

THE NUFA NEWS

NUFA Communications Committee

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JARVIS | KUNDRATS | PETERS | WINTERS

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Collective Leadership, Collective Wisdom

by Susan Srigley, NUFA President

I must admit just two years ago I had never quite imagined myself as the NUFA President. So as I write, reflecting on the tumultuous summer I've had since beginning the job on July 1, I'm compelled to ask myself: how did this happen? The answer is simple. It is the people. I am humbled by the work of my predecessors who have brought me here: Todd Horton, Gyllie Phillips and my most recent mentor in president-ship, Rob Breton. I have been, and remain, inspired by them. These fine people have dedicated themselves for years to NUFA, Nipissing and to you, our Members. In the face of their (I won't say tireless because it is actually exhausting!) work on behalf of the Association, they have improved the working conditions for all of us and fought to defend and maintain the integrity of our academic mission.

I wouldn't feel at all confident in carrying on this tradition without the impressive tutelage of Rob Breton. Over the last two years, Rob has patiently allowed me to follow him to every meeting and event and supported me as I learned the ropes. In particular, his willingness to co-serve on the Collective Bargaining Committee with me through the transition of our terms as president was exceptionally generous, and - I would say - essential. His experience in bargaining has been invaluable to me as we move through a rather complicated process this round and I'm grateful for his wisdom and insight on the committee.

What has impressed me most about Rob over the past two years is his uncompromising attention to the good of our Members. I have watched him countless times, in meetings with the President, various Vice-Presidents, HR, Senate, the grievance committee, and collective bargaining, always defending the rights of our Members.

(continued on p. 2)

Collective Leadership, Collective Wisdom (continued)

by Susan Srigley, NUFA President

He always speaks as a passionate advocate for the whole Association, motivated by our collective interests and championing what is fair and equitable for all. This is the mark of a great Faculty Association president and one that I aspire to emulate. My heartfelt thanks to you Rob, for your guidance and dedication to NUFA. You have served us well and I am deeply grateful for your mentorship.

So it really is the people who have brought me here, and there are many. I couldn't do this job without them. We have an exceptional Collective Bargaining Committee and a fiercely passionate Chief Negotiator, Hilary Earl. Since last summer we have been working on language and as you know from our Bulletins things have only become more intense as negotiations have progressed. The committee has spent countless hours working for a better university and a better contract for you. I am in awe of them and the huge amount work involved.

Our grievance committee and grievance officers are stellar. They work extremely hard to fight for our Members and ensure the integrity of the CA. In particular our CASBU representatives on grievance carry a heavy load being on this labour intensive committee without any acknowledgement by the University administration of their service. Grievance meetings are weekly and run on average between 2-3 hours. As you know, the Administration has kept us rather busy this past year.

Our Executive members, most of whom do double duty on grievance and collective bargaining, are steadfast, thoughtful people who have been incredibly reliable and supportive as we navigated our way through some new territory this summer in Arbitration and Labour Board hearings.

Last but certainly not least, our Executive Assistant Angela Fera keeps us all on track and remains absolutely indispensable to our Association, and to me. She is always there and ready to listen to our Members, supporting the Executive and the bargaining and grievance committees with remarkable devotion to our faculty.

Why does the dedication of these folks matter so much? Because you are coming to NUFA more than you ever have before, about grievances, dealing with human resources, academic matters, governance, and a general desire to redirect the academic mission of the university and get it back in the hands of faculty. NUFA has become integral to the health of this institution. We are stronger than ever, and we remain the strongest advocate for you, our Members. I look forward to continuing to work with you all in what appears to be some tough weeks and months ahead, as we all stand up for the good of Nipissing University, our incredible faculty and our keen and aspiring students.

