

Hello all:

First of all, on behalf of the APBU Executive, I wish to give you a belated welcome back to the University after the holidays. I hope you all had a good break and are geared up for this current semester. I know that challenges continue for many with respect to workload, stress and morale and that many of us continue to wonder about job classification, faculty complement and issues of employee hirings, renewal and replacement. On top of all that, we now have to consider the pension deficit and what can be done to a) restore the pension to surplus and b) create policies that will better secure its health over the long term.

With respect to the pension, the APBU will be meeting with the administration as soon as it can be arranged to consider the options available in addressing the deficit and long term health of the plan. Concurrently, I will be calling a meeting of the members to hear your suggestions and ideas and listen to your concerns. Certainly, I took note of the suggestions offered at the pension committee meeting but would be interested to learn of any more. I will be in touch shortly about the date of our meeting.

With respect to job classification, the task force continues to work through the information provided to them by you and the managers with due diligence. We are discussing with the administration a new deadline for that process to be finished and will inform you of it when it is determined. I continue to talk with Helene St. Amand about staff hirings and renewal and will continue to do so but also expand my conversations to include other members of the administration, most notably HR. Bill 100 makes headway in these conversations problematic but not impossible, as far as I am concerned. For those interested in what Bill 100 stipulates, we will be putting the bill on the web-site in PDF format (apbu.ca). I am heartened by Senate's efforts to augment faculty numbers in order to meet program needs. I would hope that such efforts will continue for the next few years. If issues of staff and faculty renewal and augmentation can be addressed, then the issues of workload, stress and morale should be ameliorated. Let's all cross our fingers eh?

Some of our goals for this semester can be discerned from the above but we also want to continue to enhance our communications with the members and enhance the executive's abilities to serve and represent them. Towards that end, we will continue to develop our new web-page—LOFIs signed from 2008 will be posted on the web-site shortly as will Bill 30, a piece of legislation dealing with pension indexation. As well, a report on the information and discussions generated from the December general meetings will be posted. We will also be submitting a draft of our proposed new constitution for your consideration and comment. The Constitution Committee has been working over the fall semester to revise the current constitution; it has done so with the aim of maintaining its values and commitments to the membership but also updating its provisions so it is in keeping with legislative changes and increasing obligations. The constitution is

of fundamental importance to the operations of the Association: when it becomes available for your review, please do take the time to look it over and then attend the general meeting to participate in whatever discussions are generated as a result of our proposed changes. Your input is vital to the success of the Constitution committee's work and to the success of the Association itself.

On that note, I would like to reiterate that members of the Executive and of the Staff Stewards Council remain available to you. Please, bring any concerns, comments or questions you may have about the APBU and its work to any one of us, either in person, via email or by giving us a call. We would be particularly interested in hearing from you as to what you think the Executive should be working on for goals to accomplish during this semester or over the longer term. Contact information for the Executive is on the APBU web-site or you can contact Chrissie Wiley at Ext. 2411 or via the Association's email APBUoffice@ubishops.ca.

Well, I'm thinking that's enough info for now. If you want more, just let me know. In the meantime, I remain

Jean/APBU/Pres

PS don't forget about the mid-winter party!