



BULLETIN

August 2017

Welcome: A Message from the Incoming President

On behalf of the NUFA Executive, I would like to welcome all new faculty and welcome back all current faculty. We hope that you have enjoyed a restorative and productive summer and look forward to seeing you soon in the hallways of campus, in offices and in classrooms doing what you do best as educators and researchers.

I would like to take this opportunity to encourage you to join us throughout the year for meetings and events, like the upcoming annual Labour Day Picnic on the waterfront, our NUFA Socials, and our Membership Meetings. These events help us all to stay connected and informed, but also, as we learned in 2015, having opportunities to be together and to talk with one another is a powerful activity. When we gather together it is a gesture of solidarity and this gesture is especially important in the quieter days between rounds of bargaining. NUFA can only be as strong as your ongoing involvement, so please do come out, spend some time with your awesome colleagues and stay connected to what NUFA is doing.

Another way to stay connected is to keep an eye out for bulletins, news and other communications coming from our NUFA Office. NUFA will work to keep you informed about important issues on campus, but we will also keep you up-to-date on the climate and goings-on across the university sector.

Whether you are new faculty, a part-time faculty member, or longstanding faculty at Nipissing, I urge you utilize NUFA as a resource. NUFA is here to help and support you in all stages of your career and with any issues you may encounter related to your employment. No question is too small, no issue too daunting. Your concerns matter to us and we are happy to be of assistance.

Starting in July, your incoming NUFA Executive team hit the ground running: we gave a presentation at the Bill 148 hearing advocating for changes to the labour laws that would improve the working conditions for our contract academic faculty; we have a working group envisioning how our Collective Agreement may be structured as we move towards the potential merger of our two existing Collective Agreements; we have another team working on an LOA which will see the academic librarians brought into the Collective Agreement; we have been working to develop a new, user-friendly and attractive NUFA website; and our Grievance Committee has been active this summer handling contractual inconsistencies and looking at issues related to academic freedom.

Undoubtedly 2017-2018 will be a busy year for NUFA, but we will ensure that it is a productive one as well. Stay tuned!

With all the best wishes in the new academic year,

Amanda Burk, President

NUFA
Nipissing University Faculty Association

UPCOMING EVENTS:

Annual Labour Day Picnic
Monday September 4, 2017
11 am – 4 pm

A free, family friendly event organized by the North Bay & District Labour Council at the waterfront. There will be a parade, inflatables, games, barbecue, and more...

Hope to see you there!

VOLUNTEERS NEEDED:

We need faculty to help run our NUFA booth at the **Annual Labour Day Picnic on September 4th**.

We'll be handing out freebies and working to build stronger connections to our community. We promise it will be fun!

Time slots available:

10:45 am – 12:15 pm (x2)

12:15 pm – 1:45 pm (x2)

1:45 pm – 3:15 pm (x1)

Please contact the NUFA Office to let us know if you'd like to help before September 1:

nufaoffice@gmail.com x4499

Signing Off: A Message from the Outgoing President

The transition to a new Executive has gone smoothly this summer, although we were busy right to the moment I began my sabbatical and the hectic pace only continues as Amanda Burk has stepped into the role of NUFA President. I would like to be the first to offer Amanda my full support and to wish her the courage and the stamina to oversee the important work that NUFA does for all of us.

Amanda asked if I might write a few words for this bulletin, and since I've been afflicted with a fairly serious case of restless withdrawal since I ended my term as President, I am happy to oblige.

I thought I'd return to a few issues that I reported on at our last AGM in May. Not wanting to leave an unfinished pile of business I tried to wrap up as many outstanding items in need of resolution as I could. I'm pleased to say that we did manage to resolve some of our most difficult outstanding matters.

Good news came in for our URAB tenure denial arbitration, something that has kept both me and our Grievance Officer, Sal Renshaw busy for well over a year. The arguments for our case were presented for arbitration in April 2017 and we received a positive ruling in late June.

I'm very happy to report that we have finished the preliminary negotiations and language for an LOA to include our professional academic librarians/archivists in the Collective Agreement. While we will still be negotiating the terms in our next round of bargaining, NUFA and the Employer have agreed on a framework for the language. Three cheers to Mark Crane, Nathan Kozuskanich, Heather Saunders and Amanda Burk for bringing this to fruition.

We also came to a resolution with the Employer concerning the University Grievance against the Association. You'll remember that the Employer grieved us for a breach of confidentiality in response to our concern about a number of administrative promotions without process. There was no seeing our way towards agreement about what each of us understood confidential to mean in contract matters, but it was clear that there was nothing to be gained for either side by going to arbitration other than a considerable legal bill. We consider it a quiet victory that the Employer has agreed to work with us to draft language for academic senior administrators to apply for promotion.

We almost have a new NUFA website! We've worked with SOFA Communications over the summer and we are looking forward to a launch this Fall.

And finally, for those of you who may not yet know, Dr. Mark Crane has resigned from his position in the History department. I would like to take this opportunity to thank him personally for all the work that he has done for NUFA over the past 13 years at Nipissing. Mark was instrumental in the negotiation of seven collective agreements and his dedication to bargaining for CASBU and FASBU has made a huge difference for all of us. Mark was also involved with many other projects, including negotiations for the librarians to be brought into the CA, the LOA for the potential merger of the CASBU/FASBU agreements, and the JCAA discussions with the Employer this past year. I am grateful for Mark's integrity and his commitment to fairness, NUFA will miss him.

Susan Srigley, Past President (on-leave)

NUFA EXECUTIVE 2017-2018

Amanda Burk
President
amandab@nipissingu.ca x4673

Sal Renshaw
Vice-President
salr@nipissingu.ca x4427

Rob Breton
Past-President
robbr@nipissingu.ca x4438

Dianne Davis
Treasurer
dianned@nipissingu.ca x4033

Rhiannon Don
CASBU Officer
rhiannod@nipissingu.ca x4391

Todd Horton
Grievance Officer
toddh@nipissingu.ca x4384

Nathan Kozuskanich
Grievance Officer
nathank@nipissingu.ca x4189

Joseph Boivin
CASBU Member at Large
josephb@nipissingu.ca x4148

Jeff Dech
A&S Member at Large
jefferyd@nipissingu.ca x4701

Liz Ashworth
Education Member at Large
liza@nipissingu.ca x4463

Mary Pat Sullivan
APS Member at Large
maryps@nipissingu.ca x4496

Angela Fera
Executive Assistant
nufaoffice@gmail.com x4499

STAY TUNED

We will be announcing dates for our upcoming NUFA Social and General Membership Meeting shortly.