

Association of Nova Scotia University Teachers

ANSUT/APPUNE

**Association des professeures et professeurs
d'université de la Nouvelle-Écosse**



Newsletter

October 2009

ANSUT President's Report

by Marc Lamoureux

I am currently in my third year as President of ANSUT and I am pleased to report that ANSUT continues to be very active in many aspects of Nova Scotia Post Secondary Education.

As ANSUT President, I continued to represent ANSUT at CAUT Councils. I also presented a brief on ANSUT's position with regard to various aspects of Post-Secondary Education (PSE) to the Federal Standing Committee on Finance. I was scheduled to appear in front of the committee in Moncton until...Stephen Harper called the Fall 2008 federal election, which led to the disbanding of all Federal Standing Committees! I continued to represent ANSUT on the PSE Coalition (ANSUT, NSGEU, CUPE Local 3912, and CFS) which was created a few years ago with the purpose of lobbying the NS government on common PSE issues. The coalition organized in August 2008 a meeting to develop the next strategic plan. Sixteen representatives from ANSUT, NSGEU and CFS and CUPE participated. This plan will soon be presented to all members of the coalition. This plan will also serve as the basis for drafting a position paper to respond to the brief submitted by CONSUP on key issues in post secondary education.

A new government is at the helm of the province. We intend to meet with the NDP government to present ANSUT's position on PSE, which includes tuition fee reduction and more funding to support the infrastructures of Nova Scotia post-secondary institutions. We intend to meet with Hon. Marilyn More (Minister of Education), and also the opposition Education Critics, to discuss post secondary education accessibility, the chronic lack of funding to support the existing

infrastructure and meagre support for research. In particular, we will seek active representation on the next round of negotiation to discuss the memorandum of understanding for post secondary education funding.

I am glad to report that DFA has been sending an observer to our regular ANSUT Council meeting. DFA's contribution has been very positive and ANSUT continues to collaborate with DFA in the spirit of encouraging our DFA brothers and sisters to join ANSUT in the near future.

In March 2009, ANSUT organized and sponsored a workshop on Collective Bargaining. Sixteen negotiation team members from six different institutions attended the workshop. Neil Tudiver and Peter Simpson, both from CAUT, were the facilitators. Another workshop on Intellectual Property is being prepared by Larry Haiven (SMUFU) with the assistance of ANSUT. This workshop will be offered on May 26th at SMU and Paul Jones (CAUT) will make a presentation. Finally, a workshop for part-time Instructors and Sessionals is being planned by Mark Adam (AUFA) and ANSUT and will be offered in the near future.

ANSUT has been the leading organization in the creation of the Atlantic Canada Council of Faculty Associations (ACCFA). ANSUT, FNBFA, UPEI and MUNFA are all members of ACCFA. ACCFA aims at providing an annual forum whereby members from provincial faculty association from Atlantic Canada can exchange information and viewpoints on PSE in the context of Atlantic Canada. ANSUT has organized the first ACCFA annual meeting on June 17th at SMU.

I look forward to meeting with you in the near future to hear how ANSUT can serve you better.

I wish you all a successful academic year! ♦

Faculty Union of Nova Scotia College of Art and Design

by Jane Milton, FUNSCAD

The past year has been extremely busy for FUNSCAD. Bargaining Unit 1, Faculty and Librarians, successfully concluded negotiations and signed a new four year contract in June 2008, and Unit II, Technical and Educational Resource Personnel, successfully concluded their negotiations in December and signed a contract on January 30th 2009. Both contracts end on June 30th 2011.

The significant gains in the Faculty and Librarian contract are a revision to the salary scale that knocked several steps from the bottom of each rank, increased annual step increments, increased the value of promotion, and includes salary increases of 2.5, 3.0, 3.0, and 3.5%. The higher floors made a big impact on junior faculty. We also gained significant increases to the Part-Time salary scale and an extra step at the top end (leading to a top salary of 5,500 per 3 cred course in the final year) and an additional automatic professional development allowance for Regular Part-Time Faculty of \$150 per 3 credit course taught, to be paid annually. There were further gains in issues related to workload for full-time faculty, an increase to the complement which adds 5.5 positions, and an increase in sabbatical pay from 80% to 85%.

