

BUFA VOICE

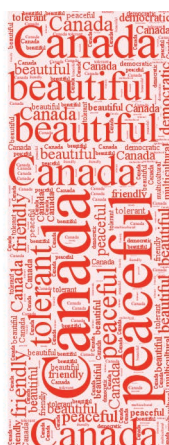
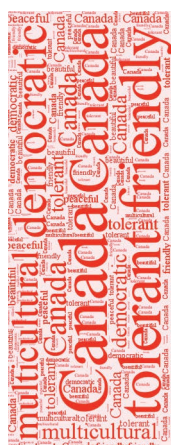
Special General Membership Meeting Sankey Chambers

Thursday, July 4, 2013 10–11am

**A brief meeting to approve the
2013-2014 BUFA Negotiating Team,
so that they may begin their work.
(Quorum required... bring a friend!)**

Campaign to Increase Transparency at Brock's Board of Trustees

*There's still time to sign the petition! More details available
on our website. Message also supported by...*



Happy Canada Day – July 1, 2013

www.BUFA.ca

News and Views

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Message from the President

Linda Rose-Krasnor

In the summer of 2012, the BUFA Executive met to discuss priorities and goals for the 2012-2013 academic year. Since then, the Executive and BUFA Committee members have worked to accomplish these goals, as well as responding to the unexpected challenges that have emerged over this past year. One primary priority has been to help individual members in matters such as tenure and promotion processes, pursuit of grievances, developing retirement options, Respectful Workplace and Learning Environment investigations, sick leave and accommodation needs, health and safety issues, and other areas of members' specific concerns and difficulties. In addition, we have had a number of more general goals for the Union. These include protection of academic freedom on campus, addressing academic quality issues by encouraging member participation in Senate and other governance opportunities, increasing members' understanding of provincial issues with direct impact on post-secondary education, and enhancing member engagement with the Union.

Accomplishing these general goals depends on facilitating meaningful and frequent communication between the Executive and our members.

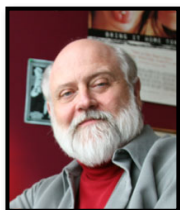
Regular pre-Senate discussion meetings with BUFA Senators, including an educational component on each General Membership meeting agenda, introducing blogs written by different members of the Executive, organizing meetings with Chairs and Directors to discuss issues they identified as important, visiting Departments and Centres to discuss BUFA priorities and get input from members, initiating a "BUFA Selected Senate Issues and Comments" communication to all members prior to each Senate meeting, and improving our BUFA website are some of the ways that we have tried to increase communication and feedback. We also have broadened the consultation process when BUFA is asked to respond to new and revised University policies, by posting the draft policies (e.g., Travel Expense and Reimbursement Policy, Social Media Policy) on our website and inviting all members to comment. A number of these communication activities were based on suggestions from our members and we continue to welcome further new ideas, as well as feedback on our current efforts. We are committed to an open and transparent process for Union activities.

Many of our current priorities will continue into the next year. For example, scheduled grievance arbitrations will address important academic freedom issues, as well as our serious concerns about the implementation of the Respectful Workplace and Learning Environment Policy and the operation of the Office of Human Rights and Equity. We also await the report of CAUT's Ad Hoc Investigatory Committee on threats to academic freedom at Brock.

Recent top-down Administration actions in determining "performance metrics" and strategic planning processes (including preparation for program prioritization activities) clearly indicate the need to advocate for meaningful faculty and librarian participation

in decisions that will have major impacts on how we work and the nature of Brock University itself. Next year we hope to set up a system of Departmental BUFA representatives, which will further facilitate our two-way communications with members. We know that one new priority for BUFA will be negotiations for our next Collective Agreement; the Negotiation Team will begin its preparations in the Fall. In addition, we will try to anticipate other issues that may come our way in 2013-2014. In the summer of 2013, the "old" and "new" BUFA Executives will meet together to reflect on last year's activities and prioritize our goals for the coming year, as we did last summer. You are welcome to help in this task by sending us your ideas and comments.

On a personal note, I'd like to report that it's been an amazing experience to serve as BUFA President over the last year. I've had many opportunities to meet with individual members, talk with them about their concerns and opinions, engage in some lively and complex debates, and represent BUFA's interests within and outside the University. I've been able to work with a dedicated and diverse Executive team and group of BUFA volunteers, as well as a talented and committed BUFA Office staff. There have been many chances to learn and reflect on large issues of critical importance to Brock and to post-secondary education in general - issues such as those described above. For all of this, I thank you and look forward to another two years of working with you to improve Brock and our Union.



The View from Here

Hans A Skott-Myhre

For the past six months I have had the opportunity to live and teach as a visiting faculty in a mid sized university located in a small town in the state of Georgia U.S.A. There is certainly quite a lot to be said (most of it quite positive) about both the town of Carrollton and the University of West Georgia psychology department where I have been spending my time. However, perhaps the most intriguing thing, about being here, is the view of Brock from distance. Fortunately, I have stayed involved with BUFA in my role as past president. The executive has been kind enough to provide on-line live access to meetings and I have kept up on Senate, faculty, librarian and administrative initiatives and proposals. While there has been a lot of activity that would warrant comment, there are two things that strike me as particularly noteworthy, when viewed from the southland of the U.S. One is the strange synchrony of administrative vocabulary and “innovations.” The second is an arms length observation about what has been happening at Brock.

