

CONFERENCE OF FACULTY ASSOCIATION STAFF
Le Chateau Champlain
Montreal, Quebec
June 1 - 4, 1991

Saturday, June 1

1800 to 2000 REGISTRATION AND RECEPTION

Sunday, June 2

0700 to 0900 CONTINENTAL BREAKFAST

0830 to 0900 REGISTRATION CONTINUES

0900 to 0930 INTRODUCTION AND ORGANIZATION OF BUSINESS

Moderators: Norah Carey (Saskatchewan)

Sylvia Johannson (Manitoba)

0930 to 1030 RESPONDING TO THE ANNUAL EXECUTIVE TRANSITION

- or -

THINGS I WISH THE PRESIDENT KNEW

Presenter: Gordon Unger (Alberta)

The presentation will provide an analysis of the functions of faculty associations, a survey of alternative structures for delivery of those functions, and observations on continuing relationships between elected executive members and employed staff. This review will form the background from some commentary on pathologies which arise from time to time.

1030 to 1045 BREAK

1045 to 1200 SUPPORTING THE DEVELOPMENT OF LOBBYING STRATEGIES

Moderator: Lise Robichaud (Moncton)

Presenters: Heather Webster (OCUFA)

Glen Brown (OCUFA)

In the current funding environment there is a great need to present an effective and strong voice for the professoriate to government. This session will review what is necessary, both in information and in long term strategies, to support and strengthen the association's lobbying position.

1200 to 1400 LUNCH

1400 to 1500 THE ASSOCIATION OFFICE: FACILITIES

Moderator: Monica Cutts (Manitoba)

Presenters: Paula Hesselink (Saskatchewan)

Lori Morinville (CAFA)

- 1500 to 1515 BREAK
- 1515 to 1700 THE GRIEVANCE PROCESS: LEGAL ISSUES AND INTERNAL PRACTICES
Moderator: Kim Best (Winnipeg)
Presenters: Mariette Blanchette (CAUT)
Janet Wood (Manitoba)
This session will review legal issues of the duty of fair representation (under which legislation many of us operate), the legal and evidentiary nuts and bolts of grievance handling, and the building of a grievance case, either internally through staff and members, or in conjunction with external counsel. Association practices of proceeding to arbitration will also be discussed.

Monday, June 3

- 0700 to 0900 CONTINENTAL BREAKFAST
- 0900 to 1200 BURN-OUT: A WORKSHOP
Moderator: Marion Perrin (OCUFA)
Presenter: Edcil Wickham (Social Work)
This session will be conducted as a workshop by Professor Edcil Wickham of Wilfred Laurier University. The session will explore the various characteristics of burn-out, how to recognize it and handle it in ourselves and in those we encounter professionally. A case study will be used.
- 1200 to 1400 LUNCH
- 1400 to 1700 THE OFFICE: RESPONSIBILITIES AND JOB DESCRIPTIONS
THE EMPLOYMENT RELATIONSHIP: ASSOCIATION AS EMPLOYER
Moderator: Guy Piche (Laval)
Presenters: Brigitte Schotch (Dalhousie)
Rose Norman (NSCUFA)
As the centre of Association activity, the efficiency and effectiveness of the office is critical. This session will examine the various structures in which we do our work, the terms of reference and job descriptions under which individuals operate. The session will also examine the employment relationship.

Tuesday, June 4

- 0700 to 0900 CONTINENTAL BREAKFAST

- 0900 to 1045 COMMUNICATION: HELPING YOUR MEMBERSHIP DEAL WITH
CONTENTIOUS ISSUES
Moderator: Diane Shaw (Alberta)
Presenters: Rebecca Davey (UBC)
Aurora Wait (Trent)
Brenda Rennie (Lethbridge)
Anne Fielden (Alberta)
*The experience of four associations will be reviewed: who in your
membership decides on the approach to take (President, Executive, staff);
how to communicate contentious issues to your membership; timing of
meetings, conduct of meetings, quorum, lack of quorum, and the like.*
- 1045 to 1100 BREAK
- 1100 to 1200 ORGANIZATION OF NEXT YEAR'S CONFERENCE