

Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP
Date: Thursday, October 10, 2024 at 11:34:36 AM Atlantic Daylight Saving Time
From: msvufa-univ-list on behalf of Genevieve Boulet
To: [REDACTED] Kelly Resmer, msvufa-univ-list@msvufa.ca
Attachments: image001.png, image002.png, image003.png, image004.png, image005.png, image006.png, image007.png, image008.png, ATT00001.txt

I can certainly address your question, [REDACTED]. In March, a JC decision was communicated to all members regarding the return-to-work protocols. Among the various deadline extensions outlined in those protocols, it was stated that the extension for RTPP timelines would be determined once the collective agreement was signed. However, due to an error made by the Office of the Vice-President Academic and Provost (VPAP), some members were mistakenly notified to begin the process (probably caused by an automatic sendout). The Executive only became aware of this error in late summer and acted on it immediately. The VPAP's office then corrected the mistake and subsequently issued a clarification memo.

Geneviève

Please note that I am on sabbatical leave until 1 January 2025.

Geneviève Boulet, PhD (Pronouns: she/her)
Associate Professor of Educational Mathematics, Faculty of Education
Lead Negotiator, MSVUFA
Mount Saint Vincent University
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Where there is a will, there is a way - Vouloir c'est pouvoir

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From: [REDACTED]
Sent: October 10, 2024 11:18 AM
To: Genevieve Boulet <Genevieve.Boulet@msvu.ca>; Kelly Resmer <Kelly.Resmer@msvu.ca>; msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>
Subject: Re: Oct 9 Updates on CA and RTPP

Hello Geneviève,

Thank you for your response. If there were communications sent out prior to mid-September regarding the halting of the RTP process for all faculty, I would appreciate it if you could resend them for clarity.

As I mentioned in my previous email, throughout the summer, the administration was moving forward

with the RTP process, and my chair was. Beginning to organization 3 RTP committees in our department - with some of those having actually submitted their packages. I did not receive any correspondence from the FA indicating otherwise. While I understand that efforts were being made to resolve the CA, the specific issue of RTP delays was not communicated to us until mid-September. In fact, the advice given in September to remove files from consideration (advice that would seem to lead to more negative consequences for untenured faculty) suggests that prior communication about the halt was either not sent or not clearly conveyed to the faculty.

It's important for us to have a shared understanding of how these decisions were communicated, as such recommendations could have serious implications for those of us navigating the process.

I appreciate your attention to this matter and look forward to your clarification.

Best regards,

[REDACTED]

[REDACTED]

From: Genevieve Boulet <Genevieve.Boulet@msvu.ca>
Sent: Thursday, October 10, 2024 11:05 AM
To: [REDACTED] Kelly Resmer <Kelly.Resmer@msvu.ca>; msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>
Subject: Re: Oct 9 Updates on CA and RTPP

I'm not sure what you mean, [REDACTED], as we have been fully engaged with these concerns and have communicated them consistently. Geneviève

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From: [REDACTED]
Sent: October 10, 2024 11:01 AM

To: Genevieve Boulet <Genevieve.Boulet@msvu.ca>; Kelly Resmer <Kelly.Resmer@msvu.ca>; msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>
Subject: Re: Oct 9 Updates on CA and RTPP

Hello,

As Genevieve notes "upon returning to work after the strike, the Employer has chosen not to honour many of these gains" so my question remains the same - where were these concerns in March, April, May, June, July, and August?

[REDACTED]

[REDACTED]

From: Genevieve Boulet <Genevieve.Boulet@msvu.ca>
Sent: Thursday, October 10, 2024 10:56 AM
To: Kelly Resmer <Kelly.Resmer@msvu.ca>; [REDACTED] msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>
Subject: Re: Oct 9 Updates on CA and RTPP

Bonjour,

Recognizing the significance of the RTPP process, your bargaining team has consistently advocated for needed improvements in the last few negotiation rounds. Our efforts have focused on transparency, fairness, and equity within the process. Thanks to our solidarity during this round, we secured several of these improvements. Unfortunately, upon returning to work after the strike, the Employer has chosen not to honour many of these gains. There remains substantial outstanding issues regarding these articles. Notably, the RTP article for lab instructors is missing sub-articles that affects the coherence and integrity of the process and much of the RTP article for our librarian members is still missing from their recent draft of the Agreement. As Philip highlighted in his email, it is precisely for the reasons he raises that we refuse to yield to the Employer's tactic of stalling and holding our members hostage in an attempt to renege on our tentative agreement. It would be both unfair and inequitable for some members to proceed under one CA, others under a different one, and some not be able to proceed at all. The only solution is to uphold our solidarity as we continue to fight for the honouring of our tentative agreement and to ensure that no member affected by these delays are penalized.