Let me begin with the almost eerie similarities that characterize the administrative activities at both The University of West Georgia and at Brock. I have written previously in several columns here about what Ginsberg has called

“the fall of the faculty and the rise of the all-administrative university.”

I have noted the ways in which Canadian university administrations all seem to be singing from the same hymnbook. Indeed, in some cases, in Ontario and Alberta, university presidents appear to be using the very same slides to explain their budgets and the necessity for radical and substantive restructuring.

To be fair, the Brock administration has not been shy about their intentions to be in line with the political trends and implied mandates (however mercurial) of the provincial and federal government. Dr. Lightstone has even suggested that we are ahead of the curve in terms of our reading of the political tea-leaves (although he has moderated this position of late).

I have to say that it was initially somewhat disturbing and disorienting, in the Canadian context, to find that Brock’s innovative restructuring was not at all unique but, in fact, pretty generic. However, it has become clear that our administration has no intention of standing up for anything that is truly homegrown or outside the box. Instead, their

policies and “innovations” are delineated by whatever political, pedagogical or research fad is in vogue. It has become increasingly clear, that whatever the verbiage, it is all about the money.

What may be of some interest here, is that for well over a decade the University of West Georgia and the state of Georgia, have followed the path of innovation and restructuring that Brock has been attempting to implement. UWG has engaged a marketing strategy very much like Brock’s, it has implemented austerity measures to balance its budget, it has expanded its bureaucracy and middle management structures and procedures, it has a strategic plan with a SWOT analysis, it has expanded its graduate programs, it has put incentives in place to train faculty in on-line course delivery and expanded the number of on-line courses, it has both summer and spring course offerings and it has significantly increased student enrollment, while maintaining extremely limited growth in overall faculty positions. It is positioned and in the process of cutting programs and departments that are not perceived to meet the overall fiscal and strategic direction of the University. There are an increasing number of “accountability” measures from graduation rates to post-graduate employment measures in place or in the works. Indeed, I think I can say that I have seen the future as envisioned by the current Brock administration, if they had their way.

There is, however, one major difference between Brock and UWG. UWG does not have a union. Georgia is a “right to work” state and so the ability to unionize faculty has been significantly compromised. This has had substantive effects on the work environment for faculty here. Let’s begin with the fact that faculty salaries have been frozen for five years; this at a university already at the bottom of salary rankings in the U.S. There is essentially no personal development funding and very limited travel funding with draconian administrative oversight of what is available. The access to long-term disability coverage and health care insurance is expensive and highly variable. Faculty are on 10 month contracts and most work spring and summer in order to supplement their low base salary. Administrators and bureaucrats have received salary increases and many mid level functionaries make quite a bit more than faculty. There is a faculty senate, but it has no real force. The real power lies with the state legislature, which has direct involvement and oversight of salary structures, budgets and accountability measures. Of course, the Ontario government has no such direct input into operations at Brock. Although, given the efforts of the administration to line themselves up with the government, one has to wonder how it would be different (perhaps even more confusing)?

The View From Here Continued...

Working from this context and looking north to southern Niagara and Brock, it is clear to me that the course the administration and the province would like to take is both administratively ineffective and a disaster for any semblance of shared governance. Looking at how it has worked here at UWG, I would have to say that the scare over the budget is perpetual, the necessity for constant pedagogical innovation has not lead to better teaching or higher rates of student engagement, and the over working of faculty and librarians has not lead to a work environment conducive to the best in higher education. The marketing campaign has had dubious effects on student enrollment.

Given all of this, I would argue that is essential that faculty at Brock do everything they can to shift the direction currently being implemented with increasing direct force and duplicity by this administration. Let's be clear, the strategic plan, with its multiple levels of faux consultation, is a significant incursion into faculty self-governance by the Dr. Lightstone and his administration. If this wasn't clear before, the president's latest report to Senate on the (better late than never) SWOT analysis included the clear message that whatever the results of the SWOT, it will be vetted and the conclusions will be drawn at the executive level by the president and VP academic. In addition, the continued expansion of the administrative cadre with multiple new positions in the face of dire predictions about the fiscal health of Brock is yet another indication of the

administrations centralization of power. The Senate is increasingly overrun by administrators appointed to de facto status on committees that have to do with research and pedagogy that were previously the domain of faculty governance. The new position of a VP for teaching and learning runs the risk of usurping the centrality of Senate in matters of pedagogy.

In short, Brock is in the midst of a coup that will gut faculty governance and centralize and bureaucratize all aspects of life at Brock.

There are two venues for resisting and turning back these efforts. One is the Senate and I urge all faculty to become involved in what is happening there before it is too late. The other is collective bargaining and again I urge all faculty to get involved with BUFA as we approach this next round of what will probably be very contentious negotiations. The University of West Georgia does not have either a functioning Senate or a union to rely on in protecting the interests of faculty. Let's make sure we don't give these important aspects of our university up through simple inattention. The work environment presaged by the restructuring of Brock is a very different world and one I would be very sad to see take full force at Brock.



Treasurer's Report

Jonah Butovsky

I am pleased to report that BUFA's finances are in very good shape. A number of years ago BUFA members decided to make a concerted effort to increase our strike fund. Perhaps, we knew at the time that we would be entering a tough climate for collective bargaining. Fortunately, we have been successful. In addition to a substantial operating reserve, BUFA now has a strike fund over \$1 million. The question is: is \$1 million enough?

