

AUNBT FALL GENERAL MEETINGS

Thursday, 5 December 2013

Wu Centre Auditorium, Fredericton

Hazen Hall 232, Saint John

10:00 am

Video-Conferenced

1. President's Report – M. Jones
2. Treasurer's Report - D. DuPlessis
3. Collective Bargaining – L. Waugh
4. Job Action Committee – S. Blair, D. Lindsay
5. New Brunswick Federation of Labour – P. Colford
6. Other

Written Reports

Academic Pension Plan Report – R. McGaw

CAE Collective Bargaining Report – D. Bell

FAUST – S. Prior

FNBFA – E. Hans

Grievance Committee Report – F. Holyoke (Hard-copy only)

Treasurer's Report – D. DuPlessis

Pension Committee Report

After nearly two years of work, AUNBT and UNB agreed to terms to convert the AEPP to a Shared Risk Plan. The ratification was successful and the Committee appreciates the support of the membership in this. The conversion has also been ratified by the Board of Governors of UNB and has been implemented effective July 1, 2013. The contribution rate has been reduced to 11.5% and a refund of excess contributions made from July 1 will be refunded in the December 6 pay. The Parties are currently working on a Memorandum of Understanding, which formalizes the agreement in specific pension language. This MOU will be submitted to the Superintendent of Pensions for final approval.

The Committee will be busy in the coming months with preparation and approval of a new Plan Document based on the MOU. This is the formal legal specification of the Plan that will be administered by the Trustees of the Plan.

We want to take this opportunity to express our thanks to the AUNBT Executive and especially to Miriam for working around tight dead lines and providing regular communication with the members addressing a number of member concerns during the ratification period.

Co-Chairs

Gopalan Srinivasan

Rick McGaw

CAE Bargaining Report

18 Nov 2013

Last summer AUNBT and UNB reached agreement on a second collective agreement for Contract Academics. There were 18 negotiating sessions beginning in January, followed by 4 conciliation sessions. Tentative agreement, ratified subsequently by both sides, was reached on 29 July. It became operational fully on 30 September. The agreement runs for a minimum of two years and otherwise tracks the duration of the pending FT agreement.

AUNBT's bargaining team consisted of Wendy Bourque, Arthur James and John Neilson (who came out of retirement to serve the cause), with the undersigned as chief negotiator. The employer had a team of 5 led by Lloyd Henderson of the College of Extended Learning. It takes two sides to reach a deal and we appreciate the constructive spirit that they brought to the task.

Bargaining as we were in the shadow of a first collective agreement, we knew that our task was less creative than meliorative: to adjust the existing agreement where it has proved inadequate, awkward or unrealistic rather than to write wholly new language. To that end, we advanced a large number of proposals but many were accepted as proposed or with little adjustment. The result is significantly more useful language on a number of fronts: the advertisement process, working conditions, allowable number of courses, and reportable hours for Employment Insurance purposes.

In one respect we did add a potentially important new feature to the agreement: the Automatic Multi-Year Appointment for members with long tenure in a particular course.

On financials our goal was parity in base stipend with St Thomas University over two years. On this we succeeded, though it may be that when FAUST concludes its ongoing negotiations with STU we will find ourselves well behind once again. The one truly bright spot for members with a Right of First Refusal in any course is access to the enhanced Professional Development Allowance. The annual limit is now \$1000 and includes coverage for home internet. This fund for CAE stands today at well over \$100,000 and **MUST BE USED** or it will be taken from us.

Finally, we managed with some creativity to reach an agreement that tracked the duration of the full-time agreement though that duration remains unknown.

Reflecting on this bargaining experience I offer two principal conclusions going forward:

- At the next round of bargaining AUNBT should field a joint team to bargain for both FT and CAE units, much in the manner of FAUST's scheme of bargaining
- CAE members will not win health, dental or pension benefits at UNB without being prepared to strike for them.

David Bell

Hello Colleagues in AUNBT,

I'm sorry I can't deliver my greetings in person today.

I am the chief negotiator for FAUST. I have been in this role since 2007 and I am currently in my third round of collective bargaining. Yes, this means that I was the chief negotiator for FAUST during the lockout and strike.

I know what it is like to experience difficult contract negotiations. I know how it feels to face a possible lockout and/or strike. It is difficult and stressful. At the same time however, I also know what it is like to experience solidarity and collective strength, the cornerstones of a union. We can rely on no one but ourselves to protect our working conditions and to uphold the values that we share as academics – academic freedom, tenure, quality education, and a fair and equitable workplace.

I have full confidence in your chief negotiator, Lloyd Waugh, and your bargaining team. They have been and will continue to represent the interests of your membership at the table. But always remember that they cannot stand alone. The bargaining team for the employer should never just see Lloyd and his team at the table. They should see each and every one of you standing together and strong along with your team. Your solidarity will help ensure a fairly negotiated collective agreement.

