

BUFA VOICE

OCUFA's 2012 Lorimer Award Winner: Felice Martinello

BUFA is very pleased to announce that Economics professor Felice Martinello has been selected as the recipient of OCUFA's 2012 Lorimer Award, instituted to "honour and recognize outstanding contributions to improving the terms and conditions of employment of Ontario university faculty through bargaining."

Congratulations, Felice!

Pension Presentation

*January 23, 2013 9:00am – 11:00am
Lecture Hall – Thistle 240*



Mike Sanford (Eckler Ltd.) will be at Brock University on **Wednesday, January 23, 9-11:00am** to present information on the shifting pension landscape, key government proposals, alternative pension plan designs, and collective government relations strategy.

The session is open to all BUFA members.



The 2012 Ontario budget slashed funding and threatened thousands of jobs that are essential to the delivery of vital public services that support every community. Meanwhile, the Ontario Liberal government

maintained corporate tax cuts that continue to bleed \$15 billion from the province every year. Bill 115 stripped educational workers of their most basic democratic rights, the right to bargain collectively and the right to strike. This forms a precedent that threatens the rights of every worker in Ontario.

For more info go to <http://www.ofl.ca>

**General Membership Meeting – Sankey Chambers
Tuesday, February 12, 2013 2:00 pm – 4 pm**

www.BUFA.ca

News and Views

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**BUFA IS NOW ACCEPTING APPLICATIONS FOR
THE 2013-2014 NEGOTIATING TEAM!** (Details on page 8)



Message from the President

Linda Rose-Krasnor

State of the Union (and the Union President)

I thought that the year of my Presidency would be a relatively quiet one. After all, we were in the “lull” between Collective Agreements and would not have to begin negotiating again until 2014. We had a largely experienced Executive, with many returning members. In addition, after serving as Grievance Officer, I thought I had a pretty good “handle” on the issues that we would face with the Administration. I anticipated it would be a period in which the Union would operate normally in assisting members and fulfilling our regular functions but likely have time to reflect on where we were going as an Association and attend to some internal organizational issues. I was, however, seriously mistaken.

As a Union representing the interests of its faculty and librarian members, we had to turn serious attention to the broader political situation. To an unexpected and unprecedented degree over the last year, the provincial government has been pushing its own agenda to transform post-secondary education in a top-down manner that threatens University autonomy, as well as undermining collective bargaining rights. We have seen the government’s intentions revealed in a number of different documents in the past year, including the Strategic Mandate Agreement submission and adjudication process, the Strengthening Ontario’s Centres of Creativity, Innovation, and Knowledge, consultation paper, the Auditor General’s report on teaching quality, the proposed Respecting Collective Bargaining Act (Public Sector), and The Productivity of the Ontario Public Post Secondary Education System report by the Higher Education Quality Council of Ontario. In addition, the pension reforms proposed in the March 2012 provincial budget and in the recent Morneau Report: Facilitating Pooled Asset Management for Ontario’s Public Sector Institutions, if implemented, will impact our members. There are many interesting ideas in these documents that merit serious discussion within the university and broader communities but there are also some disturbing proposals, regarding potentially damaging changes in the operations, independence, and priorities within post-secondary education. BUFA has identified some of these topics in previous communications with members and will continue to do so in the future.

Indeed, one of BUFA’s primary goals for this year is to increase the awareness and knowledge of our members regarding the above developments and facilitate actions that members want to take on these issues. To help achieve this goal, BUFA has created short videos explaining government

threats to collective bargaining (by Kendra Coulter and Larry Savage) and another on the pension situation at Brock (by Zisimos Koustas). The videos can be viewed on our website. In addition, we organized a panel discussion held on January 15th that focused on the potential impact of, and alternatives to, the proposed austerity budget. BUFA also has arranged a presentation from an OCUFA’s and BUFA’s benefits consultant, Mike Sanford, to explain proposed pension reforms; this session will be held on January 23 (details on our website and in this newsletter). Additionally, we have included discussion of a different broad issue as part of the regular agenda at each of our General Membership meetings. At the September meeting, we discussed the Strategic Mandate Agreement process and, in December, the topic was threats to collective bargaining, accompanied by the premiere of the collective bargaining video described above. We welcome suggestions for future discussion topics. BUFA also has joined the other unions on campus to provide members with education, including a presentation by Union leaders at an all-union lunch held in the fall, as well as opportunities to participate in joint action. Additional events will be planned by this “Brock Common Front” over the next few months.

