



Department Representatives Bulletin

Following is a recap of the Department Representatives meeting of December 19, 2019.

The meeting was chaired by Faculty Association President, Paul Rogers.

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

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

Wage Reopener

Paul Rogers, President introduced Professor Hamid Habibi as the Principal Negotiator for the Association.

Hamid Habibi reported on the wage-reopener which happened December 2nd.

He noted that in his opinion, our legal counsel did an excellent job. The Association brief was based on the information provided by the Association office staff and it was very, very solid.

He reported that he cannot share the actual briefs that were submitted as it is the view of our lawyer that the submissions themselves are confidential at this time but the decision, when made, may become public.

He noted that although the arbitration was scheduled for two days, it finished in just one day.

He reported that in attendance was: The Arbitrator, Andy Sims who is very well respected as an Arbitrator in Alberta and has written many of the important decisions in the province. He is well respected by both management and labour for his thoughtful decisions. From the Association, there was our lawyer as well as the Faculty Association Executive Director (Sheila Miller), the Associate Executive Director (Don Kozak) and himself. Habibi noted that the Administration had a much larger entourage: their lawyer, a second lawyer, an articling student, the Deputy Provost, the Manager of

Academic Relations, the Vice Provost Planning and Resource Allocation, and the Associate Vice President Labour Relations Jacqueline Lacasse.

He reported that it was an “eye-opening experience”.

He reported that the Arbitrator will make his decision in the new year.

Voluntary Retirement

Rogers reported that it has been announced that the Administration is preparing to introduce a voluntary retirement program. He noted that the Association are currently in negotiations with them and that there are no details to share at this time. He noted that the association will inform the Membership once there is information related to the programs (including eligibility criteria, a description of the program incentive and timelines).

Awards

Rogers reported that every two years the Faculty Association recognizes a member (or group of members of the Faculty Association) with the Association’s “Community Service Award.” This award identifies exceptional service to the community and recognizes service above and beyond the requirements of the person’s (or Group’s) position at the University of Calgary.

He noted that the Awards Committee, met on December 9th to review the nominations for the Community Service Award. The person chosen was then approved by our Board of Directors.

He reported that the recipient will be Dr. Mea Wang, an Associate Professor in Computer Science, Faculty of Science. Professor Wang has built an extensive network of students, teachers, and professionals for computer science and entrepreneurship education within the university community as well as the local community. Professor Wang's nominators noted that her exceptional service to the community of the last ten years has gone above and beyond the requirements of her academic position.

Strike Fund

Rogers reported that the Strike Fund was originally introduced in July 2017 and that at the end of 2018/2019 academic year the fund was almost \$500,000 The Membership currently pays 1.4 mil into the fund which is currently approaching \$650,000.

He noted that as this is a relatively new fund, it is the Association's inclusion in the CAUT Defence Fund that is the more relevant support should a strike or lock out happen in the near future.

Kozak noted that the Association is working on formal policy and protocols.

NEXT SCHEDULED MEETING

Wednesday February 12, 2020, 2019

12:00 p.m. – 1:00 p.m.

Location:

Scurfield Hall (SH) 284