NUFA Executive, Standing Committees, & Representatives on Other Non-Association Committees 2015-16

NUFA Executive

President	Susan Srigley
Vice-President	Amanda Burk
Past-President	Rob Breton
Treasurer	Dan Walters
CASBU Officer	Rhiannon Don
Grievance Officers (2)	Sal Renshaw (A&S) Jeff Scott (SSoE)
Member-at-Large (APS)	Manuel Litalien
Member-at-Large (A&S)	David Borman
Member-at-Large (SSoE)	Todd Horton
Member-at-Large (CASBU)	Joseph Boivin
Chief Negotiator (FASBU)	Hilary Earl (Appointed)
Chief Negotiator (CASBU)	Mark Crane (Appointed)
Executive Assistant	Angela Fera



NUFA Standing Committees

Communications Committee	Dan Jarvis, Uldis Kundrats, Wendy Peters, Sarah Winters
Constitution Committee	Adam Adler, Dana Murphy, Larry Patriquin, Timothy Sibbald
Gender Equity and Diversity	Anahit Armenakyan, Kathy Mantas, Lanyan Chen
Grievance Committee	Susan Srigley (President), Amanda Burk (VP), Sal Renshaw & Jeff Scott (Grievance Officers), Rhiannon Don (CASBU), & Joseph Boivin
Scholarship Committee	Adam Adler, Darren Campbell, Steven Arnocky, Ron Phillips
Social Committee	Anahit Armenakyan, Jamie Murton, Richard Wenghofer, & [Vacancy]

Non-Association Committees

Board of Governors	Dennis Geden, Nancy Maynes, Matti Saari, Robin Gendron
Joint Health & Safety	Christine Cho, Darren Ferry, Kristin Lucas, Kelly Morris, Linda Piper
CAUT Defence Fund	Nathan Colborne
CAUT Council	Susan Srigley (President)
OCUFA Board	Amanda Burk (Vice-President)
Pension and Benefits	Hilary Earl, Mike Parr
NUFA T&P Observers	John Nadeau (TPF APS), Janet McIntosh (TPF SSoE), Nathan Kozuskanich (TPF A&S), Sarah Winters (TPU), Donna Jowett (URAC), Toivo Koivukoski (URAC), Graydon Raymer (URAC)

Second Forum a Great Success: Getting North Bay Talking About Precarious (Academic) Labour

by Gyllian Phillips

On June 23, NUFA and the North Bay and District Labour Council co-presented a second Forum on Precarious Labour. Co-hosted and co-organized by Jared Hunt, Communications Officer for the NBDLC and Gyllie Phillips from NUFA, at the public library, this evening discussion and planning session saw a strong turn-out from the community and the university with about 35 folks in attendance from a cross-section of labour and community groups in North Bay. The discussion included contributions from all of the panelists from the first Forum on April 14, and we had great presence from local media. One of the primary goals developed at the June 23 Forum was the idea of a group deputation to the North Eastern area review for the Ontario Government's "Changing Workplaces Review." As a follow-up to the June 23 event, Jared also organized a dinner get-together on July 16 principally to help interested community members prepare for the deputations. A number of people went to Sudbury on July 23, including Rhiannon Don who delivered a deputation on behalf of Mark Crane. (See p. 5 of this issue.)

Why should NUFA take an interest in this? The reasons are twofold: one is that it gives us a chance to put a public face on the increasing problems for faculty who are stuck in low-wage, part-time or contract-to-contract academic employment conditions. Several elements of current legislation really need updating to make precarious academic labour a little less precarious. Also, the Precarious Labour Forum and the Changing Workplace Review give NUFA a chance to make connections in the larger North Bay community and to support the efforts of other groups in North Bay who are trying to build better jobs for everyone.

What's next in NUFA's local labour advocacy efforts? We will be participating in the Annual Labour Day Picnic, organized by the Labour Council, on September 7 with more information and ideas for action to improve jobs for all. Hope to see you there!