We are now facing a provincial government that has decided to go after public sector workers with unprecedented anti-labour legislation.

Just last fall, the Ontario Liberal government placed a target on public school educational workers with Bill 115. Bill 115 permitted the government to unilaterally impose a contract on teachers if the details negotiated between the teachers and the school boards contravened the policy and

fiscal priorities of the government. This kind of legislation, if applied to the broader public sector would eviscerate collective bargaining and effectively eliminate our right to strike. I have no doubt that, if elected, Hudak's Conservatives would try to pass so-called "right to work" legislation and worse. However, we already have a provincial government that has demonstrated disdain for public sector workers and for hard won labour gains. And just to be fair, the NDP's defense of labour rights has been rather anemic.

To the degree that money can help us educate, mobilize, lobby and agitate, we must spend money to protect the gains that BUFA, and other public sector workers, have made over the past decades. Otherwise, we may be left with a large but inert sum of money in our account and greatly devolved working and learning conditions. To conclude, I would like to acknowledge Shannon Lever in the BUFA office. Shannon is responsible for the day-to-day management of BUFA funds and is an effective and responsive staff member. With her help, we have moved to modernize BUFA's accounting and auditing practices.



Message from the Vice President

Hilary Findlay

We know you are busy but **SHOULD YOU GET ENGAGED WITH BUFA?**

YES! This may not be the most engaging introduction to an article. Nonetheless, I hope you will bear with me.

Linda Rose-Krasnor describes the governance of associations such as BUFA as existing on a continuum – from organizations governed entirely by paid staff, including an executive director, where members are the recipients of the service and outcomes, to associations wherein the membership is responsible for its own governance. BUFA operates on a model very close to the latter end of the continuum.

Most of the business of BUFA is dependent upon the involvement of the membership on committees – whether BUFA committees or University committees.

There are some 168 positions to be filled annually. Last year approximately 125 people filled the 168 positions, meaning some people are engaged on multiple committees.

Committee engagement allows members to be more fully involved with the university as a whole and can be an aspect of one's service allotment. But most importantly, such engagement is the lifeblood of BUFA.

Below is a list of the various committees to which BUFA appoints members. Some are BUFA committees, some involve joint appointments by BUFA and the University and some are BUFA appointments to university committees.

I would encourage you to review the opportunities available. We are happy to discuss a broader description of the roles, expected time commitment, term of office and any other questions you might have. We will be soliciting interest again but, if something interests you, I would encourage you to let us know as soon as possible.



BUFA COMMITTEES

BUFA Academic And Professional Awards Committee

Works actively to have BUFA members recognized for their professional achievements by encouraging and facilitating nominations for awards for teaching, research, and professional service.

BUFA Representatives on St. Catharines and District Labour Council (NDLC)

The NDLC is to share information and mobilize the local labour movement including organizing strike support, political campaigns, and educational and cultural events. There are a number of subcommittees delegates may choose to join (e.g., political action, human rights, women's committee, among others).

CAUT Defense Fund

The CAUT Defense Fund was created to provide strike support to member associations to protect against the financial strain of a faculty strike. Defense Fund trustees are charged with the oversight of the fund, principally to set the dues rate and the level of strike pay while ensuring the fiscal health of the fund.

Collective Agreement Committee

Collects information at both Provincial and Federal levels pertinent to University salaries and benefits; liaises with Committee on Pensions; maintains a watching brief on matters pertaining to the CA, including the terms and conditions of employment, salaries, and benefits; develops policy positions on terms and conditions of employment, salaries, and benefits, which may help establish negotiating goals; provides consultation and information for the Negotiating Team.

Employment Equity Advisor

Section 19.04(c) of the Collective Agreement states: The University and the Union shall each identify an appropriately qualified Employment Equity Advisor who will provide expert advice to the University, BUFA, the JCEE, and departments on employment equity issues and may advise on methods for increasing the diversity of the applicant pool for positions covered by the CA.

*Vice President's Report Continued...****Evaluation of Academic Administrators Committee***

Recommends to the BUFA Executive Committee procedures for the periodic review of the performance of academic administrators at the rank of Dean/University Librarian and above, by means that include a survey of BUFA members; implements those procedures when they have been approved by the Executive; and publishes an analysis of the results.

Grievance Panel

Advises and assists the Grievance Officer (GO) regarding complaints and grievances; investigates complaints from the faculty and librarians; facilitates the resolution of such complaints; presents recommendations to the GO for possible grievances and arbitrations; reviews department procedures on annually.

Hiring Advice Committee

Provides advice to candidates for bargaining unit positions.

Occupational Health And Safety Committee

Advises and assists the Health and Safety Officer by maintaining a watching brief on working environment and safety; investigates questions and complaints arising from members concerning working environment and safety; carries out monthly inspections as directed by the Health and Safety Officer.

Pensions Committee

Members of this committee represent BUFA on the Brock University Pensions Committee, maintain a watching brief on the Brock Pension Plan; develop proposals for improvement in the Brock Pension Plan; liaise with the Collective Agreement Committee.

Benefits & LTD Committee

Members of this committee represent BUFA on the Brock University Benefits & LTD Committee; advise Members and addresses questions and concerns regarding benefits and long-term disability; prepares BUFA position in preparation for meeting of the Joint Committee on Benefits and Long-term Disability; studies and communicates recommendations for improvements to existing benefits and delivery of long-term disability program.

