

FAUST NEWSLETTER

July 2010
Issue 5

Robin Vose, President
Bonnie Huskins, Professional Officer



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FAUST PRESIDENT'S MESSAGE

Dear FAUST members,

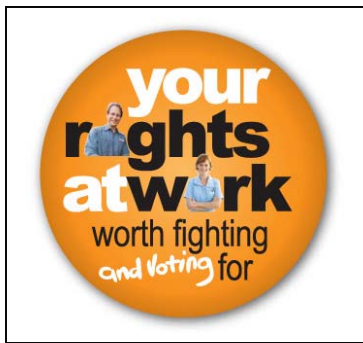
Summer greetings! I hope you are all enjoying the hot weather and taking at least a bit of time to recharge your physical, intellectual and spiritual energies. Meanwhile work continues at union headquarters on a number of fronts.

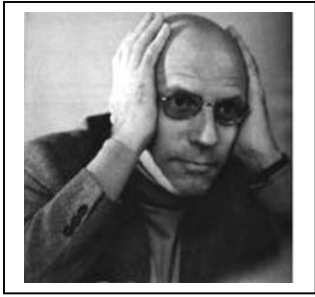
As you all know, our 3-year contract expired last month. Negotiations have been going on quietly for a couple of months now, and steady progress is being made. As chief negotiator Suzanne Prior explains in her column, this round is challenging on a number of levels but an overall positive tone and willingness to seek resolution are evident from both sides. We wish to thank our dynamic team—Trevor Sawler, Moira McLaughlin, Marvin Claybourn and of course Suzanne—for all their hard work, which will likely continue into the fall... watch this space as well as the FAUST website (http://www.faustnb.ca/page/Welcome_to_FAUST) for further updates. Your engagement and input will be crucial, especially as we draw near to the conclusion of the collective bargaining process.

In other positive news, FAUST and STU have reached an agreement on the unionization of all part-time faculty teaching at the university. Our hard-fought "All-In" initiative is a success! There are still a number of stages to go through before the new members are formally certified however. Once the current round of negotiations has concluded, a further negotiation will take place to work out details of this group's conditions of employment; they will then be folded into the existing "Part-Time" bargaining unit #2. Congratulations to our soon-to-be new members, and to all who helped with the card drive and other efforts to achieve this giant step forward for unionization at St. Thomas University! With certification of the new staff unit also apparently imminent, we can look forward to the prospect of working in an entirely unionized campus environment from now on.

Other initiatives continue, and results will be seen in the fall. FAUST's draft proposal for a new faculty handbook has been sent on to the HR department for review and production. We also continue to welcome input on the prevalence of financial crisis among union members, and the possibility of developing a system of emergency loans for members in need. One of our biggest priorities next semester will be to facilitate a campus-wide dialogue on equity issues, exploring ways to improve the workplace at STU for women, racialized minorities, disabled people, members of the LGBTQ community and other equity-seeking groups. The goal will be to engage not only FAUST members but also brothers and sisters from other campus unions, students, administration, and staff in hopes of achieving real progress on these important points. I hope you will all participate and make your voices heard!

President's message cont'd on next page....





*Our fearless leader
in a Foucauldian
moment*

President's message cont'd

I would like to conclude this message by thanking the FAUST executive team which has continued to come through time and time again with energy, support and invaluable suggestions. Thanks are particularly due to Moira McLaughlin and D'Arcy Vermette for taking over acting presidential duties this summer while I was away, and to our very welcome new Secretary Colm Kelly. Thanks also to Bonnie Huskins for

her hard work on this newsletter and every other FAUST project—all of which bear the stamp of her thorough and intelligent industriousness.

With all best regards,

Robin Vose
President, FAUST

BARGAINING UPDATE 1

FAUST BARGAINING TEAM

On April 20, we met with the Employer team (Moncton lawyer Judith Begley and HR Director Jason Scarbro) for the first time. We successfully negotiated a bargaining protocol during this initial session. The protocol outlines various procedures and commitments with respect to collective bargaining. For example, both parties agreed that there would be no communication with the media or students about negotiations prior to notice of a lockout/strike except as joint statements. However, both parties may agree to lift the ban to address an issue of shared concern. We are pleased to report that this initial session set a tone of mutual respect and professionalism that has continued throughout our meetings.

Since the initial session, the teams have met 26 times (as of the first week of August) for meetings of varying durations (ranging from 1-3 ½ hours). The teams first exchanged part-time and full-time proposals. Then both parties engaged in comprehensive question and answer sessions. Following this exchange of information, both teams agreed to negotiate non-monetary proposals first, beginning with three major non-monetary items in both agreements (privacy, personnel files, and academic files).