Sudbury Deputation (abridged version)

by Mark Crane (read on his behalf by Rhiannon Don)

Dear Special Advisors Mitchell and Murray,

In your opening letter to presenters in the Changing Workplaces Review “Guide to Consultations” you suggest that one overarching question they might address is “what values should we take into account in making our recommendations?” Today, it is my great privilege to humbly suggest that one value you must take into account is fairness with respect to access to good jobs for all Ontario workers. The last two decades have witnessed the emergence of a two-tiered system of employment – one for what we might call “traditional workers” who have some level of job security, pensions, and benefits, and a growing cadre of “contract workers” who have few or none of those things.

On the surface, it is very difficult to tell the difference between the two – they perform the same work, year in and year out, with dedication and enthusiasm – but the quality of their lives is vastly different. Through luck of the draw (or poor luck, depending upon how you look at it) some enjoy a relatively secure



existence that allows them to plan their lives with their families, access medical services, and prepare for a comfortable retirement, while many others are forced into a precarious existence, being able to plan only for a few months into the future, pay out-of-pocket for medical expenses, and have little opportunity to put aside anything for retirement. This system is patently unfair, unequal, and does not reflect the values of most Ontarians. Thus, I argue that your recommendations should aim to build labour laws that will reduce that unfairness, and ensure that all Ontarians have access to good jobs.

Note: The full deputation can be read on the website: <http://www.northbaylabour.org>

Photo of Rhiannon Don at Sudbury Deputation event taken by Evan Newman.

Things you wanted to know about Grievance but were too afraid to ask

by Sal Renshaw

Do you think your working conditions have been violated? Your first port of call when you have any questions about your working conditions is your Collective Agreement (CA)—not your letter of appointment. The only contract we work under is the CA and it supersedes everything except the law. So when you want to know if sabbatical is every 4 or 6 years, head to your CA. If you want to know if the Dean can make you teach that massive first year course, head to your CA. If you still have doubts after that, you have two options. One is to run your question by Angela Fera - NUFA's amazingly knowledgeable Executive Assistant. The other is that you can contact one of your grievance officers (GO): Jeff Scott or Sal Renshaw for FASBU or Rhiannon Don or Joe Boivin for CASBU. You don't have to shoot to the top and contact the President, folks. Actually NUFA President and Vice-President are in on everything anyway because they are both formally on the Grievance Committee. But your GO's and Angela are more than happy to help field your confidential questions and you don't have to worry that simply asking a question means you're launching into anything formal. That's not how grievance works. At NUFA we have a long history with the Administration of resolving issues amicably and long before they become formal grievances. Rest assured we intend to keep working in this way even as relations get a bit more strained during the Bargaining period. So here's a quick overview of how grievance actually works.

When it comes to our attention that an article in the CA has been violated, after consulting as a committee, we head off to the office of whichever Dean it concerns for a chat. This is officially called the informal stage. Nine times out ten this is all it takes. On those rare occasions where that's not enough, we have the option to file a formal grievance. This means we let Admin know in writing that we won't be letting this one go and they need to revisit their initial decision. At this stage we move to dealing with the Provost. We generally have another meeting after this in which both sides try to come to an agreement. If at the end of that meeting a satisfactory outcome can't be reached, we move to the arbitration stage of grievance. That means the issue is significant enough for us and our Members to bring in a third party. At every step of the way in this whole grievance process we have access to legal advice from CAUT and OCUFA and we have our own labour lawyer on retainer. So we are always working in consultation. But once we move to the arbitration stage, it's the lawyers who are representing us. As you can imagine, this is expensive for everyone and we never move to arbitration lightly.

(continued on p. 7)

Things you wanted to know about Grievance but were too afraid to ask (continued)

by Sal Renshaw

A couple of other thing members need to know about grievance: The Grievance Committee works as a team. While you might bring your concern to one of the four GO's or Angela, it will end up being discussed at one of our weekly meetings by the whole committee - that's why you can feel free to contact your GO. The President will hear about and consult on what's going on anyway. And we kid you not about the weekly meetings: we really do meet weekly and meetings run anywhere from two to three hours. We work as a close collaborative team because we really believe we are better able to protect our CA and serve you that way. More heads on the problem.