Communications Committee

Provides on-going communication of BUFA-related issues to the membership.

Social Justice Committee

Engages in campaigns for, and distributes financial resources to, both national and international social justice organizations.

Status of Women Committee

Maintains a watching brief on the status of women and development of policy positions pertaining thereto; fosters awareness of and action concerned with issues involving women and equity in academia.

Tenure, Promotion And Annual Report Advice Panel

Provides advice, information, and support to Members about organizing their dossiers for promotion and tenure applications, and for preparing Annual Reports for Performance Review; provides advice, information, and support to Members whose applications have been declared problematic or unsatisfactory.

Elections Committee

Secures the nomination of at least one candidate for each position in the new Executive Committee invites nominations from the membership; distributes the list of nominations.

Ad Hoc BUFA Advisory Committee on the University Budget

The overall mandate of the Committee will be to provide the Executive, the Negotiating Team, and the membership with budget and other accounting analyses of the University's 2013-2014 and 2014-2015 budgets.

BUFA OBSERVERS ON SENATE COMMITTEES

Participate in the deliberations of the committee to the extent permitted by the committee; report to the Executive Committee on the deliberations of the committee.

Senate Academic Review Committee

Senate Budget Advisory Committee

*Senate Committee On Information,
Technology And Infrastructure*

Senate Student Appeals Board

Senate Governance Committee

*Senate Undergraduate Student Affairs
Committee*

*Senate Research And Scholarship Policy
Committee*

*Senate Teaching And Learning Policy
Committee*

Senate Undergraduate Program Committee

Senate Graduate Studies Committee

University Wellness Committee

BUFA REPRESENTATIVES ON UNIVERSITY COMMITTEES

President's Distinguished Service Award For Staff Committee

University Award For Distinguished Research Or Creativity

University Parking Appeals

University Occupational Health And Safety

JOINT BUFA/UNIVERSITY ADMINISTRATION COMMITTEES

Joint Administration of The Agreement Committee

Joint Anomalies Committee

Joint Benefits And Ltd Advisory Committee

Joint Employment Equity Review Committee:

Joint Provision Of Ergonomic Work Stations

Joint Timetabling Committee

JOINTLY APPOINTED BUFA/UNIVERSITY COMMITTEES

Jointly Appointed Academic Leaves Committee

Jointly Appointed Employment Equity Committee

Jointly Appointed Tenure And Promotion Appeals Committee

Jointly Appointed Research Board (Research Grants Program) Committee

Jointly Appointed Tenure And Promotion Faculty Committees

- Faculty of Applied Health
- Faculty of Business
- Faculty of Education
- Faculty of Humanities
- Faculty of Math & Science
- Faculty of Social Science



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OCUFA Director's Report

Michelle Webber

OCUFA's analysis of the Ontario Budget

(Excerpt from 2013 OCUFA Budget Analysis):

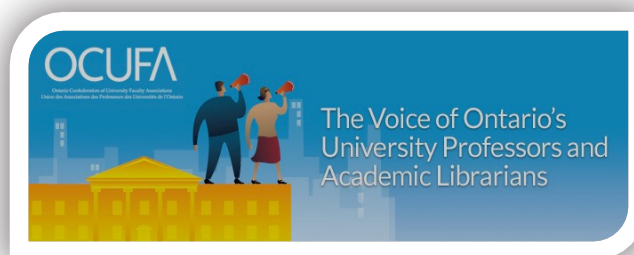
In terms of new specific measures targeting post-secondary education, there is very little in the 2013 Budget. The government has announced a new youth employment strategy worth \$295 million. It is not clear how much, if any, of this funding will flow to universities and college. The budget indicates that some of the funding “will support entrepreneurs” on campus, largely through so-called “accelerator centres”. The budget provides almost no details on how these centres will be established, organized, and funded.

The government also re-announced the “30 per cent off” tuition grant and the new tuition fee framework, where yearly tuition increases will be confined to an average of three per cent at each institution. Many existing college and university capital projects were also featured in the Budget, although these are all pre-existing projects. In actuality, there was no new capital funding in the Budget.

University funding will continue along the lines outlined in the 2012 Budget. That is, funding will continue to be provided to accommodate new enrolment. However, this is largely negated by the so-called “policy levers” – in reality, significant cuts – to operating funds. Between 2012-13 and 2013-14, these cuts will remove \$121 million from university budgets. The government will also begin clawing back operating funds according to international enrolment, essentially imposing a “head tax” on all new international students. Taken together, these measures will continue the ongoing decline in per-student funding.

Ontario already has the worst level of per-student funding in Canada, and this budget will make the problem worse. Austerity is still very much a part of Premier Wynne's spending plans, despite overtures to “fairness”.

The 2013 Budget also signals that the government remains interested in pension reform. Although it presents few new details, the pooling of assets, 50/50 cost sharing, and joint sponsorship remain on the agenda. The Budget did note that a new “working group” that will advise the government on these issues. As yet, no details of the working group have been announced.



Recent Settlements: From OCUFA Report (April 9, 2013): The McMaster University Faculty Association (MUFA) has ratified a new, four year agreement with their administration. The new deal includes a 1% pension offset in year one; a lump sum of \$1250 and a 1% pension offset in year two; and 1.5% increases in year three and four, with lump sums of \$1850 and \$1950 respectively. The pension offsets compensate for an increase in pension contributions for MUFA members. The agreement also includes enhancements to medical and dental benefits, as well as a new structure for professional development allowances.

