

## ACHIEVEMENTS AND GOALS: STATUS AS OF NOVEMBER 2022

### OF THE FEDERATION OF NEW BRUNSWICK FACULTY ASSOCIATIONS

*The FNBFA is the voice of public university faculty and librarians across the province. We advocate the advancement of our profession and our working conditions, the protection of the institutional autonomy of universities and academic freedom and aim to improve the quality of post-secondary education and research in the province.*

In recent years, the FNBFA has:			Done? YES/NO/ IN PROGRESS
The results <i>so far</i> :		In 2022-23, we will:	
<ul style="list-style-type: none"> <li>Lobbied against government initiatives threatening to undermine the quality of post-secondary education in New Brunswick</li> </ul>	<ul style="list-style-type: none"> <li>Resisted plans outlined in the Miner-L'Écuyer Report and the Government's Self-Sufficiency Action Plan to convert Saint John, Edmundston and Shippagan campuses into polytechnics</li> <li>Preserved the institutional autonomy of universities to determine objectives and programs independently from the needs of industry and the labour market</li> <li>Resisted government-imposed performance indicators on universities</li> </ul>	<ul style="list-style-type: none"> <li>Continue to forcefully lobby and advocate against the imposition of performance indicators on our universities through regular meetings with the Minister of Post-Secondary Education, Training and Labour, the Deputy Minister and other high ranking civil servants, as well as PSE critics from other parties</li> <li>Continue to raise awareness among government officials and the public about the chronic underfunding of our universities, and to lobby for increased public funding</li> </ul>	<ul style="list-style-type: none"> <li>YES &amp; IN PROGRESS</li> <li>YES &amp; IN PROGRESS</li> </ul>

In recent years, the FNBFA has: The results so far: In 2022-23, we will:			Done? YES/NO/ IN PROGRESS
	<ul style="list-style-type: none"> <li>Wrote and published the <i>FNBFA Position paper on the Implementation of Performance-based Funding in New Brunswick Universities</i></li> </ul>	<ul style="list-style-type: none"> <li>Continue to develop communication tools regarding PSE funding, i.e. Position Paper</li> </ul>	<ul style="list-style-type: none"> <li>YES &amp; IN PROGRESS</li> <li>Awaiting dates to appear before the Select Committee on Public Universities</li> </ul>
<ul style="list-style-type: none"> <li>Protected faculty associations' collective bargaining rights</li> </ul>	<ul style="list-style-type: none"> <li>Prevented government interference in free collective bargaining by successfully lobbying to discontinue the practice of imposing conciliation boards</li> <li>In coalition with other unions, successfully opposed back-to-work legislation</li> <li>Supported our members during strikes and lock-outs in the media (interviews, commentaries), by facilitating meetings between member</li> </ul>	<ul style="list-style-type: none"> <li>Continue to strengthen the Federation's member associations for future collective bargaining by sharing experiences and strengthening solidarity between member associations and negotiating teams</li> </ul>	<ul style="list-style-type: none"> <li>YES (2018)</li> </ul> <p>October 2022: With the CAUT - Introduction to collective bargaining: demystifying the process</p>

In recent years, the FNBFA has:	The results <i>so far</i> :	In 2022-23, we will:	Done? YES/NO/ IN PROGRESS
	<p>association presidents and journalists, being present at member association meetings and on the picket lines, and by providing donations, among others</p>		
<ul style="list-style-type: none"> <li>• Promoted equity for contract academic staff and supported the rights of minority groups in our universities</li> </ul>	<ul style="list-style-type: none"> <li>• Active participation in the annual Fair Employment Week through presentations on campus, media campaigns, and support for our member associations' activities</li> <li>• Financial support for francophone faculty members to attend CAUT's Francophones' Conference</li> <li>• Webinar, April 2021, "Combatting racism with union work"</li> <li>• Surveying public universities to identify</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to support the efforts of the FNBFA's ad hoc Committee on the Indigenization of the Academy</li> <li>• Address as faculty members, in associations, on campus and within the labour movement, racism and indigenous peoples' rights</li> <li>• Investigate the possibility of uniting with other unions in New Brunswick to lobby for legislation to protect workers against precarious working conditions</li> </ul>	<ul style="list-style-type: none"> <li>• YES &amp; IN PROGRESS</li> <li>• YES &amp; IN PROGRESS</li> <li>• BEGUN (2018)</li> </ul>

