

the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

April 2007

Vol 2. No. 3

Welcome to the final issue of "the FABric" for 2006-2007

State of the Union: The President's Report

by Wayne Peters

Welcome, all, to the final issue of *the FABric* – the newsletter of the University of Prince Edward Island Faculty Association – for the 2006 - 2007 academic year. It's another bumper issue to update you on the activities of the UPEIFA both currently and during the 2006-2007 academic year.

In this issue you'll find...

- Notice of the upcoming AGM
- Important dates from the Collective Agreement
- Information on UPEIFA Bargaining Unit #2 and the role of Clinical Nursing Instructors
- A report from CAUT's Biennial Conference on Women in the Academy
- An article on defending our rights
- A report on the CAUT Defence Fund and Settlements from Other Universities
- The State of the Union report from UPEIFA President, Wayne Peters
- Words of Wisdom from a 25+ Year veteran
- Annual Reports from Faculty Association Committees

... and much more..!



UPEIFA President,
Wayne Peters.

Hi everyone!
As I write this, the end of the semester is upon us and so is the end of another year for the Faculty Association. Once again, I have the privilege of reporting to you on the Association's activities over the past year as we prepare for our Annual General Meeting scheduled for April 5. As always, the Association has been very busy this last while. Please take the time to read about some of this activity in this issue of *the FABric*.

The work of our Executive Committee and the many other standing and ad hoc Committees is supported by many individuals who are dedicated to ensuring that the Association's business is completed. Please take the time to visit the Committees page on our website to see who is working for you. You might even consider getting involved yourself. Many thanks go to

each of these people and the Committee chairs for their hard work and efforts.

Following on the heels of our new newsletter, the *FABric*, one of the major efforts of this past year was the creation and launching of the Association's new website which has a great new look and effective organization of resources. It has proven to be both a wonderful communication tool and an excellent front-line face for the Association. These projects are characteristic of the Association's commitment to improving communications with its membership and the general public. This is an effort that will be continued in the days to come.

As indicated, it is time again for our Annual General Meeting which will be held on Thursday, April 5. This year, we are combining the meeting with an FA Time which will immediately follow in the Faculty Lounge in Main Building. Please consider attending this important meeting and show your support for the Association and its activities. Of course, I will then see you at the Faculty Lounge afterwards to unwind a bit and to celebrate the end of another semester. And, if you are checking your calendars, you might notice that April 5 is somewhat of an anniversary. It was one year ago on this day that we gathered at the Delta hotel to ratify our second Collective Agreement for BU #1 following our sixteen day strike. I'm sure this fact will not go without acknowledgment at the FA Time.

Among other things, the important business of the Annual General Meeting will include requests for approval to create two new ad hoc committees of the Association. The first of these is a committee which would carry out a much-needed and long-overdue review and revision of our constitution and by-laws. The second is a committee which would explore and identify changes required to our current constitution and by-laws, our collective agreement, or otherwise, to address Association membership issues regarding Sessional Instructors, including the issue of termination of membership at the end of contracts. This issue has been identified by the Executive

Committee as a significant concern which impacts the ability of the Association to protect the rights of Sessional Instructors following the expiration of their contracts. If these Committees are created, we will be looking for individuals to work on them. Please give it some thought.

The other highlight of the Annual General Meeting, of course, is the election of Association Officers and Committee members. Please see the call for nominations on the website and in this issue of the *FABric*. I would encourage each of you to give serious consideration to coming forward to work for the Association in one way or another. There are many ways to do so.

About one year ago, I wrote a letter to the membership about "*our defining moment*". This was in reference to the significant decision we were about to make as a unified membership to take strike action for much deserved recognition of the contributions of BU #1 members to our University. We know first hand, of course, the substantial effort, commitment, sacrifice and support required to achieve a collective agreement through negotiations and, in our case, a strike. One year ago, it was only through the strong support and resolve of our Association that we were able to do so. I would suggest that we learned a valuable lesson through this "*defining moment*" - the importance of coming together and supporting a common objective.

I would argue, though, that the efforts expended by the Association day in and day out throughout the year in defending our hard-earned collective agreement rights are equally as important and require the strong support and resolve of the membership on a daily basis. I hope you have a better appreciation for this after you read my article on this topic in this issue of the *FABric* in which I contend that we do not have a choice when it comes to defending our rights and the collective agreement. In this context, I would suggest that the Association experiences a "*defining moment*" every time it considers filing a grievance with the Employer -

an activity that happens more frequently than we certainly would like.

I do recognize, however, the importance of communicating the rationale for these decisions to the membership on a regular basis. In the past, we have issued Grievances *At-a-Glance* Bulletins and memos to the membership and have reported at general membership meetings. To further support this effort, the Association is now launching a new website-based database and tracking system of the Association's grievance activity. This will allow each of you to follow first-hand the progress of the Association's on-going activity in this area and to understand the important principles which are being defended when grievances are filed.

