

UNIVERSITY OF MANITOBA  
Faculty Association

# FAST FACTS



July 20, 2018

MEETINGS & EVENTS 



UMFA has established a Solidarity Committee to support other labour and union activities in Manitoba and across Canada.

Members of the committee are required to commit to attending at least one event per year.

**Committee activities involve:**

- joining picket lines and marches in solidarity with other unions
- organizing goodwill gestures such as providing cookies or coffee at events
- being part of the larger labour movement across Manitoba and Canada

To be added to the email list of events that the Solidarity Committee will attend throughout the year, click [here](#).

[Read More](#)

**NEWS YOU CAN USE** 

## **Proposed Changes to UM's Substance Use Policies**

When the administration proposes changes to UM policies the Association makes detailed commentary in an effort to ensure workplace rights are protected. With changes coming to the way cannabis will be treated in Canada and Manitoba, the administration is revising its policies and procedures on substance use, alcohol use, cannabis use, and tobacco use. We've recently outlined some concerns to the administration, which include:

- The drafts contain references to “impaired behaviour” and “disruptive behaviour”, neither of which are clearly defined. This could lead to the administration taking unnecessary or vexatious disciplinary action against staff or students.
- Where the existing policy on substance abuse outlines the accommodations and supports the administration has to offer when an employee reports a substance dependency, these are all excluded from the new draft policies.
- The administration is proposing the creation of a committee that will look at education and best practices in regard to substance use on campus, but the long list of proposed representatives doesn’t include any of the labour unions on campus (i.e. UMFA, AESES, CUPE 3909, CUPE 1482, or UNIFOR).

These policies will affect the work of everyone on campus. Interested in reading the policy drafts or what’s been sent to the administration? Contact [FAUM@UMFA.CA](mailto:FAUM@UMFA.CA) and ask for copies to be sent to your inbox.

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## **From the Manitoba Federation of Labour: Stop Greyhound Service Cuts**

In response to Greyhound's recent announcement of massive service cuts to Western Canada, the Amalgamated Transit Union (ATU) is asking supporters to join with them in signing-on to the NDP's petition calling on the Federal government to take immediate action to save critically-needed bus routes.

The recent Greyhound cancellations would create a massive gap in transit services and leave many communities stranded.

Canadians who rely on bus services as their sole means of transportation will be cut off from employment, health care and other critical public services, as well as education, and family.

This also poses a very grave risk to public safety, forcing many in remote and Indigenous communities to turn to less safe modes of transportation.

The government must ensure communities across Canada have access to basic transportation services and immediately act to develop a federal funding plan that will stop the cancellation of several crucial bus routes in Manitoba, Saskatchewan, Alberta, Northwestern Ontario and rural British Columbia.

Please sign:

[ndp.ca/bus-service](https://ndp.ca/bus-service)



**From the Manitoba Federation of Labour:**

## **Help Keep Manitoba's Pineland Forest Nursery Open**

**Please take a minute to sign the petition.**

The Manitoba Government is selling the Pineland Forest Nursery near Hadashville, MB – a massive facility that grows trees and both produces and stores seeds. It's a

move that will eliminate unionized jobs and put our province's environmental sustainability in jeopardy.

The government has issued a Request for Proposals for a private buyer and says operations at Pineland will end by December 31, 2018.

The closure is another hit to a small-town Manitoba economy as eight full-time and 17 part-time jobs, plus seasonal employment, will be cut. In accordance with the MGEU's collective agreement, permanent staff will be relocated to other jobs, but the government has not been clear on what or where those jobs will be.

Closing Pineland also threatens the province's bio-diversity because the nursery – which has been around since 1953 – helps add millions of new trees to our forests each year and houses a seed bank for many varieties of Manitoba trees. These are specialized services that no other facility in the province offers.

Without the Nursery, our forests will suffer.

[Please sign and share the petition](#) to send a message to the Manitoba Government. We're urging them to keep the Pineland Forest Nursery open and to keep it public.

The future of our forests is at stake.

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From the Manitoba Federation of Labour:  
**Canada's Labour Leaders Urge Premiers to Collaborate on a National Universal Pharmacare Plan**

**NEWS RELEASE | JULY 19, 2018**

National, Provincial and Territorial Labour Leaders encourage Canada's Premiers to unite behind a universal, single-payer, public prescription drug coverage program. In addition to giving every Canadian access to life-saving prescriptions, a universal Pharmacare plan will free up money for much needed investment in healthcare.

(Saint Andrews, N.B.) During the Council of the Federation meeting in Saint Andrews, N.B., Labour leaders from across the country united to deliver a message to Canada's Premiers – collaboration on Pharmacare is critical.

"Canada's Premiers will soon be asked to support a Pharmacare plan built on a

simple principle - equal access. No matter where in Canada you live, you should be able to access the medications you require to live a healthy life,” said Kevin Rebeck, President of the Manitoba Federation of Labour (MFL) and Chair of the Federation of Labour Presidents.