A second major goal we have this year is to increase our understanding of members’ needs and increase our effectiveness in addressing them. In this context, for example, we surveyed Chairs, Directors, and Library Heads on issues that were of concern to them. We have already held one session on the issue rated as of most interest to the participants and have begun actions to address some of the difficulties that emerged in our discussion. More sessions are planned, which will be focused on other topics identified by this group. Further, we have held meetings of BUFA Senators to discuss Senate issues of concern to our members, in addition to meetings of BUFA Observers, who report on



Message from the President Continued...

events as they are emerging within University Committees. We also will soon be arranging to meet with Departments and Centres, in order to hear members' concerns directly and to respond to questions about BUFA's plans, activities, and priorities. An open forum with new faculty and librarians is also planned.

In addition to the above educational and communication activities, we have launched an updated website. In the members' section, for example, all Executive minutes are now posted and associated documents are easily accessible through hot links. BUFA's Facebook page is now updated regularly and we are using twitter feeds for those members who would like to be informed using this medium. To serve our members better, we now have an Assistant Grievance Officer (Charles Burton), with special responsibility for Tenure and Promotion, and an Assistant Health and Safety Officer (Lisa Barrow), with special responsibility for accommodation issues. We also very much appreciate the work of the more than 150 members who have volunteered for BUFA and Joint Committees. Relatively low member attendance at General Membership meetings remains a problem, however, and we strongly encourage you to attend these meetings in order to participate in the discussions and express your views (starting with the next meeting on February 12!). BUFA has now begun the important search for members of the next Negotiating Team (see

announcement in this issue); please think seriously about serving in this capacity.

Academic freedom and issues related to the Respectful Workplace and Learning Environment Policy (RWLEP) have emerged as major areas of disagreement between the BUFA and the Administration. We have been working closely with CAUT on these issues, given their importance both to us at Brock and to academics across the country. Difficulties with the RWLEP and its implementation also have been of major concern to all of the other campus unions and an all-union committee has been formed to research these problems and submit a report at the end of June 2013.

It has been a challenging and interesting learning curve for me over the last six months, as I have had to become familiar with a wide variety of economic, legislative, pension, labour, and political issues. OCUFA and CAUT have been very helpful in providing resources and workshops to assist in this learning. In addition, colleagues from across Brock have given of their time and expertise to help the Executive and interested members understand the nature and importance of recent trends and events occurring outside Brock that will likely transform our academic lives substantially over the next few years. I strongly encourage you to take the time to increase your own understanding of these trends and participate in helping to shape the changes that they will likely bring to our University.



Health and Safety Officer Report

Joe Norris

I grew up playing at the Fairview Cemetery in Halifax, a place where some of the dead of the Titanic were

buried. I learned the song, listened intently to the lore and later I taught the novel 'A Night to Remember' to grade nine's that outlined the human and technological factors that led to the tragedy. This sinking was deeply engrained in engrained my psyche. Being your Health and Safety Officer is in some way like planning that voyage with an eye toward prevention. Along with BUFA's Health and Safety Committee (Lisa Barrow, Assistant Health and Safety Officer; Hilary Brown, Education and Joyce Engel, Nursing), in addition to being reactive to members needs, I try to be proactive, anticipating what could go wrong and bring these concerns to Brock University's Joint Health and Safety Committee (JHSC). In so doing, I hope to influence policies and procedures so that threats to our Health and Safety are eliminated or greatly reduced. I begin this report by charting the tips of icebergs that need to be on our radar,

providing some of the proactive steps that others and I have taken on your behalf.

