

Hello all:

Well it's the beginning of September and as you all know the fall semester is upon us. Many of us are both excited by the prospects of welcoming the largest entering class ever but also somewhat nervous, hoping that not too many difficulties hit us as we try to meet the needs of so many with so few resources. I wish you the best of luck in your efforts to meet the needs of the incoming students and have every confidence in your ability to do so.

As a reminder, the APBU executive is hosting a party at the Hut on September 23rd from 4:00 to 7:00. All members get a free drink and food, families are welcome with non-members paying for their drinks and dinner and children eating for free. If you are interested in coming, please contact me at jmanore@ubishops.ca by Thursday (tomorrow) noon. We need to have an estimate of the numbers so the Hut people know how much food to prepare.

As I mentioned last time, the executive would like to review and up-date the APBU's current constitution. We are still looking for a faculty and contract faculty member to sit on the committee that has been struck to carry out the review. If anyone from these two constituencies is interested in shaping the "rules, orders and regulations" of the union for the next several years, please contact Daron Westman and let him know. His email is dwestman@crc-lennox.qc.ca.

We have recently hired Quatral to construct our new web-site. They expect to have the task completed by the end of September. We are quite excited about the work they have done so far and look forward to having a communications tool on hand that will inform members of APBU policies and issues, up-date them on recent events and discussions and provide information about APBU services and helpful contacts.

The joint job classification task force is continuing to meet with due diligence. The discussions have been friendly, for the most part, and the consultant they brought in to help interpret the Pay Equity Act and act as an advisor has been very helpful. The committee will be communicating with the staff within the next few weeks to report on the progress they have made.

Some people have expressed concerns about Bill 100 and the effects it may have on replacing people who have retired. For those of you who are not aware of Bill 100, it is designed to ensure the government returns to a balanced budget by 2013-14. For Universities, the legislation stipulates how these cuts are to be achieved: severe limits on non collective agreement salaries, cut-backs on non-academic expenses and attrition of personnel through retirement. While Bill 100 cannot be ignored, Bishop's must also operate within its *Plan de redressement* that was approved by the government in 2009. To respond to both these financial constraints, Isabelle Goyette has been asked to complete a global analysis of the budget in order to determine the best way to meet Bishop's financial obligations but also maintain our high quality programs and services. This task is to be completed by the end of September, after which time, we may have more information on how retiring personnel will be replaced and what further challenges we will have to face in light of these new financial constraints.

That's enough from me for now, I think. Just remember, if you have any questions or concerns about your work or work-place, please feel free to contact me or another member of the executive. In the meantime, see you on walkabout.

Jean
Pres

APBU