**OCUFA was the co-organizer of the
Worldviews 2013 Conference**
June 19-21, 2013 Toronto
Global Trends in Media & Higher Education



Grievance Officer's Report

David Whitehead

Transitions: For much of the past year, the BUFA Grievance Panel has been transitioning to functioning more like a Union Grievance Committee with members who investigate and attempt to resolve issues. For the past year, the Grievance Officer has been working closely with the BUFA President, the BUFA Vice President, the Past President, the BUFA Health and Safety Officer, the BUFA Office staff and other BUFA representatives ensure that BUFA members are receiving the information and assistance they require from BUFA. And for the past year, Charles Burton has been developing the role of the Assistant Grievance Officer to include assistance for BUFA members in areas such as Tenure/Permanence and Promotion procedures including Information Meetings and Appeals, RWLEP investigations, and issues on hiring. As a basis for all of these transitions, the members of the BUFA Grievance Panel have been developing the first document to set out the Terms of Reference for the Grievance Panel and associated changes required to the BUFA By-Laws. As of this writing, the Terms of Reference have been referred to the BUFA Executive Committee for review and approval.

Three Arbitrations: BUFA has a long history of working constructively with the University Administration to resolve most complaints and grievances in-house. However, this year, the Parties were unable to resolve four matters that raised important issues about the functioning of the University's Office of Human Rights and Equity Services, the application of the University's Respectful Work and Learning Environment Policy to our members, and the legitimate exercise of our members' rights to Academic Freedom and freedom of expression. These matters have been referred to three separate arbitrators and dates of hearings are being scheduled and preparations for the arbitration hearings have commenced. CAUT has been a key supporter of BUFA's efforts in these matters by offering BUFA the assistance of CAUT's legal counsel for the grievances and arbitrations and by creating an independent ad hoc committee to investigate these matters at Brock.

Advice and Assistance to BUFA Members: The Grievance Officer, the Assistance Grievance Officer, and all of the members of Grievance Panel have been active during 2012-13 providing advice and assistance to BUFA members as required, the details of which have been reported throughout the year to the BUFA membership.

Training and Development: to ensure that BUFA members receive the level of advice and assistance to which they are entitled, the Grievance Officer, the Assistance Grievance Officer, and all of the members of the Grievance Panel have engaged in training and development activities and workshops over the course of the year, the details of which have been reported throughout the year to the BUFA membership.



Chief Negotiator's Report

Charles Burton

There's just over a year to go in our current contract. BUFA is already making preparations for the negotiation of our next Collective Agreement with the University to come into effect on July 1, 2014.

The BUFA Executive has identified a strong group of colleagues with complementary strengths reflecting the diversity of our membership, and characterized by energy confidence and commitment to BUFA and to Brock, who have agreed to stand as candidates to serve on the BUFA 2014 Negotiations Team.

Membership approval will be the main agenda of a special general meeting of the membership to be held on July 4th.

In the fall of this year, the BUFA membership will be canvassed to inform the BUFA Executive of the priority items that the Negotiations Team will be instructed to accomplish for the next Collective Agreement. To ensure that the views of the membership are fully reflected in our negotiating we will be making visits to Departments, as well asking that members complete a survey.



Communication Officer's Report

Jonathan Younker

Over the past few years, the role of the BUFA Communication Officer has evolved from simply being the newsletter editor to the holder of BUFA's social media, website, and general communication reins.

With such a diverse group of individuals within BUFA, each of whom has a different preference for how they consume information, it can be a challenge to capture the attention of our users, especially in non-negotiating years. The goal of the individual in the Communication Officer position is to get relevant information to our members in an efficient and effective manner, but without bombarding you with unnecessary detail.

This year, the BUFA website has been restructured, and an emphasis on important information has been highlighted via the top banner, a BUFA history timeline has been created, our social media following has increased three-fold, and a BUFA posting policy has been established, all with the goal of making sure that the most important information is available to our members, regardless of their preferred mode of communication.

Future directions:

- Engaging Users

It is extremely difficult to engage our users during non-negotiating years. The Public Relations Committee (chaired by the Communication Officer) has come up with the following recommendations to determine how best to engage our users during these periods:

- Use social media more consistently and frequently to keep BUFA in the minds of members
- Use Facebook/Twitter to publicize Annual General Meetings and other Union-related meetings and activities on a more regular basis
- Solicit more content from our users for our website, social media, etc. Too often it is the same voices (from within the Executive) providing the majority of our content
- Provide submission access to social media accounts (Facebook, particularly) to members of the Committee
- Create a 'top 10 list' of reasons to use Facebook/Twitter for dissemination to our members
- Solicit 'best practices' from peer faculty associations/unions in Canada on how best to engage members in non-negotiating years
- Survey users on how they want their union-related information (print, email, social media, etc).



www.BUFA.ca

Minding the Campus ~ Forget MOOCs--Let's Use MOOA
"As colleges begin using massive open online courses (MOOC) to reduce faculty costs, a Johns Hopkins University professor has announced plans for MOOA (massive open online administrations)."
See details at: www.mindingthecampus.com





BUFA Pension Committee

John Sivell, Chair

Although the eventual outcome is still uncertain, a key background element for the Pension Committee's work in the 2012-13 academic year has been the Morneau Report (released in November, 2012) on broader public sector pension plans and the Ontario government's expected follow-up. The Morneau Report suggested establishing a pooled-asset fund for broader public sector pension plans in Ontario, which could include universities. At that time, the suggested chronology involved setting up an arm's-length management body for such a fund by January 2014, to be ramped up to full functionality by January 2018. The main potential advantage of such a pooled fund was argued to be the proportionally lower management fees for larger funds; there was also an argument that larger funds can invest in a wider range of vehicles, thus perhaps bringing not only higher returns but also improved risk management.

