



## President's Message

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**Mark Hudson**

As the end of March approaches, I would normally be busy grading papers, prepping final

exams, and looking forward to relaxing a little in late April, after the marathon days that tend to crop up at the end of the semester. This year is a little different. While I'm still grading the papers, rather than anticipating the end-of-semester exhalation, I find myself bracing for a hectic spring and early summer as President of your faculty association. Two processes that will have a heavy bearing on our lives and work as academic staff are close on the horizon. One is bargaining. The other is the provincial election.

I've talked about bargaining before, and you'll be hearing a lot more about it in the weeks to come. I particularly hope to see many of you at the Special General Meeting (SGM) on the 31<sup>st</sup> of March. I

cannot overemphasize how crucial it is that every UMFA member make an effort to attend. UMFA is your association, and the SGM is a

key moment in making your voice count in the direction our bargaining team takes as we work to negotiate a fair deal that protects your rights, your time, and your working conditions. As bargaining gets underway, stay tuned to the (soon-to-be-revamped) UMFA website and social media, as well as to UMFA emails, for info and updates on the bargaining process.

***"...in the decade following 1983-84, federal contributions to post-secondary education were cut by almost \$13.5 billion."***

The election, which will be held on April 19<sup>th</sup>, will also have a significant impact on life at UM over the next four or five years. About a half of the university's revenue comes from the provincial grant, and university funding in Manitoba really needs a shot in the arm, having suffered from a long-term decline in public investment. It's worth revisiting the historical funding picture in Canada and Manitoba to see how we got where we are today.

Deep cuts in federal funding extend back to the late 1970s, but they hit Manitoba hardest starting in 1989. Former UM Professor of Social Work Neil Tudiver estimated that in the decade following 1983-84, federal contributions to post-secondary education were cut by almost \$13.5 billion. This wasn't reflective of a declining public sense of the university's value to society. Rather, it was part of an explicit policy to bring Canadian universities more closely into association with the private sector, as elaborated, for example, in the 1981 *Report of the Task Force on Labour Market Development*.

The logic was that with drastically reduced public funding, universities would be forced to turn to private sources—tuition, corporate funds, partnerships, and private donations—to make up the shortfall. The decline in public

funding relative to private funding continues.

In 1990, 80% of university operating revenues came from government. By 2014, public funding's share had fallen to less than half of the total.

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*President's Message continued...*

In Manitoba specifically, we were hit with a decade-long decline and stagnation of provincial funding that ran uninterrupted from 1988 to 1998. Since the turn of the millennium, things have improved somewhat in Manitoba, but a close look reveals that investment in our universities remains weak. If we look simply at raw dollars going to universities, it appears as though the public is investing more heavily. In Manitoba, provincial funding for universities rose in inflation-adjusted terms by 45.2% from 2000/01 to 2012/13—not bad, although well below the national figure of 55.1%. If the post-secondary environment had remained similar in 2012/13 compared to 2000/01, this revenue growth would represent a real investment in our universities. However, from 24,464 student full-time equivalents (FTEs) in 2000/01, university enrolment in Manitoba rose to 37,809 in 2012/13—an increase of 55%. Given that increase, which is on the whole a good-news story, our public investment looks considerably less rosy. Across the province, operating budgets (money designated for the core teaching and research functions of the universities) per student FTE have dropped by 2%

in inflation-adjusted terms from 2000/01 to 2012/13. This was compared to a nationwide increase of 14.9%—itself nothing to crow about, representing a paltry investment of just 1.2% per year. University funding in the 2000's has not kept up with demand for higher education.

The Manitoba Government has in recent years made some attempt to halt the decline and begin rebuilding. Increases to the provincial university grant have been modest but stable over the past several years, while governments in other provinces have been cutting their provincial grants.

Our ability to do our work depends partly on decisions taken within the UM—at Faculty and Department Councils, at Senate, and by UM administrators (particularly on the question of *how* they spend the money). But it also depends on the extent to which governments prioritize public and accessible universities. When your candidates come knocking this spring, make sure to ask at the doorstep—and at every other opportunity—“what is your party's commitment to Manitoba's universities?”