In recent years, the FNBFA has:	The results <i>so far</i> :	In 2022-23, we will:	Done? YES/NO/ IN PROGRESS
	<p>the number and types of contract academic staff</p> <ul style="list-style-type: none"> <li>• Creation of the Coalition for the promotion of PSE in NB</li> <li>• Invitation of various N.B. union officials to board meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Investigate measures to pressure university administrations to improve workplace accommodations; educate that the duty to accommodate is a legal responsibility</li> </ul>	<ul style="list-style-type: none"> <li>• YES (2019)</li> </ul>
<ul style="list-style-type: none"> <li>• Increased transparency in government and university administrations' decision-making and spending, through requests under the Right to Information and Protection of Privacy Act (RIPPA)</li> </ul>	<ul style="list-style-type: none"> <li>• Information now publicly available: <ul style="list-style-type: none"> <li>○ Salaries and benefits of university administrators</li> <li>○ Legal fees paid by university administrations</li> <li>○ Goods and services purchased by university administrations from off-campus</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Continue to press for the government's funding formula for public universities to be made public</li> <li>• Pressure to alter the composition of Boards of Governors (BoGs) so that they have less corporate representation and more representation from the academic sector and other sectors not linked to the corporate world</li> <li>• Lobby for faculty associations to educate BoGs on collegial governance</li> </ul>	<ul style="list-style-type: none"> <li>• YES &amp; IN PROGRESS</li> <li>• BEGUN &amp; IN PROGRESS</li> <li>• BEGUN</li> </ul>

In recent years, the FNBFA has:	The results <i>so far</i> :	In 2022-23, we will:	Done? YES/NO/ IN PROGRESS
	<ul style="list-style-type: none"> <li>• Successfully lobbied to have faculty members included in the Steering Committee on Experiential Learning</li> <li>• Successfully lobbied to make public the contents of the MoUs relative to university funding signed between the Government of New Brunswick and the 4 New Brunswick's public universities</li> </ul>		
<ul style="list-style-type: none"> <li>• Defended post-secondary education in New Brunswick as a basic right, and lobbied for its accessibility to all, using evidence-based arguments and data</li> </ul>	<ul style="list-style-type: none"> <li>• Founded and maintained the Semeluk Scholarship, a merit- and needs-based full scholarship benefiting as many as 4 New Brunswick students each year since 1990</li> <li>• The Renewed Tuition Bursary is now available to New Brunswick students attending a public university or college in New Brunswick</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor the results of tuition-relief programs as data becomes available; continue to lobby for improved accessibility to post-secondary education in New Brunswick</li> <li>• Continue to advocate for increased public funding of New Brunswick's universities through our annual day of lobbying and our presence</li> </ul>	<ul style="list-style-type: none"> <li>• YES</li> <li>• Awaiting possible dates in 2022-2023.</li> </ul>

In recent years, the FNBFA has:		The results <i>so far</i> :	In 2022-23, we will:	Done? YES/NO/ IN PROGRESS
			throughout the provincial budget consultations process and through the media	
<ul style="list-style-type: none"> <li>Increased the visibility of New Brunswick's university faculty, librarians and researchers</li> </ul>	<ul style="list-style-type: none"> <li>Annual day of lobbying with provincial MLAs to discuss the work and concerns of New Brunswick's professors, researchers and librarians</li> <li>Established a presence in the media and with government officials as a distinct voice on university education in New Brunswick</li> <li>Redesigned the FNBFA's website in 2018, to be more accessible and informative for our member associations and for the public</li> <li>Prepared a post-secondary education promotion campaign for the 2018 and 2020 provincial elections</li> </ul>		<ul style="list-style-type: none"> <li>Increase the visibility of the work of the FNBFA and of New Brunswick's professors, librarians and researchers by improving our communication with our members, government, and the public</li> <li>Maintain and increase our media presence and increase our presence in social media</li> <li>Maintain lines of communication with the MPHEC</li> </ul>	<ul style="list-style-type: none"> <li>YES</li> <li>IN PROGRESS: bilingual social media campaign for 2022-2023</li> <li>YES &amp; IN PROGRESS</li> <li>YES &amp; IN PROGRESS</li> </ul>

