
FACULTY TIMES

A Newsletter of UWOFA

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Faculty Times welcomes contributions and letters to the Editor. We look forward to lively responses and debate on issues related to UWOFA and its membership.

James Compton and Aniko Varpalotai,
Editors, jcompto3@uwo.ca

Academic Solidarity!

UWOFA: Ten Years After Certification



UWOFA - Celebrating Another Anniversary!

by *Aniko Varpalotai*

Some readers of this issue of Faculty Times may be experiencing a 'deja vu' moment. Wasn't it just a few short years ago that we celebrated UWOFA's 50th Anniversary? Yes we did, and the fact that we are now celebrating our 10th Anniversary signals neither time travel nor a time warp. The year 2005 was the 50th Anniversary of UWOFA, the Association. The Association continues today; however 10 years ago, UWOFA took the historic step of seeking certification with the Ontario Labour Board, and thus was born UWOFA the Union.

Newer members who were not yet at Western in 2005 can review the earlier history of UWOFA in the special issue of Faculty Times published in December of that year (Vol. X, No. 2) available on the UWOFA website, in the archives section [http://www.uwofa.ca/ft/10-2/ft_vol10-2_dec05.pdf]. On that occasion, then President Jane Toswell organized a symposium including local, provincial and national Faculty Association representatives, marking the formative and developmental years of our Association.

As you will read in this issue, much has happened in the more recent decade of UWOFA, the Union. All Full-Time and Part-Time members of Faculty, and designated Librarians and Archivists, as described in each of our Ontario Labour Relations Board

Certificates, now belongs to one of the two Bargaining Units within UWOFA. Participation in the work of the Association continues to be voluntary, though many more members have become engaged in the various committees and other aspects of UWOFA since unionization. But regardless of our involvement with the Association side of things, we all pay dues to support the negotiating and legal work carried out on our behalf, and we all take part in crucial votes regarding ratification of collective agreements, and on occasion, strike votes as we work towards those agreements.

Those who were on campus both pre- and post-certification will re-live some of the turbulent times which accompanied Western faculty members' decision to form a union as they read the accounts from this issue of Faculty Times. Those who arrived during the ensuing years, like our current President Abhijit Gopal, will gain some insight into the issues which led us down this path, and the progress that has been made since then - as well as areas where we continue to seek parity - or better - with other institutions.

We continue to be proud and strong with our united faculty union of both Tenured/Tenure Track Faculty and Contract Academic Staff. Other institutions look to us now for wisdom in this regard. Our newer

members in the Librarian and Archivist bargaining unit, having achieved a solid first contract, and are now becoming fully integrated in the work of UWOFA, the Association, while building the union side of their group.

Education and communication continue to be important tools in building a strong and collegial Association, Union, and ultimately University. Relations with the University Administration have improved markedly over ten years - though there is more work to be done in this regard, also. It is important to celebrate, and to reflect on these milestones. UWOFA is only as strong as its membership base. As with any such organization, we need to remind ourselves of our responsibilities as we enjoy the rights achieved through our various collective agreements. It is hoped that the democratic, collegial decision-making body that UWOFA strives to be will continue to engage members - both the new and the veterans. We invite you to reminisce, celebrate, and participate!

Aniko Varpalotai is Associate Professor Faculty of Education and Past- UWOFA President, 1998-99.



UWOFA

Join us in celebrating our 10th Anniversary

Friday, April 11, 2008 @ 3:00 pm

Grad Club, Middlesex College



A President from the Business School? What Has This Union Come To?

by *Abhijit Gopal*

In this tenth year since UWOFA became unionized, I thought it would be useful to provide a picture of what the Union has become. As the painter of that picture, I am aware that I use a somewhat unlikely set of lenses. I am the first president of the Union that was not at Western when UWOFA certified. As well, I am from the Ivey Business School, which many acknowledge is an unusual place to find a Union president. So the field of play that I see will perhaps be somewhat different from what others see or what a more common view of the Union might yield. My biases stated, let me begin my picture.

Central to UWOFA – because it is where I spend much of my time – is the office at Elborn College. This is temporary accommodation following the evaporation of our long time headquarters at 1393 Western Road. We have less space than at 1393 but we have managed to settle in by making a few compromises, such as holding our Board meetings at different places across campus.