Of course, there have been massive changes in the Liberal government since the report was initially commissioned in May 2012 and, at this point, no one is exactly sure what initiatives the Ontario government will in fact pursue, although there is a fairly strong possibility that any proposal will include some or all of:

- pooled funds
- 50-50 cost sharing between plan members and the employer (at present, the BUFA agreement specifies 40-60)
- jointly sponsored governance structure: i.e. a pension committee comprising employee and employer representatives, that – with equal say – would make the kind of decisions about the plan that presently (at Brock) are made by the Board

Theoretically, the government could simply legislate changes in the system but, currently, nothing has been announced, and such a move may or may not occur.

The BUFA Pension Committee has worked hard to study and monitor potential developments, so as to be well-informed if and when any proposal is made. Our actions have included (a) liaising with OCUFA (including – in collaboration with Eckler Consultants and Actuaries – a one-day meeting in Toronto on October, 26, and participation in webinars on October 15 and 23; all now posted on the BUFA website), and (b) further discussion with Eckler, who made a presentation at Brock for BUFA members on January 23, later posted on the BUFA website.

Meanwhile, in order to assure our capacity to benefit most fully within the existing framework, the Pension Committee

has recommended a change in the format of Towers-Watson's semi-annual performance review reports, to the effect that:

- the time frame of the report should be extended (in addition to 1, 2, 3, and 4 year returns, add 5 and 10 year periods); risk-return data should be provided for 5 and 10 year periods, instead of just a 4 year period;
- the report should provide a measure of volatility of returns for the entire portfolio in addition to manager-specific volatility;
- the volatility measure used in the report should be the standard deviation of annual returns to reflect the fact that DC pension adjustment is based on the portfolio's annual return relative to 6%.

These suggestions were discussed at the Brock University Pension Committee; as a result, it was agreed that future reports will be more detailed. The next semi-annual report, as of June 30, 2013, will be available in the autumn.

Also, the BUFA Pension Committee formulated a proposal for a 'critical path' procedure that we felt could make the workings of the Brock University Pension Committee more thorough and also more flexible. In essence, the idea would be for the University Committee to set out an annual Critical Path document (drafted on a yearly basis, but on the understanding that emerging issues can give rise to revisions along the way). It seems probable that this proposal will be adopted in the coming year.

Finally, a Pension Governance Manual – essentially designed to codify various past practices, and to fill in any gaps – has been under discussion in a subcommittee of the University Pension Committee (which includes BUFA representation from Z. Koustas, J. Sivell, and D. Vivian); the most recent meeting was on June 3. A carefully considered draft should be ready for consideration by the full Brock University Pension Committee early this fall. Earlier in the process a more preliminary draft was reviewed by the BUFA Pension Committee (who also received advice from Eckler), and detailed suggestions were submitted in February. Subsequently, that iteration of the draft underwent clause-by-clause review by the Brock University Pension Committee on February 20 and April 4, before being sent back to the subcommittee. In all, the process has so far been appropriately methodical, steady, and careful.

Overall, then, a number of steps have been taken or are being pursued to position the BUFA Pension Committee as well as possible address whatever challenges may arise. At

present, rates of return for the pension fund's equities are relatively strong, although rates for bonds remain modest and interest rates are generally low, which tempers optimism. And in particular, as the Ontario government's plans unfold, the precise nature of the evolving pension landscape will be more sharply defined.

It is therefore reasonable to expect that the coming year will require conscientious attention.

As of July 1, 2013, the incoming Chair of the BUFA Pension Committee will be Zisimos Koustas. He is an experienced member of the Committee, ideally suited to the task of focusing and encouraging the work of the group.



Health and Safety Officer Report

Joe Norris

One metaphor for the role of a Health and Safety Officer is that of a roller coaster. There are times of the slow climb when one conducts the standard tasks of conducting building inspections and attending BUFA executive meetings and both BUFA's and the University's Health and Safety meetings. Then there are the many frenzied times when a request comes from a member, most requiring immediate attention:

- Accommodations
- Toxic Spraying of Spiders
- Asbestos Concerns
- Navigating the Return to Work Procedures
- Air Quality Testing
- *Unhealthy Buildings*
- Privacy
- Mold
- Safety Boots
- Allergies
- Duct Cleaning
- Water Testing
- Member Threats
- Trip Hazards
- Queries on florescent light changes

Each included a steep learning curve as one became more familiar with the Collective Agreement, the University's Policies and Procedures, benefits packages, The BUFA executive's perspective, existing research on the matter at hand and government legislation, some of which requiring legal consultation. All this done with the coaster car maneuvering sudden complex twists and turns while members wait for immediate resolution. At times, it is one sharp turn followed by another and another before the lull of the next slow climb.