Between 2006 and 2015 Canada wasted \$62 billion healthcare dollars without a Pharmacare plan. We waste \$7.3 billion a year, or \$14,000 every minute of every day, monies, that with an additional \$1 billion investment in public sector spending could be redirected within our healthcare system.

“The research is clear; a national Pharmacare plan could save Manitoba \$366 million per year. Think of the potential investment to be made in Manitoba’s healthcare system with a savings of that magnitude. The benefit to the people of Manitoba is enormous.

- We could allocate \$133 million to help seniors, providing 2 million more public home care visits - that is nearly 5,000 more seniors that would receive daily homecare visits per year.
- With another \$133 million, we could build 25 more community health centres, providing 100,000 more Manitoba residents with high quality integrated care that would respond to both their physical and mental health needs.
- A \$17 million investment could provide 400 more public long-term care beds per year in our province, and with the remaining \$83 million, Manitoba could hire additional healthcare workers, invest in hospitals and put an end to hallway healthcare.

“Think of the impact and net benefit to Manitoba with those additional investments in Canadians health and well-being,” Rebeck added.

Without Pharmacare, between 370 and 640 Canadians with ischemic heart disease prematurely lose their lives, every year. Between 270 and 420 working-



age Canadians with diabetes die prematurely every year, the data suggests that between 550 to 670 older working age Canadians (55-64) die each year, before their time.

“Without a universal single-payer Pharmacare plan, up to 70,000 Canadians suffer avoidable health decline and hospitalization every year. That’s roughly the population of Brandon, Thompson and Selkirk combined. Imagine if the entire population of Brandon, Thompson and Selkirk was unnecessarily hospitalized every year, we would demand preventative measures from our government. Universal Pharmacare is that preventative measure, and we’re demanding action from our governments,” said Rebeck.

Every developed country with a universal health care system provides universal coverage of prescription drugs – except Canada. In a country like Canada, no one should be forced to skip their medications or otherwise ignore their doctor’s orders because of costs. Doing so only leads to additional pressures on our healthcare systems, and that costs everyone more in the long run.

“The only plan that will deliver better health outcomes, while saving Canadians money, is a universal single-payer Pharmacare system,” said Hassan Yussuff, President of the Canadian Labour Congress.

In addition to urging that Premiers support a universal Pharmacare plan, of which the federal advisory council is expected to make recommendations on how to implement, Presidents of provincial and territorial labour federations highlighted for Premiers the need and importance of strengthening the relationship with labour in their communities.

To build inclusive, strong and prosperous provinces, we must collaborate to create good, family-supporting jobs and to support the most vulnerable among us. We must also work together to develop poverty reduction strategies that include a recognition of the needs for a living wage, decent working conditions and access to

affordable housing.

Together, Canada's provincial and territorial labour federations give voice to over three million workers, represented by the Alberta Federation of Labour, British Columbia Federation of Labour, Canadian Labour Congress, Manitoba Federation of Labour, New Brunswick Federation of Labour, Newfoundland and Labrador Federation of Labour, Northern Territories Federation of Labour, Nova Scotia Federation of Labour, Ontario Federation of Labour, Prince Edward Island Federation of Labour, Fédération des travailleurs et travailleuses du Québec, Saskatchewan Federation of Labour and Yukon Federation of Labour.

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Unions affiliated with the MFL together represent more than 100,000 working Manitobans in the public and private sectors, including: hospitals, schools, manufacturing, government offices, retail stores, construction, energy and natural resources, tourism, agriculture, arts and culture, and many others.

**For further information contact: Kevin Rebeck, President, Manitoba Federation of Labour, 204-947-1400.**

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## **In Defense of Academic Freedom and Trade-Union Rights at the Moscow Institute of Physics and Technology**

***Please read the following appeal from the academic union Universitetskaya solidarnost in Moscow, and consider sending a letter of support.***

Pressure and overt repression against activists of independent, militant trade unions is not new in the world today, certainly not in Russia. Even so, the situation

of Maxim Balashov, professor of higher mathematics and chairperson of the union “Universitetskaya solidarnost” (<http://unisolidarity.ru/mipt/>) (an affiliate of the Confederation of Labor of Russia) at the Moscow Institute of Physics and Technology (MIPT), stands out for the extraordinary cynicism of the its administration. Moreover, this case poses the broader issue of labour relations in Russia’s institutions of higher learning, in which repression of various sorts is the sad norm today. The recent action of the administration of MIPT against the local union chairperson is particular in that the rector made his motives very public and clear.

In a public letter, the chair of the Department of Higher Mathematics, Grigorii Ivanov, gave clear expression to the rector’s dissatisfaction. He cited the active relations the union has entertained with the press and its allegedly insufficiently constructive position: it defends not only its individual members, but also the collective interests of MIPT’s teaching staff.