The UWOFA office is staffed by Jane Laforge, Don Heslinga, and Micki Izzard. Jane, the Administrative Officer, has held it (and the office) together through nine presidents and has, by the law of averages, had her share of fun and grief. It is my suspicion that she understands the mind of the academic better than any academic (she is working on librarians and archivists now). Don, the Professional Officer, spent eighteen years with UWO administration in Human Relations. He now puts his considerable institutional knowledge to work for UWOFA. In the two-and-a-half years since he arrived, Don is the person to whom Members and UWOFA officers turn without hesitation for consultations regarding the Collective Agreement (CA) and related employment matters. Micki works the second half of every workday for UWOFA and has learned to do a greater variety of work than she had bargained for, filling in as she does

for whoever is away, doing what administrative assistants do, being the webmaster, and learning how to design web sites as she works on our new web site project.

Moving from daily administration to policy, we have the group that is central to the decision-making of the association, the Board. These are twenty-two individuals from across campus, representing faculties, libraries, and archives. Their job is to represent the interests of Full and Part-Time Members, Contract Academic Staff, Limited-Term Appointments, and Tenure-Track Faculty. Always energetic, sometimes crabby, this group of people ensures that the organization as a whole stays on course.

The Board's Executive Committee – a seven person sub-committee – is charged with ensuring the organization chugs ahead between board meetings. Five members have fancy UWOFA titles: the well known Past President, Kim Clark from Anthropology, the equally well known Vice-President, Mike Carroll, the attempting-to-be-not-well-known-but-not-necessarily-succeeding Secretary, Bev Brereton from the Western Archives, the Treasurer who has ensured that UWOFA will never go the way of Enron, Ann Bigelow from Management and Organizational Studies, and the President from Ivey.

Essential to the *raison d'être* of the Union is the Grievance Committee, ten Members responsible for ensuring that Members' rights and privileges are always secured, whether it takes a fight or a well-placed conversation. Leading the committee is Grievance Officer Tess Hooks from Sociology, doing her best, and succeeding admirably, at replacing the irreplaceable Albert Katz, who decided, to our chagrin, that his job as Chair of Psychology needed his full time attention.

The contract language the Grievance Committee endeavours to enforce is negotiated by a committed group of Union colleagues. Negotiating Team members roll up their sleeves every two years to stare down their Administration counterparts. And there is the Joint Committee, which stares down the Administration the remainder of the time. Indispensable to both bodies (and to UWOFA in its most general sense) is Mike Dawes, Chief Negotiator and chief civil servant to the association.

Not to be forgotten is the “other side” – the faceless armies of Administration (okay, we recognize them, but I will stick with the faceless). As President of UWOFA, I have reluctantly come to recognize that, unlike most other unions, “management” are numbered among our own colleagues. In their management role, however, they certainly seem to use a different calculus, but there is often room to bring them back to their reality as Faculty Members, Librarians, and Archivists.

Through the eyes of this observer of organizations, UWOFA is a highly decentralized organization that miraculously keeps itself together. In spite of its sometimes chaotic state, the UWOFA I see works hard to be a focussed, coherent organization. We find a way to do the work that needs doing, we try to engage others in UWOFA work, and we try to help Members resolve their difficulties across campus. We urge our Members to call us when they need assistance. We certainly do not have all the answers, but UWOFA is ultimately an organization of its Members, so we have a broad base of expertise from which we can draw.

Jai (Long Live) UWOFA.

Abhijit Gopal is UWOFA President and Associate Professor in the Ivey School of Business

Certification: One Union's Origin Tale

by Marjorie Ratcliffe and David Heap

Faculty certification at UWO started as a result of the final report of the Provost's Advisory Committee on Faculty Evaluation and Development (PACFED), presented on April Fools Day, 1996. Instead of taking the work of his handpicked committee seriously, the Provost responded in May 1997 with a coercive set of "performance indicators" which would have given the Administration arbitrary power to assign research and dictate objectives, compelling faculty to sign and be bound by statements of intent. This provostian pronouncement was followed by another - sometimes referred to as "Son of PACFED" - that would have imposed additional summer teaching for "deadwood" faculty who did not meet the "standards." Both documents threatened academic freedom and tenure, and represented top-down micro-management in conflict with collegiality.