Most importantly, Members need to know that confidentiality is a paramount value for this committee. We don't discuss your issues with anyone other than those on the committee and those who need to know and we consult you ever step of the way.

Here's a technical point: Grievances are actually initiated by and carried by NUFA, not by Members. In the end, it's the Grievance Committee and the Executive who has responsibility for whether or not we carry a grievance. In some instances, Members are convinced they have an issue and we might well agree with them but still be unable to do anything about it if it's not something that violates the CA. This doesn't happen often but it is worth keeping in mind.

Lastly, while Jeff is technically the A & S and Pro Schools Rep and Sal is the Ed rep and Rhiannon and Joe are the CASBU reps the reality is we don't work this way. You are welcome to contact any of us whenever you have questions. Here are our contact details: Jeff Scott (jeffs@nipissingu.ca), Rhiannon Don (rhiannod@nipissingu.ca); Joe Boivin (josephb@nipissingu.ca); Sal Renshaw (salr@nipissingu.ca) and Angela Fera, (nufaoffice@gmail.com).

**Strike Preparedness Committee**

Co-Chairs: Jane Barker & James Abbott

SPC Members: Jeff Dech, Nancy Maynes, Gillian McCann, Anne Wagner, Mukund Jha, Liz Ashworth, Joe Boivin, Amanda Burk, James Murton, Kristin Lucas, Stephen Connor, Michael McCabe, Peter Nosko, Lorraine Frost, Dianne Davis, Tony Parkes, Mike Parr, Trevor Smith

In Memoriam: Robert “Bob” Cassidy, Professor of English Studies

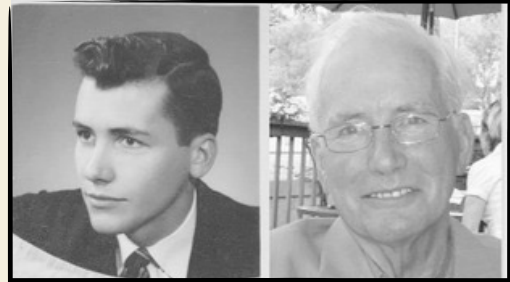
by Gyllian Phillips, Chair, English Studies

Cast a cold Eye

On Life, on Death,

Horseman, pass by!

W. B. Yeats



Yeats's last words notwithstanding, we should not let the moment pass to recognize the work and life of a former Nipissing colleague in English Studies at Nipissing who passed away in June. Bob Cassidy received his undergraduate and doctorate degrees at Western University. Before he came to Nipissing, he had a Fellowship at Cambridge University. One of the founding members of our department before we were independent of Laurentian, he was an admired and respected professor and colleague. Dr. Colleen Franklin was an undergraduate student of Bob's, and he inspired her to go on to do a Ph.D. after which she returned to Nipissing to teach in the English Department. Here is her memory of a beloved professor:

He was a brilliant, articulate, thoughtful man and professor, and he was my first mentor—the first to encourage me to do grad work, in the first term of my first-year English course. That first-year course was the best introduction that anyone could have to British Literature, and I took every course he offered after that. Every single day, without exaggeration, I find myself remembering something he said in class, and when I taught, I quoted him constantly. Bob remained a friend and mentor for many years, encouraging me through grad school with frequent letters, and he gave me several beautifully-made or rare books from his library, which I treasure.

He had a life-long passion for the poetry of W. B. Yeats, so I quote here some lines from W. H. Auden's elegy for Yeats, written in 1939. The words refer to the gift that poets bring to their readers, but given Colleen's tribute, I think they can apply also to an excellent professor of literature:

*In the deserts of the heart let the healing fountain start,
In the prison of his days teach the free man how to praise.*

Bob passed away peacefully at Eastholme Home for the Aged on June 16, 2015 at the age of 82 years. Donations may be made in his memory to the *Dr. Robert L. Cassidy Award in English Studies* (cheques only, payable to Nipissing University) and would be gratefully appreciated by his family.

