



Department Representatives Bulletin

Following is a recap of the Department Representatives meeting of October 11, 2017.

The meeting was chaired by the President, Sandra Hoenle.

For further information on any item, please contact the Faculty Association office:

Email: faculty.association@tuca.com, phone: (403) 220-5722

Department Representatives Handbook

Hoenle welcomed all the Department Representatives and thanked them for taking on this important role. She reviewed the Department Representative handbook. She stated that Department Representatives serve as a way the Board of Directors communicate with and gain feedback from its members. She encouraged representatives to keep the academic staff members in their units informed about issues raised at meetings and also to consult with their colleagues on matters of interest to receive their input. Particularly important to do so during times when the Association is in collective bargaining.

Hoenle noted that the Association asks Department Representatives to always refer colleagues' questions, problem or requests for advice to the Association office. Often, the appropriate answers or advice involve complex and ever changing implications and ramifications of which Department Representatives may not be aware. The professional staff at the Association have a great amount of experience and detailed knowledge in guiding members through the various processes. Maintaining confidentiality is the top priority for the Association and no elected officer or Board Member is ever informed about any confidential personal information without the member's consent. If a Board member is in the same department as you, members never have to worry about them finding out about any contact you have with the Faculty Association staff.

She noted the handbook also provided some suggestions for ways to operationalize the role of a

Department Representative. The meetings are meant to discuss the current issues facing the Association. We want these meetings to be informative and effective, and although everyone may not agree all the time we ask that representatives discuss matters in a respectful way.

She noted there is a section on this page regarding respectful communication and ensuring a safe working environment. Hoenle advised that the Association has a policy against abusive conduct, the Association will not tolerate any inappropriate behaviour and those who disrespect these expectations will be asked to leave the meeting.

Grievance Report

The Grievance Advisor, Professor Kent Donlevy presented a breakdown of the different types of cases the Association is currently facing. They vary from breach of research ethics, violations of the principle academic freedom to complaints of harassment and bullying.

Bargaining

Principal Negotiator, Professor Paul Rogers updated Department Representatives on the current status of bargaining and noted a Bargaining Bulletin would be out soon.

Essential Services

Professor Rogers, stated that the Association is currently working on negotiating Essential Services,

which is required under the Labour Relations Act. He said we are working together with the Administration on this issue.

He noted that one of the difficulties is that some members view “essential” as equivalent to “important” but the legal definition of whether the absence of such work would cause immediate harm to life, health, or security. Essential services can be deemed to be only part of a person’s job. The Labour Code allows for a person not be essential if someone outside of the unit can take over that work. The Association will likely be meeting with members in each Faculty (jointly with the Administration) to discuss the issues and explore the implications further.

Salary Equity

Hoerle advised that the Association is currently working with the Provost to set up a joint committee to review salary equity issues. The committee is just being established. At this point, focus will be on salaries although we recognize there are other issues of inequity that need to be raised in other forums.

Use of Sessionals

The Faculty Association is continuing to be concerned about the use and reliance on sessional instructors on this campus. Some figures that the Association thought might be of interest to members. These figures can be broken down even further, but here are the actual numbers, by Faculty, of courses taught by sessionals. For the Winter 2017 semester:

Arts – 23%
Medicine – 9%
EVDS – 16%
Haskayne – 23%
Kinesiology – 30%
Law – 16%
Nursing – 0%
Schulich – 10%
Science – 6%
Social Work – 29%
Vet Medicine – 6%
Werklund – 58%

Next Scheduled Meeting

November 16, 2017

12:30 pm to 1:30 pm

Location: TBA