## **The Road to a Collective Agreement in 2016...**

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2016 is a bargaining year. A written notice to commence negotiations was sent to the U of M administration by UMFA President Mark Hudson on January 26, 2016, but preparations have been underway for many months.

In the summer of 2015, the Collective Agreement Committee (CAC) – which is made up of the UMFA Executive, UMFA Bargaining Team and other members named by the Board of Representatives – began soliciting feedback from Members on ways to improve the Collective Agreement. This included constituency meetings, an online survey, and discussion with UMFA staff and grievance officers.

That work is now complete, and the CAC has prepared a draft of the Association's bargaining positions. This package of proposals was accepted by the UMFA Executive, who recommended the priorities to the Board of Representatives. The Board, in turn, considered the

Executive's recommendation and endorsed the priorities that will be presented to the UMFA Membership at the Special General Meeting (SGM) scheduled for March 31.

At this meeting the regular membership of the Association will discuss and potentially modify the proposals. Once a motion has been passed finalizing the package, members of the CAC, the bargaining team, and UMFA staff will craft specific language that will go to the bargaining table. With the bargaining package approved, the Bargaining Team, with ongoing advice from the members of the CAC, will begin the negotiation process with the administration.

Prior to negotiations on proposals, UMFA and the Administration negotiate a bargaining protocol.

This document is designed to clarify the process by which decisions related to collective bargaining are made. The document will outline items including how often meetings will occur between the *(Continued next page...)*

*The Road to a Collective Agreement in 2016 continued...*

administration and the Association, the location where meetings are to be held, communication protocols, and how the parties can go about changing sections of the Collective Agreement.

Once UMFA and the administration reach an agreement, UMFA will call another meeting of the Membership to ratify (approve) the agreement. Members will vote by

secret ballot. Should the majority of Members vote to accept the agreement, it is then binding upon the Association, the Membership, and the Administration of the University.

Throughout the bargaining process, UMFA will provide updates to Members via newsletters, email blasts, and the website. Comments and questions can always be sent to [faum@umfa.ca](mailto:faum@umfa.ca).

## University Policies and Collective Bargaining

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Over the past several months representatives from UMFA have spoken with Members on both the Bannatyne and Fort Garry Campuses about Members' working conditions. One of the recurring themes of these discussions is workload: more and more work is being placed on our Members as administrative support is further and further eroded.

UMFA became aware of another example of administrative download at the end of the Fall Semester, when the Association was notified that the administration intends to revise the University's Financial Control Procedure. Below is a discussion of the problems with those changes, which will put much of the work of administering research monies on UMFA Members. Our comments were sent to the administration early in February.

However, just as noted in January in regards to the [threats posed to academic freedom by the changes proposed to the University's behavioural policies](#), the administration is only obliged to *consult* with us on issues like these.

This is why the next few months are so important. At the bargaining table, issues like UMFA's involvement in policy changes can be discussed in detail, and the administration is obliged to do more than just listen.

### ***Financial Controls for Research Monies and Administrative Download***

These documents outline how researchers, department heads, and deans relate to administrative staff and the

office of financial services in the course of administering research grants and other funds. What the changes amount to are a complete reversal of responsibility: where once administrative staff and the University's Financial Services offices did much of the work associated with ensuring grant monies were tracked, that responsibility will now fall primarily on UMFA Members.

Entire sections having to do with the responsibility of administrative staff have been deleted, and those responsibilities transferred to Researchers. Similarly, reference to several aspects of financial oversight that would have been done by Research Accountants has been removed, and the responsibilities placed on our Members.