The Unit II contract was improved dramatically through a new job evaluation system, an improved salary scale with a reduction in steps from 13.5 to 7, improved floors, settlement of a back pay matter that was about to go to arbitration, and salary increases of 3.0, 3.0, 3.0 and 3.0%. Other important gains include job security and year round work for several members who had been on long standing recurring nine-month contracts, improvements to provisions related to Health and Safety, increased professional development allowances, and improvements to clauses related to supervision and reporting lines.

Outside of bargaining, we have been busy as a result of a very large number of faculty review processes (7) and hiring committees (5). NSCAD is also seeking a new Vice-President Academic, has no Dean, and is expecting the VP Finance to retire in June.

These factors, and the dire economic situation resulting from campus expansion, promise to keep us on our toes for the next year. ♦

What ANSUT Can Do For You

Represents the position of its members at various fora such as CAUT Council

Member of the Atlantic Canada Council of Faculty Associations (ACCFA) with Federation of New Brunswick Faculty Associations (FNBFA), University of Prince Edward Island, and Memorial University

What ANSUT Can Do For You

Lobby actions, such as submission of briefs and face-to-face meetings, with the Nova Scotia and federal government on Post-Secondary Education issues

Saint Mary's University Faculty Union

by Sally Wood, SMUFU

The Health and Wellness Benefits Trust

On June 1, 2008, The Saint Mary's University Faculty Union implemented its own Health and Wellness Benefits Trust. The transition to the new plan was relatively smooth, following months of negotiation with the University to release surplus funds and financial information. Robert Konopasky and the other Benefits Trustees deserve much credit for this successful outcome. Reporting to the SMUFU membership, Union President Ron Houlihan said: "By taking control of health and insurance benefits, we have set a precedent which is being closely watched by faculty associations and unions across the country. We now determine the companies with which we would like to work in the delivery of those benefits, the nature of our benefits and their costs. We also now have complete access to the financial records associated with our benefits...."

Collective Bargaining

SMUFU is heading into a new round of contract negotiations this spring, since the current collective agreement expires on August 31. In preparation for the talks, a membership survey was distributed to gauge faculty opinion on crucial issues, including promotion and tenure, salary and benefits, overscale payments, retirement, and collegiality.

The Union is fortunate to be represented by a strong and experienced Negotiation Team, led by Chief Negotiator, Vic Catano. CAUT recently presented Vic with the Donald C. Savage Award, in recognition of his outstanding achievements in the promotion of collective bargaining in Canadian universities and colleges.

(Editorial addition) SMUFU reached an early agreement during negotiation with the Administration in August. The following is a summary of the contract settlement:

1st year: Assistant and Associate scales-add \$200 to each step of the current scales and then increased by 2.9%; this produces an average increase of 3.15% in Year 1, then 2.9% in 2nd

and 3rd years; Full Profs receive a straight 2.9% increase in each of the three years. All stipends/honoraria: 0% in 1st year and 2.9% increase in each of the 2nd and 3rd years; except travel fund that increases by 2.9% in each year.

Retirement

The Nova Scotia government will abolish mandatory retirement in July, 2009. SMUFU achieved an understanding with the University regarding faculty members who are due to retire at age sixty-five this year, but who wish to continue teaching. The union is pursuing a similar agreement for faculty members who are midway through post-retirement contracts.

On a lighter note, in September SMUFU honoured retired faculty members with a special recognition dinner. The event was well attended by former and current union members, and future celebrations are being planned.

External Activities

SMUFU continued to support faculty at other academic institutions, including striking faculty associations at York and Windsor. A related issue of concern is the present lack of equity among faculty associations in contributing to the CAUT Defence Fund. A fair donation policy is important, since all members of the Defence Fund are eligible to receive financial assistance during strikes.

Over the past twelve months SMUFU representatives attended many informative meetings and workshops organized by national and regional organizations. A few examples include, CAUT Council, the CAUT Women's Conference, the CAUT Senior Grievance Officers Workshop, an arbitration workshop sponsored by the Nova Scotia Department of Labour, and ANSUT meetings. SMUFU's Administrative Officer, Karen Crowell, attended the Canadian Organization of Faculty Association Staff (COFAS) Conference in Calgary, which offered presentations on such issues as occupational health, harrassment, and salaries. ♦