Particularly offensive was G. Ivanov’s ultimatum to M. Balashov, calling on him to resign as chair of the union, to withdraw the union’s lawsuit against the administration (undertaken against consistent violations of union rights), to apologize, and to forego any further relations with the press. There is no doubt that this text relayed the position of rector Nikolai Kudryavtsev. Missing only was the demand to repent on bent knees.

As one could expect from the foregoing, the procedure for filling the post of professor of higher mathematics, a post occupied for five years by M. Balashov (who has worked at MIPT for 19 years in various capacities) and that had to be renewed through a formally competitive procedure, took place amidst gross violations of various local normative acts, the Constitution of the Russian Federation, and the federal Law on Trade Unions, not to speak of common decency. During that meeting, the rector, former assistant rector Volkov, and others close to the administration expressed their many criticisms of Professor Balashov, who talks to the press and is active as head of the union. (All these

complaints are inscribed in the stenographic report of the Academic Council of MIPT; there is also an audio recording).

It should be emphasized that the decision of the Academic Council, despite the administration's extraordinary pressure, was adopted by only an insignificant majority: Balashov's competitor received 51% of the votes. And it is no coincidence that the votes for Balashov coincided closely with the number of active scientists and teachers on the Academic Council, as can be judged by the number of its members holding the degree of doctor of science. Moreover, since the professor chosen to replace Balashov is 80 years old, an additional person had to be appointed to the Department of Higher Mathematics to give Balashov's lectures.

The union has for several years now been fighting for the rights of MIPT teachers. Under union pressure, salaries at MIPT have risen significantly from their former miserable level. The union blocked inordinate increases of professors' teaching loads, as well as the introduction of the so-called "effective contract", a measure that has had catastrophic consequences in universities across Russia. The union has also actively fought the rector's initiative to end the electiveness of department and faculty heads (a right provided by art. 332 of the Labor Code). It is especially the union's resistance to the latter authoritarian tendencies of the administration that has aroused the rector's ire.

We urge you to send the following declaration to the rector of MIPT, N. Kudryavstev, at [rector@mipt.ru](mailto:rector@mipt.ru), with copy to the union at [mipt@unisolidarity.ru](mailto:mipt@unisolidarity.ru)

*To Rector N. Kudryavtsev, MIPT*

*The undersigned declare our solidarity with Maxim Balashov, professor of higher mathematics at MIPT and union leader. We express our profound protest against the blatantly unjust treatment of a colleague. We demand an end to*

*persecution of union activists and the reinstatement M. Balashov as professor in the Department of Higher Mathematics with a contract of unlimited duration, as provided by the law of the Russian Federation.*

*Name*

*Institution*

*Position*

Send to: [rector@mipt.ru](mailto:rector@mipt.ru),

cc: [mipt@unisolidarity.ru](mailto:mipt@unisolidarity.ru)

We would also ask you to request your university to limit any contacts with the administration of MIPT and with rector N. Kudryavtsev until this conflict is positively resolved.

For more information, please contact the union at [mipt@unisolidarity.ru](mailto:mipt@unisolidarity.ru)

**KNOW YOUR CA** 

Knowing and Using Your Collective Agreement was developed to bring clarity to some of the more confusing aspects of the CA. Each section of Knowing and Using Your Collective Agreement lays out the basics and the practical takeaways that are important for Members to understand so they can continue to maintain the principles that we've fought for through collective bargaining and strike action.

When in doubt, however, the language in the CA takes precedence over the descriptions included here. If you have questions or concerns, contact the UMFA office at 204-474-8272 or [faum@umfa.ca](mailto:faum@umfa.ca).

Current articles:

**NEW!** [Grievance Procedure and Arbitration \(Article 32\)](#)

A brief look at how to protect your rights and resolve workplace issues.

**A must read!** [Meetings Concerning Discipline or Investigations \(Section 19.B.1.8\)](#)

If your Dean or an administrator asks you for a meeting, this section outlines your right to ask what the meeting is about, to have it scheduled at a reasonable time, and to bring a representative from the Association to the meeting.

[Retirement and Reduced Appointments \(Article 10\)](#)

A brief description that gives insight into the potential of working at a reduced workload in the lead up to your retirement.

[Hiring of Members \(Article 18\)](#)

An outline of the process for determining departmental hiring priorities, search procedures, and methods of evaluating applicants.

[Tenure and Promotion Recommendation Information for Recent Applicants \(Articles 19 and 20\)](#)

An outline of the general provisions for tenure recommendation procedures.

[Workload Provisions](#)

How to make sure you maintain input in what your unit's workload looks like.

[Read More](#)

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If you have information or an event that you'd like to share in an upcoming issue, please email the item to [umfa-communications@umfa.ca](mailto:umfa-communications@umfa.ca) for consideration.

We make **UofM** happen

UNIVERSITY OF MANITOBA  
**Faculty Association**



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