Thirteen items have been signed off, including privacy. We anticipate reaching agreement on personnel and academic files in the near future. The parties have begun negotiating non-monetary items in the part-time agreement. We will then proceed to non-monetary items in the full-time agreement. Finally, the parties will move on to monetary items.

The negotiating teams have 6 bargaining sessions scheduled for the remainder of August, including 2 all day sessions.

FAUST BARGAINING TEAM

Suzanne Prior

Marvin Claybourn

Moira McLaughlin

Trevor Sawler

"We are pleased to report that this initial session set a tone of mutual respect and professionalism that has continued throughout our meetings."



FNBFA President's Letter to the Member Associations of FNBFA

6 July 2010

Dear Member Associations,

I write to you as the new President of the Federation of New Brunswick Faculty Associations. I was elected to the position on the 29th of April, 2010, and it has been a very busy time for the Federation since then. I want to brief you on the Federation's activities, and some of the plans we have for the months to come. But first, I would like to provide a bit of background to bring you up to date on how the Federation has changed over the past year.

The year 2009-2010 was one year of significant upheaval for the Federation, in which the Executive and the Board spent much of their time working to re-imagine the Federation's role on the PSE landscape in New Brunswick. This resulted in a host of changes, some of the biggest of which include:

- i) the lowering of the mil rate, and the cutting of \$60,000 in expenditures, which were redistributed back to the member associations through reduced dues.
- ii) the discontinuation of the hard-copy newsletter, which also resulted in significant cost reduction. It will be replaced this year by electronic communiqués, as well as "fact sheets" concerning the state of PSE in the province. These will begin to appear this fall, with help from our newly hired Research Analyst.
- iii) a concerted process of self-analysis, which has resulted in the development of policies to guide operations, finances, etc. In fact, the Federation had *no* policy governing these crucial aspects of its existence until now. We have Gilles Allain, our Executive Director, to thank for prodding the Federation in this important direction.

With these and other changes in the process of being implemented, I took up the Presidency of the Federation with one overriding concern—to make the Federation more visible on the New Brunswick PSE landscape. We are an association of some 2000 full and part-time faculty whose voice has been systematically excluded from debates about the state of PSE in the province—witness the 2008 announcement of the PSE Action Plan, where both students and administrators each had separate briefing rooms prior to the press conference. Faculty were not even acknowledged.

But it is also the case that we, as a Federation, have to be more proactive. To this end, I initiated the first ever Federation "retreat" in June. The purpose of this retreat was twofold. First, I felt it important to inoculate the organization against the end-of-term malaise that hits all of us after the hectic exam period. Until now, the Federation had its AGM in April, and then dispersed until late August, by and large without any coherent direction. Second, following upon this, the retreat was used to establish key priorities for the Federation, but even more importantly, to direct the Executive and President to specific actions to advance the cause of the Federation's membership.

[fnbfa president's report contin'd...](#)

[fnbfa president's report cont'd...](#)

There have already been very concrete results. I want to point specifically to the meetings we've had in June with PETL Minister Donald Arsenault, as well as with three of the four NB University Presidents: Dennis Cochrane (STU), Eddy Campbell (UNB), and Robert Campbell (MtA). We are also working on getting a meeting with Yvon Fontaine (UdeM). You can find reports from the meetings with the Minister, as well as with the Presidents of UNB and MtA, on the homepage of the Federation website: (<http://fnbfa.ca/wp/>). What all of these meetings have had in common has been the concerted attempt to get faculty concerns "on the radar." In fact, in every case, the Federation has been collegially welcomed and listened to, with further meetings and consultation suggested by both sides. I think this bodes well for the important role the Federation can and must play in the evolution of PSE in the province.

As we look forward, a number of priorities emerge. Most obviously, the election in the Fall will be an important opportunity for the Federation to make the concerns of the province's faculty heard. We are also working, more long term, to create a symposium on PSE that will involve all stakeholders in the province, and have already initiated the planning for it. And I cannot conclude without mentioning that this year marks the Federation's 40th Anniversary—we have already begun discussing how best to recognize this important milestone.

I am looking forward to facing the challenges posed by PSE in the province, and to making sure that our voices are heard. I hope that you will take every opportunity to make your voice heard too; please feel free to contact me at fnbfapresident@nb.aibn.com, or our Executive Director at fnbfa@nb.aibn.com, with your ideas and concerns about PSE in the province.

