

## BUDGET UPDATE IN THIS ISSUE

# BUFA Forum

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Unless indicated otherwise, the views expressed in *Forum* do not necessarily represent those of the BUFA Executive.

## Brock Budget Blues?

### *President's Message*

Recently, the Senate of Brock University voted to remove seminars from one of our programs. It is my understanding that the reason given by the Department for the request to remove these seminars was due to budgetary limitations. I can only assume that the members of this Department felt they had no choice -- that this was the only option to reach cost reductions requested by their Dean. BUFA's Executive Committee is very concerned about this decision. President Lightstone has repeatedly said that eliminating seminars with the corresponding decrease in teaching assistant costs is not an appropriate way to reduce the budget, especially if the seminar is relevant to the needs of the course. In fact, as you all know we have a new brand (**BOLD NEW BROCK**) that is being highly promoted and yet a major part of this institution's reputation is based on is very much tied to the seminar system. It is indeed troubling that Senate supported this approach to budget reduction.

It is my understanding that Chairs and Directors have been asked to submit departmental and centre budgets reducing their units' expenditures from 3-5%. If a Department or Centre can do this without jeopardizing its program then I'm sure this revised budget will be much appreciated. However, if cuts jeopardize the quality of courses and programs, I encourage you to not participate in this exercise. A Chair or Director's role is to submit to the Dean an estimate of the "Department's budgetary requirements for the ensuing year". It is BUFA's position that Chairs and Directors submit this estimate based on quality of program not on predetermined possible reductions in that Department or Centre's courses or programs. If cuts need to be made and Chairs, Directors, or Departments believe that

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## Brock Budget Blues?

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cuts will damage the academic integrity of their courses, do not recommend cuts - let the Deans and/or Vice Presidents make these decisions and let them be responsible for the consequences.

As indicated in our Budget Update, January 2010 (reprinted in this issue of *Forum*) BUFA understands that this university, along with many others, face some economic issues. However, we are not convinced that Brock University's finances are as serious as Dr. Lightstone would have us believe. We need to hold our senior administration accountable for the decisions they make with the funds available in our operating accounts. Increased administrative expenses, operating funds directed to capital expenditures, use of carry forward funds for non-operating expenses, and capital debt interest payments from operating funds all reduce our overall availability of operating account funds, which could be used to maintain and possibly increase our current course and program offerings. Be cautious about any request to reduce your budgets - your cooperation may lead to larger classes, increased workload, and dissatisfied students.

**Don Dworet**  
**President, Brock University Faculty Association**

### **BUFA Upcoming Events**

#### **BUFA General Membership Meeting**

**Tuesday, February 9, 2010**

**10:00 a.m. to 11:45 a.m.**

**Sankey Chambers**

**Refreshments will be served—all members are encouraged to attend.  
BUFA Re-useable water bottles will be distributed to those who have not yet received theirs.**

#### **BUFA Status of Women Committee**

**Annual Breakfast**

**Tuesday, March 9, 2010**

**8:00 a.m. to 11:00 a.m.**

**Sankey Chambers**

**Please RSVP to [ldick@brocku.ca](mailto:ldick@brocku.ca) if you plan to attend this breakfast  
and mention any special dietary restrictions that should be taken into consideration.**

# **BUFA Budget Update**

## **January 2010**

In the upcoming weeks academic departments and centers will be asked to reduce their investment in program delivery to address what the University has portrayed as a budgetary crisis. This is notwithstanding President Lightstone's position at last October's Town Hall meetings when he stated that we must use our creativity to grow our way out of the budgetary crunch since four years of cuts, he said, would cause irreparable damage to the University. Since those meetings in October 2009, substantial new financial data became available. These data – published in the mid-year budget review in November -- tell us that that the University administration underestimated the revenue available for Brock's academic programs. The data also show that the marketing and fundraising expenditures continue to exceed the projections of the administration. Though BUFA is well-aware of the financial pressures currently being placed on all government supported institutions, BUFA does not accept the administration's view on the degree of financial stress at our University.

There has already been a radical reorganizing of courses solely on budgetary reasons. In a tight vote at the Senate meeting held on January 20th, the Senate approved the cancellation of seminars in 15 nursing courses in the Faculty of Applied Health. There was no academic or pedagogical rationale for eliminating these seminars. "Budget cuts" were the only reason stated.