In closing, I want to express my deepest appreciation for the privilege of having served as President of the Faculty Association for another year. It has truly been an honour to work with so many wonderful people on a regular basis. I want to extend thanks to each member of Executive for a great year and to each member of each Committee for making such a great contribution to the Association. I would also extend thanks to Susan Gallant for her support of the Association's business and for always being a cheerful face in the Association office.

Best wishes,
Wayne Peters
UPEIFA President

What Is UPEIFA Bargaining Unit 2?

by Carmencita V. Yason

I looked at several issues of our UPEIFA newsletter a couple of days ago. I found them very informative and an excellent forum for the sharing of ideas and issues for the UPEIFA membership. I strongly recommend that *the FAbrik* be read by every UPEIFA member.

I would like to share some information and issues around the UPEIFA Bargaining Unit 2 (UPEIFA BU2) through this issue of *the FAbrik*.

The UPEIFA BU2 is one of the two Bargaining Units represented by the UPEI Faculty Association (UPEIFA). It is composed of Clinical Veterinary Professionals employed by the Atlantic Veterinary College (AVC)/UPEI. This bargaining unit was certified on September 30, 2003 which was towards the end of the negotiations of the first Collective Agreement for UPEIFA BU1. The First Collective Agreement for UPEIFA BU2 was ratified November 28, 2005.

The UPEIFA BU2 is a small bargaining unit of Clinical Veterinary Professionals, currently consisting of 13 members. Eight members work in Diagnostic Services as morphologic pathologists, a diagnostic virologist, a fish pathologist, a wildlife pathologist, clinical pathologists and a clinical bacteriologist, while five members work in the Veterinary Teaching Hospital as an anesthesiologist, a community care veterinarian, and staff veterinarians.

Clinical veterinary professionals in diagnostic services and veterinary teaching hospitals are an integral component of any veterinary college. In the Ontario Veterinary College (University of Guelph), Western College of Veterinary Medicine (University of Saskatchewan) and Faculte de Medecine Veterinaire (Universite de Montreal), these positions are similar to faculty positions in terms of opportunities and range of salaries and benefits. In the new veterinary college at the University of Calgary, the clinical veterinary professionals are clinical faculty. In veterinary colleges in the USA, the clinical veterinary professionals are traditional faculty or clinical faculty.

At UPEI, the duties and responsibilities of the Clinical Veterinary Professionals include obligations to service, teaching and research. The only difference is that the focus of members of UPEIFA BU2 in AVC/UPEI is clinical service within the field of veterinary medicine and animal health. Most of the members of UPEIFA BU2 are also involved, though in variable amounts, of teaching veterinary students in clinical settings, didactic lectures and laboratories. Some serve as graduate faculty and are members of the supervisory or examination

committees. Others are involved in research and development and laboratory investigative work which are essential in upgrading the services that they provide.

As a group, Clinical Veterinary Professionals are integral to the academic programs and clinical services offered at the AVC/UPEI, often sharing with members of UPEIFA BU1 similar credentials, work experiences, duties and responsibilities.

NOTICE TO ALL MEMBERS OF THE UPEI FACULTY ASSOCIATION

Annual General Meeting

Thursday, April 5
3:30 p.m. - 5:00 p.m.
AVC Lecture Theatre "D"

AGENDA

- *Approval of Agenda
- *President's Report
- *Treasurer's Report
- *Grievance Report
- *Motions to Establish Ad Hoc Committees
- *2007-2008 Elections
- *Other Business

**followed by
FA Time
Faculty Lounge, Main**

**UPEIFA
A Great Small Faculty**

Words of Wisdom - My experience

by Don MacEwen

For me, UPEI is much more than a university or an institution. It has been and continues to be a community and a family I feel very connected to and very much a part of. My first experience of living away from home was as a first year student in 1969 at the newly created UPEI. I recall my time as a student walking across campus late in the evening. I will never forget the inner feeling of belonging and somehow being a part of the spirit of this place. Thirty eight years later I often still experience this inner presence of place and pleasance. I never really looked at this as a job. In 1977 I was a Professional Engineer making a very lucrative salary as a consulting engineer working on engineering projects around the world. I clearly recall accepting this career change with a much lower salary. The tradeoff was a better quality of life over material quantity. At the risk of someone hearing a violin playing in the background while reading this, for me it really has been a responsibility and a commitment. Despite a lack of financial resources and equipment, I now had the intellectual freedom and opportunity to learn and excel in my profession both as a teacher and as an engineer. This experience was first and foremost with the students. Some of my greatest success in teaching came from just learning how to listen. My students have taught me so much more than I have ever taught them.

In my thirty years as a member of the faculty at UPEI, the number one lesson I have learned is that you can not expect students to learn or to gain from you if they do not respect you. The same principle applies in working with other faculty or with administration. Most important of all, RESPECT is something that has to be earned. You can not demand it with position or authority. Finally, do not expect to achieve anything real in your life if you have not first of all earned respect.