Proactive

In January of 2012, as BUFA's Assistant Health and Safety Officer, I became aware of inadequate policies and procedures regarding violence in the workplace, especially after a threat has been made. A sub-committee of JHSC was formed and we have met a few times to examine what other universities do, what is relevant to Brock and how the various units can work together to insure that adequate directives, responses and communication exists. A contentious area is respecting the rights and privacy of an individual who may be a potential threat to the community while take adequate measures in protect us from that individual.

Some members have complained about Electromagnetic Frequency (EMF) radiation. While the debates continue, the JHSC has established a permanent subcommittee to keep

Health and Safety Officer's Report Continued...

informed of the issues and communicate those to the larger committee for possible action. A web page is planned to distribute relevant information to the Brock community.

By January of 2014 employers must have a comprehensive set of policies and procedures under the **Accessibility for Ontarians with Disabilities Act**. Brock University has made some headway with an online tutorial in dealing with students. Lisa Barrow is researching how our employer intends to address how the Act impacts our members, in particular, the area of accommodations and provide input so that the policies and procedures reflect our collective agreement.

There is an ongoing debate on the **roles of Department Chairs in relation to the Occupational Joint Health and Safety Act**. BUFA maintains that this responsibility rests with the Deans (management). We are awaiting a University response.

Unfortunately there has been a recent vacancy in the Manager of Environment, Health and Safety position and the departing manager was coordinating these four items. Consequently, there has been some delay establishing meetings.

An additional metaphorical drifting iceberg that needs monitoring is **deferred maintenance** on campus. Anecdotal comments report that the deferred cost is between \$78,000,000 and \$90,000,000, yes million. I intend to meet with Tom Saint-Ivany, Associate Vice-President, Facilities Management to discuss the health and safety implications of deferred maintenance.

Both Lisa Barrow and I along with all members of the JHSC conduct monthly inspections of all Brock University facilities. Lisa was involved in an inspection of the Faculty of Business and I conducted inspections of our grounds and all retail outlets and assisted in the compilation of reports on those inspections. Much proactive work goes on behind the scenes to insure your safety.

Reactive

Consequences of trips, slips and falls are major health and safety issues internationally. In response to this I recommend that Facilities Management begin an informational campaign by posting signage in all major washrooms with a contact **phone number to report hazards** to health and safety. This is in the process of implementation. "Spilled coffee on the classroom floor, who ya gonna call? 3717!"

Spiders

A member forwarded email correspondence to occupants of 573 Glenridge that stated: "Please move all personal items including food and small furniture or boxes etc. away from any exterior walls in your office. Please do not touch your window sill or baseboard area for two weeks. If you happen to come in contact with these areas simply wash your hands with soap and water as soon as possible and especially before consuming food".

Members were concerned that this was taking place just before the start of classes and/or the degree of threat the spraying entailed. I questioned the timeliness of the spraying recognizing that spiders do not adhere to the academic calendar and the evasiveness of the 'treatment'. We were also informed that not all of our members were informed. After a volley of amicable emails the spraying was suspended and other remedies were being sought.

Air Quality

A member made a request for air quality testing to Dan Pozzobon and cc'd to me. I requested that I be sent the results when complete.

Duct Cleaning

573 Glenridge has had a new air exchange equipment installed and members inquired whether or not this included duct cleaning. I contacted Facilities Management and duct cleaning has recently been completed.

Walker Complex

At the suggestion of an executive member, I met with Neil McCartney, Dean of AH&S, to discuss his concerns with mold and other issues in the Walker Complex. I was given a tour and noted concerns. A query was sent to Tom Saint-Ivany, Associate Vice-President, Facilities Management who forward the issues to relevant personnel to be addressed.

Short Term Disability

I have requested some clarification from John Roberts, Human Resources regarding the policies and procedures regarding Short Term Leave who forwarded the email to Zoe Vulic. The Collective Agreement does not specify details. After 5 days a doctor's certificate may be required and HR has called a members home with such a request. I do not believe that most of our members are aware of such a procedure and it comes as a shock to members at an inopportune time. We have received correspondence from Zoe Vulic and BFFA's Health and Safety Committee will discuss this in the New Year before passing on to the Benefits Committee.