Key Findings

1. In 2004-05, Maritime university enrolment reached an all-time high; by 2006-07 undergraduate enrolment decreased 4.5% to 2002-03 levels.
2. The decline of younger students originally from the Maritimes began after 2003-04, but the overall enrolment decline was offset by the concomitant increase in enrolment of students from Ontario ("the double cohort"). Enrolment of the ≤19 years cohort from the Maritimes is now below 2000-01 levels.
3. Several important factors converge to explain the recent decline:
 - Tuition fees seem to influence students' choice of institution. This appears to be an important factor explaining the increasing number of Maritimers studying at the Memorial University of Newfoundland (up +884% since 1999-2000).
 - Increasing demand (and corresponding enrolment-growth) for community college education in the region (enrolment up 21% in NS, and 5% in NB, since 2000, PEI – little change over the same period).
 - A strong economy: decreasing unemployment rates (drop of 1.2 percentage points since 2000), resulting in more university-age people entering the workforce (up 6%).
- Highest out-migration from the region since 1981, and the highest net out-migration of the most mobile age group, the university-age population – for study and or work- since 1998 (net out-migration of provincial 18-24 population: 1.6% NS; 3.4% NB and 3.6% PE).
4. The anticipated demographic decline in the university-age population in the Maritimes will begin affecting university enrolment as early as the fall of 2009.

Conclusion

The universities are faced with very real challenges that extend beyond demography. A strong economy, here and elsewhere; increasing popularity of other education providers, and the cost of a university education have all contributed to the recent decline. The impact of these factors will likely be exacerbated by the anticipated decrease in the overall university-age population. Accounting solely for the demographic decline, undergraduate enrolment could decline by as much as 10% between 2008 and 2018.



Acadia University Faculty Union

by Jamie Whidden, AUFA

In the second year of a new contract, after a bitter strike and the resignation of the former president, AUFA now enjoys amicable relations with the administration. This marks a huge change in working conditions at the university. While AUFA looks forward to continued good relations, the threat of a CAUT censure has clouded these unusually blue skies. Originating with the decision of the administration to terminate the employment of a faculty member, CAUT Council began the censure process against Acadia in November and will meet again in April. AUFA has made unanimous motions in November and January designed to persuade the administration to take steps that will avoid censure. So far, the efforts have been in vain. As a result, AUFA membership moved to hold a 'day of protest' on April 2.

Other issues include the end of mandatory retirement. A committee has been struck to look into the implications of the new legislation on benefits and pensions. An AUFA committee will meet with a Human Resources committee to work out policy.

Negotiations for the 13th collective agreement will begin in May of 2010 and pre-negotiating committees will begin their work this September. The negotiating team will be voted in at the April 2009 general meeting. Also, a group from AUFA

will attend the ANSUT workshop in March, as well, two individuals will be sent to the CAUT Chief Negotiator's Forum in March. In addition, AUFA has hosted talks given by Vicky Smallman (CAUT) and Geoff Martin (MAFA) on part-time faculty issues, Susan Prentice (UMFA) on family-friendly policies, Vic Catano and Bob Konopasky (SMU) and Neil Tudiver (CAUT) on alternative benefit plans. It is no secret that these topics correspond to issues that will be of high priority in the upcoming round of negotiations.

AUFA has supported other unions in labour disputes, including Sudbury, Windsor, Brandon, and York, with financial contributions and, in some cases, with flying pickets. AUFA is also working more closely with SEIU: sharing information, collaborating, and cost-sharing on FOIPOP requests, general communication, as well as support for their negotiating team and negotiating positions. Finally, the CAUT Dedicated Service Award was presented to Jim Sacouman, who has held most positions in the AUFA and has acted as a negotiator in recent contract negotiations. In his acceptance speech he pointed to the need of the faculty association to continue to work on issues of equity and part-time faculty members. ♦

Table 1: Total Enrolments* by Province, Institution, and Registration Status, 2003-2004 to 2007-2008