UPEIFA Call for Nominations for the Executive Committee and other Association Committees

Elections will be held at the Annual General Meeting on Thursday, April 5, 2007. Nominations are being sought to fill the following Executive Committee and other Association Committee positions:

Executive Committee

President

Vice-President

Secretary-Treasurer

four (4) Members-at-Large

Other Association Committees

Awards and Scholarships Committee

Finance Committee

Communications Committee

Social Committee

Members of both Bargaining Units are eligible. At least one (1) Member-at-Large must be elected from each bargaining unit. Currently, the Past-President position is vacant. As per our By-laws, a fifth Member-at-Large position was elected to maintain the Executive complement at eight (8). Should the Past-President position remain vacant following the April 5 election, it will again be necessary to elect an additional Member-at-Large position.

Nominations, in writing, to be forwarded to the Returning Officer, Derek Lawther, Physics, dlawther@upei.ca, 566-0338.

Nominations will also be accepted from the floor at the Annual General Meeting.

Fair Treatment.....What is Your Responsibility?

by Debbie MacLellan

As a member of the UPEI community, you have the right to work in an environment free from harassment (sexual or personal) or discrimination. UPEI's Fair Treatment Policy was developed with that end in mind. The policy deals with the need to educate the university community as to what constitutes harassment and discrimination and outlines procedures for dealing with these situations. As Fair Treatment Advocate, I am responsible for communication and education about the policy as well as providing confidential consultations, advice and assistance. We are all responsible for our actions and behaviours towards others. If you feel you are being harassed or discriminated against, I encourage you to take personal responsibility. Ask the person to stop the offensive action. If this does not result in a positive change, or if you are unable to approach the individual yourself, seek help under the Fair Treatment Policy (www.upei.ca/guide/FairTreatmentPolicy.pdf) or email me at fairtreatment@upei.ca.

Report from CAUT's Biennial Conference on Women in the Academy – “Doing Academia Differently”

by Sharon Myers

As participants gathered at CAUT's biennial conference on women in the academy in late February, we were reminded it was forty years ago that week that the Canadian government convened the Royal Commission on the Status of Women. While female academics have made undeniable advancements in these years, the mood in conference meeting rooms was not one

of celebration or comfort. Against the backdrop of 40 per cent cuts to the Status of Women's operations budget, the elimination of the Court Challenges Program, and the refusal of the federal government to pursue improved pay equity legislation, the spirit was more one of an embattled, though nevertheless resolute, determination to press forward.

Under the heading "Doing Academia Differently," the meeting addressed three themes – the concept of work/life balance, wage equity, and activism in the academy – and together these combine to present a richer picture of the circumstances of women in Canadian universities. CAUT President Greg Allain observed that over one-half of Canadian academics report working 60 to 70 hours per week, and he and many others noted what this means to women who are also raising children or caring for aging parents. Here the figures tell the tale, or at least some part of it: compared to 7.6 per cent of their male colleagues, 13.7 per cent of female academics report spending more than 10 hours per week caring for elders. While the data is suggestive about the demands of unpaid labour on women's time and energies, the numbers also tell us something about the paid work of female academics. According to Statistics Canada, in 2005 women university teachers were paid 88.9 per cent of what their male colleagues were, though the gap was narrower in the sciences than in the social sciences and humanities where larger gender disparities remain. And the gendered wage gap is not simply a reflection of a concentration of women in the lower ranks of the academic ladder, as many of us might be quick to think. Again according to Statistics Canada figures for 2004-05 published in the *CAUT Almanac*, female full professors averaged \$7,232 less annually than their male colleagues, associate professors \$3,586 less, and assistant professors, where we might expect the gap would be narrowing, \$4,529 less. These are obviously significant differences and, as CAUT's Assistant Executive Director Michael Piva noted, the implications are tremendous. Assuming a career start at age 30 and a \$1,000 differential in pay at initial appointment, the loss of earnings over one's career span amount to \$280,000. In

both real earnings and pensionable earnings the loss is significant. Piva described them as "devastating."

Each of us will interpret these numbers in our own ways, and we'll ask different questions of and draw different conclusions from them. And for the participants at the conference, the take-away messages and solutions were various. For some, the goals were utilitarian: strong contract language and benefit packages that acknowledge and protect women; limits on the gross discretionary powers of deans and chairs, particularly on issues of pay at initial appointment; the education of tenure and promotion committees around issues of gender, but also around the rules of the contract; administration-guaranteed child care spaces; and a plethora of other tactics. For others, the message was less about practice and more about attitude, inasmuch as these are separable. As Lesley Burke of the Federation of Post-Secondary Educators suggested, we need to be more aware of and attentive to the conditions of women in the academy. For each of us in our own institutions, we need to know where we stand and to move forward on the basis of solid information. We need "more consciousness raising," she remarked, and, drawing us back to the anniversary of the Royal Commission's convention, added "you'd think 40 years of consciousness raising was enough ... but it's not."