Linda Richards' Retirement Celebration

by Sarah Winters

Linda Richards retired this year from her position as Lab Instructor for the Department of Geography. Linda, who arrived in the Department in 1996, gave years of service to NUFA, helping to draft CASBU's very first contract in 2002. She dedicated countless hours as part of CASBU's Collective Bargaining Committee and helped negotiate collective agreements that followed. Her service with NUFA helped to improve the working conditions for all contract academic staff at Nipissing University. In addition to her work for the Union, Linda also served as Faculty Representative for the InterVarsity Christian fellowship for sixteen years. A Retirement Celebration took place for Linda in the NUFA Office on May 28th. What follows is an excerpt from the speech Sean O'Hagan gave at the event:

She is really one of the unquestionable builders of the geography department. This is probably most evident by the number of students she has affected and helped guide. Have you ever sat down and counted how many students you had? As the prof of one of those first-year classes for a number of years now, I experienced her impact first-hand. She was always so patient and thorough with those students. Way more than I would ever be. She always made time...and thus the true impact. Not a tonne of people came to Nipissing to take Geography. But after 1st year, the number of geography majors rose dramatically. And that is because of Linda and Mary and now Jeff. [Mary Taylor and Jeff Wilson are Lab Instructors in the Department of Geography.] Even after finishing first year, many students many returned to see her if they had a problem in an upper year class or just needed someone to talk to. Thus, she really is a true builder of the department.



Linda Richards (left) and Mary Taylor (right) at retirement celebration.

NUFA Events

There will be a **NUFA Social Event** on Thursday, September 10, 2015 from 4-6 pm at the Wall.

There will be a **Student/Faculty Mixer** on Tuesday, September 22, 2015 from 5-7 pm at the Wall.

News Items

Sabbatical Exchange Opportunity (Germany)

I would be interested in doing a sabbatical at Nipissing in exchange with a colleague (and family) from North Bay. We have three children (3,6,8) and live in a lovely house with a large garden in Heidelberg, Germany. My idea is to find someone to swap houses with. I could easily arrange an invitation from Heidelberg University of Education (<https://www.ph-heidelberg.de/en/home.html>) for a visiting scholar. We are planning the sabbatical for August 2016 to January 2017.

Contact Information

Prof. Dr. Thomas Raith
 Director, Institute of English Studies
 University of Education Freiburg, Freiburg, Germany
 Phone: +49 (172) 359-5478



Labour Day Picnic 2015

We imagine picnics as a celebration of leisure but picnics are a form of leisure created through labour, the labour involved in preparing food for oneself and others. As such, a picnic is a perfect way to enact our understanding that the purpose of labour is to serve people, an idea often lost in the presence of the opposite message that the purpose of people is to serve the labour market. This year's Labour Day Picnic, hosted by the North Bay and District Labour Council, will take place at the Waterfront on Monday, Sept. 7th. The Flag March at 11:00 a.m. is followed by a B.B.Q. at noon and as always there are plenty of fun activities for children. NUFA will be represented by our President, Susan Srigley, and of course any members who want to show up to eat, drink and be merry before the morrow on which we shall work. The food and entertainment is free and they ask that you bring a non-perishable food item for the food bank.

LGBT*Q Pride Initiatives (by *Henri Giroux, OSSTF*)

Kevin Bruneau, who works at Almaguin Highlands in South River, is working to build greater union LGBT*Q Pride capacity in North Bay, in particular for the march/social event usually held in the Fall. Across Ontario hundreds of Education Sector unions take part in many aspects of Pride. Barrie Pride is a recent example of their success! Kevin is working on details for a North Bay Pride table at the very popular Annual Labour Day Picnic and Flag March to be held September 7th, 2015 to promote North Bay Pride. If you're aware of any members who might want to be involved, in any capacity, or wish to receive further information, please contact Kevin (kbruneau8@gmail.com).