



## Department Representatives Bulletin

*Following is a recap of the Department Representatives meeting of October 17, 2018.*

*The meeting was chaired by the President, Paul Rogers.*

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

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

### Arbitrations

Sheila Miller, Executive Director reported that there have been two cases where members have been recommended for Dismissal. The second case of dismissal is proceeding to arbitration in November.

She reminded the Department Representatives (and Members) that these cases are confidential.

### Essential Services

The Association has recently met with the Administration to discuss the issue of Essential Services. The topic of Essential Services must be settled before any job action, on either side, could be considered. Miller reported that the most important thing is that the Association and the Administration are giving the topic of essential services a high priority. To that end regular meetings are being scheduled.

### Designation (MaPS)

The Faculty Association has made a submission to the Labour Relations Board regarding the Association's representation of the University's Management and Professional Staff (MaPS). The Administration has sent out a statement about this recently.

### Code of Conduct

President Paul Rogers reported that the Government of Alberta is requiring the Administration to make changes to the University's Code of Conduct to comply with provincial legislation, and that some of these changes will impact academic staff. Most significantly, the Government seems to be insistent on having all members disclose any and all "appointments" or "supplementary employment" in advance, and seek written approval from their Dean that the activity does not give rise to an actual or perceived conflict of interest. This disclosure and approval requirement goes beyond what is required under the Article on Outside Professional Activity in the Collective Agreement. Rogers noted that this raises privacy concerns especially for Sessional members, for whom employment with the University may be only a small part of their activities. Rogers reported that Association representatives have met with the Provost and University General Counsel on the revised Code. He noted that the Administration has pushed back to the Ethic Commissioner regarding some of the new Code requirements, but the Ethics Commissioner has not been receptive to a number of concerns that have been raised by the U of C.

President Rogers reported that there are also limits imposed on "gifts" that must not be exceeded

without express permission. He noted that the value of conference travel, registration, accommodation, and meals paid for by others (e.g. if you are invited to be a keynote speaker) associated with a single conference invitation cannot exceed \$8,000 with an additional calendar year limit of \$16,000 from any single source.

Rogers reported that if anyone wishes to see the full text of the latest draft of the code, it can be found in the meeting package for the recent General Faculty Council (GFC) meeting. This information is publically available on the University Secretariat website.

<https://www.ucalgary.ca/secretariat/files/secretariat/all-docs-in-one-gfc-2018-10-11-for-post-meeting-upload.pdf>

NOTE: the Code of Conduct discussion was item #10 on the GFC agenda and documentation appears on pages 64-134 in the package.

### **Confederation of Alberta Faculty Associations Report**

President Rogers reported that the Association is currently a member of the Confederation of Alberta Faculty Associations (CAFA), along with our companion faculty associations from the other three Comprehensive Academic and Research Institutions (CARIs) in Alberta: Association of Academic Staff, University of Alberta (AASUA);

University of Lethbridge Faculty Association (ULFA); and Athabasca University Faculty Association (AUFA). He noted that the objectives of CAFA are “to promote the quality of education in the province and to promote the well-being of Alberta universities and their academic staff”.

Rogers reported that there has been some discussion at the Association’s Executive and at the Board of Directors regarding the value to TUCFA of continuing its membership in CAFA. He reported that the discussion will continue and should it result in a recommendation from the Board that TUCFA withdraws from CAFA, this would then go to the membership for ratification.

### ***NEXT SCHEDULED MEETING***

***Thursday, November 15, 2018***

***12:30 p.m. – 1:30 p.m.***

***Location: Scurfield Hall 202***