

BUFA VOICE

Message from the President



Michelle Webber

Welcome to the fall and to a newly negotiated Collective Agreement. The two negotiating teams reached a tentative agreement on June 21 and the BUFA membership ratified the agreement on June 29, 2017.

Thank you to the many members who provided feedback, both leading up to and during negotiations. Your participation in the process was invaluable.

Also, thank you to the BUFA Negotiating Team for your hours of hard work and resolve to reach a negotiated settlement.

With this new Agreement in place, here are four outcomes of bargaining that every member needs to know: scheduling language, employment equity language, internal research funding, and a new retirement incentive.

1. In the old Agreement there were very restrictive grounds for requesting specific scheduling. Now, faculty scheduling requests based on pedagogical requirements (such as, the need for a classroom with specific characteristics) or research needs cannot be unreasonably denied. These requests must be in writing and submitted to the Registrar's Office prior to December 31st each year. For the full language, see Article 24A (e). Also, BUFA achieved greater flexibility in scheduling for Professional Librarians (see Article 25).

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BUFA General Membership Meeting

Tuesday, *October* 24, 2017

10am-12pm in the Pond Inlet

**A light brunch will be available*

News and Views

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Let's *get* Social

   **in**

Editor: Larry Savage

Editorial Assistant: Joy Werner

www.BUFA.ca

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2. The scope of the Employment Equity language has broadened to include LGBTQ persons (see Articles 19 and 20). Each Department, the Library, and if applicable, Centres, must now update their Employment Equity plans with this new language.
3. BUFA and the University signed a Memorandum of Agreement guaranteeing a minimum of \$160,000 be available in each of the next three years in the Brock University Advancement Fund (BUAF) and the Brock SSHRC Institutional Grant (BSIG) combined. This is a considerable improvement over previous years which saw large variability in funding in any given year, based on the performance of the University's endowments. Further, new language is now in place that guarantees all members have equal opportunity to participate in university-wide research grant competitions unless externally restricted (see Article 12.06a).
4. A Memorandum of Agreement governing a one year retirement incentive option with 100% salary is in place. The one year retirement incentive can be taken in either 2018/2019 or 2019/2020. Eligibility is based upon age and years of service at the University totalling eighty (80) or more effective June 30, 2019 for the 2018/2019 incentive year or June 30, 2020 for the 2019/2020 incentive year. Applications must be received by your Dean or the University Librarian by January 1, 2018 (for 2018/2019) or January 1, 2019 (for 2019/2020). Upon approval, faculty members will be released from any teaching and service responsibilities for the twelve months of their appointment immediately prior to their date of retirement and Professional librarian members will be released from any professional practice and service. *Eligible members should have received an application from Human Resources in late September.* If you believe you are eligible, but did not receive an application, please contact the BUFA office. Further, under Article 22A.01 (a), the eligibility for phased retirement was improved with the deletion of the cap of age 67.

With these improvements to the Collective Agreement, we are off to a great start to the academic year. That said, do not hesitate to contact BUFA if glitches arise. I wish you all a productive and rewarding year.

Reflections on the 2017 Round of Collective Bargaining



Larry Savage

After every round of collective bargaining, the Faculty Association's Chief Negotiator is asked to submit a report to the BUFA Executive outlining what went right, what went wrong, and how things could be improved in the future. This is an important exercise for a union to undertake. It forces us to reflect

on how each round of bargaining builds on the last, helps us to identify patterns, and encourages us to work proactively to make things better in the future. While a union newsletter is not the place to publish such a report, I thought members might be interested in some of my general takeaways.

We had so much go right for us in the 2017 round of bargaining, which delivered both monetary and non-monetary gains for faculty members and professional librarians.

Most importantly, the union did not negotiate a single concession, successfully beating back demands for cuts in benefits and a reduction in the share of tenure-stream appointments on campus.

I had a great experience serving as BUFA's Chief Negotiator. Not only was I surrounded by a very cohesive, hard-working, and smart team, but I left the whole experience feeling energized and positive about the future of our union.

While several external factors helped BUFA achieve a fair and relatively speedy deal in 2017 (anticipation of a new incoming President, budget surplus), factors internal to the union also played a pivotal role. The BUFA Executive's decision in 2016 to pursue a campaign-based collective bargaining strategy, which placed central importance on the work of the union's newly established Contract Action Team (CAT), resulted in a larger base of BUFA members actively engaged in the bargaining process, higher participation rates than normal for union meetings and the bargaining priorities survey, and a more efficient and transparent internal communication system. All of these factors helped bolster the Negotiating Team's bargaining position and gave us a much better sense of members' priorities and bottom lines.

We also made a very conscious and strategic choice to avoid a "kitchen sink" approach to collective bargaining wherein the Union asks for *everything* with the hope that the Employer will cede *something*. Instead, the Union set clear



priorities, far fewer than in previous rounds of bargaining, by applying triple-filter test to each issue (Is it meaningful? Is it achievable? Does it enjoy broad support?) Not only did this approach make the process more efficient, it also successfully signalled to the Employer that it ought to respond in kind. As a result, we secured a tentative agreement before expiration of the Collective Agreement and without the pressure-cooker atmosphere of conciliation.