	2003-2004			2004-2005			2005-2006			2006-2007			2007-2008		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total
New Brunswick															
Campus universitaire de Moncton	3843	693	4536	3991	595	4586	4071	636	4707	4020	691	4711	4020	771	4791
Campus universitaire de Shippagan	448	394	842	418	328	746	417	308	725	408	205	613	421	237	658
Campus universitaire d'Edmundston	624	445	1069	568	439	1007	535	476	1011	496	281	777	478	249	727
Mount Allison University	2292	204	2496	2161	158	2319	2162	159	2321	2133	167	2300	2020	192	2212
St. Thomas University	2858	244	3102	2860	275	3135	2784	262	3046	2532	246	2778	2529	245	2774
University of New Brunswick - Fredericton	7743	1883	9626	7816	1965	9781	7827	1982	9809	7606	2050	9656	7555	2139	9694
University of New Brunswick - Saint John	2403	883	3286	2442	792	3234	2393	721	3114	2229	640	2869	2060	622	2682
New Brunswick Total	20211	4746	24957	20256	4552	24808	20189	4544	24733	19424	4280	23704	19083	4455	23538
Nova Scotia															
Acadia University	4039	646	4685	3718	539	4257	3606	614	4220	3405	633	4038	2988	690	3678
Atlantic School of Theology	53	66	119	54	65	119	50	71	121	40	66	106	41	68	109
Cape Breton University	2583	799	3382	2594	824	3418	2629	797	3426	2436	765	3201	2521	783	3304
Dalhousie University	12781	2195	14976	13136	2138	15274	12740	2205	14945	12736	2141	14877	12560	2052	14612
Mount Saint Vincent University	2517	1775	4292	2497	1839	4336	2504	1725	4229	2388	1862	4250	2269	1827	4096
Nova Scotia Agricultural College	612	95	707	631	118	749	684	67	751	664	122	786	675	101	776
Nova Scotia College of Art & Design	764	277	1041	752	254	1006	832	180	1012	865	171	1036	835	157	992
Saint Mary's University	6645	1520	8165	6706	1471	8177	6642	1416	8058	6375	1241	7616	6088	1336	7424
St. Francis Xavier University	4340	931	5271	4509	855	5364	4379	905	5284	4428	881	5309	4268	776	5044
Université Sainte-Anne	315	90	405	414	134	548	394	146	540	381	124	505	397	109	506
University of King's College	1008	29	1037	1061	41	1102	1089	46	1135	1074	38	1112	1101	34	1135
Nova Scotia Total	35657	8423	44080	36072	8278	44350	35549	8172	43721	34792	8044	42836	33743	7933	41676
Prince Edward Island															
University of Prince Edward Island	3246	597	3843	3382	610	3992	3368	520	3888	3374	634	4008	3251	670	3921
Prince Edward Island Total	3246	597	3843	3382	610	3992	3368	520	3888	3374	634	4008	3251	670	3921
Maritime Total	59114	13766	72880	59710	13440	73150	59106	13236	72342	57590	12958	70548	56077	13058	69135

* Headcounts as of December 31st

Source: Post-secondary Student Information System (PSIS)

Mount Saint Vincent University Faculty Association

by Ken Dewar, MSVUFA

1) Changes to the Bargaining Unit

As we reported in the last newsletter, MSVUFA applied to the Labour Relations Board for a change in our certification that would allow us to include full-time laboratory instructors in our bargaining unit. We did this at the request of the lab instructors and with the agreement of NSGEU Local 81, of which they were members (and which represents non-academic staff), as well as with the support of our own members. The employer refused our request for agreement and opposed the application. An LRB hearing occurred in July and adjourned after three days, before the employer presented its case. The Board indicated at this point that the employer would have to present strong evidence to show that the job of the instructors was not, in fact, academic in nature. After subsequent informal negotiations the employer agreed to the transfer, to take effect at the end of our current Collective Agreement, 1 July 2010.

2) Suspensions of Enrolment

As readers of the newsletter may have seen in last November's *CAUT Bulletin*, we have been contesting the suspension of enrolments, by administrative fiat, in two degree programs: one in Information Technology and the other the undergraduate program in Family Studies and Gerontology. We grieved this action on the grounds that the suspensions were effectively program closures and therefore contravened a Letter of Understanding on Programme Redundancy attached to the Collective Agreement, which calls for the Senate to establish procedures for discontinuing programs, and the University Act, an employment-related

having been denied, the case will now proceed to arbitration.

3) Abolition of Mandatory Retirement

In anticipation of the abolition of mandatory retirement in Nova Scotia on 1 July 2009, the employer and the union agreed in the last round of bargaining to strike a committee to review the legislation and negotiate appropriate changes to the Collective Agreement (Article 42.8). Agreement on recommended changes was reached in December and the recommendations were ratified by both parties in January. The changes include the deletion of references to "the normal date of retirement" and the addition of a new article setting out procedures for giving notice of intention to retire. The changes will come into effect 1 July 2009.

4) Early Retirement Incentive Program

At the instigation of the employer, negotiations are under way regarding the possibility of a one-time early retirement incentive program.