Collective Agreement Dates to Remember, April, 2007- September, 2007

by Wendy Duckett, Laurie McDuffee, & Betty Jeffery

The collective agreement for Bargaining Unit #1 is outlined in what has become known as the "Red Book" (a copy of the collective agreement

is also available on-line from the UPEIFA website, www.upeifa.org.) Wendy Duckett, Laurie McDuffee, and Betty Jeffery of the Communications Committee have perused the "Red Book" and summarized dates that are important for all FA members to know. (Thanks Wendy, Laurie, and Betty for the hard work!) Dates important for the time period covered by this edition of *the FAbric* through to the subsequent edition to be published in September are outlined as follows. Important dates from the "Red Book" related to tenure/permanency and promotion are posted on the UPEIFA website.

April 15:

H1.5.7 The President, in consultation with the Deans, shall make the decision on the applications [for teaching release] and notify the applicant in writing by **April 15, 2007**.

E2.10.9 Full URC reviews sub-committee decisions [re: promotion] to ensure consistency prior to **April 15**.

E2.10.10 URC reports recommendations [on promotion] to President prior to **April 15**.

April 30:

Letter of Understanding #4, d) The parties shall review the report [of the committee on office space for sessional instructors] and meet by **April 30, 2007** to consider the recommendations and their implementation.

May 1:

E2.10.1 f) iii) Newly elected members of the URC begin their terms on **May 1**.

H3.7 Members engaged in external employment shall, by **May 1** each year, inform their Department Chair and Dean, or University Librarian, as appropriate, of the nature and time devoted to these activities conducted in the previous calendar year.

Prior to May Board meeting:

E2.11.1 The President makes recommendation [on promotion] to Board **prior to the May meeting of the Board**.

Following May Board meeting:

E2.11.1 **Following the May meeting of the Board** the President will notify the candidate [for promotion] in writing, of the Board's decision.

May 30:

E2.6.2/E2.8.1 The DRC must complete its meetings on all tenure applications and combined tenure/promotion applications and make recommendations to the URC by **May 30**.

E7.8.9/E7.10.1 The Librarian Review Committee must complete its meetings on all permanency applications and make recommendations to the URC by **May 30**.

May 31:

E1.4.3/E6.1 By **May 31** each year, non-tenured Faculty Members and term and probationary Librarians shall provide to their Chair or Dean or University Librarian, as appropriate: a current curriculum vitae and a concise, written report of their activities for the past year.

E1.4.3/E6.2: By **May 31** every third (3rd) year, tenured Faculty Members and permanent Librarians shall provide to their Chair or Dean or University Librarian, as appropriate: a current curriculum vitae and a concise written report of their activities for the past three (3) years.

Memorandum of Understanding Re: Mandatory Retirement: The Joint Committee shall produce a joint, written report with recommendations to the Parties no later than **May 31, 2007**.

June 1:

B3.1 b) ...Department Chair to assume duties on **June 1**.

June 15:

E2.5.3.1 Applications for promotion shall be made in a letter to the Department Chair no later than **June 15** of the year in which consideration is initiated.

June 30:

E1.4.4/E6.5 By **June 30** of the year in which the

report [of activities] is received, the Chair or University Librarian, as appropriate, shall meet individually with the Member to discuss the report and directions that might be taken by the Member and the Department/Library for continued professional development.

H1.8.1 By **June 30, 2007** the Department/Academic Unit shall provide the Dean with the Department's/Unit's plan for reducing the teaching workload of full time tenured and probationary Faculty Members to a three (3) and two (2) course model of five (5) courses per academic year.

July 1:

E2.5.3.1 The Chair shall advise the Department, the Dean and the Vice-President, Academic Development of any application for promotion or accelerated promotion by **July 1**.

August 1:

E2.4.3.3/E7.8.12.3 The decisions regarding deferral [of tenure/permanency] must be made prior to **August 1** in the year in which the candidate's consideration is to come before the URC.

G1.6.1 c) By...**August 1**...of each year, the Chair, or the Dean, in the case where there is no Chair, of each academic unit shall update the seniority of each member of the Sessional Roster of that academic unit.

September 1:

E2.9.4/E7.11.4 The Dean/University Librarian includes letter in candidate's [tenure/permanency] file and forwards the complete file to the Chair of the URC before **September 1**.

September 15:

C2.14 Applications for sabbatical leave shall be sent to the Dean or to the University Librarian with a copy to the Department Chair, as appropriate, by **September 15** of the year prior to the contract leave for which the leave is planned.

FA Time – Thursday, April 5...

by Ann Braithwaite

And – coincidentally enough – it's also the one year anniversary, to the day, of the ratification of our current Bargaining Unit #1 Collective Agreement! So don't forget the FA Time after the AGM on Thursday, April 5, from 5:00-7:00. We'll have food, drinks, music, pictures, and an anniversary cake – plus a minimum of speeches and a great chance to get together and celebrate for all sorts of reasons. See you there!