During this B.C. (Before Certification) period, UWOFA was a non-unionized association that could not compel our employer to negotiate. Our 1971 "Conditions of Appointment" (CA) had no legal status and no longer met the needs of faculty so the Bargaining Options Review Committee (BORC), a representative group drawn from across the university, was established by UWOFA to study other negotiation options and to survey members' views. By fall 1996, a lengthy study, "Options and Issues: The Future of the University of Western Ontario Faculty Association," was presented to faculty and voted upon with a preferential ballot: 43% of faculty preferred to continue with an enhanced CA, 50% voted to seek union certification under the Ontario Labour Relations Board (OLRB).

Because the vote was relatively close, and to give the CA another chance to succeed, negotiations for a Comprehensive Agreement continued with the limited goals of obtaining membership dues check off and fully binding arbitration. After nine months of futile attempts, it was clear that nothing resembling the BORC plan could be achieved. Despite the Administration's eleventh hour "anaemic" attempts and

suggestions of another six months of meetings, UWOFA suspended negotiations.

On 28 October 1997, at a General Meeting, faculty voted to seek certification. A Certification Committee, chaired by Marjorie Ratcliffe and ably assisted by Part-Time instructor Claudia Vicencio (who has since become a labour lawyer) was established. Members volunteered from all faculties and most had some union and/or political organizing experience. At this time, librarians and archivists chose not to join our certification drive but would later become part of our union.

As the Administration claimed not to have a complete list of faculty members, especially Part Time faculty (who were all paid on a regular monthly basis!), our first goal was to define the bargaining unit, literally to find out who was teaching at UWO, and then to sign up the number of

Faculty voted for certification because of PACFED's threat to academic freedom and our rejection of a paternalistic micro-management style.

members required for a certification vote. Some 60 departmental representatives canvassed their departments, answered questions about the process, encouraged colleagues to sign membership cards and wrote leaflets as issues arose. Information and educational sessions were held for canvassers and for the general membership, some with the assistance of CAUT, others with the advice of colleagues from other unionized universities (Queens, York and Wilfrid Laurier). On 20 February 1998, we filed for certification. At that time we had identified and signed up 52% of the faculty members at UWO, well over the 40% required to hold a vote.

On 4 and 5 March 1998 a ratification vote was held by the OLRB. Three polling stations were run by government officials with 50 UWOFA scrutineers (the Administration sent some Deans). Even more volunteers walked the halls, encouraged

people to vote, responded to last minute concerns, drove members to polls, answered phones etc. An astonishing 73% of the 1,283 faculty voted with 61% voting for certification. The Administration objected to Part Time members and a few other designated groups voting so 47 ballots were set aside until later. On the night of 4 March, with our lists of members who had indicated how they might vote, we knew we had won. Our organization efforts also seemed to be recognized by the Administration: the phone lines were flooded as faculty (even those who had already voted, including a member of the Certification Committee!) were called to try to talk them out of certification. The university email system was frozen with similar messages. The union drive was not taken seriously until it became clear how a bunch of volunteers dedicated to a cause could mobilize for change. After an

excruciatingly long count late into the night of 5 March, we had a well-deserved victory party.

When our application for Certification was heard in early May, the OLRB accepted our position that all those who teach at least the equivalent of one full course at

UWO (except some designated groups) be included in our Bargaining Unit. Our Certificate was granted on 26 May 1998.

Faculty voted for certification because of PACFED's threat to academic freedom and our rejection of a paternalistic micro-management style. Although Western was then the twelfth worst paid faculty in Ontario (with the second best paid Administration!), during the union drive salaries and benefits were not an issue. Despite our differing fields of expertise, our training in research, analytical thought, the organization and expression of ideas served us well. Certification demonstrated that when faculty unite in defence of our most basic values we can prevail.

Marjorie Ratcliffe is Associate Professor Modern Languages and Literatures; David Heap is Associate Professor Linguistics.

Ten years of Collective Bargaining

by Mike Dawes

Prologue

In the spring through early fall of 1997 a team of four seasoned UWOFA members (Doug Baer, Regna Darnell, Allan Heinicke and Andy Osler) met with Administration representatives – sometimes twice weekly – in an effort to complete a comprehensive agreement encompassing terms and conditions of employment for faculty at Western. On October 7 the UWOFA reps concluded that a satisfactory result was impossible. Why? Among other things, the Administration insisted on a particular salary model that was at management discretion; and they refused to countenance unrestricted binding arbitration on salary matters – the latter a provision that is typical of the few such comprehensive agreements in place at other Canadian universities, and also frequently found with unionized Associations.