Health and Safety Officer's Report Continued... **Accommodations**

A member had concerns over a change in an accommodation. After a series of meetings and email correspondence Human Resources and our member reached an agreement.

Request from Members Regarding Human Resources

A request was made to members regarding their experiences with Human Resources regarding short-term disability. No responses were received.

Assistant Joint Health and Safety Officer

Hilary Finlay and I conducted interviews for the Assistant Joint Health and Safety Officer position and the BUFA executive ratified our suggestion that Lisa Barrow be appointed. Lisa has had considerable health and safety experience with industry. She has begun conducting research on the AODA, attending training and arranging meetings. She has conducted an inspection and has taken training to be certified under Ontario's Occupational Health and Safety Act.

Joint Health and Safety Committee Minutes

Signed minutes of the Joint Health and Safety Committee can be found at: <http://www.brocku.ca/hr-ehs/environment-health-safety/health-safety/meeting-minutes>

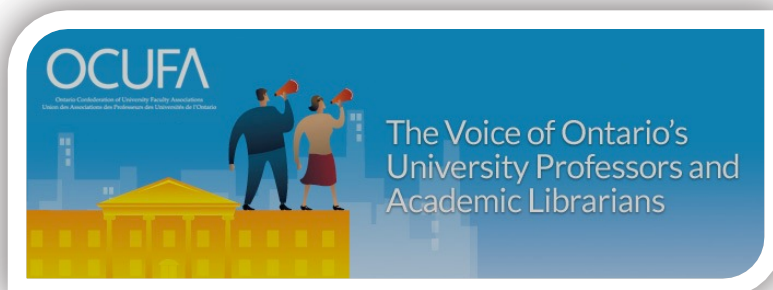


OCUFA Director's Report

Michelle Webber

At the last OCUFA Board meeting, mobilization strategies were discussed concerning proposed anti-collective bargaining legislation. OCUFA is developing a media campaign. It is likely that we will be asked to donate funds in support of OCUFA's efforts. Once OCUFA develops a proposal (strategies and budget), the request for funds will be brought to the membership.

Pensions: Mike Sanford (Eckler Ltd.) will be at Brock University on Wednesday January 23, 9-11:00am. He will present information on the shifting pension landscape, key government proposals, alternative pension plan designs, and collective government relations strategy. The session is open to all BUFA members. The session will be held in TH 240.



Grievance Officer's Report

David Whitehead

Summary of Selected Issue

(1) Dec. 17-18, 2012: CAUT Grievance Handling Workshop at Brock for BUFA members.

(2) Respectful Work/Academic Freedom/Liability Insurance/Legal Representation/scope of employment

- CAUT legal and political assistance commenced and continues
- Letter from BUFA President to President Lightstone requesting that all complaints against two members and all other employees who are respondents cease (Nov. 22, 2012); BUFA awaits University's response

Grievance Officer's Report Continued...

Two conference calls between BUFA, CAUT and the respondents (our members and other employees) have been held to ensure all parties are clear about the strategy and support it

- October 11, 2012: Individual Grievance filed re failure to provide liability insurance including denial of legal representation for one member who was a respondent in a complaint filed by one person with the Human Rights Tribunal of Ontario; OHRT complaint against one of our members was dismissed October 9, 2012, but is still subject to request for judicial review (informal 90 day window will close Jan. 9, 2013); parties have agreed to extend the date by which BUFA will take the next step in the grievance and arbitration period to Jan. 21, 2013.

