

APBU Special Edition Newsletter

Your Source for AGM News



Serving as an APBU Officer—which position should you consider running for?

President (Faculty and Librarians only)

The President shall have the overall responsibility for promoting the proper functioning of the Executive Committee, and of the Association as a whole. The President shall represent all units equally and fairly in the best interests of the Association as a whole. The President shall act as a liaison between the Association and the University administration, and shall represent the Association to bodies external to the University. The President may designate others to act in these capacities as necessary

Secretary (open to all units)

The Secretary shall assist the President in the organization of meetings and elections. The Secretary shall maintain an accurate and up-to-date set of minutes of general meetings and of the Executive Committee. The Secretary shall keep a record of the membership of the Association. The Secretary shall keep a list of the names of the Association representatives on Association and University committees.

Treasurer (open to all units)

The Treasurer shall be responsible for managing the financial resources of the Association. The Treasurer shall oversee all the financial activities of the Association, and shall make regular reports to the Executive Committee on the performance of this responsibility. The Treasurer shall recommend appropriate financial investments to the Executive Committee. The Treasurer shall implement the verification mechanisms adopted by the Executive

Committee, and shall make an annual report thereon at the Annual General Meeting

Communications Officer (open to all units)

The Communications Officer shall oversee the internal and external communications of the Association. The Communications Officer shall be responsible for the Association's day-to-day relations with the media. The Communications Officer shall ensure that the Association's Website is kept up-to-date. The Communications Officer shall be responsible for informing the membership, and entities internal and external to the University community, about the activities of the Executive Committee and the Association

Librarian Representative (Librarians only)

The Librarian Representative shall represent the interests of the academic librarians within the Association. The Librarian Representative shall advise the Executive Committee on all matters affecting the academic librarians

Vice-Presidents (unit specific)

The vice-presidents shall represent the concerns of the members of their respective units and shall advise the Executive Committee on the implications for their respective units of the policies and activities of the Association. The Staff Vice-President shall coordinate the Association's efforts at the Staff Joint Committee

Grievance Officers (unit specific)

Each grievance officer shall provide initial advice to members from their respective units who are considering whether to lodge an individual grievance, and shall be responsible for drafting grievances involving members of their respective bargaining units as the need arises. Individual requests concerning grievances are confidential to the Executive. The Fulltime Faculty and Staff Grievance Officers shall be members of the Joint Committee for their respective bargaining units. The three grievance officers shall be members of the Grievance Committee. The three grievance officers shall advise the Executive Committee on the implications for their respective units of the policies and activities of the Association.

Membership Officers (unit specific)

The membership officers shall coordinate the Association's efforts to encourage the members of all the bargaining units to join the Association and to become involved in its activities. The membership officers shall be responsible for keeping up-to-date lists of those members of their bargaining units who have become members of the Association. The membership officers shall be members of the Membership Committee. The membership officers shall advise the Executive Committee on the implications for their respective units of the policies and activities of the Association.

Nomination forms are available at the APBU Office or by sending an email to apbuoffice@ubishops.ca

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THE AGM WILL TAKE PLACE ON MARCH 27TH AT 16H30 AT THE LENNOXVILLE GOLF CLUB

AGM Information

It is the responsibility of all members to attend the Annual General Meeting and to vote in the elections. When necessary, members of the Contract Faculty and Staff units shall be permitted to cast advance ballots for their representatives on the Executive Committee. These ballots must be received before the start of the Annual General Meeting.

Be an Active Member

The strength of the APBU is its members. You can play a really important part in the union by being an active member. Here are five things you can do:

1. attend union meetings and have your say
2. encourage your colleagues to join and support the APBU
3. If you notice problems in your area, you may report to a Staff Steward (for staff issues), to the APBU Communications Officer (for any issue), or to your Grievance Officer
4. run for office on the Executive
5. ask what else you can do to help

Help make a difference!



The APBU is a member of the Canadian Association of University Teachers (CAUT), and it promotes the welfare and professional interests of the association and its members. It negotiates, obtains, and preserves employment conditions such as salary, financial security, working conditions, and all matters of employer-employee relations for members of the bargaining units.