Defending our Rights and our Collective Agreements- Do We Have a Choice?

by Wayne Peters, UPEIFA President

Our calendars tell us that just one year ago the membership of the UPEIFA BU #1 united in wonderful solidarity to achieve a negotiated collective agreement with our employer. I am referring, of course, to the Union's sixteen day strike which was taken to solidify the message to our employer that our interests were important ones which could not be ignored. During that short period of time in the early spring of 2006, we successfully sacrificed for significant improvements to our long-term working conditions at UPEI, which will ultimately benefit the entire UPEI community and our Island community beyond.

Coming out of this effort was one of our two collective agreements - the most important document for each of our working lives at UPEI. While bargaining teams work intensively, and under the close scrutiny of the membership, for relatively short periods of time to achieve a collective agreement, the effort to defend its content and to ensure that it is respected by the employer takes place mostly behind the scenes, day in and day out throughout the year.

A collective agreement sets out the mutually agreed upon terms and conditions of the working relationship between the employer and its employees and establishes the rights of all employees. It is a legally binding and recognized contract which covers all aspects of the working relationship with the employer. It is the most powerful tool we have when it comes to defending our rights and protecting us from unfair treatment in the workplace.

I am not simply stating the Association's opinion when I say this. Over time, the collective agreement and its powers and procedures have been purposely established by legislation and common law to manage the employer/employee relationship in the unionized workplace. In earlier days, the strike was the only recourse a union had to deal with an employer's transgression of the collective agreement. As the legal-status of unions and collective agreements evolved, however, it became recognized that the strike was not the best tool for this purpose and has since been reserved as an instrument for achieving an agreement in the first place.

Alternatively, the general policy established in Canada, and elsewhere, has been that disputes which might arise over the interpretation, application, or administration of the terms of a collective agreement are better resolved without the work stoppage of a strike. As a result, grievance and arbitration procedures were established for this exact purpose. The Province's Labour Act requires that there be language for such procedures in any legal collective agreement. So, it is the case that our Collective Agreements, through their Grievance and Arbitration language, are the most powerful tools we have when it comes to defending our individual and collective rights in the workplace.

This, of course, brings me to a discussion of the Union's grievance activity. Since its inception, the Faculty Association has filed about two dozen grievances on behalf of itself and individual members. Presently, most of these remain unresolved but are working their way through various stages of the procedures. The resolution of these requires the expenditure of a considerable

amount of resources, by both the Association and the University, measured in terms of time, effort and money. The question which may be on some minds is whether or not it is necessary for the Union to file grievances to resolve issues with our employer. The more important question on my mind is "*Do we have a choice?*"

From a legal perspective, the answer is clear. The filing of a grievance is the only means recognized by legislation and the courts for the purpose of settling a dispute between a union and the employer. In fact, our two collective agreements require that disputes be settled in accordance with their Grievance and Arbitration procedures. However, is there room for more informal discussion in response to an issue between the parties which could preclude the filing of a grievance or the need for an arbitration hearing? Absolutely! Our agreements encourage the informal settlement of issues through discussion. This delicate process, though, is governed by things more complicated than contract language and procedures. It requires a tradition of respect, trust, communication and collegial discussion between the parties. It is a desirable relationship but often not a realistic one. Without it, the procedures of any collective agreement must prevail.

It is important, though, to understand certain roles of the parties which come to them, I believe, by default of their positions in the workplace. While the union and the employer are equal partners in negotiating a signed collective agreement, this relationship changes somewhat when it comes to the agreement's application. Ultimately, our Employer is the administrator and manager of our Agreements. It alone is in the best position to ensure that their provisions are being followed. I believe that our Employer has a legal and moral responsibility and obligation to live up to its commitments under our Collective Agreements.

On the other hand, your Union does not administer the Agreements in the same sense as the Employer. While a recent arbitration ruling for an association grievance states that unions

are under no obligation *"to take affirmative action to find out how the Employer is actually administering the Collective Agreement"*, the reality is that the Association spends considerable time following up on information which suggests that our Employer is not always fulfilling its obligations. Far too often, the Association is in the unfair position of having to react to unilateral actions taken by our Employer which impacts the Collective Agreements and which were taken without any previous consultation or discussion with the Association in a *"fait accompli"* manner. In most of these instances, the Association has filed a grievance.

In many cases, though, collegial discussion in advance of taking action could have precluded the grievance from being filed. Unfortunately, the Association is not in a position to initiate such discussions before an action is taken if it is unaware of the Employer's intentions. Only the Employer can do this. The Association is left then to react to our employer's actions. In my opinion, our employer has an obligation to engage the Association in collegial discussions whenever actions it would like to take might have implications for either of our Collective Agreements.