As Chairs and Directors schedule their courses for 2010-2011, we counsel them to refuse to make any changes that will affect the academic integrity of their programs. Cuts to our academic programs are unnecessary and imprudent.

### **Highlights from the mid-year budget review:**

#### **1. Marketing and fundraising over budget**

The budget line for the Vice-President Advancement, Marketing and Communication is on pace to spend \$5.4 million instead of the \$4.6 million budgeted for 2009-10, an increase of about 20%. The budget for this line in 2007-2008, only two years ago was 2.2 million. Incidentally, there is additional marketing and fundraising spending that is not included in this budget line. ITS, for instance, is spending \$450,000 to install software to track donors. BUFA wonders why this segment of the University is growing at the same time that faculty retirements and resignations are not being replaced and vital support staff are losing their jobs.

## Budget Update (cont'd)

### 2. The University received \$3.4 million more than they forecasted.

The University President displayed a number of graphs during his Town Hall meeting in October showing a growing gap between University revenue and expenditures. In November we learned that our tuition revenue was \$2 million greater than projected. During the Town Hall, President Lightstone was unequivocal in his view that we would not receive an “Accessibility Grant” from the Provincial Government based on enrollment increases. As it turns out, we are eligible and will receive at least \$1.4 million this year. BUFA cannot fault the Administration for not always accurately forecasting our revenue, but we do expect that the money be immediately re-invested in the University’s core mission.

The University is now putting aside a reserve of \$1.5 million in the case that the operating grants that we receive for 2010-2011 are less than expected. Normally we would consider this prudent. But based on the recent past we have no faith in this projection and no confidence that this money will go to the University’s academic programs.

In earlier communications, BUFA raised serious concerns about the University’s budgetary priorities. We have questioned the full-colour ads in the Globe and Mail and costly capital expansion. Our message today is more pointed: [Money allocated to Brock’s operating budget should not be directed elsewhere.](#)

**Jonah Butovsky, BUFA Treasurer, on behalf of the BUFA Executive Committee  
Labour Studies**

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“Professor, who was Socrates’ corporate sponsor?”

## Getting Results for BUFA Members: Your Collective Agreement at Work

Over the course of the last six months, BUFA members have won a series of important collective agreement victories. BUFA would like to share some of the most significant success stories with the entire membership.

- Two BUFA members successfully invoked their collective agreement rights to overturn denials of sabbatical.
- Three BUFA members successfully invoked their collective agreement rights to overturn deferrals of tenure and promotion.
- One BUFA member successfully made use of the collective agreement to overturn a denial of promotion to Full Professor.
- One BUFA member successfully made use of the collective agreement to compel a Dean to re-write an annual review letter.
- BUFA negotiated extra PDR money for seven LTAs who were not given the benefit of meeting with the union before accepting their offers of employment.

If your rights as a faculty member are being violated, put your collective agreement to work by contacting the BUFA Executive Director at [bufa@brocku.ca](mailto:bufa@brocku.ca), the BUFA President at [dworet@brocku.ca](mailto:dworet@brocku.ca) or by contacting Larry Savage, BUFA's Grievance Officer, directly at [lsavage@brocku.ca](mailto:lsavage@brocku.ca) or extension 5007.

**Larry Savage**  
**BUFA Grievance Officer**

## Still Waiting after 60 Years

As worldwide anxiety about the economic crisis and human rights worsens, so does Canada's international reputation. Canada remains one of only nine countries that refuses to ratify the International Labour Organization's (ILO) Convention No. 29 on Forced Labour.

Unfortunately, this isn't the only shameful example of Canada's refusal to recognize international human rights. Canada is also refusing to ratify another fundamental convention of the ILO, Convention No. 98—Right to Organize and to Collective Bargaining.

Convention 98 isn't complicated or even contentious document. It simply recognizes the human right of all workers to form unions and bargain collectively. Yet, 60 years after the ILO adopted this convention, Canada is one of only 23 countries that still haven't ratified it.

The Canadian government hasn't provided an adequate explanation for its position. For starters, Canada played a major role in developing this convention and enthusiastically voted in favour of its adoption in 1949. Convention 98 has close to universal acceptance. Why does Canada choose to be part of a small, isolated group of countries that still need to be convinced of the importance of ratifying this convention?