(3) Oct. 17, 2012 BUFA Grievance on Travel & Related Expenses Reimbursement Policy Revisions (consultation & content):

- BUFA included a request for a remedy of reimbursing individuals for demonstrated losses in the period since policy changes were implemented; important for members to document losses if they wish to be reimbursed
- Meeting with the new interim AVP Finance and the Director, Faculty Relations was held Nov. 30, 2012 for the purpose of having settlement discussions, and the University is now reconsidering several issues raised by BUFA

(4) Oct. 31, 2012: Complaint re budget and other procedural irregularities in a department with remedy of restarting the budget process: member – member issue; and a Grievance Panel member is providing representation to the member on this. University will provide a response on or before Dec. 4, 2012.

(5) Nov. 15, 2012: Complaint filed concerning the University's response to a member concern regarding the activities of the OHRES in the processing of complaints against the member. BUFA awaits a response.

(6) Member request for special appointment considerations in exceptional circumstances: discussions and exchanges with assistance of BUFA rep appointed in the context of a broader member – member issue. An agreement appears imminent.

(7) Nov. 12, 2012: Complaint filed against actions of a dean in the administration of on-line dossiers in P&T process, including submissions to external referees. BUFA awaits a response.

(9) Member request to switch ERIP plans on a without precedent basis after the start of process due to exceptional circumstances: agreement in principle between the parties on a without precedent basis, and the document is ready for final review and signing

(10) BUFA response being considered to use of, and reporting for, non-BUFA facilitators to instruct credit courses in a faculty after clarification received from University; in addition, other exclusions from the cap for non-BUFA members teaching credit courses are being reviewed and information has been gathered.

(11) Selected Other Issues

- JCEE and EE process being discussed
- T&P appeals hearings have concluded. BUFA and members await decisions
- Role of chairs/deans/HR in CUPE and now OSSTF relations: under discussion; University is considering the issues and will provide a response to BUFA
- Role of HR (clarification or advocacy) when member dissatisfied with Green Shields Canada; BUFA awaits clarifications from the University
- Joint BUFA – Administration training for faculty T&P committees: preparations are under way
- Workload Task Force and compensation for unscheduled teaching: BUFA has received the University's response to the WTF report and to BUFA's position on that; BUFA is now considering its options

(12) Grievance Officer will attend CAUT Senior Grievance Officers Workshop in Ottawa, Dec. 7 to 9, 2012

(13) Grievance Officer and Assistant Grievance Officer will attend OCUFA Grievance Committee meeting in Toronto on Dec. 14, 2012



Assistant Grievance Officer's Report

Charles Burton

1. Charles Burton was appointed to the position of AGO pm August 20, 2012. His function is to support the work of the elected Grievance Officer.

2. He has been addressing matters relating to Article 21 of the Collective Agreement on Tenure and Promotion. Made a presentation to the BUFA P & T Advice Committee general meeting and followed up with a presentation to a departmental meeting as well as responding to requests for clarification of the provisions of Article 21 by faculty members and Chairs and Directors. He prepared a complaint for the Grievance Officer with regard to a Dean who was requiring candidates for promotion and tenure to submit electronic copies of their dossiers. This is in contravention of an agreement between BUFA and University that electronic submission of dossiers will not be required until fall of 2013.

3. Assisted 2 members with preparations for P & T appeals and acted as BUFA observer at both hearings.

4. Worked closely with work with 2 members under RWLEP and coordinated with a member of the administration and CUPE, which has two members who are also respondents to the same complaint. Participated in several meetings as well as conference calls with CAUT in relation to this matter.

5. Assisted Grievance Officer with correspondence, preparing drafts, etc. Hopefully my assistance to him leads to net benefit in reducing his heavy workload.

6. Attended Article 10 meetings and other meetings with university administration and other units of BUFA in support of the work of the Grievance Officer.



Communication Officer's Report

Jonathan Younker

There are a lot of BUFA events and initiatives going on at the moment, and an easy way to keep informed of them is through the Union's social media presence: BUFA's twitter handle is @BUFABrock (found at <http://twitter.com/BUFABrock>), and our Facebook page can be found by searching for "Brock University Faculty Association" from the Facebook search bar. We won't clog up your feeds with unnecessary information; we only post information, news, and announcements relevant to our members in the broader context of post-secondary education and the labour movement.