While each round of bargaining is different, I do strongly believe that BUFA sends the wrong signals to both University Administrators and to its own membership when it asks for everything expecting to only secure a little. For

example, one might think that a half-hearted demand for free parking or 100% sabbatical pay in successive rounds of collective bargaining sends a signal to management that these are real priorities for BUFA. In reality, it sends the exact opposite signal: namely, that these issues are so unimportant that we always drop them as a matter of course.

That does not necessarily mean that some issues are never worth fighting for. Instead, the challenge is to be very focused in order to win meaningful gains for members. That requires an engaged membership that knows the issues, understands what is at stake, and can be relied upon to mobilize in support of a bargaining agenda. In short, even though the ink on our new Collective Agreement is still relatively dry, it is not too early to start thinking about how we build on the positive momentum from 2017 to deliver bigger and better results in 2020. I encourage all members to play a part.

Fair Employment Week

Danielle Sirianni-Molnar



Over one third of all academic staff in Canadian post-secondary institutions remain stuck in precarious contract work, doing essentially the same work as their full-time tenured colleagues, but with no job security beyond their semester-to-semester teaching contracts and for far lower wages. Indeed, many make below a living wage and are vulnerable to changes in course requirements, enrolment patterns, and budgets. Precarious labour in Canadian post-secondary institutions comes at a high cost. Personally, this vulnerable employment status limits workers' access to employment benefits and negatively impacts their annual and lifetime incomes.

Not surprisingly, precarious academic workers are also limited in their ability to fully exercise their academic freedom for fear of not being renewed. More broadly, contract academic staff are limited in their ability to fully engage in academia as they are often precluded from fully developing their academic potential due a lack of tangible support along with inadequate opportunities to devote to their research programs and service activities. Consequently, our communities miss important opportunities to gain from their direct participation along with their potential innovations and breakthroughs. Tenured faculty along with students are also affected by the growth of precarious work at Canadian post-secondary institutions. For example, the workload of tenured faculty often increases due to the restrictions put on contract academic staff (e.g., not being permitted to supervise students, not being able to participate in service opportunities at the university).

Precarious work also directly impacts students, as contract academic staff are often forced to work at multiple institutions simultaneously to piece together a liveable income which directly limits their ability to be on campus.

This diminished presence on campus may foster a sense of disconnection among students who may not be able to meet with the contract academic staff regularly enough to form meaningful relationships. Finally, the collegial atmosphere of our post-secondary institutions is also greatly undermined, given that precarious work lends itself to creating a hierarchy of two disparate and inequitable classes. In light of the high costs of precarious work at Canadian post-secondary institutions and the changing economic landscape that promotes precarious work becoming a permanent fixture rather than a stepping stone to regularized work, it is critical to give a voice to those contract academic staff who may feel intimidated by their vulnerable employment status.



A Tribute to Our Past President

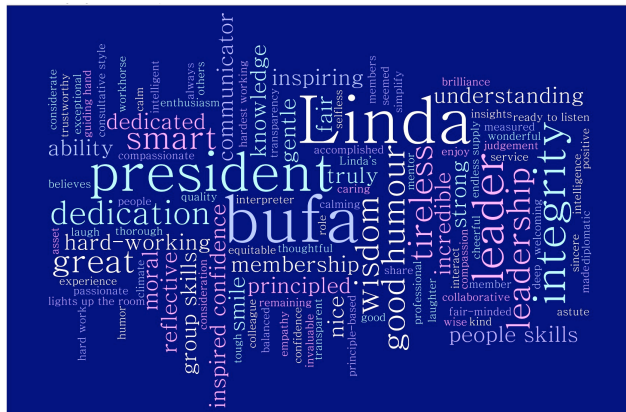
Kathy Belicki



When I was asked to write this tribute to Linda Rose-Krasnor's service as BUFA President, I was stumped. Where to begin? There were so many things I wanted to say. As a way of moving forward, I decided to ask the BUFA office staff and all the faculty who have served on the BUFA Executive while Linda was

President what were the key qualities they admired most about her. The emails came flying in. Of course, now I had a new problem—there were even more wonderful things to say about Linda! So wordle.net came to the rescue and gave me a summary:

To save you some squinting, let me give you a few sentences:



Linda was a truly remarkable president—as one person said the perfect person for the challenging times BUFA had to navigate. She worked tirelessly for the membership, often 7 days—and nights—a week. And no, I am not exaggerating. She even joined Senate to provide a living link between the union and that essential governing body. Did she elect for the easy tasks on Senate? No; she more than carried her weight there, for example serving as Chair of Governance.

Linda had a knack for seeing all sides of an issue, not just her preferred side, and she insisted that the Executive take seriously all positions on issues, not just the majority view or a “union view”.

Every member's opinion was important to her, and when a member was upset with BUFA, she took that seriously, felt it deeply, and would deliberate at length about how to address the concern. You see, being President was not just an intellectual commitment for Linda, but a matter of the heart. But even though I know that she at times agonized in private, publically she was always calm and composed, and brought a steadying hand to times of crisis.

