



# FAUST

## News & Views No.

# 4

## Feb 2019

### GENERAL MEMBERSHIP MEETING: BARGAINING SURVEY



At FAUST's recent General Membership Meeting on 22/02/19, the main item was President Robin Vose's presentation of the Part-Time & Full-Time bargaining survey results, which was followed by a productive discussion.

Any members who would like further opportunities to discuss the survey results are welcome to make an appointment for this purpose via [faust@stu.ca](mailto:faust@stu.ca).

Please note that the recently-completed bargaining survey is only one of several important components of our membership consultation process.

- ✓ FAUST reps have attended various departmental meetings to receive input.
- ✓ We are also arranging a series of open house discussion forums in mid- March (please see Upcoming Events in this newsletter).

- ✓ Members are invited to continue providing input to the FAUST executive by their preferred channel of communication (email, personal conversation, or letter) over the coming weeks.
- ✓ Research on bargaining options is ongoing, and we will be holding another GMM to discuss bargaining on Friday March 15. It is hoped that a ratification vote on the union's bargaining priorities will be taken at that time.

Please remember that we are not alone in this process. Our comparator MAFA (Mount Allison Faculty Association) is also facing similar issues at the bargaining table.

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## INDIGENIZING THE ACADEMY

A discussion concerning “Indigenization of the Academy” and STU’s response to the Truth and Reconciliation Commission (TRC)’s final report was initiated at Senate on January 17. Further Senate discussions were held on February 14. FAUST has participated and urged the university administration to seek adequate funding to:

- properly develop new research and teaching on Aboriginal/Indigenous subjects
- provide better supports for Aboriginal students (including free or subsidized tuition, course materials, food & housing, and child care)
- provide relevant training and research opportunities for existing STU faculty and
- hire new Tenure-Track faculty with specialized knowledge in Aboriginal/Indigenous subject areas.

All such initiatives must be undertaken with full respect for university values of transparency, collegial governance, and academic freedom.

The Union also urges careful study of the TRC’s *94 Calls to Action*, including #16 (“We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages”).

FAUST encourages all members to familiarize themselves as much as possible with key issues and documents relating to “Indigenization of the Academy”. For further details, see the following:

- CAUT policy on “Indigenizing the Academy”: <https://www.caut.ca/about-us/caut-policy/lists/caut-policy-statements/indigenizing-the-academy>
- TRC calls to action: [http://nctr.ca/assets/reports/Calls\\_to\\_Action\\_English2.pdf](http://nctr.ca/assets/reports/Calls_to_Action_English2.pdf)

- The UN Declaration on the Rights of Indigenous Peoples:  
[https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP\\_E\\_web.pdf](https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf)

FAUST looks forward to hosting union-level discussions of these matters in the coming months, and in working with a broad range of academic, student, and community allies. We are currently researching how other faculty unions across Canada have sought to advance the cause of “Indigenizing the Academy” through Collective Bargaining, and welcome member feedback at any time.

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## ***MORE PART-TIME OFFICE SPACE AVAILABLE***

FAUST has obtained approval from the Administration for PT faculty to access two more office spaces in ECH. These should be available to FAUST members within the next few days.

One will be a bookable space for meetings with students, oral exams, or other pedagogical use by PT faculty on a first-come, first-served basis.

The other will be made available for the current semester ONLY, and must be vacated by the end of April, but may provide additional shared office space for interested PT faculty.

Requests for use of the shared office should be submitted to <[faust@stu.ca](mailto:faust@stu.ca)> for consideration. Assignments will be made as per usual practice, on the basis of number of hours taught and number of students.

If you ever wish to book the meeting room, please contact <[faust@stu.ca](mailto:faust@stu.ca)> to check on availability before making arrangements with students.



## ***FAIR DEALING WEEK***

Fair Dealing Week is taking place from February 25 to March 1, 2019. Parliament is drafting recommendations to reform the Copyright Act. CAUT contends that:

- ❖ The education community must continue to defend users' rights, including fair dealing, which allows our members and students the limited use of a copyright-protected work, without payment or the need to seek permission.
- ❖ Users' rights, particularly fair dealing, hard won after many years of advocacy, are under attack. The publishing industry, in decline as it struggles to adjust to new digital marketplaces, has been demonizing educators' so-called misuse of copyright law as the cause of their changing economic reality.
- ❖ We need to show the importance of fair dealing and engage members and students in the fight for fair copyright. (<http://copyright.caut.ca/> )



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### ***A MESSAGE FROM THE PRESIDENT***

Dear Colleagues,

As FAUST members prepare to enter a new round of collective bargaining, this seems a good time to reflect on the importance of faculty solidarity in the academic workplace.

Universities have always been sites of professorial solidarity; indeed that is how they got their start, as collective associations of teachers who banded together for mutual aid and protection as a *universitas scholarium*. The University of Paris received one of its most important founding charters, *parens scientiarum*, in 1231 as a response to its first faculty strike against interference with faculty rights.

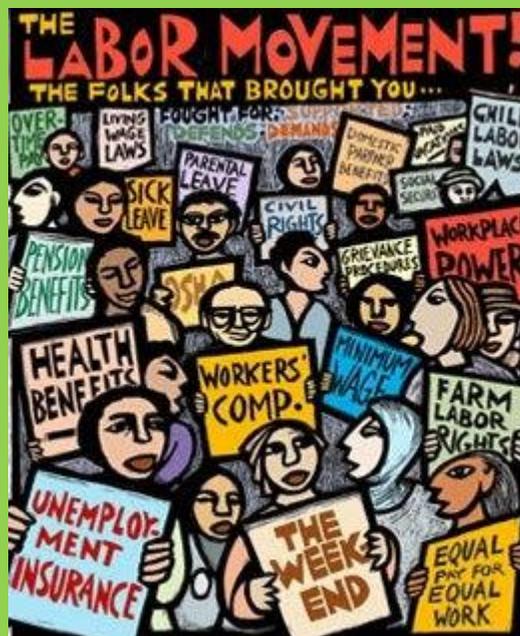
As professors in different fields, with different backgrounds and interests, sometimes even exercising our academic freedom rights to fiercely disagree with one other, we also have a long and vibrant history of diversity and individualism. This is as it should be. Universities are meant to be places where all topics under the sun (and beyond!) can be examined in as broad and deep a fashion as possible, from multiple angles and to varied ends.

But there is no denying that academic life is under threat in today's world, and that joining together in solidarity to fight for our common interests is as important as it has ever been. We have only to look south of the border (and sometimes closer to home) to see what happens when faculty members are divided and cease to act as a collective: attacks on tenure and growing precarity of employment; erosion of working conditions and benefits; loss of collegial governance and growth of outside influence; and on and on.

We are fortunate to have a strong faculty union in FAUST, a strong provincial federation in the FNBFA, and a strong national association in the CAUT. We are not alone: sister organizations across the country and around the world stand ready to share their experiences and best practices with us, and to support us when necessary. Let's all keep that in mind as we consider how to make STU the best possible place to work and teach and learn, for all our colleagues, in the years to come.

Your participation, and your solidarity, are vital to your union. We all depend on each other. We are strong together.

In solidarity,  
Robin Vose  
President, FAUST

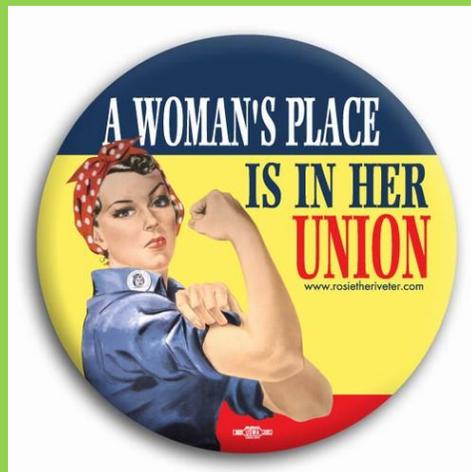


## OTHER FACULTY UNIONS

The *Ryerson Faculty Association* has been awarded a two-year contract extension by Arbitrator William Kaplan with an expiry of June 30, 2020. The arbitrator's award includes sector comparable salary increases. The arbitrator also awarded the faculty association funds for the provision of retirement benefits and to address the gender pay gap, as well as a voluntary retirement incentive. Finally, the arbitrator directed the parties to meet and discuss the issue of teaching stream, on a no prejudice basis, prior to the next round of bargaining. ([https://ocufa.on.ca/blog-posts/bargaining/ryerson-faculty-association-awarded-contract-extension-by-arbitrator/?fbclid=IwAR0jAiJ-j80CRbHrloyK0nMNBSDTOHBFgWdJvFk\\_6uYkhLWtUne0TsOPxAs](https://ocufa.on.ca/blog-posts/bargaining/ryerson-faculty-association-awarded-contract-extension-by-arbitrator/?fbclid=IwAR0jAiJ-j80CRbHrloyK0nMNBSDTOHBFgWdJvFk_6uYkhLWtUne0TsOPxAs) )

The **University of Ontario Institute of Technology Faculty Association (UOITFA)** reached a tentative agreement with the administration around 3:30am Saturday February 23<sup>rd</sup>. A ratification vote will be held shortly.

## UPCOMING EVENTS



- ❖ **March 8: International Women's Day Mobilization Tea House & Pub Night**, Picaroons Roundhouse, 8-10pm—all are welcome to come and discuss union matters, or just socialize & have fun, in a convivial atmosphere!
- ❖ **March 11: open-house for membership discussion of bargaining issues**, ECH faculty lounge, 9:30-11am—coffee and muffins will be served



# F·U·N·S·C·A·D IN SOLIDARITY

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## Contact information

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