When it comes to defending our Collective Agreements, though, every issue which challenges them is a critical one. We do not get to pick and choose when we defend the Agreements since it is commonly accepted that we only have the rights which we are willing to defend. This is particularly true of legal agreements like collective agreements. We must be willing to defend the entire agreement. If an employer is allowed to sidestep any commitments made at the bargaining table, the integrity of the entire collective agreement is seriously undermined. It is all too easy for an employer to point the finger at *'extenuating circumstances'* as an excuse for failing to follow the agreement.

While I would certainly prefer a more collegial consideration of our Agreements and the issues that arise from its application, unfortunately, our Employer seems to prefer more unilateral decisions and actions. Until such time that this

changes, the filing of grievances seems to be our only recourse. In short, we do not have a choice.

CAUT Defence Fund and Settlements at other Universities

by Larry Hale

This past October, I had the tremendous honour to be elected to the presidency of the board of trustees of the CAUT Defence Fund. I have served as the UPEIFA designate to the board since 2002. The principal mandate of the CAUT Defence Fund is simple; to provide strike benefits to unionized academic staff associations who are forced to take job action in support of their demands for fair working conditions. We at UPEI know first hand about that, and have been the beneficiaries of the support that the Defence Fund provides.

At the last board meeting, there were fears that there would be a greater than normal number of strikes by faculty/librarians at various universities, as the negotiating stands being taken by many employers were fairly confrontational. Yet it turns out that there will be no strikes at all in the 2006-07 academic year. In no small part, this is because employers know that each member union has solid financial backing through the Defence Fund; nearly \$20 million can, in principle, be paid to the members of the striking union.

There have been some close calls. Brock University came within one day of a strike, and Carleton University came within 3.5 hours of a strike! The trend, though, seems to be that once a conciliator or mediator gets involved, a deal can be reached. That is good news for everyone.

Settlements have been respectable. Salary-scale increases have been on the order of 3.5% to 4.5% annually, with improvements in non-salary stipends (e.g., departmental chairs), and health benefits. Notably, relaxation of mandatory retirement provisions are becoming common.

The Defence Fund looks forward to another year

of successful bargaining in 2007-08, though we remain ready to actively support any association that feels it must resort to job action.

Clinical Nursing Instructors (CNIs): What is their role?

by Judy Cotton

There are fourteen (14) Clinical Nursing Instructors (CNIs) who are employed by the School of Nursing. The CNIs are employed on a permanent part time basis. This group was certified under the Faculty Association with other academic staff groups at UPEI in 2004.

There are clinical instructors involved in every nursing course which has a clinical component across the four years and also clinical instructors who work in the Nursing Skills Laboratory. The clinical instructors are degree prepared Registered Nurses, many of whom continue to work in the clinical area. Thus, our students are provided with clinical instructors who are competent and remain current in clinical practice. The clinical instructors supervise, teach, and evaluate the students in various clinical areas over the four years of the program. As you would expect, the expectations and standards for the students are at a higher level each year building on previous knowledge and experience across the years.

The clinical instructors have to ensure, above anything else, client safety. The clinical instructors want to ensure that the students have a good experience in the clinical setting and work very hard to achieve a high standard of care while maintaining client safety. Each setting has its own challenges for the clinical instructors and they must strike a balance to ensure client safety while providing students with the opportunities to meet the standards set out for each year.

The students work in a variety of areas in the acute care setting (hospital). The students work on medical surgical units, pediatrics, maternity, and mental health. The patients are much more

critically ill than in the past. This increases the complexity of care and requires students to have a greater amount of knowledge. This also means that the clinical instructor's responsibilities have increased to ensure the patients continue to receive an optimal level of care. At the end of third year, students are required to care for a maximum of four (4) acutely ill patients. This means that the clinical instructor with six (6) - seven (7) students could be responsible for as many as twenty-four (24) to twenty-eight (28) acutely ill patients. We try to ensure a balance to decrease this number as we want to ensure a high level of care by our students. So, three students may have four patients, while three to four students may each have two patients that particular day.

In the community, students must learn to work with clients and families with various issues related to health. The students get experience in public health, home care, and community mental health. This requires much more imagination and critical thinking from our clinical instructors and students as they must work through a variety of issues that could affect a person's health. Students work more independently by the end of the third year, in the community, taking on a greater responsibility for the care of various clients. Clinical instructors, in the community, must ensure that the students are meeting the needs of the clients and are practising in a safe and effective manner.

Annual Reports from the UPEIFA Committees

BU#1 Joint Committee

by David Seeler, Chair

The Joint Committee's responsibility is to review issues which arise from the day to day application of the Collective Agreement and to foster better working relations between the employer and association. The complete terms of

reference for the Joint Committee may be found in Article A-14 on page 13 of the Collective Agreement.

The Association's members on the Committee include John McIntyre (Dept. of English) and David Seeler (Dept. of Companion Animals). The Administrative representatives are Vianne Timmons and Peggy Leahey.

During the last year, the Committee's attention was primarily focussed on the development of the Sessional Roster and Seniority Lists. At this time the Employer has documented each Member's past employment history in the lists and they have been available for review to ensure accuracy until March 1, 2007.