In recent years, the FNBFA has:	The results <i>so far</i> :	In 2022-23, we will:	Done? YES/NO/ IN PROGRESS
<ul style="list-style-type: none"> <li>• Provided financial and non-financial support for individual member associations</li> </ul>	<ul style="list-style-type: none"> <li>• Established a Legal Assistance Fund to provide aid to member associations experiencing financial difficulties as a result of legal costs pertaining to arbitration, court action, or action before the Labour and Employment Board or any governmental agencies such as, but not limited to, the Human Rights Commission and the Access to Information and Privacy Commissioner</li> <li>• Organized workshops and conferences on such issues as mental health and workplace accommodations, and academic freedom in the classroom</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to respond to requests for financial support from Legal Assistance Fund</li> <li>• Organize workshops and conferences of interest to university faculty, librarians and researchers</li> </ul>	<ul style="list-style-type: none"> <li>• YES &amp; IN PROGRESS</li> <li>• YES &amp; IN PROGRESS</li> </ul>

In recent years, the FNBFA has: The results <i>so far</i> :			Done? YES/NO/ IN PROGRESS
<ul style="list-style-type: none"> <li>Protected and strengthened the labour movement and labour rights in New Brunswick</li> </ul>	<ul style="list-style-type: none"> <li>Established coalitions with other unions and advocacy groups in New Brunswick, such as the United Campus Labour Council, the Prosperity not Austerity Coalition, the Fredericton District Labour Council, the New Brunswick Federation of Labour, and the Atlantic Canada Council of Faculty Associations</li> <li>Created the Coalition for the promotion of public postsecondary education in New Brunswick</li> <li>Participated in the creation of an Alternative Electoral Platform in advance of the 2018 provincial elections, in coalition with the Prosperity, not Austerity Coalition</li> <li>Were prepared to appear before the <i>Standing Committee on Law</i></li> </ul>	<ul style="list-style-type: none"> <li>Provide support, on an ad hoc basis, to other academic and non-academic unions involved in labour disputes</li> </ul>	<ul style="list-style-type: none"> <li>YES</li> <li>YES, IN PROGRESS</li> </ul>

In recent years, the FNBFA has: The results <i>so far</i> :			Done? YES/NO/ IN PROGRESS
	<p>Amendments regarding an amendment to the New Brunswick Industrial Relations Act with regards to binding arbitration for wage settlements (Bill 13 - abolished when the September 2020 provincial election was called – reiteration with Bill 21 that received royal assent Dec. 18, 2020 )</p> <ul style="list-style-type: none"> <li>• Support for CUPE NB and NANB</li> </ul>		
<ul style="list-style-type: none"> <li>• Responded to member concerns with respect to better workplace climate and workload management, and labour relations</li> </ul>	<ul style="list-style-type: none"> <li>• Workshops on issues such as mental health and antiracism</li> <li>• The FNBFA appointed in February 2021 a representative to the newly constituted Provincial Working</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to provide support by providing opportunities for discussion and training on ways to improve the workplace climate and labour relations</li> <li>• The group's work is done. Continue to follow the application of the group's recommendations on university campuses</li> </ul>	<ul style="list-style-type: none"> <li>• IN PROGRESS</li> <li>• IN PROGRESS, next meeting with PETL minister</li> </ul>

In recent years, the FNBFA has: The results <i>so far</i> :			Done? YES/NO/ IN PROGRESS
	Group on sexual violence on university campuses.	In 2022-23, we will: (Recommended Action Plan 2022-25, Nov 2021)	