This shift further burdens Members with administrative responsibilities to the point where the time and effort spent on administering grants greatly interferes with their ability to conduct the research for which the grant was intended. And while the revised Procedure states that Researchers can delegate certain tasks to administrative support staff, there is no guarantee that enough support

will exist such that this will happen. In the memo accompanying the proposed changes, the Office of Fair Practices and Legal Affairs claim that these revised

documents will somehow create "robust administrative support of research in an effort to comply with external funding agency requirements and ultimately maintaining and growing research funding received by the University."

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### *University Policies and Collective Bargaining continued...*

They also claim that the changes will make things “more efficient,” and foster “consistency in application and interpretation of standards.”

It is clear, however, that administrative support is not being made more “robust.” The administration’s actions will undermine their stated goals: support is in fact being greatly *weakened*, which will very likely result in financial reporting that is *less* “efficient” and *less* “consistent.”

### **Policy Changes and Collective Bargaining**

These changes will not only result in a reduction of efficiency and consistency in financial reporting and impact the amount and quality of research conducted at the University, but will also have a negative impact on our Members’ other duties – their teaching, and service to the University and the community.

At the moment, the administration is only obliged to consult with us on issues like these. While UMFA has detailed its concerns, the administration has been clear that it has no intention of working with UMFA to find a solution, or of deviating from its stated course.

Bargaining is UMFA’s opportunity to put your needs and priorities forward in a way that is more than just ‘advice’ that can be ignored or dismissed. Collective bargaining is a process in which the administration has to listen to what we say, and negotiate an agreement with us that is

based on conversation and flexibility on both sides.

### **How to Get Involved**

- Call a constituency meeting: If you haven’t already had a constituency meeting to discuss bargaining, call the UMFA office and we’ll help you organize one.
- If you don’t have a representative on UMFA’s Board of Representatives, contact the UMFA office and we will organize an election for your constituency.
- Keep an eye out for further bargaining newsletters. They will include information about various issues that will be discussed in bargaining and updates on how the process is unfolding so you can be fully informed.
- Also keep an eye on the UMFA website: in the months ahead, the website will be a source of information, including the dates and times of upcoming meetings. In particular, watch for the announcement of a general meeting dedicated solely to bargaining.
- Come to the Special General Meeting on March 31 – it’s at this meeting that bargaining priorities will be finalized.

## **University of Manitoba Employees Scholarship**

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On April 1, 2016 applications for The University of Manitoba Employees Scholarship (UMES) will be available. The UMES is available to the spouse or dependent children of University of Manitoba employees or retired former employees.

The deadline to submit the application is Wednesday June 1<sup>st</sup>, 2016 at 11:59 p.m. Once made available, the application for the scholarship may be found online on the University of Manitoba’s [Financial Aid and Awards](#) website under “Awards and Scholarships: Employees scholarship”.

Applications will also be available at the Financial Aid and Awards Office, Room 422 University Centre (Fort Garry Campus), and at Room T251 Basic Science Building (Bannatyne Campus).

# Academic Units STILL See the Short End of the Stick

Back in 2011, UMFA compared budget numbers for academic units and 3 administrative units and found that, percentage-wise, overall increases to academic units were far less than to administrative units. The 2015-16 budget showed the same trend with academic units receiving a smaller percentage increase than the VP (academic) & provost and the VP (research). When looking at the trend over 5 years, the numbers are even more staggering.

Academic units received an overall increase of 23.18% from 2010/11 to 2015/16, while the VP (research) received a

26.15% increase, VP (academic) & provost received a 53.74% increase and the VP (external) received an astounding **113.82%** increase to its budget. The people who do the work of educating the great minds of tomorrow continually find themselves receiving the short end of the stick, competing for classroom space, administrative support, and the proper tools to do their work. With an overall 4% budget cut last year and another 4% coming this year, perhaps the advertising dollars spent by the V.P External would be better spent elsewhere.