APBU Executive Member List

President: Arshad Taseen

Treasurer: Mark Gandey

Secretary: Heather McKeen-Edwards

Communications Officer: Anthony Di Mascio

Faculty VP: Layachi Bentabet

Faculty Grievance Officer: Catherine Tracy

Faculty Membership Officer: Christopher Stonebanks

Librarian: Gary McCormick

Contract Faculty VP: Daron Westman

Contract Faculty Grievance Officer: Lisa Schmidt

Contract Faculty Membership Officer: Angie Petitclerc

Staff VP: Merrylou Smith

Staff Grievance Officer: James Sweeny

Staff Membership Officer: Justina Browne

Past President: Jean Manore

GET INVOLVED—STAY INVOLVED

What are the advantages of being an active member in the Association?

The Union represents everyone in the bargaining units—it is in your own best interest to be involved and active. Being an active member means you vote on contracts, elect Union officers, serve as an officer, attend meetings and provide your input on issues that affect the Union and the bargaining units, serve on Union committees and/or joint-labor management commit-

tees, and receive contract negotiation updates. Moreover, as an active member of the Union, you will be taking a proactive role in the future of your and your colleagues' workplace and working conditions.

Why isn't the Union more visible on campus?

The Union is only as strong as its membership. When you get involved, your union is stronger.

By the way

STAFF NEGOTIATIONS UPDATE MEETING

**March 14th at 16h30
Bishop Williams Hall**

The Goals of the APBU

- (a) to promote the interests and the welfare of the Association and its members, and to uphold the dignity of all of its members in the workplace;
- (b) to represent its members in employer-employee relations, and, in particular, to bargain collectively on their behalf, including negotiating policies and working conditions on matters such as hiring, firing, salaries, fringe benefits, pensions, promotion, tenure, leaves and grievances and the uniformity and consistency of job classifications;
- (c) to promote the professional development of all of its members, and, in particular, to provide them with a working environment free from discrimination and harassment, to protect their freedom of expression and their academic freedom, and to promote excellence in teaching, scholarship, research, and creative and other activities with the university;
- (d) to provide a democratic form of government within the Association which allows free voice and vote to all members without discrimination;
- (e) to seek the fullest representation of all of its members in the operation of the University, and to provide an effective means of communication between members of the Association and other members of the University community and relevant groups external to the University; and
- (f) to promote the joint interests of the APBU and its affiliated associations (FQPPU, CAUT).

APBU CONSTITUTIONAL COMMITTEE

Dear Colleagues,

The APBU Executive has created a committee to consider possible revisions to the union's constitution that would be presented to the membership for ratification. This committee is composed of representatives from all of the bargaining units, including both members and non-members of the Executive. The committee members are Dr. Andrew Stritch and Dr. Christopher Stonebanks (fulltime faculty); Gary McCormick (librarian); Justina Browne and Mary Ellen Young (staff); James Wilson and Daron Westman (contract faculty); and Dr. Arshad Taseen as APBU President. The Committee is chaired by Dr. Stritch.

The committee is beginning its work with this consultation of the membership. We would like your thoughts on the ideas for potential amendments that have already been suggested, as well as any other changes that you would like to propose. The list of issues that have already been raised includes:

- restructuring the Executive Committee (Article 5) so that it consists of three unit Executive Committees and one overall Executive Committee;
- giving the Contract Faculty Unit its own Negotiations Officer or "Chief Negotiator" separate from the fulltime faculty one (Article 13);
- extending advance voting to fulltime faculty, not just staff and contract faculty (Articles 6.2c and 16.2c);
- changing the procedures for postal ballots (to address security concerns) and considering the possibility of electronic voting;
- clarifying conflict of interest rules for officers of the Executive Committee;
- clarifying rules around the ratification or amendments to the Full Time Pension Plan and the Part Time Pension Plan so that they may only be ratified by members of the Plan;
- reducing the quorum required for the ratification of collective agreements, at least for the Contract Faculty Unit;
- setting term limits for members of the Executive Committee; and
- arranging the representation of the Staff Unit on the Executive Committee so that both part-time staff and full-time staff are guaranteed to be represented.

These ideas have been proposed for discussion; none have been endorsed by the committee yet. We would like to know what you think about these ideas; we would also like to know if there are any other aspects of the constitution that you think should be revised. Please send your comments to the member of the committee who represents your bargaining unit by 4:00 on Thursday, March 14th.