

Notice to all Part-time Academic Staff at UNB

Bulletin # 6

From the
AUNBT Part-Timers Organizing Committee

Bargaining Issues Survey

Now that we have filed our application to certify a part-timers' bargaining unit with New Brunswick's Labour and Employment Board, it is critical that we prepare for the eventuality of collective bargaining. Toward that end, the AUNBT Part-timers Organizing Committee and the Executive Committee would like to ascertain the concerns and expectations of UNB's part-time faculty, instructors, and librarians. This information will help us develop suitable proposals and strategies in advance of first-contract negotiations with the employer. Preparation is a key element in union successes.

In addition to the bargaining subjects listed below, AUNBT has every intention of demanding strong language connected to basic academic and labour rights. We will be especially aggressive in pursuit of guarantees for academic freedom, effective grievance procedures, collegial rights, and anti-discrimination language.

To be eligible to complete this survey you must be, or expect to be, employed in a part-time academic capacity at UNB in the current academic year. You need not have joined AUNBT. Individual responses will be kept confidential.

Completed surveys should be returned by November 30th. They may be faxed to (506) 453-3514 or delivered to our office at the IUC Science Library (AUNBT, IUC Science Library, Rm 115, P.O. Box 4400, Fredericton, NB E3B 5A3).

If you have any questions about this survey or its terminology, please email us at <AUNBT@unb.ca>.

Use the following scale to indicate how important each of the following issues is to you.

- 1 NOT APPLICABLE OR OF NO VALUE
- 2 NOT VERY IMPORTANT
- 3 SOMEWHAT IMPORTANT
- 4 IMPORTANT
- 5 VERY IMPORTANT

HIRING PROCEDURE Insert answer here ()
Regulation of the process by which a course is advertised and an instructor selected.

JOB SECURITY ()
Increased employment security for part-timers who have taught for a specified length of time.

INTELLECTUAL PROPERTY RIGHTS ()
Protection of your own teaching and research work.

SALARY/RATE OF STIPEND ()
Increasing the amount that you are paid.

ACCESS TO TEACHING RESOURCES ()
Access to office supplies, photocopying, teaching materials, lab equipment, etc.

ACCESS TO RESEARCH FUNDS ()
Right to apply for funds to support research projects and or conference travel.

PROVISIONS FOR OFFICE SPACE ()
A place to meet students and/or prepare classes.

CLASS SIZE ()
Regulating class size.

Continued on the reverse

Survey
continued

BENEFITS

Option to participate in any of the following plans:

- Health ()
- Dental ()
- Life Insurance ()
- Pension ()

LEAVE

Provisions for granting time off (whether with or without pay) on compassionate grounds.

- Adoptive/Parental Leaves ()
- Sick/Disability Leave ()
- Bereavement Leave ()

CANCELLATION COMPENSATION ()

Payment of a fixed amount or percentage of the course stipend if the course is cancelled after you have completed course preparations.

COMMUTING COMPENSATION ()

Reimbursement and/or allowance to cover travel costs for teaching and other activities.

EVALUATION PROCEDURES ()

Regulation of the process for evaluation of your teaching, research and/or service by a Dean or Department Head. Regulating the way in which student opinion surveys can be implemented and used in an employee's evaluation file.

CONTINUING APPOINTMENTS ()

The creation of permanent and even tenured part-time positions.

OTHER

Please list other issues of concern here.

Thank you for your participation.

Which Union Would Best Serve ALL of UNB's Part-timers?

AUNBT filed an application for certification of a part-timers bargaining unit with New Brunswick's Labour and Employment Board on November 6th, 2007. Later that same day, PSAC filed its own application. There are significant differences between the two applications.

AUNBT's objective in this campaign has been to gain union rights for all UNB part-timers and we have conducted our organizing effort with this goal firmly in mind. To the best of our knowledge, there are slightly more than 300 part-timers working directly for UNB. We now have membership cards from the majority of them.

PSAC has proposed a bargaining unit less than half this size and, were the Board to accept PSAC's definition, approximately 150 of our colleagues would be left without any union protections whatsoever.

AUNBT Proposed Unit: 319 Part-timers

The following is taken from AUNBT's application to the Labour Board:

"All persons employed by the University of New Brunswick in contractual part-time teaching in a for-credit course, including lab instructors, nurse clinicians, tutors, and integrators, or employed as part-time librarians at, or out of, all the campuses of the University of New Brunswick, save and except Deans, Associate or Assistant Deans, those above the rank of Dean, the University Librarian, faculty members who are members of the Board of Governors, persons for whom a trade union holds bargaining rights under the *Industrial Relations Act*, and those excluded by the *Industrial Relations Act*."

PSAC Proposed Unit: 150 Part-timers

From PSAC's application to the Labour Board:

"All workers, except those covered by other collective agreements, who work for the University of New Brunswick as per course instructors to teach four courses or less per year on a limited term basis at the Fredericton Campus."