Unit	2010/11 baseline budget <sup>1</sup>	2014/15 baseline budget <sup>2</sup>	2015/16 baseline budget <sup>3</sup>	+/- change (%) 2014/15 to 2015/16	+/- change (%) 2010/11-2015/16
Academic units (faculties and schools)	\$278,307,314	\$322,099,787	\$342,815,257	+6.43	+23.18
V.P. (Academic) & Provost	\$18,964,617	\$27,019,602	\$29,157,205	+7.91	+53.74
Total V.P. (Research)	\$12,158,365	\$13,937,330	\$15,337,178	+10.04	+26.15
Total V.P (External)	\$5,644,468	\$11,907,236	\$12,068,865	+1.36	<b>+113.82</b>

1 [http://umanitoba.ca/admin/vp\\_admin/media/Final\\_2010-2011\\_Budget.pdf](http://umanitoba.ca/admin/vp_admin/media/Final_2010-2011_Budget.pdf)

2 [http://umanitoba.ca/admin/vp\\_admin/media/2015-16\\_Operating\\_Budget.pdf](http://umanitoba.ca/admin/vp_admin/media/2015-16_Operating_Budget.pdf)

3 [http://umanitoba.ca/admin/vp\\_admin/media/2015-16\\_Operating\\_Budget.pdf](http://umanitoba.ca/admin/vp_admin/media/2015-16_Operating_Budget.pdf)

## Knowing Your CA – Article 10: Retirement & Reduced Appointments

When it comes to retirement and pensions, everyone's situation is unique. Not all arrangements work in all situations. What follows is a brief description of sections of the CA that provide you the potential of working at a reduced load in the lead up to your retirement. These are options to consider when consulting with a financial advisor.

One of these options ("reduced appointments") is yours at the discretion of the administration, while the other ("pre-retirement election") is something that the administration is obliged to agree to if you are 65 or older. Reduced appointments are also available to Members not considering retirement, but are looking for limited-time

flexible arrangements.

### Reduced Appointments

**Reduced Appointments**, as described in sections 10.1-10.17, are when Members request a reduction of up to 50% in their duties. This can come in many different combinations of service, teaching, and research, as agreed upon between the Member, the head of the department, and the Dean/Director, who will make a recommendation to the Provost/VP Academic. The greatest amount by which the appointment can be reduced is 50%, but lesser reductions (e.g. by 25%) are also possible. Salaries are reduced accordingly. *(Continued next page)*

### *Knowing your CA continued...*

These reductions are only available for tenured academics or Members on continuing appointments. They do not apply to Members on contingent or term appointments.

The longest a Member can be on a reduced appointment is 5 years, but shorter periods are allowed for. After 5 years have passed, the Member must either return to full time work, retire, or resign.

The advantage of reduced appointments is that a Member can work at a reduced rate while having their pension contributions continue as if they were collecting their full-time salary. Similarly, eligibility for research/study leaves continue to be counted by calendar year, rather than be pro-rated. Members on reduced appointments also have full access to their health benefits.

*It's very important to note*, however, that pay during sick leaves and the level of Long Term Disability benefits that one might need to collect while on a reduced appointment will be calculated based on the *reduced* salary the Member receives. This is also true of any research/study leave that is taken: the salary will be based on the Member's reduced salary. That is, if you are on a 50% reduced appointment, your research leave pay will be 80% of 50% salary for 6 months.

This means that taking sick leave while on a reduced appointment, or taking a reduction just before heading out on research/study leave, will have significant financial consequences.

Applications for reduced appointments have to be made *6 months in advance* of the desired start date, and are made in consultation with department heads and deans/directors. The administration should accept or deny the application 4 months prior to the requested date. Similarly, Members can return to full appointments prior to the expiration of the agreed-to reduction if they give 6 months' notice.

### Pre-Retirement Election of reduced duties

You are eligible for a ***Pre-Retirement Election of reduced duties*** if you are 65 or older. This results in a 50% reduction of duties, and the administration *must* accept the request. However, only reductions of 50% are available, and the Member *must* retire at the end of 5

years. Members can also choose to retire before 5 years pass.

Applications must be made 6 months in advance, and at least 4 months prior to the beginning of the reduced load the dean/director must meet with the Members to discuss the new allotment of duties.