Our refusal to ratify this convention seems even more bizarre given the fact that in June 2007 the Supreme Court of Canada ruled that the right to form unions and bargain collectively is a constitutional right protected by the Canadian Charter of Rights and Freedoms.

Since this ruling, lower courts in Canada have consistently reinforced these rights for several categories of workers, including:

- casual government employees in New Brunswick
- family support workers and home childcare providers in Quebec
- migrant agricultural workers in Ontario
- the RCMP.

The governments of Nova Scotia and Ontario have also seen the writing on the wall and changed legislation to allow previously excluded workers to form a union and bargain collectively.

In November 2007, Nova Scotia amended its Civil Service Act to allow casual employees to join existing civil service bargaining units. In October 2008, the Ontario government amended legislation granting part-time workers in community colleges their longstanding quest for the right to unionize. Unfortunately this important change is at odds with the government's irresponsible and unjustified decision to appeal the migrant farm workers court victory in Ontario. Why wouldn't the Canadian government want to ratify an international convention that provides the same rights and freedoms that our Constitution protects?

## Still Waiting... (cont'd)

Finally, Canada and the rest of the world are dealing with a severe economic recession. The middle class in Canada and in other developed countries is shrinking. Working families are finding it harder to make ends meet. Wages aren't keeping up with the cost of living. And the promise of a secure retirement is fading.

Most world leaders understand that adopting policies that strengthen the right to form a union and bargain collectively is an important part of getting the economy back on a healthy long-term growth path.

Even the World Bank acknowledges that the right to form unions has a major positive impact on work and living conditions, as well as on the development and progress of economic and social systems.

Why doesn't Prime Minister Harper want to do what's right for working people, middle class families, and our economy? It's time our federal government saw the writing on the wall. Canada's reputation as a fair and just country that defends human rights and believes in an equitable and sustainable economy is suffering. It's time for them to show leadership and climb on board with the other 160 countries in the world that have ratified Convention 98.

### **James Clancy/CUPE/CALM**

*James Clancy is the President of the National Union of Public and General Employees.*

## BUFA Elections Schedule

On Monday, February 8th, the call for nominations to the 2010-2011 BUFA Executive Committee will be open for the following positions.

**President, Vice-President, Secretary, Treasurer, Communications Officer, Library Representative, Member-at-Large (2 positions), Non-tenured Faculty Representative**

All positions serve a one-year term from July 1, 2010-June 30, 2011.

A list of nominees to date will be sent to the membership on Thursday, February 25, 2010. Nominations close on Thursday, March 4, at 4:00 p.m. A slate of candidates will be presented to the membership by Monday, March 15, 2010 and an election held on Thursday, March 25, 2010.

**2009-2010 BUFA EXECUTIVE COMMITTEE CONTACT LIST**  
**and FREQUENTLY CALLED EXTENSIONS**

<b>President</b>	<b>Don Dworet</b> Pre-Service	<b>3353</b>
<b>Vice-President</b>	<b>Hans Skott-Myhre</b> Child and Youth Studies	<b>4323</b>
<b>Secretary</b>	<b>Dave Hughes</b> Computer Science	<b>3516</b>
<b>Treasurer</b>	<b>Jonah Butovsky</b> Sociology/Labour Studies	<b>4371</b>
<b>Grievance Officer</b>	<b>Larry Savage</b> Labour Studies/Political Science	<b>4729</b>
<b>Health and Safety Officer</b>	<b>Jonathan Neufeld</b> Graduate and Undergraduate	<b>3771</b>
<b>OCUFA Director</b>	<b>Michelle Webber</b> Sociology	<b>4411</b>
<b>Communications Officer</b>	<b>Jonathan Younker</b> Library Systems and Technologies	<b>4899</b>
<b>Non-tenured Faculty Representative</b>	<b>Rohit Dalvi</b> Philosophy	<b>3547</b>
<b>Professional Librarian Representative</b>	<b>Tim Ribaric</b> Library Systems and Technologies	<b>5358</b>
<b>Member-at-large</b>	<b>Paul Hamilton</b> Political Science	<b>4646</b>
<b>Member-at-large</b>	<b>Cathy Mondloch</b> Psychology	<b>5111</b>
<b>BUFA Executive Director</b>	<b>Kimberly Benoit</b> BUFA, MCC-D401	<b>3268</b>
<b>BUFA Executive Assistant</b>	<b>Leslie Dick</b> BUFA, MCC-C409	<b>4643</b>