5) Conferences

Representatives of MSVUFA have attended several CAUT conferences: the Women's Conference in September, the Health and Safety Conference in October, the Grievance Officers' Workshop in December, and the Equity Forum in February. The President attended fall Council in November and the CAUT Presidents' Forum in January.

What ANSUT Can Do For You

Strike support – financial, picket line support, public information through press release, pressure on administration of the striking member

Cape Breton University Faculty Association

By Mary Keating, CBUFA

CBUFA has had a very busy year this year. In December of 2008, we saw the first layoff under our exigency language, a number of grievances and one upcoming arbitration. We have two new

programs: the ST. FX satellite Nursing program that has been offered at CBU for a number of years was transferred to us in 2008, and we have just been granted the right to offer our own Education program on the 16-month model (up until now we have been delivering MUN's 16-month degree).

As with any new programs, these present challenges for CBUFA but we are very happy to welcome the expansion into these areas. Both are initiatives that the university has been working towards for a long time. Because of the issues around the transition, StFXUFA and CBUFA, with the aid of CAUT, went to the Labour Relations Board to work out terms of the transfer for the St. FX employees. After a full day of negotiating, we managed to come to a four-party agreement to present to the Board.

Our contract is up on June 30th of this year, and we are now preparing for the next round of negotiations. Given the economic climate and some recent disagreements with our Employer on key language issues, this round is not likely to be easy. In March, we invited

Neil Tudiver to conduct a Negotiations Workshop. It was a great success, not only in preparing our team (all but one of whom are new to the committee), but also in introducing members outside the team and executive to the complexity of bargaining. We find when we have these workshops that the members who volunteer to participate come away with a new appreciation of union matters, and it will often spark their interest such that they go on to find ways to become more involved in union business. Besides the issues of salary and workload, there are several language issues that we will be attempting to hammer out this round. One of our most difficult issues is the status of those facing retirement. We are examining the language of the contract closely and have had several meetings with the Employer to make the case for allowing those facing mandatory retirement this year to stay on. Several organizations and institutions have arrived at agreements to allow for an early end to mandatory retirement, and we continue to point to these examples during our discussions. In the meantime, the case of a former CBUFA retiree is now before the Human Rights Commission and the ruling on that case will have a bearing on those facing forced retirement this year. At present, members are able to apply for a post-retirement contract but that not only

entails a significant reduction in salary but the additional humiliation of having to apply for positions that they have held for many years.

Last year CBU offered an ERIP program as part of its planning process. This will mean some planned shrinkage, some renewal and possibly some re-direction or re-investment over the next two years.

Part of our strategy is to look at how CBU compares to other similar institutions in how we organize our institution and deliver our programs. Unfortunately, some universities seem unwilling to talk about or post organizational charts that give detailed information about the non-academic side of their operation, at least when it comes to number of employees, so getting comparative data has been both time-consuming and difficult.

One of our success stories is our newly designed webpage. Last year at the AGM we amended the by-laws to create a standing Publicity Committee and added the Publicity Officer to the executive.

This grew out of the last round of negotiations; the committee set up to handle communications in the event of a strike soon realized that what we do was known only to a very small community.

has two sections. The first is an issues page focussed on union matters, both local and national, and the second is a faculty research page. Both are totally accessible so that members of the community and prospective students can learn about who we are and what we do. The faculty research news highlights the research activities of CBUFA members. Those stories which are considered newsworthy in the larger community are sent to the Cape Breton Post. We have links which allow local or other press to pick up stories on our page, while we also link to newspaper articles focussing on our members. This summer, our webmaster, Geoff Carre, will be working with our news editor, Richard Keshen to revamp the Issues page so that we can create a forum for discussion of matters related to academia at CBU, for instance, governance and work-related issues.

What ANSUT Can Do For You

Organize workshops on various topics such as collective bargaining and intellectual property. Also, ANSUT provides a forum for members to exchange information on various topics such as collective bargaining, retirement, pension, and intellectual property.