It is important for each member on the roster and seniority lists to check it for accuracy each year shortly after the 1st of March, 1st of August and the 1st of November. The lists will be updated each year by those dates as per the collective agreement (G1.6.1 c) - Page 113). Errors should be brought to the attention of the Chair, or the Dean where there is no Chair.

If problems continue to exist, you should then contact the Chief Grievance Officer, Bob O'Rourke, at extension 0441.

Social Committee

by Ann Braithwaite, Chair

Well, it's the end of the year – again – which means the newly established UPEIFA Social Committee is nearing the end of its first year in operation. After initially setting up in the middle of last summer, we (Ann Braithwaite- Chair, Jason Doiron, Colleen MacQuarrie, Jennifer Taylor, Andrew Trivett, Miles Turnbull) decided that our primary aim would be to continue to build on the community, and the solidarity and cohesion, we all experienced during our job action last year. The task of a social committee, we all agreed, was to facilitate and provide opportunities for ongoing contact among the Membership, since we all believe that collaborations of all kinds start with

good 'ties' between people. One of the first ideas we came up with was to start up regular coffee hours on Friday mornings, called "Show Your Mug Friday" – (since we loved the play on the word 'mug') – and we've been really pleased with their reception. They turned out to be a great opportunity for people to drop by quickly before or after teaching, chat for a few minutes with friends and colleagues from across campus, and enjoy some great coffee, treats, and music at the same time. They're definitely an idea we want to keep going next year! We also organized a couple of FA Times, including a 'welcome and welcome back' one in early September – since welcoming new FA members to the campus is a really important part of building that community we all want here, and we'd love to do more for new FA members in the future. We have a lot of other plans too... but one thing we also discovered along the way is that it takes a lot of people power to make events happen, and both to think up and execute the variety of activities that would speak to the largest number of FA members that we can. So on that note, and for next year, we're really looking for more people to join us! And, as always, we welcome – we're actively soliciting – feedback, comments, ideas... Let us know what you think. Or better yet, come join us and help us expand what we can do! And thanks for helping make this year a terrific first year – the first of many – for an FA Social Committee.

Communications Committee

by Betty Jeffery, Chair

Activities of the Communications Committee this year included: the launch of a new website, preparation of the Standard Information Package for Candidates, development of an editorial policy for *the FAbrik*, extraction of important dates from the Collective Agreement for inclusion in *the FAbrik* and on the website, writing of Committee Terms of Reference, and assisting in the development of the Grievance Database. Among other roles, the Communications Committee is responsible for

the website and for the preparation and distribution of the newsletter. This year Sandy McAuley assumed the role of Website Coordinator, and Fiona Papps took on the role of Editor of *the Fabric*. Other members of the 2006/07 Committee were Wendy Duckett, Laurie McDuffee, Marva Sweeney-Nixon, and Mae Gallant (until her untimely passing in December). The network of Communication Representatives continued to play an important role in facilitating the two-way flow of information between the Membership and the Executive. With the launch of the new website, the Office Manager, Susan Gallant, has taken on the routine updating responsibilities of the website. My sincere thanks to everyone who assisted in communication efforts this year.

Awards and Scholarships Committee

by Kay Diviney, Chair

The Faculty Association Awards and Scholarships Committee is charged with the task of overseeing faculty awards and student scholarships and with organizing or overseeing related activities and events, such as Faculty Recognition Night and the Convocation Luncheon for students. Since last year's Faculty Recognition Night was deferred until the fall, this year has been a particularly busy one for our committee. Our main tasks have been:

Organizing the 2005 - 2006 Faculty Recognition Reception, which took place on December 1, 2006. We experimented with a new format – a gala reception in the Faculty Lounge – which was both more accessible for members (tickets were free!), less formal, and less expensive. The Reception honoured retirees Elizabeth Epperly, William Ireland, and Lothar Zimmerman, 25-year veteran Leonard Cusack, and winners of the Hessian Award for Excellence in Teaching (Susan Dohoo, Fiona Papps, and Lori Weeks) and the Merit Award for Scholarly Achievement (Herman Barkema, Ray Doiron, and Robert Haines). Reviews of the format were enthusiastic.

Organizing the 2006 - 2007 Faculty Recognition Reception, to be held on Wednesday, May 2, 2007. We look forward to honouring this year's retirees,

veterans, and award winners – whoever they turn out to be! – in a gala reception in the Faculty Lounge.

Launching the Scholarship Fund Campaign. The UPEI Faculty Association funds two full-tuition scholarships for incoming students by means of interest on the Faculty Association Scholarship Fund. To offset the significant and regular shortfall in the interest available (owing to rising tuitions and low interests), the Awards and Scholarships Committee asked FA members to consider a \$2-per-pay payroll deduction. Members have responded to the tune of \$151 per pay – or \$3926 a year.

