



FAUST

News & Views

No. 11

DECEMBER 2020

PRESIDENT'S MESSAGE



Dear FAUST colleagues:

Warm congratulations in surviving the spring and fall semesters of 2020!! They have been exceptionally challenging in more ways than one, but we have made it! This is a testimony to your commitment, your persistence, and your resilience. Thank you for all the hard work that you do!

As this newsletter illustrates, your FAUST Executive has been very busy in 2020, completing many projects, with many more moving forward into the new year. One of our main achievements was signing, with the University, a Letter of Understanding covering pandemic-related changes to faculty working conditions. We will continue to honour the LOU as a living document and make the necessary improvements as long as we are challenged by COVID-19.

The FAUST ad-hoc committees have been working diligently on a number of issues, including the COVID-19 Faculty Taskforce, the IT issues committee, the campus environmental concerns committee and the constitutional review committee. The Part-Time Faculty Liaisons have been an invaluable addition to our team.

In the new year we will be working on a suite of new initiatives, including a campus-wide collaboration with the STU student union (STUSU) and the STU staff union (STUSAU). We will also continue our important solidarity work with the United Campus Labour Council (UCLC) and the Federation of New Brunswick Faculty Associations (FNBFA). Yesterday we met with FNBFA representative Jean Sauvageau and members of the STU Senior Management Team (including President Russell) to see whether there

are ways to work together in lobbying the provincial government in the interests of post-secondary education in New Brunswick. We are also planning a workshop with FNBFA on antiracism activism in union work for the spring of 2021.

The past year has been hard on us, but we are hopeful that the upcoming year will treat us more kindly! Stay safe and be well!

In Solidarity,

Gül Çalıřkan , FAUST President

LETTER OF UNDERSTANDING RE: PANDEMIC-RELATED CHANGES TO FACULTY WORKING CONDITIONS



On 2 November 2020, the **Joint Committee** (comprised of representatives from FAUST and St. Thomas University), signed a **Letter of Understanding (LOU)** to clarify changes to faculty working conditions due to the pandemic. These changes are operational until restrictions are lifted by public health and government authorities. The LOU includes provisions for support of remote teaching. Sincere thanks to the members of the Joint Committee for their due diligence! Here we see them ready to sign the LOU with masks and social distancing:



To our knowledge, FAUST is one of the first faculty unions in Canada to negotiate a **comprehensive LOU**, and one of the few to provide **compensation for Part-Time faculty**, as a recognition of their increased workload.

Based on an overwhelming response from you in **four back-to-work surveys**, FAUST was also able to pressure the university to offer **Course Assistantships** for the winter semester, especially for Part-Time faculty.

For more information, see the **text of the LOU** posted on the FAUST website: <https://www.faustnb.ca/static/site-content/files/documents/lou-signed-copy-november-2-20-1.pdf>

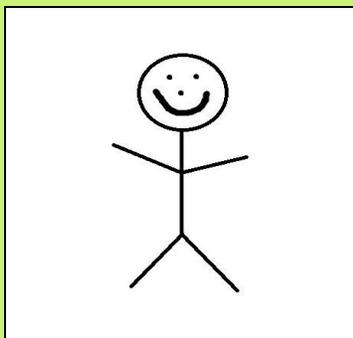
FAUST OFFICE TEAM: UPDATES

THE OFFICE ASSISTANT'S CORNER:

As you may recall, Office Assistant **Adrienne Wilson** recently left us for full-time work at the School of Graduate Studies at UNB. We wish Adrienne well in her new job, but we are saddened by her departure, for she has worked closely with the Treasurer on upgrading our financial records and has also been largely responsible for transforming our website. Moreover, her technical skills have helped us to manoeuvre our way through Teams meetings, townhalls, online surveys, and a host of other tasks associated with the "new normal" created by the COVID-19 pandemic.

For those who missed it, here is Adrienne's farewell message:

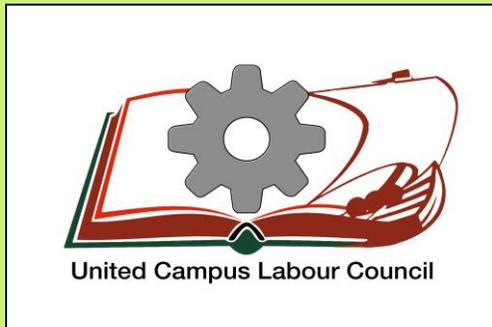
I just wanted to add a quick note of appreciation to you all. It's been a pleasure working with you and I will miss being a part of this wonderful faculty association. Thank you for making my transition to New Brunswick so welcoming, enjoyable, and gratifying. I'll still be on "the hill" so hopefully I will still see you all around!



Who will be the new Office Assistant???

Stay tuned.... The Human Resources Committee is currently interviewing candidates.....

BONNIE'S CORNER



Part of my role as Professional Officer is to engage in **solidarity work**. In that capacity, I have been serving as **Chair** of the **United Campus Labour Council**. At our lasting meeting, the locals at the table compared notes regarding the **impact of COVID-19 on faculty and staff working conditions**. We also decided to investigate a way to **memorialize** local labour activist and writer **Joe Blades**. We are brainstorming with other labour organizations to find a suitable memorial.