Commitment

On October 28, 1997, a General Meeting of UWOFA members endorsed a certification drive as the only viable response. We proceeded to gather signatures under the able and determined leadership of Certification Chair Marjorie Ratcliffe who led a team of more than 60 enthusiastic volunteers. By February we had signatures from more than the required 40% of the prospective bargaining unit, and asked the Labour Relations Board to conduct a certification vote. In the final few days before the vote, Administration representatives Peter Mercer (VP Admin) and Greg Moran (Provost) published a letter telling faculty members that unions are not a cure for all ills; it ended with the ominous slogan: “For every Queen's there is a York” – the point presumably being that while we might hope for the calm and reasonable negotiations found at Queen's, we were likely to be faced with the intransigence found at York, which had suffered an eight-week strike in 1997. Many faculty members were outraged at this perceived attempt to threaten us with dire consequences. However the Labour Board is not inclined to interfere unless unfair practices are flagrant and/or

persistent and the vote went ahead on March 4th and 5th. It succeeded handily; in granting UWOFA's certificate the Board decided in favour of our position that full-time and part-time faculty should form a single bargaining unit.

Engagements

In the succeeding ten years we have negotiated four collective agreements – three for faculty (98-02, 02-06, 06-10) and one for our newest members, the librarians and archivists (06-09) – and are (as always) preparing for the next rounds. None of the negotiations have been easy. For the first faculty agreement, the administration team declared an impasse, triggering the appointment of a mediator and potentially leading to a strike, at a time they presumably judged advantageous. In the two subsequent faculty rounds, it has been UWOFA who called for mediation, putting negotiations into this more fraught phase. In the librarian/archivist negotiations, we had to overcome strong initial resistance to acknowledging basic status of these members as found at comparator institutions across the country and called for in the report of external evaluators of our library system. Our Administration has not relented on the Queen's/York dichotomy – refusing, for example, to agree in writing to be generally fair (language which is found in the Queen's agreement, but not at York). Moreover, members see interference in collective bargaining – in the most recent faculty negotiations, for example, the publication of an apparently misleading description of the Administration salary offer in the period leading up to mediation – and insult added to injury by the failure even to mention part-time compensation.

Current Strength

We have good collective agreement language – this past term I have received external comments, from CAUT negotiation specialists and from our counsel, to the effect that some provisions of our contracts set standards for the system across Canada. This has been achieved thanks to the diligence and

energy of my colleagues on negotiating teams, with the support of the Association officers, Board and staff, our own bargaining preparation and support committees, and our provincial and national organizations OCUFA and CAUT – and not least to the strong backing of the Membership for the negotiators. Our union is financially sound and has adequate resources to support negotiations, and can draw on more resources externally in case of strike or lockout. We have an active and experienced Grievance Committee, essential for upholding the Collective Agreement and representing both Members and the union in disputes about its application. This work is an essential counterpoint to collective bargaining – the Labour Relations Act requires that arbitration be available to unions as a last resort in resolving such disputes. All these strengths did not come about instantaneously on certification – rather, they have been deliberately cultivated with ongoing reflection about how we use and support bargaining to achieve and maintain Members' goals.

What Is To Be Done?

Of course there is always more to do – we are very far from a holding pattern of maintenance. We have not achieved all our goals, and furthermore new or revised ones appear over time in response both to Members' aspirations and to pressures external to the union. There are long-standing concerns about fairness: for example, of our compensation compared to other Ontario universities, and of the status of contract academic staff. It won't be a surprise that the areas where we still have most work to do are precisely those where we encounter strongest resistance from the Administration. Some of our hardest struggles may be still to come. Success will depend on careful preparation, steadfast commitment, broad participation, and continual “building the union”.

Mike Dawes is UWOFA's Chief Negotiator, Professor in the Department of Mathematics and Past-UWOFA President, 1991-92.

Some recollections of 1999-2000: toward the first contract

by *Ernie Redekop*

The other day a professor from another university asked me how one goes about starting a faculty union. After pointing out that I have colleagues at UWO who are much more qualified to answer this question than I am, I remarked that, on the one hand, one needed people with an unswerving devotion to the concept of a faculty union, as well as the ability to organize a certification vote and, on the other, an administration that would, at a critical moment, do something so stupid that even die-hard opponents of unionization would finally recognize the futility of the kind of “binding supplication” which for years wore out the knees of faculty at Western. I added that, if it were possible, all faculty members, including part-time faculty, librarians and archivists, should be within one bargaining unit.