Developing a Sessional Teaching Award. The Awards and Scholarships Committee, with the support of the Faculty Association Executive, is working to design a Merit Award for Excellence in Teaching for sessional and clinical nursing instructors, many of whom have contributed superlative service to UPEI students and to the university community for many years.

Soliciting Nominations for CAUT Awards. The Committee has reviewed CAUT awards that might be relevant for our faculty, solicited nominations, and made plans to submit nominations to CAUT in accordance with its deadlines and procedures.

Overseeing the Convocation Luncheon. The Committee has begun a review of finances and procedures for this event to ensure that Faculty Association funds are spent – and credited – appropriately.

The Awards and Scholarships Committee technically oversees the work of the two awards committees (Hessian Award for Excellence in Teaching and Merit Award for Scholarly Achievement), but in fact these committees function independently. We would like to thank their respective chairs, Andrew Zinck and Fred Kibenge, as well as all of the committee members, for their commitment, hard work, and professionalism as they carried out this important work. Susan Gallant has provided invaluable assistance to the Committee,

especially in organizing Faculty Recognition Night and ensuring that it ran smoothly: many thanks, Susan! And, as Chair of the 2006 - 2007 Awards and Scholarships Committee, I would like to thank the other members of the committee – John Burka, Debbie Good, Debbie MacLellan, Colleen MacQuarrie, Stacey Nairn, and, in first term, Ray Doiron – for their cheerful and energetic dedication to the work of this committee.

Sessional Office Space Committee

Parity: with Whom?

by Julie Dennison

Last Spring, barriers melted in the face of camaraderie as we marched together on the picket lines. Faculty? Discipline? Tenure? Status? These hardly mattered since the common goal was parity—a concept, we discovered, that would resonate not only on campus, but with other campuses, other union locals, and other Islanders, union and non-union alike. Perhaps this is because without parity, and its attendant sense of unity, there can be no meeting of minds.

This brings me to the Joint Committee for Sessional Office Space: another gratifying date with parity. When else might sessionals be asked to meet, not only on an equal basis with deans, but to recommend action on an issue crucial to the university? When else might sessionals from one department meet those from another department, or might deans attend a meeting where they need not rival over scarce resources? The situation was unprecedented, and like all situations where conventions break down, full of insight and discovery.

Consequently, our investigation proved engaging—and the deans were great sports. We decided, for example, to *experience* sessional crowding by conducting meetings in our offices (picture deans and sessionals huddled 'round a tiny two-by-four-foot table in a room so small that sliding chairs meant bumping into furniture), and to nickname ourselves the S. O. S. Committee.

However, it was in an online survey that we learned of true inequities. Some sessionals are comfortably ensconced, but many more are seriously disadvantaged: some are overcrowded; others are allotted spaces totally unsuited to their needs; some have no place to work or meet with students; others have no access to the space officially allotted them. Furthermore, allotment of such basics as desks, chairs, telephones, computers, and so forth is wildly inconsistent. As many respondents to our survey observed, meeting with students in an unprofessional environment reflects badly on this institution.

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We want your feedback!

Feedback, comments, articles, letters, images, etc., for future issues are always welcome! Contact the Newsletter Editor if you are interested in contributing a piece to *the FABric*, fpapps@upei.ca, 566-0966.

Remember:

The world is made by those who turn up!

***the FABric* Editorial Policy**

the FABric is the newsletter of the University of Prince Edward Island Faculty Association. The primary intent of *the FABric* is to keep all members of the UPEI Faculty Association up-to-date and informed. It is also the intent of *the FABric* to communicate UPEI Faculty Association activities and perspectives on issues to a wider community. *The FABric* is published three times per year: September, January, and April, and serves the following purposes:

- ▶ to provide a means for the exchange of ideas, views, and issues relevant to the

Association and its members;

- ▶ to provide the Association's membership with information relevant to the operations of the Association;
- ▶ to provide documentary records of matters pertaining to the Association; and to serve all the functions of a newsletter.

Contributions (letters, articles, article summaries, and other pertinent information) are encouraged, but anonymous material will not be considered for publication. Under special circumstances, however, *the FABric* may agree to withhold the author's name. The UPEI Faculty Association Executive retains the right to accept, edit, and/or reject contributed material. The opinions expressed in authored articles are those of the authors and do not necessarily represent the opinions of the UPEI Faculty Association.

And then....the jubilation



Happy Anniversary!

Remember This???



Attentive FA members at a secret downtown location, April 5, 2006.

Last Words from the Newsletter Editor

Thank you to the following individuals for their contributions to this issue of *the FABric*: Ann Braithwaite, Judy Cotton, Julie Dennison, Kay Diviney, Wendy Duckett, Shelley Ebbett, Susan Gallant, Larry Hale, Wendy Henderson, Betty Jeffery, Don MacEwen, Debbie MacLellan, Laurie McDuffee, Sharon Myers, Wayne Peters, David Seeler, Carmencita V. Yason.

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