I can assure you that it is possible to move forward positively after a lockout and/or strike. It isn't easy at first. But things are so much better at STU now. Thanks to the strength of the FAUST membership under the most trying of circumstances, STU is a much better place to work and a much better place to learn. I don't dare imagine where we would be if the FAUST membership had not stood strong and united.

You have my full support as well as that of the FAUST membership. We will walk with you on your picket lines if need be.

Best wishes to you all!

In solidarity,

Suzanne Prior
Chief Negotiator, FAUST

Report FNBFA May – December 2013 by Elisabeth Hans, Executive Director

Starting in May FNBFA elected a new Executive Committee at its AGM. At this moment FNBFA's Executive Committee consists of Jean Sauvageau (president) Linda Lequin (Vice President), Moira McLaughlin (Treasurer) Hector Adégbidi (Secretary) and Allan Reid (Member at Large).

At the same meeting a new dues calculation system and the possibility of a dues holiday were put in place for two reasons. First, it was decided that the total monetary reserves (i.e., savings and defence fund), which FNBFA had accumulated over the years, could be reduced without undue risk to its activities and responsibilities. Second, the transparency of the membership dues formula needed improvement.

The numerous press releases, but more importantly the response to them from the local media, contributed largely to FNBFA's visibility in the public media. Over the last seven months FNBFA issued ten press releases, was thereupon eleven times extensively quoted in the media and interviewed five times by the local broadcasters. The topics covered varied from governance and president issues at the University of Moncton, the cabinet shuffle, multi year funding, the lobby event, and international students to the Nicole Raymond award and the Semeluk scholarship and student debt. All the press releases and related articles are published on FNBFA's renewed website.

One of the most important activities is the requests based on the right to information and the protection of privacy act (RIPPA). FNBFA, with the large support of its members, has sent out a total of four requests for information for salaries, pension contributions, numbers of employees with salaries lower than \$60,000 annual income, salary adjustments in percentages, legal costs, presidents' contracts.

So far the result is that four universities have revealed salary ranks, UNB has revealed adjustments in percentages, three universities have revealed legal costs and one university has revealed the presidents' contracts. All questions and answers were distributed to the member associations.

In regard to FNBFA's lobby activities the Meet your MLA event on November 13 and 14 played the main part. At this event 20 faculty members spoke during 8 hours with 12 politicians. Among them were Premier Alward and the Honorable Jody Carr, Minister of Post Secondary Education, Training and Labour. The main meeting topics were the issues of conciliation boards, transparency versus autonomy, contract academic staff and multi year funding.

Additionally individual meetings during past six months were hold with Victor Boudreau (PSE critic) Brian Gallant (LP) Dominic Cardy (NDP), Tom Mann (dep.

Min. PETL). The lobby activities existed also of participation at the Liberal Party's forum on Education by several board members.

Also important are the regular meetings with PETL's senior civil servants such as Giselle Goguen (director university relations) Peter French (senior policy advisor) and Michael Barnett (director student finance services).

FNBFA seeks to improve and intensify the cooperation within the Atlantic Region, since most Atlantic Universities share the same concerns and difficulties. FNBFA participated at the last Atlantic Canadian Council for Faculty Associations (ACCFA) in June and will host it in June next year. Furthermore we organised the Third Chief Negotiators Meeting, at which 12 of the 16 Atlantic Faculty Associations were present.

During FNBFA's second retreat a range of matters have been discussed: the Board's concern about the NB government approach to Training versus Post secondary Education, the role of unions in the eye of the general public, FNBFA's internal and external visibility, issues and differences in regard to pensions; issues in view of the Employment Insurance; the widening knowledge and skills gap between High School and University. Finally the Board decided to take the situation of the Contract Academic Employees to heart as its highest priority at the moment.

The Nicole Raymond Award in recognition of a distinguished contribution to the advancement of the cause and/or public profile of post-secondary education was awarded to Moira McLaughlin, Dennis Desroches and Rick Hudson.

In June the Semeluk Scholarship was awarded to Mindie Charette from the Université de Moncton, campus Edmundston. For the nomination of the students we ask all seven NB campuses to select one female and one male student with the highest High school grades and the lowest financial means. The result was shocking. We received 11 nomination; the students had an average high school grade of more than 90% and a lot were from families below an annual income of \$ 20,000. Sadly FNBFA hands out only one scholarship per year. After sharing our concerns with the Ministry of Post Secondary Education, they offered a grant for next year of \$ 2000 per student to the nominated students who do not receive the Semeluk Scholarship.

Other activities involve being present, hence visible, at political events, attending board meetings of member associations and CAUT, maintaining contacts with journalists, keeping in touch with the chief negotiators and other day to day tasks.