I spoke from experience: by the time I became president of UWOFA (1999-2000), most of these conditions had been met at Western (except for the inclusion of librarians and archivists). The certification drive succeeded, thanks to the well-organized campaign run by Marjorie Ratcliffe and colleagues. The Provost gave us his unintentional but significant help by creating the Provost’s Advisory Committee on Faculty Evaluation and Development (PACFED); the committee was also known as the Provost’s Advisory Committee on Fatuous Educational Detritus. In an open meeting, a famous professor of economics described the committee’s founding document as “the worst document he had seen in thirty-seven years of teaching in universities.” High-ranking members of the administration helped matters along by going on a tour of speaking engagements around the campus, trying to warn faculty members of the coming apocalypse. In the historical vote, two-thirds of the faculty members casting ballots voted for unionization, and now UWOFA was faced with the writing and negotiation of the first contract in our history.

My being president at this critical time in the history of UWOFA was relatively easy, compared with my being a member of the first negotiating team. The office was in the

old house on Western Road, and one of the best things I ever did in that house was to hire Jane LaForge as administrative officer. As president, my main aim was to encourage the people on the executive not to let their own ideological imperatives subvert the work of the Association; fortunately, all the members, despite furious debates, worked toward our common goal: to pass the Association wording of as many articles of the contract as possible. The really heavy work for all of us was in finding the right language for our side, a very large task shared by many people who worked hour after hour, day after day, week after week and finally

Their statistics crept onto the table like those little warships one sees on tables in the war-rooms depicted in movies. Then the big guns on our side opened up, like battleships firing on frigates, and all the surviving little ships scurried into whatever nearest creek they could find.

month after month, trying to put into words what we wanted from the first contract.

My recollections of the actual discussions of language are of the way in which people brought to bear their particular disciplinary knowledge and their various experiences. The contract committee, essentially, was a group of people who chose to come together in a deeply-felt common purpose; people who, while holding fast to their principles, were willing to compromise the expression of these principles for the sake of the common goal. We hammered out proposals for articles, which were then voted on and passed by the executive and sent to the negotiating team.

It would require a separate chapter to detail the debates between the two negotiating teams, a chapter that, while informative, could also solve the impending crisis in boomer-age sleeplessness. So I will only note one or two interesting items. UWOFA’s team was well-balanced, knowledgeable and thoroughly pragmatic in its outlook. We were led by Mike Dawes, a man with qualities that make him, in many ways, an ideal chief negotiator. Mike has an

unusual capacity for remembering salient details. When presenting an argument, he would speak without notes in complete paragraphs, stating points clearly and succinctly. He was also one of the coolest heads at the table; on more than one occasion when we were faced with another example of administrative intransigence, Mike would inform our negotiating team that he intended “to lose his temper” at the next session – which he would then do, in a display worthy of a professional actor. Behind the scenes, held in reserve but always ready, was the late Al Heineke, himself a former president and a mathematician (like Mike) with an extraordinary ability to read charts of numbers as if they were pages of a novel.

Since this is not a history, but merely the evocation of some memories, let me conclude with one episode in the long and tedious history of our negotiation of the first contract. The two sides had to meet for a special session to determine the statistical bases for

the impending negotiations on salaries and benefits. Opposite us sat the administration team, led by Peter Mercer, a man whom we all respected for his obvious intellectual gifts and especially for his non-ideological and pragmatic approach to negotiation, a trait not shared by all of his colleagues. They had with them their financial gun, Reuben. On our side we had Mike Dawes, Al Heineke and Doug Baer, a sociologist who could debate at a negotiating table while simultaneously devising new models for our side on his laptop. I was there because I was the president, not because I knew anything. The administration side presented its case with all the intrepid fortitude of people accustomed to reading and re-aligning statistics for the sake of a wonderful administrative story. Their statistics crept onto the table like those little warships one sees on tables in the war-rooms depicted in movies. Then the big guns on our side opened up, like battleships firing on frigates, and all the surviving little ships scurried into whatever nearest creek they could find. For me, the observer, it was a beautiful exercise in the demolition of fancy by fact and logic, and it remains one of my

favourite memories of the seemingly endless rounds of negotiation, which went on, indeed, past my presidency. So Eddie Ebanks, at one time publicly confused by

President Davenport with me, became president (again) and presided over the conclusion, another beginning. But I miss the old house on Western Road.

