

# The A.P.B.U. Newsletter

Published by the Association of Professors of Bishop's University

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## Negotiations Issues in the News!



A dreary November 4th afternoon came to life when the full-time faculty, librarians, and contract faculty gathered in Paterson Hall to commence voting

for their negotiating teams.

After a call to order and approval of the agenda, APBU President, Ginny Stroehrer, gave her views on the upcoming collective agreement negotiations. Ginny feels that three issues will drive the collective bargaining: the deficit budget of Bishop's University caused by a lower student enrollment than forecast and the large provincial financial deficit, the pension plan that needs to be stabilized and made sustainable, and the external program review that may lead to a corporate governance or business modal for a university whose mandate is teaching and research.

Given these serious issues, Ginny stated that while

the APBU does not have any unrealistic financial expectations we will not just "roll over" in the upcoming negotiations. There are a number of non-financial changes to be made to our collective agreements. Foggy language in the agreements needs to be clarified and strengthened, and the strong role of faculty within the university needs to be maintained. Additionally, the administration must respect the give and take of the bargaining process. Ginny mentioned that the collective agreement has not been applied consistently in several cases this year.

Ginny concluded her report by reminding members that the role of the APBU is to defend all members -- young or old, popular or unpopular -- who are confronted with breaches of the collective agreements.

The meeting closed with all present voting for their negotiating teams.



## Election Results:

**Contract Faculty Negotiation Issues Committee:**  
Marie-Claude Mercier  
Daron Westman

**Contract Faculty Negotiating Team:**  
Darren Matthews - Officer  
Dana Broadbent  
Daron Westman

**Full-time Faculty and Librarians Negotiation Issues Committee:**  
Sarah-Myriam Marin Brûlé  
Jenn Cianca  
Arshad Taseen

**Full-time Faculty and Librarians Negotiating Team:**  
No nominations - Officer  
Layachi Bentabet  
Anthony Di Mascio  
Rebecca Harries  
Gary McCormick

# President's Report: Are we alone?

Ginny Stroehler

"Austerity" ... if there is one word that has come to define us at Bishop's, it is "austerity". Continually we are asked to tighten belts, cut budgets, do more with less.

But is this unique to Bishop's? To Quebec? The short answer is "No". Having just returned from the Canadian Association of University Teachers (CAUT) meeting for faculty association presidents, one of the major topics discussed was this issue of austerity. All provinces now find themselves in a situation of austerity. But why? In Quebec the new government blames it on the previous government; at Bishop's we blame it on our student funding model.

Sylvain Schetagne, Associate Executive Director of CAUT, tried to shed light on the cycle of austerity. The cycle begins with tax cuts, which lead to budgetary deficits and financial crisis. This crisis now justifies spending cuts to balance the budgets. Once balanced, tax cuts are again introduced .... and the cycle begins again. The important thing about austerity is to understand what its goal is. That goal is to shrink government and governmental spending, including spending on post-secondary education.

So, austerity is not just a Bishop's problem, it is not even just a Quebec problem. Almost all universities across Canada are facing the situation we now face. And university administrations are making similar demands as those made by our administration: tightening belts, cutting departmental budgets, and asking each one of us to do more for less.

## Pension Update!

Bill 3, the Quebec legislation proposing pension reform for municipal sector pension plans tabled June 12, 2014, was passed into law this past December. Before passing, two important points were clarified:

- 1) To be considered "retired" an employee must have either retired or **formally applied to retire** before the date of tabling of the legislation – June 12<sup>th</sup> of last year.
- 2) A cost sharing of 45% employee and 55% employer is possible through negotiations between the employees and their employers (as opposed to the fixed 50%/50% initially expected).

Of course Bill 3, and the conditions imposed by this bill, only applies to the municipal sector. To date, no pension reform bill has been tabled for universities. At this time, we can only guess as to 'if' a bill will be tabled, 'when' a bill will be tabled, and 'what conditions' will be set out for university pension plan reforms.

We all need to start thinking and planning for our eventual retirements, whatever age we are. The APBU will keep you updated as we learn more. In the meantime, we have posted the November 2014 presentation by our pension experts at the Trinome Conseils on the APBU website.

**The APBU Website  
is being revamped.**

Check out its new look on  
or about February 14th at  
APBU.ca



### Negotiations Issues Survey Reminder.....

Full-time Faculty and Librarians: your surveys must be completed on-line by February 6th. Contract Faculty members have until February 11 to complete and return their surveys.