Another way of keeping abreast of what's going on with your union is through the BUFA site (<https://www.bufa.ca>). We've recently implemented a 'promoted news' feature, which highlights what we think are the most newsworthy items. Visit our site to watch Dr. Larry Savage and Dr. Kendra Coulter discuss austerity measures and proposed anti-labour legislation, view Dr. Zisimos Koustas' video on pension issues, or browse a growing timeline of BUFA history, put together for BUFA's 15th anniversary of certification.

On our site (and in this issue) there is a list of January events at Brock and in the community relating to the Bill 115, and the labour movement. Please consider going to as many events as you can. We'll see you there!



www.BUFA.ca

Calendar of January Events at Brock and in the Community

Friday, January 18

3 pm

CLASS STRUGGLES IN BOLIVIA & VENEZUELA: LEFT-POPULISM OR SOCIALISM? Guest speaker S. Sándor John.

Academic South 216

Saturday, January 19

10 am

FAIR VOTE CANADA, a founding meeting of Niagara Chapter. Holy Rosary Church hall, Thorold.

Saturday, January 26 at 1 pm

The 2012 Ontario budget slashed funding and threatened thousands of jobs that are essential to the delivery of vital public services that support every community. Meanwhile the Ontario Liberal government maintained corporate tax cuts that continue to bleed \$15 billion from the province every year. Bill 115 stripped educational workers of their most basic democratic rights, the right to bargain

collectively and the right to strike. This forms a precedent that threatens the rights of every worker in Ontario. *For more info go to www.ofl.ca*

SAT. JAN. 26

**ALLAN GARDENS, TO
RALLY FOR RIGHTS & DEMOCRACY**

Protest at the Ontario Liberal Convention

2013-2014 Negotiating Team



To All BUFA Members:

We are seeking BUFA members for the 2013-2014 Negotiating Team. Although requiring a considerable investment of time over the 2013-2014 academic year, being part of the Negotiating Team is a unique opportunity to become immersed in important issues facing faculty and librarians, engage in complex and collaborative problem solving, and make a significant contribution to our members and the larger University community.

Please note that there is course release associated with the roles of team members. The 2012-2013 BUFA Executive has approved a 2 FCE course release for the Deputy Chief Negotiator and a 1 FCE for other Team members.

Faculty and Librarians interested in applying also should be aware of the following:

Members of the Negotiating Team will be expected to attend training sessions, which may occur on campus or in another location, such as Toronto.

Members can expect that BUFA's Negotiating Team will begin preparations in the fall of 2013 and at-the-table negotiations will begin around March or April of 2014. Members planning on taking a Sabbatical Leave in 2013/2014 should not apply.

BUFA will strive to have bargaining conclude prior to the end of the current Collective Agreement (June 30, 2014). However, Team members should be willing and prepared to see the negotiations through to the end, should they be extended for any reason. In the event that negotiations do continue beyond December 31, 2014, the Deputy Chief Negotiator and Team member will receive an additional half-course release.

If you are considering serving as either Deputy Chief Negotiator or Team member, please let us know the reasons for your interest, previous relevant experience, and what strengths you are able to bring to the Team. We invite representation from the library, all Faculties, and the Goodman School of Business. Members of equity-seeking groups are encouraged to apply.

An application form is available on the BUFA website (www.bufa.ca) and, once completed, should be sent to the BUFA Office at bufa@brocku.ca. BUFA will begin considering applications on January 29, 2013 and continue accepting applications until the Team is complete.

After the BUFA Executive has recommended a proposed Negotiating Team, these recommendations for the Team will be put forward for approval by the membership, according to BUFA By-Law 5.4. We expect this recommendation will be presented either at our General Membership meeting on February 12 or our Annual General Membership Meeting on May 14.

If you have any questions about service on the Negotiating Team, please contact Linda Rose-Krasnor, BUFA President (extension 3870) or Shannon Lever, BUFA Administrative Assistant to the Executive (extension 4643).

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