The advantages to the 'pre-retirement election' are in line with those of reduced appointments: Members can continue to contribute to the pension plan as if one were working at full load, and will receive full life insurance and other benefits. *However*, certain benefits cannot be collected past a certain age – Long Term Disability, for example, falls into this category. Similarly, pension contributions cannot be made beyond December 1<sup>st</sup> of the year the Member reaches age 69. Just as in reduced appointments, LTD benefits, pay on research/study leave, etc., are calculated based on one's *reduced* salary.

### Exceptions

These provisions were bargained into the latest collective agreement (2013-2016). Those who went on 50% reduction appointments before the onset of the current language (which took effect in 2013) are eligible to remain at a 50% reduction indefinitely.

Programs like these can be complicated, and no one is expected to navigate them alone. Whenever you have a question on any aspect of a reduced appointment, or any other aspect of the CA, contact the UMFA office before doing anything else.

Email: [FAUM@UMFA.CA](mailto:FAUM@UMFA.CA)

Phone: 204-474-8272

## A Feel Good Story -- UMFA Rescue Cat

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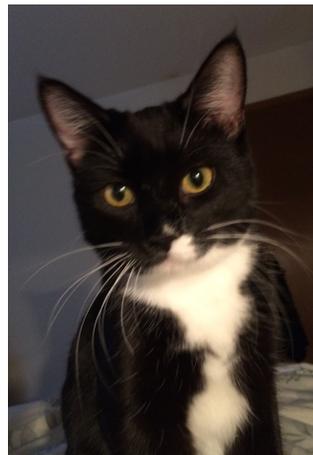
On the frigid morning of February 29, the UMFA staff encountered an unusual guest at the front door of the office. A small black and white kitten was huddled up in a corner, very cold, and covered in ice. We don't know how long she was sitting there, but the kitten was brought inside and held until it warmed up. Staff tried to find a comfortable and warm place to place her while food and litter were acquired.

We checked our guest for identification tattoos or collars and found none. We presumed the cat belonged to someone as she was very friendly, soaking up the attention, and would cry when left alone. We contacted Winnipeg Lost Cat Alert (WLCA) on Facebook and submitted a photo and details about the cat in the hopes that we could find its owner.

WLCA posted the photo and gave us suggestions on steps we could take to find the owner, including taking it to a vet to be scanned for a microchip. We then took her to the Centennial Animal Hospital on Pembina Highway. The staff there took over care of the cat, making sure she was ok and scanning her for a microchip, which it turns out she did not have.

We asked to be kept updated about our furry friend and a few hours later were told she would be picked up by the Winnipeg Humane Society (WHS) and the attempt to find her owners would continue there.

On March 1, we heard that the owners were found and would be picking up their cat the next day, but sadly, the owners never showed up. The WHS spayed the cat and put her up for adoption at Best West Pet Foods in St. James. In mid-March, our Professional Officer, Barb Yapps decided to open her home to the cat and give her cat, Gracie-Mae, a furry friend. Barb is happy to report that our little rescue, now named Kelly, is happy and adjusting very well in her new forever-home.



As a friendly reminder, the UMFA staff would like all pet-owners to be sure that their pets are chipped, tattooed or have ID collars so that if they end up getting out of the house or yard, they can be reunited with you quickly.



University of Manitoba  
**FACULTY ASSOCIATION**

**For Members of the UMFA Bargaining Unit:**  
**SPECIAL GENERAL MEETING (SGM)**

**Thursday, March 31, 2016**  
**Location: 231 Isbister**  
**2:30 - 4:30 p.m.**

A meeting for Members of the [UMFA Bargaining Unit](#) to discuss the bargaining process and proposals for the upcoming round of negotiations.

**RSVP to [faum@umfa.ca](mailto:faum@umfa.ca) or 474-8272**

*~ Academic Freedom, Collegiality, Solidarity ~*

## 2015-16 UMFA Executive Council

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### UMFA STAFF

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**CANDACE WESELOWSKI**  
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