

UWFA BARGAINING UPDATE

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Ad Hoc Committee of Executive on Security and Rights

The UWFA Executive has presented the administration with the following recommendations (now slightly amended) for discussion, as well as with a proposed memorandum of agreement covering issues related to searches and surveillance. We await their response.

Recommendations from UWFA Ad Hoc Committee of Executive on Security and Rights to the University Administration:

***Preamble: All of these recommendations reflect concerns expressed by faculty and/or matters, which UWFA feels, are crucial. They do not necessarily indicate specific criticisms of the administration.**

1. The University agrees that all considerations of safety and threat management must be balanced with considerations of rights, including but not limited to employment rights, privacy rights, human rights, and civil rights.
2. The University agrees that all considerations of safety and threat management must respect the paramount importance of academic freedom at the U of W.
3. The University agrees that policies on safety, security, and threat management must respect the dignity and autonomous decision-making of every member of the University community.
4. The Administration recognises the position of UWFA, via the President of UWFA or her designate, as the group, which speaks for faculty.
5. The Administration's policies on safety and threat management must be appropriate to an educational institution with our specific characteristics--downtown, complex but relatively small space, including Collegiate, etc.
6. The Administration's policies on safety and threat management must allow for appropriate response to the particular situation at hand.
7. The Administration must revise its Safety and Health Policy, in consultation with UWFA. It must indicate the Workplace Health and Safety Committee's responsibilities as the University committee legally mandated to the area of threat and violence in the workplace.
<http://www.uwinnipeg.ca/index/cms-filessystem-action?file=pdfs/admin/health-and-safety-policy.pdf>
8. The Administration must revise and update its Emergency Response Plan in consultation with UWFA.
<http://www.uwinnipeg.ca/index/cms-filessystem-action?file=pdfs/rm/erp-jan05.pdf>

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Recommendations from UWFA Ad Hoc Committee of Executive on Security and Rights to the University Administration
CONTINUED...

9. The University must revise its Emergency Planning and Response Policy, in consultation with UWFA, to ensure consistency and appropriateness.

<http://www.uwinnipeg.ca/index/cms-filesystem-action?file=pdfs/admin/policies/90-0004.pdf>

10. Revisions by the Administration to all policies and procedures should take into consideration previous proposals and work in this area.

11. Revisions by the Administration to all policies and procedures must involve consultation with each academic unit on campus as the users most familiar with their spaces and needs.

12. Revisions by the Administration to all policies must include an appropriate, clear, and direct indication of responsibility, which must be consistent from policy to policy and procedure to procedure.

13. The Administration must ensure that Emergency Management Teams, Emergency Response Teams, and Emergency Support Teams (by whatever nomenclature) must each include at least one UWFA representative, appointed by the President of UWFA or her/his designate.

14. The Administration should consult other Canadian universities and colleges for examples of policies on how to coordinate urgent cases of threatening or violent conduct (e.g. Concordia University) or violence and emergency response policies (e.g. Kwantlen College).

15. New policies and procedures from the Administration must establish clear lines of authority and must be promptly published on the University website so that UWFA members may, in case of emergency, consult them and find actual information.

16. The Administration should make safety and security training available to all UWFA members, free of charge. The decision to take such training shall be solely at the member's discretion, unless legal requirements dictate otherwise. With their permission, the names and contact information of individuals with up-to-date training and their area (e.g. CPR, etc.) should be available to emergency responders and should be posted in faculty offices.

17. Members of the University community (including UWFA) must be encouraged to bring concerns about safety and security to the Administration in the expectation that they will be dealt with appropriately, promptly, effectively, and where necessary, with confidentiality.

18. In an actual emergency, the Administration must ensure that its internal communications in situations of security risk are appropriate and informative.

19. The Administration should recognise that the frequency of administrative structure, title, and staffing changes not only makes it difficult for students, staff, and faculty to stay current with the changes, but also inadvertently contributes to safety and security problems by rendering policies relevant to dealing with emergencies obsolete, and making it increasingly difficult to determine who is responsible in any given situation. Constant change may be one of the biggest threats to University security in the long run. The current structure should be given an opportunity to prove (or disprove) its worth, and any further changes should be judiciously considered and well publicised.

Respectfully submitted:
Pauline Greenhill (Chair)
Samantha Arnold
Wayne Christianson
Karim Dharamsi
Joan Grace
James Hanley

In publishing these recommendations, we invite response from UWFA Members in the form of questions, further concerns, additional information, or anything else of relevance. Thanks to all of you who helped us in our work!



A Mighty Wind By Karen Zoppa

Did you know that the CAUT Defence Fund has your back?

Founded in 1978, the CAUT Defence Fund now stands at over \$19,000,000 in Defence of over 37 member associations, representing 17,000 academics across Canada. As a member organization, our bargaining units are protected by the full might of the DF.

The primary purpose of the Defence Fund is to provide strike benefits to associations while its members are engaged in a strike or lockout and experiencing loss of salary. These benefits are paid as a grant to the association, to be used at the local union's discretion, usually as strike pay (which is non-taxable) for individual union members. Strike benefits are currently set at \$77 per calendar day, and payments start on the 4th calendar day of the strike or lock-out. Benefits are calculated using the number of persons for whom monthly dues have been paid.

