

KUCFA Newsletter

Mar. 14, 2022

Vol. 2, Issue 1 2022

Welcome to the Team!

KUCFA has a new Office Manager and a new Chief Negotiator

On January 31, Sandy Swartz joined KUCFA as our new Office Manager.

Many of you know Sandy from her work in support of several academic departments at King's, and in support of the Research Grants Committee, among many other roles she has performed at King's. We are very pleased to have Sandy support the work of KUCFA and all our faculty members. Sandy has always been a great supporter of faculty while employed at King's and we know she will be a great support to all of us in KUCFA.

Sandy can be reached in our KUCFA office in FB 315 and via email at SandySwartz.KUCFA@outlook.com.

On Wednesday March 3 KUCFA members voted in our new Chief Negotiator, Rick Csiernik. With his successive turns on our Collective Bargaining Committee, most recently in the 2016-2017 round, and prior to that his work leading and as a member of KUCFA salary committees (in the days before our collective agreement!) Rick brings an effective and passionate dedication to our membership and to the role of Chief Negotiator.

At that meeting we announced that our previous Chief Negotiator, Rob Ventresca, was stepping down due to personal reasons. KUCFA thanks Rob for his work in preparing our membership for bargaining. KUCFA has received official communication from President Malloy that our colleague will not be consulted during the bargaining process. KUCFA will be watching this closely. We are told by OCUFA that this is classic union-busting, so don't be distracted!

KUCFA notes that this administrative change, as announced today by the KUC President, was done without consultation with faculty, nor was there any indication that an Interim position was available for applications. In short, there was no process. This raises serious concerns about collegial governance at King's and about the transparency of senior leadership positions more broadly. We encourage our members to raise these issues at Faculty and College Council.

Salary Anomaly Study Update

At our KUCFA meeting on March 2, we announced that Jen Jeffrey has become co-chair of the Salary Anomaly Committee. We welcome Jenn, who will be a strong advocate in this role. The faculty and College members of the salary committee are at the early stages of writing the report, having reviewed the external consultant's findings and performed additional analyses.

Please contact us at info@kucfa.ca if you have any questions about KUCFA. Check out our [website](#) too! Find us on OWL at KUCFA Information Site. Tweet us @KUCFA.

CAUT Legal Defense Fund

[Home | Defence Fund \(caut.ca\)](#)

The CAUT Defence Fund dates from 1978, and its founding purpose was to provide unionized Canadian academic member unions with a unified strike fund. Formed of associations that are members of [CAUT](#), it now includes 65 member unions representing over 36 000 academics from St. John's to Victoria.

Since 1992 the Defence Fund has been incorporated under the laws of Canada. Each member union appoints a Trustee (associations with more than 500 members appoint a second Trustee, and those with more than 1,000, a third) and some CAUT officers are ex-officio members of the Board of Trustees, which meets in person at least once a year to oversee the management of the Fund.

Trustees play two roles. They have fiduciary responsibilities to ensure that monies are used solely to meet the objectives and purposes of the Fund. Secondly, they represent the views and interests of their own union.

The Fund's resources come from two sources: member unions' dues and the interest which the Fund earns from its invested assets.

The Fund's assets grew to \$1 million in the mid-1980s and to over \$30 million in 2019. Given that the present situation and challenges facing universities in Canada often lead to labour disputes, and in some cases to threats of strike, it is important to give the Fund deep pockets to help its members defend their interests, and thereby the interests of faculty and librarians in general.

The primary purpose of the Defence Fund is to provide strike benefits to associations while its members are engaged in a strike or lock-out and experiencing loss of salary. These benefits are paid as a grant to the association, to be used at the local union's discretion, usually as strike pay (which is non-taxable) for individual union members. Strike benefits are currently set at \$88 per calendar day, and payments start on the 4th calendar day of the strike or lock-out. Benefits are calculated based on annually reported membership numbers using the number of persons for whom monthly dues have been paid.

In addition, the Defence Fund:

- provides financial assistance to member unions which incur costs of mediation and/or interest arbitration in settlement of contract negotiations
- provides financial assistance to member unions which incur costs in prosecuting employer actions alleged to be unfair labour practices or failures to bargain in good faith, and in support of applications for legal remedies against certain types of employer action that might otherwise lead to strikes;
- sends visitors from member unions to demonstrate in support of a member union on strike;
- and so much more! Read more at <https://defencefund.caut.ca>

The KUCFA Executive would like our members to consider having our association join this fund.

Source: defencefund.caut.ca

JHSC Update – Faculty Volunteers Needed!

