are acclaimed and this has rendered moot a potential part of the AGM agenda. And, it allows the FA to carry on its work. (Article 13.12.2).

Until the September AGM, the Association will run on an interim budget. At the September AGM, we will provide an accounting of last budget year's expenditures,

expenditures during the interim period, and will provide a 2020-21 budget for Members' consideration and approval.

We have consulted with two Past-Presidents of the FA and have scoured the bylaws. We are confident the path we are following is in keeping with both the letter and the spirit of the bylaws, particularly during these extraordinary times.

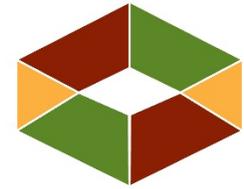
Nevertheless, if any Member has concerns about this process, please contact Sharon Myers at [shmyers@upeifa.org](mailto:shmyers@upeifa.org).

## Collective Bargaining

On March 26<sup>th</sup> and 27<sup>th</sup> the Employer and the FA exchanged letters opening the next round of collective bargaining. This was not a surprise. Article F4 in our Collective Agreement requires that notice be given before April 1. Negotiations for BU2 had been opened earlier and then paused so that both agreements could be negotiated together.

As previously announced, the FA's team consists of Doug Dahn, Chief Negotiator, Melissa Belvadi, Udo Krautwurst, and Rebecca Reed-Jones. Additionally, Andrea Bourque from BU2 will join the team to represent the interests of Clinical Veterinary Professionals and Emergency Veterinarians. And, following past practice, the FA will retain an "open chair," occupied occasionally by a Member having particular expertise in a subject under discussion.

The Employer's team is chaired by Murray Murphy, the University's legal counsel, Vice-Presidents



Kathy Gottschall-Pass and Jackie Podger, and Associate Vice-President Sue Connolly.

There have been preliminary discussions between the University President and FA President about potential paths forward. It goes without saying we are in an exceptional context. Collective bargaining in such a context accentuates the challenges that exist during bargaining, even in the best of circumstances. These discussions have been productive and collaborative, and we look forward to continued discussions of that kind.

Stay tuned for updates in the form of *Negotiations-at-a-Glance* bulletins, delivered to you through email.

## COVID-19 and the FA's Response

Thank you to a happily surprising number of Members who reached out in response to the letter from the FA President on March 16<sup>th</sup>.

We continue to consult regularly with CAUT on a number of issues and have prepared a Letter of Understanding (LOU) that we will share with the Administration this week. The draft LOU will be subject to negotiation at the Joint Committee and addresses a number of issues including the extension of timelines, online teaching, safety, and more. We will share the final agreement with you as soon as it is available.

In the meantime, if you have questions or concerns, please contact [shmyers@upeifa.org](mailto:shmyers@upeifa.org).

# Dear FAbby

Dear FAbby, a play on advice columns such as Dear Abby, will be a standard feature in the *Microfibre*. FAbby will answer questions that members pose about the collective agreement, members' rights, or the context of work at UPEI. Here is the first installment.

## Dear FAbby,

*I have recently heard that a member was disciplined for something posted on their personal social media. Can the administration really do that?*

## Dear Member,

What you have heard is not true, so help us to stamp out that rumour. Thanks!

But here is some information. All UPEIFA members – faculty, sessionals, librarians, CNIs, veterinary professionals – have academic freedom rights enshrined in our collective agreement (CA). Academic freedom provides you the right to teach and research in ways that you think suitable, but to do so responsibly. Academic freedom also grants you the right to criticize the University (intramural speech) and to comment upon and criticize subjects external to the University (extramural speech) within legally defined limits. Such a limit would include hate speech.

For more, see:

<https://www.caut.ca/about-us/caut-policy/lists/caut-policy-statements/policy-statement-on-academic-freedom>

If administration attempts to discipline a member for the reason in the rumour, or for any reason, the FA will be involved (see F6 in the CA).



**Have a question for  
Dear FAbby?**

**Send it to:  
upeifa@upeifa.org**

**OR**

**anonymously by campus  
mail to the:  
FA Office, DSC 415.**

## 2019-2020 Executive Committee Members.

President: Sharon Myers  
Vice-President: Michael Arfken  
Treasurer: Larry Hale  
Member-at-large:

Andrea Bourque  
Douglas Dahn  
Carlo Lavoie  
Margot Rejskind  
Charlene VanLeeuwen

Professional Officer/Office Manager:  
Heather Penny

## 2020-2021 Executive Committee Members.

President: Sharon Myers  
Vice-President: Michael Arfken  
Treasurer: Larry Hale  
Member-at-large:

Andrea Bourque  
Douglas Dahn  
Simon Lloyd  
Margot Rejskind  
Charlene VanLeeuwen

Professional Officer/Office Manager:  
Heather Penny

## Contact Information:

**UPEI Faculty Association**  
550 University Avenue, DSC 415  
Charlottetown, PE C1A 4P3  
(T) 902-566-0438  
(F) 902-566-6043  
[upeifa@upeifa.org](mailto:upeifa@upeifa.org)



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