Ernie Redekop is Professor Emeritus English and Past-President of UWOFA, 1999-2000.

10-Years of Gains for Contract Academic Staff Cause for Modest Celebration

by Kathleen Fraser and Marilyn Norman

Gains for Part-Time Members

The work of Part-Time (PT) and Limited-Term (LT) instructors is crucial to the success of Western and other research-intensive universities. Part-Time members teach more than 40% of the courses at Western; and yet they have not always received the respect and financial support they deserve.

Despite these struggles, PT members of UWOFA have made significant gains since certification. Have all issues been resolved? No. From 1993 to 2000, PT stipends were frozen at \$8,000; the freeze began with the old Social Contract imposed by the NDP, but was prolonged by the UWO Administration. Although Full-Time (FT) faculty received retroactive pay back to 1998, PT Members saw no increase until September 2000 (See table on page 8). Instructors at the top level of experience received an increase of 25% in the first year and 66% over 11 years.

Other improvements include Professional Expense Reimbursement for PT Members who had no allowance before Certification: the maximum claim has increased from \$350 to \$602. Vacation Pay (6%) is 2% higher than at comparator universities. The third Collective Agreement (CA) also achieved an additional 4% increase in lieu of Benefits. The three course-cap imposed by the Employer in the first CA has now been raised to four. Some conversion jobs where PT Members moved to Limited-Term contracts were also achieved, particularly in the second CA.

Monetary improvements are not the only changes. Pregnancy and Sick Leaves for PT Members were negotiated, including in the recent CA a top-up to Employment

Insurance benefits for Renewable Multi-Year Appointment (RMYA) Members.

Significantly, UWO remains, to our knowledge, the only university in the country with Sick Leave Provisions for PT Members – a total of 15 paid weeks per year.

Working conditions have also improved. Offices remain shared, but PT Members have the right to schedule exclusive access. Library privileges have improved through negotiation. Phones in all offices and access to computers have been introduced since Certification.

Among PT Members, there are some unique groups for whom it has been difficult to determine what is a Full-Course Equivalent (FCE) and hence to determine a stipend comparable to that of other PT Members; thus, PT Members in Music and Education have seen improvements to the definition of an FCE and to stipends.

Another area hived off in some ways from Traditional Units is Distance Education. In the third CA, we achieved gains in Appointments procedures, course authoring, copyright, and rights to teach a course which one has authored.

From the perspective of one of the writers of this article, a PT Member from 1983-2004 as well as a member of UWOFA since 1987, among the most significant gains are in the area of Appointments. Improvements include the introduction of Appointments procedures, hiring criteria, increased protection of Bargaining Unit work, increased job security, recognition of seniority or experience, and, above all, the introduction of Grievance procedures, all areas non-existent for PT faculty prior to Certification. In grievances and arbitrations, UWOFA has made gains for PT Members in precedent-setting ways.

Gains for Full-Time Members on Limited Term Contracts

In the first CA, a significant number of people with long-service on Limited-Term contracts were grand-parented as “Permanent”. Other achievements in the following Collective Agreements include Sabbatical Leave eligibility for some, Promotion eligibility, increased job security, and improvements in the areas of Workload and Working Conditions. A special interest group, vital to the University’s public profile, is Faculty Coaches for whom significant gains have been made, particularly in the second Collective Agreement – these include recognition of assigned duties and recognition in Annual Performance Evaluations (APE) of coaching responsibilities.

Less Tangible Gains

We have listed gains which can be gleaned from reading the three Collective Agreements. What cannot be seen as easily are the changes within our Union. Contract Academic Staff (CAS) have been present on every Negotiating Team since Certification. We are a presence on the Board and on many Committees, including Grievance and Salary. We are not there as tokens but as equal partners. For example, the chair of the Grievance Committee is Tess Hooks, a CAS member. The Grievance Committee is arguably the most important UWOFA Committee because our CA is only as strong as our testing of it. Indeed, CAS have been well-represented by the Grievance Committee since Certification. In addition to an increased CAS profile on Union Committees, the past decade has seen the

development of a better understanding of mutual interests. We have also seen the beginning of a network of CAS, many of whom were Part-Time for a long period of time and who want to “give back” by contributing to Union work.