Sincerely,

Dennis Desroches, President
Federation of New Brunswick Faculty Associations

[fnbfa scholarship awarded to incoming STU student](#)

The [fnbna](#) has awarded the **2010 George Semeluk Scholarship** to an incoming STU student: **Jacob Tozer** of Boom Road (located near Sunny Corner in the Miramichi).

Jacob was chosen from a field of 14 candidates.

The scholarship is renewable and is based on the

following criteria: "academic excellence, financial need and the social circumstances of the candidate."

Jacob will be attending STU in the fall and plans to become a teacher.

FAUST extends its warmest congratulations to Jacob and looks forward to welcoming him to STU in September!!

Please note that the [fnbfa's Status of Women Committee](#) has been **suspended indefinitely** following a motion from the Board of Directors on 20 April. The committee's **essay competition** has also been suspended. Please stay tuned to the FAUST website for further updates on this issue....





CAUT CAMPAIGNS

- Campaign to urge federal government to **reconsider decision to scrap long-form census**: <http://www.caut.ca/pages.asp?page=906> and <http://www.caut.ca/pages.asp?page=908>
- Open letter to Prime Minister Harper and Premier McGuinty in support of a **public inquiry** into the actions and powers of the **Toronto police** and other **security forces** during the **G20 protests**: <http://www.caut.ca/uploads/OpenLetter-G20Security-en.pdf>
- Federal government's **"misplaced" priorities** in awarding **elite Banting Postdoctoral fellowships**: <http://www.caut.ca/pages.asp?page=907>
- CAUT's concerns over the federal government's **review of employment equity law** and its impact on **hiring in universities and colleges** : <http://www.caut.ca/pages.asp?page=910>

WOMEN WORKERS IN N.B.

According to a column on women's issues in New Brunswick, women make up 49% of the current workforce in the province, a significant increase since the 1970s, although these jobs remain clustered in the 'pink collar ghetto' (i.e., in the service, clerical and health sectors). While there are more women than ever before in the skilled trades in Canada, their representation in N.B. has remained frozen at 2%. Many of these women are earning minimum wage. While we may assume that the typical minimum wage worker in Canada is a teenager working at a fastfood outlet for a few extra bucks, most of the workers earning minimum wage in Canada and in N.B. are adult women. Furthermore, 1 in 5 female workers in N.B. is working at a part-time job, as compared to 1 in 10 men. Many of these part-time female employees juggle more than one part-time job: the number of adult women working at multiple jobs has tripled since 1987. When asked why they work part-time, 28% of women say they cannot find full-time work, while approximately 15% say they must support their families. In 2008, 3 of 4 N.B. mothers (with children under 16 years of age) were in the paid labour force. While men are engaging in more housework and childcare than in the past, domestic responsibilities still fall primarily to women. Indeed, women in N.B. are still more likely to take parental leave than men, 9 times out of 10. Licensed childcare remains out-of-reach for many women workers: families in N.B. pay an average of \$592/month for infant care and \$502 for preschool-aged children. Although the number of licensed childcare spaces has increased significantly in N.B. over the past few years, these spaces are available to only 19% of the province's children.

<http://76.12.152.213/media/acsw/files/Columns/Labour%20force%20-%20part%20time.pdf>

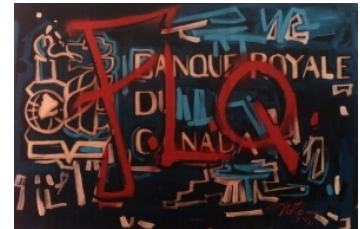


HURRAH FOR THE STAFF!!

Many congratulations to the STU staff who have recently been certified by the NB Labour and Employment Board as a PSAC (Public Service Alliance of Canada) local. We look forward to working together to create a more equitable working environment for faculty AND staff!!



DO YOU REMEMBER THE OCTOBER CRISIS OF 1970 IN QUEBEC, WHEN TWO MEMBERS OF THE POLITICAL ESTABLISHMENT WERE KIDNAPPED?



If so, you probably also remember the fiery activist **Michel Chartrand**, who died on 12 April 2010. During the crisis, Chartrand was put in detention for four months for supporting the demands of the revolutionary FLQ (the Front de Liberation du Quebec). While Chartrand sympathized with the aims of the FLQ, he did not approve of their violent tactics, particularly their complicity in the death of one of the kidnapped men, Quebec labour minister Pierre Laporte.