Finally, there are long-term challenges that can span a few years:

- AODA re: Faculty
- Doctors' Certificates
- Safety Signage
- Navigating the Return to Work Procedures
- Deferred Maintenance
- *Unhealthy Buildings*
- Privacy
- Electromagnetic Frequencies
- Violence in Workplace Policy and Procedures
- Mental Health Standards
- How to manage the MIWSFPA downtown site

There have been slow gains with these matters. In the early fall the University's Environment Health and Safety Manager's position became vacant and has yet to be permanently filled. With that vacancy, a number of the above items have received little attention, however, with the cooperation of other unions it appears that a new Doctor's Certificate that is in keeping with legislation and respects our members' privacy will come into use.

I want to thank Lisa Barrow, BUFA's assistant Health and Safety Officer in sharing some of this load and Joyce Engel and Hilary Brown (committee members), in providing ears and sound advice as I experienced the complexity such a role. I now pass the torch back to Jonathan Neufeld as he returns to the position. Buckle your seat belt...

Calendar of Events at Brock and in the Community

(Visit us online for more information)

Fort Erie Friendship Festival
June 28 - July 1 2013 The Friendship Festival features spectacular concerts, entertainment, crafts and more in celebration of over 200 years of friendship between Canada and the US.

CAUT Launches Campaign to Overhaul Federal Science Policy

GET
SCIENCE
RIGHT

Some things that are
WRONG

Percentage decrease in base funding
from 2007–2013 (in constant dollars)

SSHRC
10.1%

NSERC
6.4%

CIHR
7.5%



Percentage increase in NSERC Engage Grant funding aimed at "company-specific" problems, 2009–2012

1178%



Percentage decrease in success rates for CIHR Operating Grants, 2007–2012

61%

1 2 3 4 5 6 7 8
Rank of Canada among G8 countries in the % of GDP spent on advanced research computing

100% of all new funding for Canada's three granting councils in the 2013 federal budget dedicated to research partnerships with industry

WRONG PRIORITIES
Number of NSERC Discovery Grants that could have been funded from the money given to NSERC Canada Excellence Research Chairs

339
Discovery Grants

545
Discovery Grants

56%
Percentage of NSERC Council members who are not active scientists

SHUT DOWN
Federal government closed Experimental Lakes Area (ELA)

\$121 MILLION
In the 2013 federal budget to turn the National Research Council into a "concierge" service for businesses



Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université

getsciencerright.ca

Canada Day Family Street Party

July 01, 2013
11:00am to 5:00pm
Market Square

91 King St. St. Catharines
The annual "Canada Day Family Street Party" held in market square. Fun for the whole family featuring live musical entertainment on our main stage, free children's activities including crafts, bouncers, pony rides, face painting and, much more.



Come Chill on the Hill
Pelham Summerfest 2013
July 18, 19, 20 & 21st

SUMMERFEST OPENER
Thursday, July 18 • 4 PM to 10 PM

PELHAM NIGHT OF ARTS & TEEN MOVIE NIGHT
Friday, July 19 • 4 PM to 11 PM

ALL DAY STREET FESTIVAL
Saturday, July 20 • 10 AM to Midnight

PANCAKE BREAKFAST & FAMILY FUN WALK
Sunday, July 21 • 9 AM to 2 PM

People's Shadow Summit & Mass Rally

at the COUNCIL OF THE FEDERATION
Wed. July 24, Thurs. July 25

Premiers from across Canada are going to Niagara-on-the-Lake in July for the "Council of the Federation" meetings. This is the last Council of the Federation before the expiration of the National Health Accord in 2014.

CANADA IS FACING AN IMPORTANT NEXT STEP IN OUR MEDICARE HISTORY. In 2014, the 10-Year Health Accord - that sets terms for health care funding and priorities between the federal and provincial governments - will expire. This summer in Niagara-on-the-Lake, all the provincial and territorial premiers from across Canada will get together for the last "Council of the Federation" meeting before the Accord elapses.

Last month, Stephen Harper's Conservative government cancelled funding for the Health Council of Canada, a council created out of the Accord negotiations in 2004 to track progress

and quality in health care. This is just the latest step in the withdrawal of federal leadership on health care. In December 2011, the Harper government announced plans to cut \$36 billion from federal money transfers to provinces for health care after the Accord expires.

The signals are clear: the Harper government has done nothing to uphold single-tier public Medicare, and now intends to retreat from a strong role in upholding national standards, improving coverage for drugs and home/community care, and ensuring stable and adequate funding for health care.

The Harper government is retreating from a federal government role in social programs and services that create equity and improve social progress. Key programs like health care are facing cuts, and national standards are being abandoned.

Come out to Protect National Public Medicare & Stop the Federal Government from Walking Away from the Table

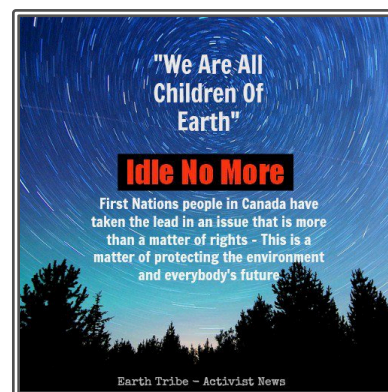
EVENTS:

Shadow Summit Patients' Summit Mass Rally

Wednesday July 24 & Thursday July 25
10:30 a.m. – 5 p.m. 9 a.m. – 11 a.m.
at St. Mark's Anglican Church, 41 Byron St.,
Niagara-on-the-Lake

Wednesday July 24 7 – 9 p.m. Location TBA
sponsored by the Council of Canadians

& win a Renewed Health Accord
Thursday July 25 11 a.m. gather at St. Mark's Anglican Church
Ontario Health Coalition 416-441-2502 ohc@sympatico.ca Canadian Health Coalition info@healthcoalition.ca



Tall Ships 1812 in Port Dalhousie

Jun 29 - 30, 2013 : 10:00 am to 6:00 pm

Lockhart Point Park, Port Dalhousie 1 Lakeport Road St. Catharines

Tall Ships 1812 Tour - June 29 to 30, 10am - 6pm:

July 1 - Ships leave the Port Dalhousie harbour by noon & travel through the Welland Canal.

