

UNBC-FA Newsletter

University of Northern BC Faculty Association

November 2009

FA Executive 2009-2011

President:	Jacqueline Holler
Vice-President:	Ken Prkachin
Past President:	Darwyn Coxson
Secretary:	Julie Orlando
Treasurer:	Jalil Safaei
Members-at -Large:	Erik Jensen Jennifer Hyndman Alex Lautensach Gail Curry Penny Barrett
Grievance Officer:	tba

This year, as in past years, there have been changes to the composition of the Faculty Associations. There are many new members to the university and the faculty association and we wish to welcome each one of you and look forward to being of assistance to you in any way we can.

President's message

I would like to send greetings to all members on behalf of your newly installed executive. It has been a busy but productive summer for the Faculty Association, and I am honoured to be serving as your President.

The coming year will be an important one for the association as we enter upon the negotiation of a new contract. Given the current provincial outlook, we expect challenging bargaining. The 2007—2009 and 2009—2011 executives together have appointed an experienced team comprising Darwyn Coxson (Chief Negotiator), David Casperson, Suzanne LeBlanc, and Scott Emmons. The team will be holding consultations throughout the month of November, and I urge all members to attend these meetings. Your feedback and input are essential as we move forward toward the opening of formal negotiations in spring. This is your association, and we look forward to hearing your recommendations.

Important Changes to Taxable Benefits regarding tuition

Appended below is a message from Human Resource outlining recent decisions.

“In 2006, we were instructed by Canada Revenue Agency (CRA) that waived tuition cannot be attributed to dependants, since then we were required to attribute that benefit as a taxable benefit to our employees.

We have just been notified by CRA this decision has been reversed. That means UNBC will be issuing updated T4s and T4As for 2007 and 2008 to the dependant students. As you know that should reduce the employees' taxable income and assuming the dependants' incomes are substantially lower, may have no effect on their income tax.

Enclosed is the formal notification from Revenue Canada. We want you, as leaders of UNBC's employee groups to know this as quickly as possible; Payroll will soon be notifying all employees of this development.

If you have any questions, Colleen Smith, Director of Finance and Budgets will be happy to assist you.”

Agreement 101—negotiations process

One of the key roles of the Faculty Associations is to negotiate and protect the terms and conditions of employment for all faculty association members. That is, for you and your colleagues. That means that all aspects of your job, from the hiring process, your wages, your workload and other obligations, how you are evaluated, granted tenure and promotions, and almost every other aspect of your employment relationship with the university is under the purview of the Faculty Association. Rather than have every member negotiated their own work arrangements, the Faculty Association serves as the collective voice of all the members.

Formal negotiations occur relatively infrequently; typically every three or four years depending on the length of contract negotiated the previous round. In the current case, we are completing a four-year contract (2006-2010) in the summer. The end date of this contract is formally June 30th. Negotiations preparations typically commence many months before this while formal negotiations (the portions where the two parties sit in the same room) usually occurs in the spring and summer. The goal is to complete negotiations on the agreement before the end of the contract and to have the contract ratified and approved by the Board of Governors by July 1st. It is important to note that there is no absolute requirement to be done by this date as the existing contract remains in effect as long as necessary past the July 1st date. Thus, the existing contract does not 'expire', it stays effective until a new agreement is ratified.

Step 1: consultation with member

Given that the FA negotiates on behalf of its members, it is critical to have broad-based and extensive consultation with you, the members. What is addressed at negotiations and what is not is determined by you, the members. To ensure the negotiations team represents you in the best way possible, you need to let us know what your concerns and wishes are. Like any democratic process, your representatives at the negotiations table can only serve you as well as you instruct them to. We encourage you to get involved: come to meetings, email your FA with questions, suggestions, get a group of your colleagues together and discuss issues of concern and suggestions which you can then bring forward to the negotiations team. If you want someone from the negotiations team to talk to you, contact us, we are happy to do what we can to get discussions going.

The executive of the FA and the negotiations team have begun planning the consultation process. There will be several types of meetings to encourage you and other members to become aware of the issues and to be able to share your concerns including:

1. town hall meetings
2. constituency meetings
3. special issue meetings
4. survey
5. electronic communication
6. any other types of consultation members wish

We look forward to hearing from you on how we can best solicit your input and in keeping you abreast of negotiations matters.

Please do not hesitate to contact any member of the executive or the negotiations team with any suggestion or comment!

A word from the doctor....



We know all our members work hard and spend long hours in the office and at home doing all the things that need to get done...this is why workload issues are always top of list of issues to address during negotiations.

That said, it is vital that you take care of your health by ensuring you take care of your health by sleeping well, eating properly, and getting some exercise.

DATES TO PUT IN YOUR CALEDAR



Negotiation Consultation Meetings During November and December:

All the following meetings are in room 6-306

SLI s

November 13 12 pm to 1 pm

Assistant Professors

November 18 12 pm to 1 pm

Associate and Full Professors

November 25 12 pm to 1 pm

Chairs

November 27 12 pm to 1 pm

Term/sessionals

December 2 12 pm to 1 pm Room 6-307

Librarian

additional meeting date and location TBA

We will also be hosting consultations in the **regions** at a date TBD.

NOTE: Members are welcome to any of the above meetings. The headings are meant to provide a focus for discussion.

FA OFFICE HOURS: The FA office is in Rm. 3085 Admin Bldg. Contact Suzanne at local 5816 or via e-mail at: fac-assoc@unbc.ca if you wish to arrange a meeting.