We often associate Chartrand with the sensationalism of the October Crisis, but we must not forget that he was first and foremost a **tireless champion of workers' rights**. Born on 20 December 1916 in Outremont (Quebec), Joseph Michel Raphael Chartrand was the thirteenth of fourteen children, experiencing first hand the struggles of a large family to get by on a civil servant's salary. In 1933, as a good Catholic, he joined the trappist Monks of Oka, where he became Brother Marcellin, and lived a life of solitude and hard physical labour. Chartrand was forced to leave the order after two years due to the development of a hernia, leading him to later quip: "That's the reason why I can't keep anything anything inside." Although his time with the monks was short, Chartrand attributes the development of his "sense of purpose" to his time in the cloister.

A year after he returned to secular society, and at the height of the Great Depression, Chartrand's father was fired from his job of 44 years with the Quebec liquor board for blowing the whistle on workplace corruption. In that era, manhood was intimately tied to one's success as a breadwinner, so Chartrand's father hid his loss of employment for three months, until his daughter discovered him sitting in a nearby park in the middle of the day. To make a living, father and son established a printing press together. It was at this point that Chartrand became involved in a Catholic workers' association and began to debate issues of social justice. In 1938, he joined the Action liberale nationale, a reformist political organization. In 1942, Chartrand married Simonne Monet, a pacifist and feminist, and they were involved in many protests together over the years, beginning with the anti-conscription riots in Quebec in 1944, later marching with Martin Luther King Junior in Washington, and campaigning for nuclear disarmament.

The Quebec asbestos strike of 1949 was in many ways a political awakening for Chartrand, for at this time he became acutely aware of the collusion between the (largely American) owners of the mines, the state (the Union Nationale administration of Maurice Duplessis), and the bishops of the Catholic church (there were many priests and other Catholics who supported the strikers). Chartrand also became interested in workplace safety due to the emerging realization of the relationship between asbestos and cancer. By the postwar period, Chartrand was emerging as the first "super star" of the union movement in Quebec. He became a founding member of the Confederation of Catholic Workers in the 1950s, and from 1968-78, was president of the Montreal council of the Confederation of National Trade Unions. Chartrand was seen by many as a very radical activist, forging common fronts between workers of all sorts. By the end of his tenure in organized labour, unions which had formerly been concerned primarily with wages, were taking up such social justice issues as pay equity, ei, cooperatives and credit

MICHEL CHARTRAND, PIONEER OF WORKERS' RIGHTS cont'd



UPCOMING FAUST MEETINGS

- Fri Sept 10, 3:30
- Fri Oct 15 OR Fri Oct 22, 3:30
- Fri Nov 19 OR Fri Nov 26, 3:30
- Fri Dec 3 OR Fri Dec 10, 3:30: Social event
- Fri Jan 21, 3:30
- Fri Feb 25, 3:30
- Fri Mar 18 OR Fri Mar 25, 3:30
- Fri Apr 15: AGM

These dates are tentative. Please let us know of any scheduling conflicts, as well as your preferences for those meetings in which we have indicated a choice of date.

Chartrand contin'd

unions, Quebec sovereignty, and international workers' issues. Chartrand walked on many picket lines during his career as a labour activist and was jailed many times. During one of his incarcerations, he took the opportunity to begin organizing the prison guards, who were not happy with their working conditions. It is said that Chartrand was a fiery orator, and almost single-handedly helped to convince entire industry sectors to unionize. An obituary writer described Chartrand's orations this way: "If his speeches were dishes, they would have been stuffed with indignation, cooked with a good deal of humour and peppered with swear words."

Chartrand believed it was essential for activists to foster social change not only through the labour movement, but also by entering the arena of partisan politics. He joined the CCF (Cooperative Commonwealth Federation) in 1956, unsuccessfully running as a candidate in the 1957 and 1958 federal elections. Chartrand also spearheaded the Quebec chapters of the CCF/NDP, eventually splitting from them in the early 60s over the issue of Quebec sovereignty. As an alternative he founded the Quebec Socialist Party. Chartrand actively sympathized with the sovereigntist aims of the Parti Quebec, but he saw their other policies as too centrist. In later years, Chartrand put his name forward as a fringe candidate in various ridings, the last time being in 1998 at the age of 81. Friends recollect that two weeks before his death he was complaining about Premier Charest's recent budget. After his death, it is fitting that his body was laid out for viewing in a cooperative funeral home. (Philip Fine, "Fiery Quebec union leader fought for social justice," *Globe and Mail* 17 April 2010).

Faculty Association of the University of St. Thomas (FAUST)

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For confidential issues, contact bhuskins@rogers.com

EQUITY INITIATIVES...

Keep an eye open for our equity drive in the fall. Please consider volunteering for a committee or contributing in whatever way you can...