Following concerns raised by several members of the King's community about the need for a robust **Campus Safety Plan**, the Joint Health and Safety Committee is pleased to announce the development of a committee to begin work on this project. **We are currently recruiting faculty, as well as other members of the King's community, to serve on this committee.** The development of this robust Campus Safety Plan will begin in May and involve: 1) surveying the King's community about their safety needs and concerns; 2) researching similar universities to become familiar with their approaches; 3) adopting portions of existing plans that might fit well within King's; 4) identifying safety related actions that are currently in place at King's along with important gaps in these actions; and 5) determining the proper medium to communicate and locate the plan. **We need faculty voices represented on this committee to ensure its integrity and that it will meet its intended objectives of increasing campus safety. We cannot leave this important work to the administration, who have historically and consistently neglected safety on campus.**

If you are interested in serving on the Campus Safety Plan committee, please send an email to Jinette Comeau: jcomeau5@uwo.ca

In other news, discussion of the gap in access to phones on campus is ongoing, and we have been waiting for a response from the VPAD since last November... tick, tick, tick!

Jinette Comeau, Co-chair, JHSC

New Member Updates!

Our newest colleagues are a busy group! Here is what a couple of them have been up to recently:

Hala Mreiwed just finished a workshop entitled: 'Teaching and learning about children's rights using creative drama' for the ICRC at the Faculty of Education at Western University. She was also invited to facilitate a Forum on Racialized Children and Youth with Disabilities in Education.

Jason Dean contributed to a news article in the *Brantford Expositor*:

<https://www.brantfordexpositor.ca/news/local-news/gta-exodus-powers-brantford-areas-population-growth>

KUCFA 2022-2023 Executive Committee Nominations

KUCFA encourages all members to consider being part of the Executive.

The following positions are available:

*KUCFA Chair

*KUCFA Treasurer

*OCUFA Director

Please contact any member of the Executive if you have any questions about these roles.

"The best way to not feel hopeless is to get up and do something." Barack Obama, 44th President of the United States

News from OCUFA

[University equity work must include job security, equal pay, and benefits for contract staff](#)

[OCUFA united in solidarity with striking faculty at the Université Sainte-Anne](#)

[Access to Human Rights Tribunal of Ontario vital for both unionized and non-unionized workers](#)

[OCUFA extends message of solidarity to striking faculty at the University of Lethbridge](#)

[Laurentian's collapse driven by Ford government's agenda of austerity and privatization](#)

[Faculty and academic librarian voices ignored as universities rush return to in-person learning](#)

CAUT NEWS: [A Job Action Wave Sweeps Canada | CAUT](#)

President's Message: A wave of militancy: More CAUT associations are currently on strike, or preparing for job action, than we have seen in many years. Why is the heat so high at the bargaining table right now? Why are so many associations on the picket line already or on their way there? Look no further than central administrations and provincial governments, who continue to be the most effective tool of member engagement for academic associations. That may not be their intention, but it's hard to argue with results that stretch from the prairies to the sea.

KUC Board Update from Faculty Reps (Andrea Lawlor & Cathy Chovaz)

We are pleased to bring you a brief update around some matters of interest that the Board has discussed since our last update in November. The Board has met twice since our last update – once at the beginning of December and again at the end of February. In addition to the Board meetings, we as faculty reps also sit on the subcommittees of Governance, Property, Finance and the Catholic Mission Task Force:

- The President updated the Board on the return-to-campus plan, noting that the College will continue to follow the Ministry and Health Unit guidelines.
- The Director of Physical Plant Services updated the Board's subcommittee on capital projects on campus, many having to do with COVID-related changes in infrastructure. Discussion of a new building has been referred to the Campus Development Committee – a joint committee of the Board and College Council.
- The Board's Catholic Mission Task Force is moving forward on the terms of reference for the Catholic Mission Committee. The Task Force includes members of the Board, as well as faculty and student representation.
- The Governance committee is continuing its ongoing review of all Board and College policies.
- The Foundation is updating its by-laws to ensure compliance with Ontario's *Not for Profit Corporation Act*.
- The College's financial standing will be brought forward by the CFO in the regular budget update at College Council in April.
- As routinely occurs, a number of the Board voting positions are ending their tenure, so the selection of new Board members will take place shortly. The Board underwent a skills matrix exercise to determine the qualifications that should be considered when selecting Directors.

All Board [meeting dates](#) are publicly posted. For those who wish to keep informed about the Board's activities, we encourage you to consult the Board's [agendas](#) and [meeting minutes](#).

KUCFA Executive (2021-2022)

Chair: Stephanie Bangarth (History)

Vice Chair: Chris Roney (Psychology)

Grievance Chair: Jacquetta Newman (Political Science)

OCUFA Director: Derek Silva (Sociology)

Equity Officer: Akin Taiwo (Social Work) to Dec. 2021; Bharati Sethi (Social Work) January 2022-onwards

Treasurer: Adian McFarlane (MEM) **Past Chair:** Ben Muller (Political Science) **Office Manager:** Sandy Swartz