AUNBT Treasurer's Report

General Meeting

December 6, 2013

To Members:

Attached are the statement of income and expenses to November 29, 2013 and a tentative budget for the 2014 year on the assumption of no job action. In the case of job action, the budget prepared by the Contingency Planning Finance Committee will go into effect.

Our expenses are maintained on a cash basis and the budget reflects an accrual method. Some expenses relate to 2012 and will be adjusted at year end

Budget and Expenses: 2013

The budget for 2013 was revised in May, 2013 to mainly reflect an increase in the mill rate from 1.0% to 1.2% , and the hiring of a professional officer.

The expenses related to **pension negotiations** are significantly less than budgeted because, as part of the agreement to convert the AEPP to the SRP model, UNB has agreed to contribute \$250 000 towards AUNBT's pension negotiation costs. As a result, most pension expenses in 2013 were paid by UNB and charged against the \$250 000 owing to AUNBT.

Expenditures on **legal expenses** increased significantly in 2013. These legal expenses are mainly attributable to **grievances**, which are neither controllable nor easily predicted.

Budget: 2014

The 2014 budget reflects the salary and benefits for the professional officer (as well as the office administrator) for a full year major, on-going collective bargaining, anticipated continuing high legal expenses and job action preparation. It is assumed that we will spend on job action preparation in 2014 even if there is not actual job action.

Investments

The annualized returns of the investments are 4.94 percent since start date. The blended benchmark is 4.02 percent. The distribution of investments between equity (31.98%), fixed income (34.84%), and cash and cash equivalents (33.18%) is no longer within the targets set in the Investment Policy Statement (updated October 31, 2012). The portfolio is overweight Cash in preparation for job action.

On March 6, 2013, \$50 000 was transferred from investments to the BMO chequing account as per the 2013 Budget. Also on November 6, an additional \$75, 000 was transferred from investments to the chequing account as per the budget (note that this transfer is not reflected in the balances below)

Investment account	Dec. 31, 2011	Dec. 31, 2012	October 31, 2013
RBC	\$1,177,954	\$1,622,673	\$1,678,718
BMO	246,653		
Total	\$1,424,607	\$1,622,673	\$1,678,718

Respectfully submitted

Dorothy DuPlessis

Treasurer

	Budget 2012	Actual 2012	Budget 2013	Budget Rev's May	Actual 29-Nov	Budget 2014
Income:						
FT dues	625,000	616,983	635,000	720,000	640,929	740,000
CAE dues	60,000	54,930	60,000	68,000	46,571	65,000
Interest income		10,000				
CAUT defence fund						
Transferred from Invest	-4,300	-50,000	125,000	125,000	125,000	
Total Income	680,700	631,913	820,000	913,000	812,500	805,000
Expenses:						
Salaries/benefits	70,000	61,249	72,000	112,000	88,602	155,000
CAUT dues	115,000	105,905	110,000	110,000	97,051	110,000
CAUT defence fund	45,000	41,190	45,000	45,000	38,428	45,000
FNBFA dues	120,000	116,053	125,000	105,000	95,091	125,000
NBFL dues	10,000	8,508	10,000	10,000	9,423	10,000
Strike support	15,000	0	15,000	15,000	2,120	10,000
Travel and conference	20,000	38,085	30,000	30,000	35,514	42,000
Release time	60,000	33,989	55,000	77,000	78,430	58,000
Office supplies/telephone	10,000	8,274	8,000	8,000	11,530	10,000
Bank/Insurance	4,000	2,495	4,000	4,000	2,435	4,000
Catering(exec & committees)	5,000	4,759	5,000	5,000	4,383	5,000
Catering (membership)	7,000	3,823	7,000	7,000	450	5,000
PT negotiation	0	0	35,000	35,000	27,551	0
FT negotiations	0	0	62,000	62,000	45,046	46,000
Pension negotiations	70,000	78,780	75,000	75,000	37,373	0
Legal/Mediator	0	39,485	10,000	10,000	88,588	50,000
Legal/retainer	45,000	19,217	75,000	75,000	38,171	50,000
Auditor	5,200	5,277	5,800	5,800	5,853	5,900
Acturial (pension)	20,000	44,619	25,000	25,000	0	20,000
Computer/furniture	2,000	5,057	2,000	2,000	2,879	2,000
HST/misc.	5,000	5,876	5,000	10,000	9,072	5,000
Donations	1,000	10,900	11,200	11,200	11,600	11,600
Room rental	1,500	2,409	3,000	3,000	7,382	18,000
Job action preparation	0		25,000	25,000	20,340	20,000
Reserve for future negot.	50,000		0	0	0	0
Lecture series	0		0	5,500	0	5,500
Total expenses	680,700	635,950	820,000	872,500	757,312	813,000
Net Income(expenses)	0	-4,037	0	40,500	55,188	-8,000