NEW 2013-2014 BUFA Executive Committee Members

Kathy Belicki

I am delighted to be serving again on the BUFA Executive. Since coming to Brock in 1986 I have been actively involved in BUFA several times in various roles including Treasurer, member of the negotiating committee, Grievance Officer, and Vice President. One of my reasons for serving again on the Executive is that we are in a critical period in terms of broader, political issues in Ontario and North America. On the "home front" we will be negotiating for our next contract, but we must not let that fully distract us from the larger, external political agendas, such as the moves to hobble or outright disable collective bargaining, the continued inadequate funding to education, and a continued slide into the commercialization of academia. That all said, I have to admit that another major reason for serving is that it is just so enjoyable. The work is meaningful, the camaraderie great, and the opportunity to have discussions with bright minds from other disciplines is wonderfully stimulating. These are meetings I actually look forward to--and how many meetings can we describe that way? I heartily recommend serving on the BUFA Executive to all of you.



Kimberly Maich

I am an assistant professor in the Department of Teacher Education, and a mother to three adult children, including one Brock student entering her second year of a double major in Political Science and Labour Studies. I have studied and taught from coast-to-coast in Canada from Vancouver, BC, to St. Anthony, NL, and have spent much of my career as a resource teacher. Before moving to Brock, I worked as a program coordinator for the ASD School Support Program with McMaster Children's Hospital, and professor in Fanshawe College's new Bachelor of Applied Arts in Early Childhood Leadership. My primary interests lie in special education; primarily, Autism Spectrum Disorders. I look forward to adding to this experience and new learning by serving the BUFA Executive and the Faculty of Education this coming year.



Coral Mitchell

Professor of Education, has disciplinary expertise in educational administration, with a focus on educational change and school development. She teaches courses in school and school-system organization, professional learning, and administrative identity and practice. Her research focuses on strategies for building effective learning communities. This focus has led to several different investigations, including an OPC-funded study on the educational roles of school principals, and SSHRC-funded research on factors that contribute to the development of learning communities in schools. These studies have led to three co-authored books and numerous book chapters, peer-reviewed articles, and conference papers. She has taken on various administrative roles in her Department and her national academic association, and she served on the 2011 BUFA negotiating team.



Larry Savage

I am looking forward to returning to the BUFA Executive for 2013-2014. Having previously served as Grievance Officer and as a Member-at-Large, I am looking forward to my new role as Communications Director. This role is critical, in my view, because the university sector faces tremendous challenges in the years ahead and an active, engaged and educated membership is essential if we are to resist state-led attacks on our working conditions. My union activism is commensurate with my academic interests, which revolve around the relationship between organized labour and politics. I am currently co-editing a book, *Public Sector Unions in the Age of Austerity*, which will be released in Fall 2013 and am working away on a manuscript which explores the relationship between labour unions, workers' rights and the Charter of Rights and Freedoms. In addition to the BUFA Executive, I continue to serve as an elected Senator, as Director for the Centre for Labour Studies, and as a member of the Faculty Steering Committee for Brock's new Social Justice Research Institute.



*Other New BUFA Executive Members:
Heather Whipple and Jonathan Neufeld*

Welcome



Congratulations to the 2013 Recipients of Brock University's Award for Excellence in Teaching:



*Michael Carter,
Classics,
Faculty of Humanities*



*Marilyn Cottrell,
Economics,
Faculty of Social Sciences*



*Cheri Bradish,
Sports Management,
Faculty of Applied Health Sciences*



*David Hutchison,
Teacher Education,
Faculty of Education*

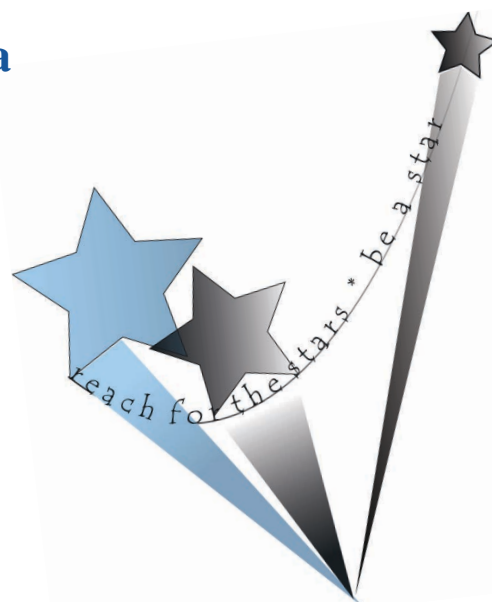


*Alan Castle,
Biological Sciences,
Faculty of Mathematics & Science*



*Anamitra Shome,
Accounting,
Goodman School of Business*

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BUFA

New BUFA Executive Committee and Staff Contact List



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