What Next?

Although the gains of the last decade have been significant, much remains to be done for PT Members. As we gather information through research, through affiliations to provincial and national bodies, through Member surveys, and through experience, we will prepare formal goals to negotiate in 2010. As yet unattained goals, such as inclusion of the term “Fair and Reasonable” in Management Responsibilities

(That’s correct, the employer has so far refused this term) will likely be among the goals in the next round of bargaining.

Efforts will also be made to improve the CA on a number of other fronts: to recognize the link between Teaching and Research; to increase PT and FT Lecturer stipends so as to achieve parity with Toronto and York; to reconsider of how Membership in the Bargaining Unit is defined; recognition of PT Members’ service; increase job security for PT Members; and to add Study Leaves and research grants for PT Members. Some other areas for consideration include Long-Term Disability and the Employee Assistance Program as well as other benefits for PT Members as well as other Benefits.

A lot of work lies ahead! However, we have come a long way since the era when a

Senior Administrator labeled us “pissers and whiners” and when the Employer, disappointed at not being able to keep FT and PT as separate bargaining units, dragged its feet while negotiating for CAS. The atmosphere has improved somewhat. These improvements reported on in this article are the result not only of supportive UWOFA Boards and Presidents but also of the dogged determination of the three negotiating teams led by Mike Dawes, teams with a strong sense of the injustices which CAS have faced over the years.

Kathleen Fraser and Marilyn Norman can be reached via email at <kfraser@uwo.ca> and <mnorman5@uwo.ca> respectively.

Part-time stipends before and since Certification.

	CA 1◆		CA2◆		CA3◆■					
	1993-2000	2000-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
	8000	10000	10350	10660	10980	11309	12114.35	12477.78	12852.11	13269.80
		9500	9832	10127	10431	10744	11509.14	11854.42	12210.05	12606.88
		9000	9315	9564	9882	10178	10902.80	11229.88	11566.78	11942.70

◆ includes 6% Vacation Pay, 2% higher than other comparable institutions

■ includes 4% in lieu of Benefits

Editors Note: In the chart above, the stipends include 6% vacation pay and 4% pay in lieu of benefits. The lines represent the minimum stipend for each group (formerly Tiers 1, 2 and 3): Renewable Multi-Year Appointments (RMYAs), First Refusal Status (FRS), and entry status. The years 1998-02 belong to the first Collective Agreement, 2002-06 to the second, and 2006-10 to the third (current) Agreement.

UWOFA- LA Celebrates Four Years of Certification

by Peggy Ellis

Librarians and Archivists (UWOFA-LA) are the newest members of UWOFA, celebrating our 4th anniversary of certification this year. In the spring of 2004, Western’s Librarians and Archivists at Western voted overwhelmingly in favour of joining UWOFA. This event aligned Western’s librarians and archivists closer to academic norms existing throughout North

America, where the integral role played by librarians and archivists in the intellectual and scholarly functions of the university is recognized. Certification brought all librarians and archivists at Western into the new bargaining unit, including those in working departments outside of Western Libraries. Our first collective agreement came into being in August 2006 after some

14 long months of challenging negotiations.

What have we achieved? A very significant success in our historic first collective agreement is the inclusion of the interdependent principles of Academic Freedom and Academic Status articles. Librarianship, as a profession, promotes and champions intellectual freedom, and without Academic Freedom we would lack

protection to support our collections and information management decisions, research projects, and our teaching methods. Academic Freedom is necessary to ensure access to all potential research materials, even when the material is highly controversial. Academic status formalizes the understanding that academic librarians and archivists are scholars engaged in research throughout their careers.

Along with Academic Status, a ranking structure, similar to that of faculty (Assistant, Associate or Senior), was introduced which made it possible for Western's librarians and archivists to advance professionally and be rewarded for accomplishments, without having to choose an administrative career path. In the past, many of Western's excellent librarians remained at the same pay grade for some 20-30 years, despite their significant

professional achievements. The transition process, while imperfect, resulted in a number of our long-standing Members' achievements and expertise being recognized through ranking as a Senior Librarian or Senior Archivist. The past year has been one of adjustments; most are welcome but we have also faced considerable challenges. Librarians and Archivists now have a major influence on the hiring, promotion and continuing appointment processes of Members at Western. Some Members are currently working on research projects that are supported by the Research Leave provisions of the new Collective Agreement. Issues of process, workload and protection of the Collective Agreement occupy much of our time as we adjust to the new environment. Unfortunately, despite our reputation for

excellent collections and services, our salaries continue to rank low compared to other academic and research libraries in North America. Benefit claw-backs, otherwise known as "85-15 co-pay" remain a lingering sore point with our Members.