The Fund provides financial support for arbitration to member associations who are restricted from collective bargaining or striking by legislation. As well, the Fund grants interest free loans for a period of six months to striking member associations, often presented as a giant cheque for \$1,000,000, which creates beneficial media coverage and signals to administrators the level of support the union has.

The Fund lobbies on behalf of associations on strike or lock-out by writing letters and making phone calls to boards of governors, university presidents, administrators, and local politicians and by sending "flying pickets" from member associations to demonstrate in support of a member association on strike. Within the first week of a strike or lockout, representatives from other faculty unions travel on a given day to the strike or lockout site, with subsequent visits if the strike continues. They join striking faculty on the picket lines and bring their striking colleagues psychological (and usually financial) support, which provides to them a sense of national unity and increases morale. These support visits display publicly the national solidarity of the university teachers and librarians represented by the faculty unions currently members of the Fund. Such activities serve an important purpose as they usually generate enhanced media coverage, including national coverage.

For recent news and more information, go to:

<http://defencefund.caut.ca/English/Default.htm>

In solidarity,
Karen Zoppa
CAUT Defence Fund Trustee for the UWFA



UPEIFA holds the "big cheque" as presented by CAUT Defence Fund -2006



Contest for Best Slogan--still open until January 21, 2008. Enter now!

By David Burley

We got some great slogan suggestions, but we want more! The Job Action Committee invites UWFA members to submit slogans for buttons and placards, which may or may not become necessary. Please send your suggestions to all of the following: David Burley <d.burley@uwinnipeg.ca> and Mark Golden <m.golden@uwinnipeg.ca> and Candida Rifkind <c.rifkind@uwinnipeg.ca>. Please get your suggestion in to us by January 18. A selection of slogans will be published in a forthcoming newsletter and the best, in the opinion of the Job Action Committee, will receive an appropriate prize!

Here are some examples:

- *uwFA: A for Quality Education, F for salary & teaching load
- * New offices for administration; old asbestos for faculty and students
- * Out for Quality Education



ASK UWFA

By Pauline Greenhill with the assistance of Kristine Hansen and Lisa McGifford

1. What is the likely timeline of job action?

Some actions, like this newsletter and the work of the Job Action Committee, are already under way. A specific timeline can't be prepared at this point; it's simply too early to know what may happen. However, remember that some job actions are fun and aimed at solidarity among Members. With that in mind, watch for a celebratory event coming up in the not-too-distant future.

2. Would I be able to access my e-mail and voice mail during job action?

No, it's extremely unlikely that in case of a lock out or strike the Employer would continue these services. Please make alternative arrangements now, so you don't have to do so at the last minute. Please be prepared to send your alternative e mail and home phone numbers to Sandra Moore at the UWFA office, uwfa@uwinnipeg.ca

3. Would I be able to access my TPDA and research accounts, pay my research assistant, etc., during job action?

No, in the event of a lock out or strike, a UWFA Member does no work on behalf of the employer, including the kind of work that would require submitting forms. Research Assistants should have no work if their faculty supervisor is on strike. The guiding principle is "no work, no pay." The power of a strike is the inconvenience that it causes: grades don't get submitted, classes don't get taught, and so on.

4. Would CF and/or Collegiate Members be participating in job action? If so, in what capacity?

Legally, they are in the same position as anyone who is in AESES or IOUE. They have the right to refuse to cross the picket line, so they cannot be disciplined, but the employer does not owe them wages if they don't work. CF can be in a legal strike position in their own right. Whether or not they would refuse to cross a picket line is a political decision. If they refuse to cross the Main Unit picket line, the Main Unit ought to be prepared to refuse to cross theirs.

5. What is the status of UWFA members on research, maternity, and parental leaves during job action?

In the event of a strike, Members on leave should indicate to the employer that they have withdrawn their services. In the event of a lock out, the employer is likely to unilaterally withdraw pay from individuals on leave.

6. If we do go on strike, who is entitled to strike pay and what strike pay can I expect?

Every UWFA member is eligible for strike pay during a strike or lock out. Strike pay is distributed at the Executive's discretion. Normally, only those who picket or otherwise work actively to support job action receive strike pay. The strike pay rate, set by the CAUT Defense Fund, is \$77 per day.

We answer your questions. Please send them to Pauline Greenhill, p.greenhill@uwinnipeg.ca or 786-9439.

UWFA Communications Committee: Paul Bramadat, Pauline Greenhill, Mark Golden, Michael Hohner, Sandra Moore, Karen Zoppa



In upcoming issues, look for:

A report on recent settlements negotiated from our Colleagues across Canada

CAUT Workload study



SUPPORT YOUR UNION

There are many ways for UWFA members to get involved. They can join a committee (such as the job action committee). They can become a departmental representative. If you have ideas for articles for the newsletter (or, better still, articles for consideration) please contact me, at your earliest convenience!

Pauline Greenhill, Professor, Women's and Gender Studies; Secretary, UWFA



CONTACT US!

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Our Mistake...

Please see below a copy of the University of Winnipeg Senior Administration Organisational chart – 2004. This chart was omitted from Volume 3 of the UWFA newsletter, mentioned in P. Greenhill’s Editorial on senior staff position changes at the University of Winnipeg:

