



FAUST

News & Views

No. 9

July/August 2020

PRESIDENT'S MESSAGE:



FAUST President to Consult Members Ahead of LOU Discussions

These trying times have proven our resourcefulness, and shown how strong we are together. We completed a tough end of semester, and many of us are still teaching with great strength and commitment. We successfully completed our bargaining process and signed our Collective Agreements – all despite the uncertainties we continue to face. Kudos to us all for that.

During this exceptionally unusual summer as we prepare to do remote teaching, this seems like a good time to reflect on the work FAUST has been engaged in on your behalf regarding our workplace. Here, I'd like to give an overview of what we have done so far, the challenges ahead of us, and our strategies in addressing them.

I. AGM Echo: Motions

You have given us clear directions by means of a set of motions we passed during our AGM on April 14, 2020 (<https://www.faustnb.ca/gmm-minutes>). I want to highlight these motions, as they are significant for the substance of my message:

MOTION 1:

Recognizing that online teaching requires significant additional hours of work, and often access to additional resources, compared to in-person teaching; and

Convinced that it is essential for Part-Time instructors in particular to be fairly compensated for and supported in work they are obliged to take on in addition to their regularly-contracted hours;

Be it resolved that: FAUST condemns the St Thomas University administration's failure to provide additional compensation or resources for Part-Time instructors who agree to teach courses online as a result of the COVID-19 pandemic.

MOTION 2 a)

Whereas collegial governance is essential to university life; and

Whereas collegial governance requires the full participation of university faculty members in all important decision-making; and

Whereas FAUST is the sole authorized bargaining agent for faculty working at St Thomas University;

Be it resolved that: FAUST condemns the St Thomas University administration's refusal to collegially negotiate a Letter of Understanding for the purpose of regularizing COVID-19 pandemic-related changes to faculty working conditions.

MOTION 2 b)

Whereas collegial governance is essential to university life; and

Whereas collegial governance requires the full participation of university faculty members in all important decision-making; and

Whereas FAUST is the sole authorized bargaining agent for faculty working at St Thomas University;

Be it resolved that: FAUST demands that any future COVID-19 pandemic-related changes to faculty working conditions must be collegially negotiated in a formal Letter of Understanding.

MOTION 2 c)

Whereas collegial governance is essential to university life; and

Whereas collegial governance requires the full participation of university faculty members in all important decision-making; and

Whereas FAUST is the sole authorized bargaining agent for faculty working at St Thomas University;

Be it resolved that: FAUST hereby provides notice that its members will not agree to any future changes in faculty working conditions that are not collegially negotiated in a formal Letter of Understanding.

MOTION 3:

Be it resolved that FAUST calls upon the St Thomas University administration to immediately engage in serious collegial discussions with faculty concerning possible changes to the University's regular functioning that may be necessitated by the COVID-19 pandemic during the teaching year 2020-21.

II. An outline of the work we have done since the last AGM

It is your commitment to and trust in FAUST, and your continued demands for our collective needs to be met in a more equitable workplace, that have allowed us to make some crucial strides:

- We formed a **faculty-led COVID-19 Task Force** (April).
- We established a **Part Time Liaison position** under the Executive (June).
- We had our first **Part-Time only Town Hall**, and we have conducted a **follow up survey with the Part-Time faculty** (June).
- We have **raised our outstanding concerns with the VP Academic and Research (VPAR)**, and shared it with you as “Questions from FAUST; Answers from the VPAR” (July)
- We have conducted our **third survey, “Online Teaching – Fall Back to Work Protocol”** (July).
- We have an **initial analysis** of both of these **surveys** on our **website** (July).

Building on the work we have engaged in since our AGM in April, and as we prepare for the Fall, we are now at a critical moment. **We are finally in the position to re-initiate a collegial negotiation of a Letter of Understanding (LOU), with the purpose of regularizing COVID-19 pandemic-related changes to faculty working conditions.**

- As you know from the “Questions from FAUST; Answers from the VPAR”, in response to our demand the Employer has now indicated a willingness to revisit an LOU, but also indicated a firm position contrary to that of the Union, on compensation.
- We will continue to pursue the issue of compensation for unpaid work on behalf of our Part-Time Members, and other COVID-related issues on behalf of all our Members, but **at this juncture we need your further direction. Therefore, we are calling for a GMM on August 13, 2:00 pm.**

III. Status of Identified Issues

Our overarching concern is how well prepared and supported we will be for meeting our teaching, research and service commitments in the Fall 2020 semester and beyond. All of these commitments involve “regularizing COVID-19 pandemic-related changes to faculty working conditions.” The feedback we received from Survey 3 has revealed the

overwhelming level of worry and anxiety around these issues. We are troubled by the prospect of compromises to workplace equity.

The work we have done since April has repeatedly revealed a set of core issues that are not yet resolved, and have become more immediate. The Executive has been consistently communicating our concerns to the Employer, and demanding responses to various questions about how the administration is addressing pandemic-related challenges to our working conditions:

Support for remote teaching

- FAUST has shown that there has been sufficient demand for regularly scheduled group training sessions around remote teaching, and strongly suggested that the administration proactively offer such sessions as soon as possible.
- The Employer is now in the process of responding to the issue FAUST raised on behalf of the membership, with a commitment to offer training in the relevant software, and the training needs assessment recently conducted by the Ad-Hoc Committee.

Safe and equitable access to the campus

- FAUST has been asking for clearer communication with the Part-Time Members on what sorts of **access to the campus** they can expect. We have insisted that the University provide **safe and equitable access to usable offices, and shared university spaces**.
- We have also sought clarity on behalf of all Members about what can and cannot be done in person. We have been demanding solutions to these concerns that are both safe and equitable.
- The Employer is now in the process of responding to these issues we raised on behalf of the membership, with a commitment to provide part-Time Members access to office space (or support working from home in the alternative – see below) and recording suites, including a forthcoming needs assessment on office access.
- The Employer has also recently provided clarification about the use of assigned classrooms for in-person meetings with students.

Equitable and just working conditions

- FAUST has been advocating **equitable access to hardware and software** in preparing for and delivering our courses.

- We have recommended a **needs-assessment** concerning access to technology and teaching resources, and office spaces.
- We have also insisted on having the **T2200** made available for our Part-Time Members who would be working from home (through which the Canada Revenue Agency allows employees who work from home to deduct certain home-office related expenses when an employee files their income tax return).
- The Employer is now in the process of responding to these issues we raised on behalf of the membership, with a commitment to provide the necessary hardware and an individual office space/hardware needs assessment about to take place, as well as the software training commitment and needs assessment that recently took place.
- The Employer is also now working to make the T2200 available to our Part-Time Members if they choose to use a home-office, during the 2020-21 academic year.

Reasonable accommodation and remote technology

- More recently, FAUST has also pressed for serious responses to inquiries regarding **reasonable accommodation for members with disabilities**, experiencing accessibility-related issues regarding the technology required for remote teaching, research, and service.
- We continue to seek assurance that reasonable accommodation will be provided where necessary for all faculty, staff, and students, in accordance with the University's obligations under the Collective Agreements and the New Brunswick Human Rights Act.
- The Employer has not yet formally responded to the issue, but following a prompt from FAUST is now in the process of preparing a response.

Compensation for Part-Time faculty

- Being aware that preparation for online teaching is considerably more intense than normal teaching, and that the time commitments required constitute unpaid labour for Part-Time faculty, FAUST has repeatedly raised this issue with the Employer since the issue came to our attention.
- The Employer has indicated a firm position contrary to that of the Union: "the University cannot support an LOU that includes additional compensation for either full-time or part-time faculty members, as the President has already stated."

- Although the Employer wants to deny us the opportunity to bring this issue to the table, we will continue to insist that “Part-Time Faculty compensation” is a central concern.

IV. Getting further direction from the membership

Even though we still have many challenges ahead of us, I am convinced that because of the work we have already invested, and due to your commitment and trust in us, FAUST is well equipped to take collective actions as needed, and to demand action from our Employer on your behalf.

As stated above, the Employer has now indicated a willingness to revisit an LOU in regularizing COVID-19 pandemic-related changes to faculty working conditions.

A **Joint Committee** between the Union and the Employer is in place “for the administration of [the Collective] Agreement[s]”, as per article 3.11.1. The Union and the Employer have now formed the Joint Committee to serve this purpose. Your FAUST representatives are myself, along with Marvin Claybourn and Mike Fleming who bring their negotiating experience from the Bargaining Team.

A Joint Committee meeting scheduled for August 10 will be a first opportunity for us to reiterate the need for a Letter of Understanding, as we begin collegial negotiations in regularizing COVID-19 pandemic-related changes to faculty working conditions. This meeting will (in part) serve as an initial platform to communicate our concerns and set the ground for negotiation.

For us to make strong political arguments, we need you to be behind us. Therefore, FAUST calls for a **GMM meeting on August 13, 2020**. We will report back from this initial meeting, converse, get directions from you, and make critical decisions for addressing the Employer’s actions and policies regarding the issues I listed above. Your attendance at the GMM meeting is imperative.

Your participation and your support are vital to your Union. We all depend on each other, and we are strongest together. Please get involved in any way you can, whether by communicating your concerns, taking part in the Task Force, or joining any of the other ad-hoc committees.

More than ever, this is a time for solidarity at many levels. We are fortunate to have a strong faculty union in FAUST. Our strength is internal, but it also comes from broader union activism. We are not alone. Our provincial federation (the FNBFA), the national association (the CAUT), and other sister organizations across the country and around

the world are our collective. We are sharing our experiences and best practices with each other, and are ready to support one another during these hard times.

Let's keep all that in mind as we prepare for a challenging academic year ahead. Despite the pandemic, we can and will continue to make STU the best possible academic community, and most equitable workplace for each and every one of us.

Let's put our collective demands on the table in regularizing COVID-19 pandemic-related changes to faculty working conditions.

See you at the GMM.

In solidarity,

Gül Çalışkan, FAUST President

faustprez@stu.ca

WELCOME TO NEW OFFICE STAFF MEMBER: ADRIENNE WILSON



FAUST is very pleased to introduce a new member of the office staff, Adrienne Wilson. Adrienne has worked for various University offices prior to moving to Fredericton, including at Cornell University. She is our new Office Assistant and manages the FAUST website, daily financial transactions, survey development, record management, and organization of FAUST Teams groups and meetings. You have probably already received an email message from her. Please

welcome her aboard!

COVID-19 FACULTY TASK FORCE

Did you know that there is a member-driven COVID-19 Faculty Task Force created to address faculty concerns about working conditions during the pandemic?

This Task Force was created shortly after our April AGM and has been meeting ever since. Updates are available on the FAUST website: <https://www.faustnb.ca/covid-19-communications>.

The members of the Task Force **meet approximately once a month** or *as needed*. Meetings are **open to all Full-Time and Part-Time members** of FAUST.

The **Terms of Reference** of the Task Force are as follows:

- ❖ The COVID-19 Task Force is dedicated to **faculty concerns and issues**. It has a mandate to proactively anticipate, monitor, and remedy concerns relating to faculty working conditions, as embodied in the Full-Time and Part-Time Collective Agreements.
- ❖ The Task Force acts as a **clearing house for faculty questions and concerns**. The members solicit issues from faculty, attempt to solve problems, and direct concerns to the appropriate parties for feedback.
- ❖ The **set of critical issues** that the Task Force is addressing may include, but not be limited to, the following:
 - the implications of COVID-19 on workloads and the balance between teaching, research, and service
 - institutional support for developing best practices in liberal arts instruction
 - assessing the expectations for promotion and tenure in the context of the pandemic
 - threats to academic freedom
 - copyright and intellectual ownership
 - academic misconduct
 - the challenges faced by part time/contingent faculty
 - equity issues raised by the coronavirus situation
 - health and safety concerns
- ❖ As with other **ad hoc committees**, the Task Force reports to the FAUST Executive, which may provide funding and/or bring recommendations to the FAUST general membership as necessary. The task force is **separate** from the **ad hoc Senate Committee on Remote Teaching** but funnels relevant faculty concerns to that Committee.

- ❖ The Task Force **communicates directly with the Employer**, seeking clarification on many issues, and challenges Employer initiatives viewed as contrary to the Collective Agreements.

Currently, the members are formed into **four sub-committees** to work on the following initiatives:

1. *Safe Teaching*. To examine issues involved in the gradual return to campus and to respond to back-to-work protocols issued by the Employer.
2. *Teaching, Research and Service*. To analyze academic misconduct issues with a view to updating the academic misconduct policy.
3. *Equitable and Just Work Environment*: To examine challenges such as compensating contingent faculty and other equity issues.
4. *Research and Resource-building*. To gather resources on COVID-19, research the steps taken by other faculty associations, and evaluate the types of initiatives that those associations are forming.

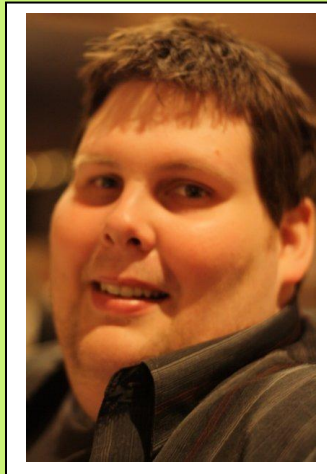
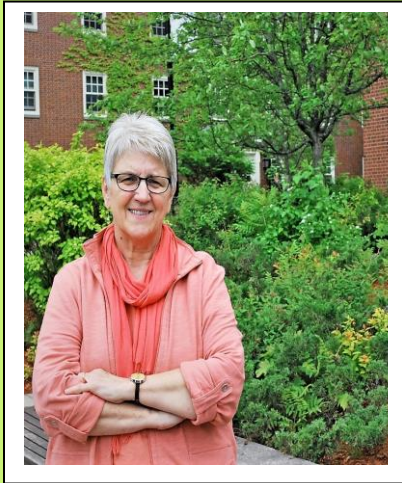
If you are **interested in joining** the Task Force as a **member** or in **simply attending** our meetings, please contact faust@stu.ca.

PART-TIME FACULTY LIAISONS

Are you a Part-Time faculty member? Do you have concerns about your work in the context of the pandemic?

If so, please be informed that the FAUST Executive has created a **new position** entitled **Part-Time Faculty Liaison**. This position was created in recognition that there are **special challenges facing Part-Time faculty** in the transition to remote teaching in the current COVID-19 environment.

Two Part-Time faculty members at STU - **Janice Harvey** (Environment & Society) and **Mike Fleming** (Sociology & Criminology/Criminal Justice) - have been appointed to the position.



Janice and Mike will work to ensure that Part-Time faculty obtain timely information about pandemic issues, including any supports that are available. They will also respond to challenges identified by Part-Time members, and act as a conduit with the Executive.

Our Part-Time Liaisons hosted a **virtual Town Hall** for Part-Time faculty in June. For those who missed the town hall we have saved a [video recording of the presentation here](#) for you to view. The Q&A session was transcribed and made anonymous, and is available for Part-Time faculty to review.

You will hear more from the Part-Time Faculty Liaisons in the days to come. If you wish to contact them directly, please email ptliaison@stu.ca.

JEANNETTE GAUDET RECEIVES BERNICE SCHRANK AWARD

FAUST is delighted to announce that **long-serving Senior Grievance Officer Jeannette Gaudet** (Romance Languages) has been awarded the prestigious **Bernice Shrank Award**. This award was created by CAUT in 2013 to recognize “outstanding contributions to the enforcement of academic staff workplace rights through grievance/arbitration.” Criteria for the award include “a demonstrable history of consistent and active defense of collective agreement provisions through the grievance

process over a long period of time” and “leadership within their association.”

(<https://www.caut.ca/about-us/awards-scholarships/lists/awards-and-scholarships/the-bernice-schrank-award>)

We think that Jeannette’s leadership over the years more than exceeds these criteria, and it is high time that she won this award!



Jeannette in centre

Jeannette began on the FAUST Executive as Secretary in 1998, but then steadily moved through the ranks, serving as Vice President (1999-2000), Acting President (April-May 2000), President (2002-2005), and Past President (2005-2006). Jeannette also served as the Communications Director for the FAUST Job Action Committee during the lockout and strike of 2007-2008. Her grievance work began in 2004-2008; at the end of this term she became Senior Grievance Officer, an office which she has held for 15 years.

As Senior Grievance Officer, Jeannette has led the Union through two successful arbitrations over the denial of Sabbatical and CPI (Career Progress Increment) and a judicial review of the CPI case. These victories prevented the Employer from attempting to impose standards through the back door and resulted in better employment practices at STU. They also provide significant precedents for faculty facing similar situations at other institutions. She has also been involved in pursuing recent arbitrations over the issuance of “non-disciplinary letters of expectation.”

Moreover, Jeannette was instrumental in preventing the Employer from circumventing the Collective Agreements by denying union status and benefits to Part-Time instructors teaching on reserves. This is an important issue, as the university (and union) contemplates indigenization under the recommendations of the Truth and Reconciliation Commission.

In short, FAUST has been very fortunate to have benefited for so long from Jeannette’s knowledge and experience. Even FAUST lawyer’s has said: “I can think of no one who merits that award more than Jeannette... she is so knowledgeable, I have learned so much from her and she has made such a huge difference for FAUST over the years”.

The Bernice Shrank Award is a fitting tribute for a colleague who has dedicated so much of her professional life to helping her fellow faculty members!

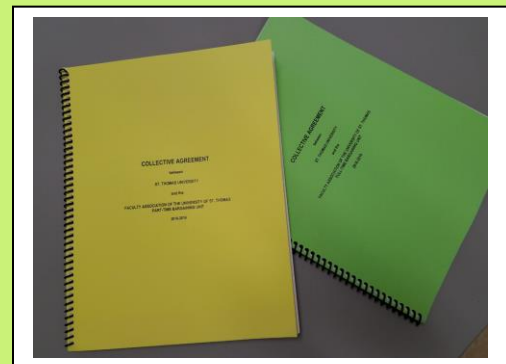
COLLECTIVE AGREEMENTS SIGNED:

FAUST is pleased to announce that the new Full-Time and Part-Time Collective Agreements were signed by FAUST and the Employer on Friday July 3rd.

See our website for access:

Full-Time Agreement:

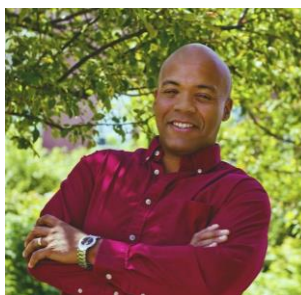
https://www.faustnb.ca/static/site-content/files/documents/stu_ft_agreement2019.pdf



Part-Time Agreement: https://www.faustnb.ca/static/site-content/files/documents/stu_pt_agreement-2019.pdf

JOINT COMMITTEE RECONSTITUTED

Marvin Claybourn, member of Joint Committee



Mike Fleming, Marvin Claybourn, and Gül Çalışkan have volunteered to serve on the Joint Committee. This is a very important committee, which “*shall review matters of concern arising from the application of the Agreements between St. Thomas University and the Faculty Association of the University of St. Thomas (Part-time Bargaining Unit and Full-time Bargaining Unit)...This Committee shall attempt to foster better communication and more effective working relationships between the Parties and shall attempt to maintain a spirit of cooperation and respect between the Parties.* (Article 3.11.4). This is especially significant in light of FAUST’s efforts to regularizing COVID-19 pandemic-related

changes to faculty working conditions. Thank you for your service Mike, Marvin and Gül!



COALITION FOR POST-SECONDARY EDUCATION IN NB:

FAUST, STUSAU (STU Support & Administration Union), and **FNBFA** (Federation on NB Faculty Associations) are amongst the founding members of a Coalition for Post-Secondary Education in New Brunswick that has been formed by unions and organizations representing students, staff and faculty in the province's colleges and universities.

The coalition, based in part on a similar association in Nova Scotia, was formed to draw the attention of all New Brunswickers, including our governments, to the state of post-secondary education in the province. As stakeholder organizations in public post-secondary education in New Brunswick, the coalition argues that "their sector is an important and essential part of the solution for a prosperous New Brunswick, during and post-Covid pandemic."

For more information, see <https://www.fnbfa.ca/coalition-for-post-secondary-education-in-new-brunswick/>

CONGRATULATIONS TO PTSU ON THEIR FIRST COLLECTIVE AGREEMENT:

Hearty congratulations to the **PTSU** (Professional & Technical Staff) at UNB, who after six years without a contract, signed their first Collective Agreement on 16 July 2020!

<https://www.facebook.com/Professional-and-Technical-Staff-Union-218219984866191/>

Solidarity works! We think that a strong showing of support from faculty and staff unions at STU and UNB helped!



WE MISS YOU! STAY SAFE!! AND BE WELL!!



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SEE YOU AT THE GMM ON THURSDAY AUGUST 13 at 2PM