Executive meetings were a sheer pleasure under her leadership. She fostered mutual respect and good humour. I can't remember a meeting in which we didn't laugh—even meetings that were fraught with conflict. Hers was a collaborative leadership style, although if we began to spin our proverbial wheels, she was prepared to take a more authoritative, but never authoritarian, approach.

Most emails commented on the rare combination in Linda of intelligence and wisdom, or as one writer put it, she is “SMART”, to quote more accurately, “very, very SMART!”

There is so much more I can say, and I suspect there will be many a disgruntled email writer who will be annoyed that I did not articulate their favorite attributes of Linda, but the newsletter can only run so long. So, let me use author's privilege to conclude with the characteristic of Linda that I admired above all else, which is one that many spontaneously mentioned: her moral integrity.

Power corrupts, they say, but it met its match in Linda. She's never aspired to the perks that can come with position, whether material or more psychological.

When unfairly criticized, she “bleeds” but resists the temptation to strike back, and in the next breath will defend that member’s rights—more than his or her rights, actually. She will try very hard to find some way to bring the person peace. When pushed on many sides to consider a move in an unwise direction, she’ll have a sleepless night, or five, but won’t budge from what she knows to be right. Her moral compass always points true.

So thank you Linda, for your dedicated, passionate, tireless, humble, morally principled, wise and intelligent leadership of BUFA through some tough and challenging years. It has been a privilege to work with you.

Welcome to our newest BUFA members

Kemi Anazodo
OBHREE

Julia Baird
Environmental Sustainability

Robyn Bourgeois
Women's and Gender Studies

Alison Braley-Rattai
Labour Studies

Jason Childs
Geography and Tourism

Cornelius Christian
Economics

Liz Clarke
CPCF

Dan Cui
Child and Youth Studies

Robson De Grande
Computer Science

Andrew Dickens
Economics

Hannah Dyer
Child and Youth Studies

Nicole Goodman
Political Science

Anjali Khirwadkar
Teacher Education

Catherine Longboat
Tecumseh Centre

Phil McCausland
Earth Sciences

Karen Patte
Health Sciences

Rachel Rensink-Hoff
Music

Adam Rappold
Classics

Monique Somma
Teachers Education

Mina Sedaghat jou
Teacher Education



Calendar of Events at Brock and in the Community

(Visit us online for more information)

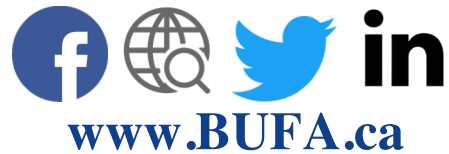


BROCK UNIVERSITY FACULTY ASSOCIATION

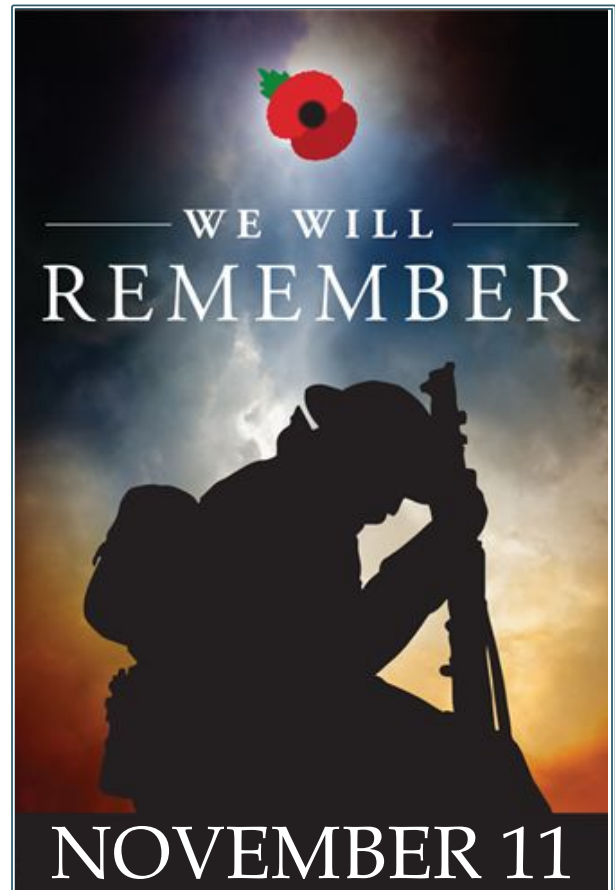
Next Membership Meeting

SAVE THE DATE

December 5, 2017 - Pond Inlet
10am - 12pm



Show your union pride...
BUFA GEAR
Place your order NOW!





2016-2017 Executive Committee & Staff Contact List

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“I can’t make long term plans in my work or my life because I never know if I’ll have a job next semester.”

MAKE IT FAIR

Please stop by BUFA’s Fair Employment Week information table in A Block on Wednesday, **October 25th**, 2017!



BUFA

OPPORTUNITY. SECURITY. RESPECT.
MAKEITFAIR.CAUT.CA