So, while we celebrate our major achievements as UWOFAs' newest Members, much work remains to be done. As negotiations will resume next year, UWOFAs-LA Members with concerns about the current collective agreement are strongly encouraged to volunteer with the Contract Committee, or indeed, any other UWOFAs committee.

Peggy Ellis is UWOFAs-LA Speaker and a Research and Instructional Services Librarian at Weldon Library.

Remembering Faculty Times: a former editor looks back

by Jane Toswell

Before *Faculty Times*, there was the UWOFAs newsletter, technically the province of the reigning president to organize and publish as and when appropriate or necessary. Generally this was supposed to happen twice a year, or much more in a year when salary bargaining or bargaining over the Conditions of Appointment was in hand. Some presidents saw getting in touch with the membership as critical; others saw it as optional.

The person who really did the newsletter, through nearly three decades, was Marion Clarke, the administrative assistant. Marion's job involved deciding that it was time for another issue, and she would then engage in making the president's mind up for him. And then she and he would decide on the contributors (generally Mike Dawes and Al Heinicke could be counted on, and any issue of the newsletter had to have a piece on salaries as a matter of course anyhow). The presidential column was generally the first and most important piece in the issue. Depending on the time of year the president would be optimistic (in May and June, right

after taking office), angry (in the fall), or resigned and somewhat woebegone (in February and March) about the many issues facing the faculty. Sometimes there were reports from the OCUFA representative, sometimes impassioned statements about certification (starting in the late 60's).

In the late 1990's, Marion (perhaps seeing her retirement looming and perhaps just tired of handling the constantly increasing workload) decided that it was time to have a formal editor for the newsletter. Naturally, the Board sought someone on a first sabbatical and happy to be trusted; eventually the Board established a Publications Committee – a committee of the Board which was intended to coordinate the communications and publications of UWOFAs; even more naturally, the cumbersome approach didn't always work as planned because presidents were the ones whose names went at the top of the newsletter and they tended to worry about the content (no one ever actually believed the careful disclaimer that the articles were the idea and responsibility of the author).

My memories of the first couple of years are good ones. Things ran so late once that Bob Mercer (chair of the publications committee) had to drop by my house to read and approve an issue. Andy Osler dropped by one Saturday at 6 p.m. (a little after the booked time of 10 a.m.) to provide his presidential musings. The newsletter gained a title and a radically different format. For the first couple of years people were happy to contribute, and committees cheerfully provided reports (okay, maybe not cheerfully, but Marion was still available for browbeating and formatting). The editor tried not to pontificate (without entire success). The last page seemed a good place for some lighter material, and the term "persiflage" seemed to suit. The lighter material, it has to be said, was not amusing to all comers. There was even the odd letter to the editor. It was a good gig.

Jane Toswell is Associate Professor English, Past-President of UWOFAs, 2005-06 and the founding editor of Faculty Times.



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1997-98	Andrew M. Osler	School of Journalism
1998-99	Aniko Varpalotai	Faculty of Education
1999-00	Ernie Redekop	English
2000-01	Eddie Ebanks	Sociology
2001-02	Dan Jorgensen	Anthropology
2002-03	Paul Handford	Biology
2003-04	Albert Katz	Psychology
2004-05	Allan Gedalof	Film Studies
2005-06	Jane Toswell	English
2006-07	Kim Clark	Anthropology
2007-08	Abhijit Gopal	Ivey

Union Representatives

ARTS

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 Film Studies
 French Studies
 Modern Languages & Literatures
 Philosophy
 Visual Arts
 Women's Studies and Feminist Research
 Writing, Rhetoric, and Professional Comm.

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Psychology

Sociology

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In Memoriam**Allan Heinicke - 1940–2007**

The Faculty Association and *Faculty Times* are deeply saddened by the sudden passing of
Allan Heinicke, an indefatigable UWOFA member and Past-President.