For tributes to Joe, see the posting on the **NB Media Co-op** website:

https://nbmediacoop.org/2020/11/30/understanding-the-legacy-of-joe-blades-in-the-covid-19-era/?fbclid=IwAR1u1XSYL9WLfr3zlCKh-TCwBQ_UZoCOWrK1kar5OF1rKBwQsXNrISM691U

Also see the lovely tribute written by **Tony Tremblay** in the **Journal of New Brunswick Studies**: <https://journals.lib.unb.ca/index.php/JNBS/article/view/31422>

Another part of my solidarity work is to **write letters of support or protest** depending on the context. We added our support to the campaign to fund **Clinic 554**, and also wrote a letter of concern to the **Board of Governors** of the **Nova Scotia College of Art and Design** regarding the **dismissal of their President Dr. Aoife Mac Namara**. FAUST has also donated to the **Red Cross** on behalf of the **victims of the Beirut explosion**.

CLEANING STAFF AT STU

As we reported in our last newsletter, FAUST forwarded a **letter of concern** to the Administration about the awarding of the University's cleaning contract to **GDI Canada**, a company that does not work with unionized employees in New Brunswick. Some of the employees who had worked for Aramark were hired back but not all. We received a response to our letter from the VP Finance, that we shared with you, but it did not address our concern over the workers.

The FAUST Executive's position at this point is that there is little we can do for the former Aramark cleaning staff, given that they were represented by **CUPE**. There is the option of taking the issue to the **United Campus Labour Council**, for the UNB union locals have also experienced widespread layoffs. Regardless, if members have **concrete proposals for further action** to be taken by FAUST on this matter or any other, we strongly encourage them to **bring a motion to our next GMM**.

FACULTY REPRESENTATION ON SENATE

At the October meeting of Senate, FAUST President Gül Çalışkan brought forward the following motion: “That Senate **elect a part-time and two full-time faculty members** to sit on Senate...”

FAUST brought this motion forward at the behest of FAUST members who pointed out that the ‘Senate Membership’ section of the STU website, as well as the Senate byelaws, stipulate that the Faculty Council is to elect “three (3) faculty members, one of whom must be a part-time faculty member” to sit on Senate. Since there is no longer an extant Faculty Council, it was decided that Senate may elect the members using the Senate Nominating Committee to solicit candidates, on the understanding that this would be the quickest and most efficient way to get faculty members onto Senate.

We are happy to report that at the November meeting, the following **new faculty members** were brought forward by the Nominating Committee and accepted by Senate: **Kristi Allain, Cecilia Francis, and Cristi Flood** (Part-Time member).

FAUST is currently working with the Administration to ensure that all subsequent representatives **will be elected directly by faculty.**

UPDATES FROM OUR AFFILIATES



At the university’s recent town hall on November 23, STU President Dawn Russell lamented the **challenges** of working with a **provincial government** that does **not value post secondary education.** In the spirit of “we are all in this fight together,” FAUST President Gül Çalışkan reached out to President Russell. We are happy to report

that on 9 December 2020, President Russell and members of her Senior Management Team, as well as representatives from FAUST and FNBFA met together to consider FNBFA’s recent position paper that critiques the funding of public universities on the basis on “**performance indicators.**” It is hoped that this will be the first of several such meetings.

For a copy of FNBFA’s position paper, see https://www.fnbfa.ca/wp-content/uploads/2020/01/PBF-Position-Paper_FNBFA-Jan-2020_Final.pdf

We are also pleased to announce that in the late Spring 2021, Gül Çalışkan will be collaborating with Paige Gallette and the FNBFA to offer a **Black Lives Matter workshop on how unions can best support racialized labour.** Stay tuned for more information in 2021.



CAUT has been very active in recent months. Please see the following **updates**:

- Virtual event on the 25th anniversary of the federal Employment Equity Act: <https://www.caut.ca/event/25-years-employment-equity-act>
- CAUT Bulletin November 2020: <https://www.caut.ca/bulletin>
- Brenda Austin-Smith, President's message / EdTech & the pandemic university: <https://www.caut.ca/bulletin/2020/11/presidents-message-edtech-pandemic-university>
- CAUT welcomes supports for students in the Fall Economic Update: <https://www.caut.ca/latest/2020/12/caut-welcomes-supports-students-fall-economic-update>
- CAUT Council condemns publisher's reversal as violation of academic freedom: <https://www.caut.ca/latest/2020/12/caut-council-condemns-publishers-reversal-violation-academic-freedom>
- CAUT Council passes motion of censure against the University of Toronto: <https://www.caut.ca/latest/2020/11/caut-council-passes-motion-censure-against-university-toronto>



**THAT CONCLUDES OUR NEWSLETTER FOR
DECEMBER! STAY TUNED FOR THE NEXT ISSUE
OF *NEWS & VIEWS* IN JANUARY/FEBRUARY
2021.**

STAY SAFE!! BE WELL!! HAPPY HOLIDAYS!!!



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