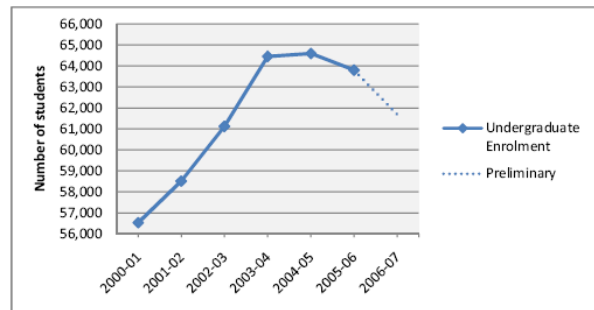
Association des Professeurs, Professeures et Bibliothécaires de l'Université Sainte-Anne

par Yalla Sangaré, APPBUSA

Le présent rapport décrit les différentes activités qui ont été entreprises au cours de la dernière année par l'APPBUSA. Tout d'abord, la convention collective est venue à échéance le 30 juin dernier. Les membres de l'APPBUSA ont fait part de leur doléance à l'équipe de négociation. Celle-ci doit établir les priorités. Comme toutes les associations qui négocient cette année, le défi c'est de faire de s'assurer que les spéculations sur la conjoncture économique n'affectent pas les pourparlers. L'Université continue d'accueillir beaucoup d'étudiants étrangers. Ceci pose un certain nombre de défis au cours professoral. La mise en œuvre de la loi sur l'abolition de la retraite obligatoire n'a posé aucun problème ici. Le bureau de l'APPBUSA suit avec intérêt les premiers pas de la fiducie mise sur pied par nos collègues de Saint Mary's, L'intérêt est d'autant plus grand que le conseil de l'ACPPU vient de voter la création d'une fiducie ouverte à toutes les universités du pays. Avec le vieillissement de notre corps professoral, l'amélioration des bénéfices et avantages sociaux devient un enjeu primordial. Une partie du financement de l'Université vient de ministère du patrimoine canadien. Les représentants des universités francophones (à l'extérieur du Québec) et bilingues du pays ont fait part de leurs appréhensions aux membres du comité parlementaire sur les langues officielles. Le président sortant de l'ACPPU et la présidente actuelle ont présenté un mémoire devant ledit comité. (Dans le

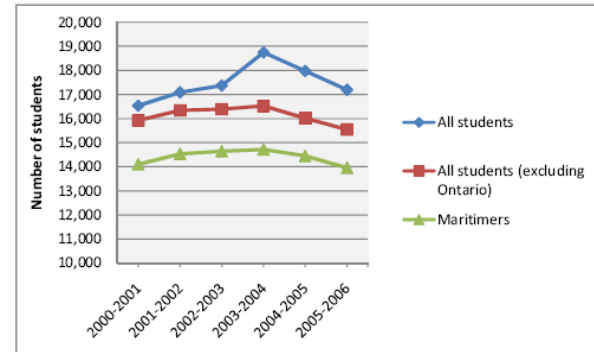
même ordre d'idées, les coupures dans le réseau français de la SRC affectera les communautés francophones comme la notre).

Figure 1 Total undergraduate enrolment in Maritime universities.



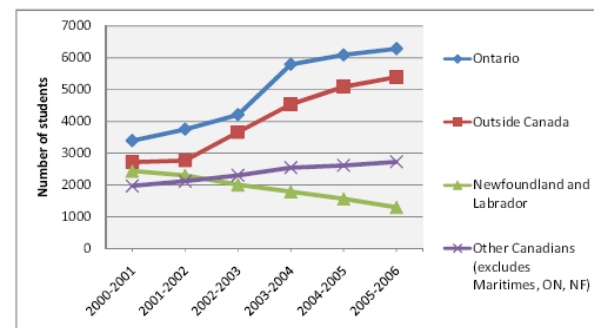
Source: (2000-01 to 2005-06): PSIS final audited data; (2006-07) preliminary submissions by individual universities, and AAU statistics for one institution.

Figure 2 Enrolment of undergraduate students ≤19 years old in Maritime universities.



Source: MPHEC PSIS data.

Figure 3 Origin of undergraduate students from outside the Maritimes enrolled in Maritime universities.



Source: MPHEC PSIS

Atlantic School of Theology Faculty Association

by Susan Slater, ASTFA

ASTFA is engaged in preparing a contribution to the review of the President of AST in the Fall Semester 2009. We are looking forward to sending three to four members of ASTFA to the ANSUT Collective Bargaining Workshop in March 2009. ♦

No report was available from StFXAUT at the time of going to press.

What ANSUT Can Do For You

Conducts Polls on issues that are relevant to Post-Secondary Education

ANSUT works with ANSSA and CFS, together with the coalition on Nova Scotia Post-Secondary Education (includes NSGEU and CUPE Local 3912) on common Post-Secondary Education issues

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