

FAST FACTS: An UMFA News Bulletin



July 17, 2017

Hi everyone,

Click the links below to jump to the topics that are relevant, or of interest, to you. If you have information or an event that you'd like to share in an upcoming issue, please email it to umfa-communications@umfa.ca for consideration.

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Bargaining Update

UMFA Special General Meeting

The UMFA Collective Agreement Committee has reviewed the feedback you've provided in constituency meetings and the bargaining survey that was sent your way last month, and used that information to develop bargaining proposals. There will be a **Special General Meeting Thursday, July 20 at 2:00 p.m.** in the Schultz Lecture Theatre at St. John's College to discuss those proposals - see the poster below for further details.



Getting to know your Collective Agreement

Discipline meetings and investigations - Section 19.B.1.8

This little section of the Collective Agreement, along with its identical siblings (34.10.7 for Instructors, 17.A.8.8 for Academic Librarians) is maybe one of the most important but overlooked parts of the CA. If your Dean, Director, or another administrator asks you for a meeting, this section of the CA guarantees you the **right to ask what the meeting is about**, to have it **scheduled at a reasonable time**, and to **bring a representative from Association** to the meeting if it will involve an investigation or any sort of discipline.

Sometimes when administrators want to talk 'informally' to resolve what they see as issues, they're actually violating your rights under the Collective Agreement. It's important to always ask what a meeting's about, and **then contact the UMFA offices for advice**. It's your choice as to whether or not an UMFA rep comes with you to meetings like these – **contacting UMFA doesn't put you under any obligation**.

For more on this section of the CA, click [here](#).

Hiring of Members – Article 18

A very important part of collegial governance is deciding on departmental hiring priorities, search procedures, and methods of evaluating those who apply for positions at the University. These processes are outlined in the Collective Agreement. Below you'll find a description of what those processes should look like.

There have been some recent changes you should know about: in the 2013-16 CA, a change to the structure of search committees was made: **UMFA Members are to form the majority of voting members on search committees**. In the last round of bargaining, UMFA negotiated a clause that allows Members to **speak to the Association about defects that have occurred in the procedures** laid out in the CA without fear of breaching confidentiality. These small but important changes help protect your ability to participate in the hiring process.

To see a description of the hiring process for Faculty and Academic Librarians, click [here](#).

Canada 150 Chair Nomination May be Coming to Your Department – Details You Need to Know

The Canadian government recently announced that it is providing funding for a [Canada 150 Research Chairs Program](#), which provides Canadian institutions with a one-time investment to attract top-tier, internationally-based scholars and researchers to Canada. The nominations process closes on August 4, 2017. Because of this short turnaround, the University of Manitoba contacted UMFA with a request to waive certain sections of Article 18 in the Collective Agreement (Hiring) in order to search for candidates for these new research chairs: contrary to the regular procedures, a committee struck by the Vice President (Research) would take the place of the departmental search and hiring committee.

UMFA raised concerns, including the potential for selection bias because of the limited number of disciplinary representatives on the search and selection committee, and that the process wouldn't allow for departmental participation rights of any kind. After several discussions between UMFA and the University, the Association negotiated the following process that the VP (Research) must follow to nominate someone for a Canada 150 Chair:

1. That the VP (Research) strike an advisory committee and commence a search;
2. All suitable applications submitted to the committee be forwarded to the appropriate department's academic staff members with faculty rank meeting in committee for comment/recommendation;
3. The search committee and the VP Research consider these comments and recommendations and select prospective candidates for nomination to the Canada 150 Research Chairs Program;
4. The candidates selected for nomination as per item 3 will be put to a vote of the appropriate department's academic staff members with faculty rank meeting in committee, and a simple majority will decide if the nomination is put forward; and
5. The discussions held in the meetings described in items 2 and 4 above will be deemed confidential and subject to relevant University policy and relevant sections of the Collective Agreement.

This process ensures that UMFA Members have substantial input into who their future colleagues will be, should the University nominate someone for a Canada 150 Chair.

Have questions or concerns? Contact us at FAUM@UMFA.ca. For more information on the Chair position, click [here](#).

News you can use

Winnipeg Airport Labour Picket

PSAC members of UCTE (Union of Can. Transportation Employees, A component of PSAC) Local 50600 at the Winnipeg Airport Authority have been without a contract since June 30, 2016. Negotiations have been ongoing since the CA expired, and in June of this year they requested the assistance of a mediator.

To date, the employer has refused to take contracting-out off the table. While there are additional issues not yet resolved, this local has a solid “no contracting out” clause that WAA is wanting to take out.

A rally was held on Friday, July 14 at noon at the departure level doors of the airport. If no tentative agreement is reached during mediation the week of July 21st, members could be on strike as early as midnight July 21st. If that happens, PSAC asks all union members to not cross the picket line and to make alternative travel arrangements.