En toute solidarité/In solidarity,
Geneviève

Please note that I am on sabbatical leave until 1 January 2025.

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From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> on behalf of Kelly Resmer
<Kelly.Resmer@msvu.ca>

Sent: October 10, 2024 10:20 AM

To: [REDACTED] msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>

Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

Thanks for your email, [REDACTED]. Indeed the existing collective agreement is legally in effect but Joint Committee for Administration of the Agreement (JC) decisions are also binding (CA article 7.4).

Once we realized the collective agreement would not be signed in a timely manner the FA recognized the need to allow this process to continue but also wanted members to receive the benefits from the ratified collective agreement. We did not want members to lose out on another year of these updates to our RTPP processes. We began this discussion at JC meeting in early August. We also are finding there is a lot of miscommunication, for example some members were told to hold off on applications for promotion (correctly following the March 2024 JC memo), while others were told to follow the 'old' collective agreement.

We are here for you and want the best for all our members. My own permanence application was temporarily stalled through no fault of my own and it was very stressful so I understand a small sliver of what you are experiencing. I agree, what is happening is truly unprofessional, we are doing whatever we can to work with the administration to address the RTPP process. Unfortunately our emails and meeting requests are all going unanswered.

Take good care. We are open to your thoughts and suggestions and appreciate this dialogue.
Kelly

Kelly Resmer (she/her), PhD
Lab Instructor

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From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> **On Behalf Of** Phillip Joy

Sent: Thursday, October 10, 2024 9:43 AM

To: [REDACTED]

Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

Dear Colleagues,

Thank you, [REDACTED], for your thoughtful message and recognition of the challenges faced by many of us during this difficult time. I would like to echo [REDACTED] sentiments. His words should not be lost by other messages but stand forefront in our thoughts.

As everyone knows, the RTP process is a critical milestone in our careers, representing years of dedication and hard work. For those of us currently navigating this process, the ongoing uncertainty has been deeply troubling. We have adhered to all outlined timelines as stipulated in our current Collective Agreement, including the deadlines for updating academic files and responding to recommendations, yet our files remain in limbo.

It is confusing and disheartening that, despite confirmation that the CA is still legally in effect, the procedures for RTP are still being delayed. This situation has left many of us, especially early-career and non-tenured faculty, feeling vulnerable and unsupported. The inconsistency in handling different processes defined by the same agreement raises serious concerns around fairness, transparency, and equitable treatment (for example in our dept we are currently going through the selection of a new chair that is rooted in the CA but that process is allowed to move forward).

For those colleagues who are already tenured, I would ask you to consider how you would feel if your own processes were delayed in this manner. Would it be deemed professional? Would you accept being placed in a position of uncertainty despite meeting all the requirements? I believe reflecting on these questions can help foster understanding and support for those currently going through this difficult situation.

Now, more than ever, it is essential that advocate for our colleagues who are the most precarious of us - early-career and non-tenured faculty. The voices of those impacted need to be heard, and it is crucial that we hold all parties accountable to ensure that our current CA timelines are respected.

I encourage everyone to reach out, ask questions, and push for clarity in these processes. We need to emphasize that the commitment, time, and effort that go into preparing our portfolios deserve the respect and attention they warrant.

Thank you,

[REDACTED]

[REDACTED]

From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> [REDACTED]



Sent: Thursday, October 10, 2024 8:45 AM

To: [Redacted]

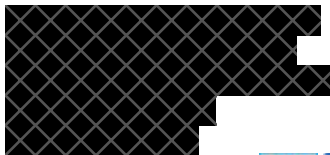
Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

Dear FA Members,

In addition to Michelle’s thanks to the FA Executive and BT – whose efforts have been thanked tirelessly – it’s also worth thanking each of you, FA members.

The time that has been taken from you and your loved ones; focus away from your excellent teaching, innovative scholarship, and exemplary service; and well-being: I cannot think of a greater sacrifice in labour relations than your patience and goodwill. In particular, a lot is being asked of those of us who don’t get to enjoy the protection of tenure/permeance and financial benefits that come with rank. This is completely unjust. Please know that what is being visited on you/us and your response is the only shining example of ‘solidarity.’ So, to those with academic files waiting to be adjudicated for RTPP this year: **thank you.**

We shall overcome.



From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> [Redacted]

Sent: Wednesday, October 9, 2024 7:50 PM

To: [Redacted]

Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP



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From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> [Redacted]

< [REDACTED] >

Sent: Wednesday, October 9, 2024 7:45:13 PM

To: Tianyuan Yu <Tianyuan.Yu1@msvu.ca>; msvufa-univ-list@msvufa.ca <msvufa-univ-list@msvufa.ca>

Subject: Re: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

Dear Tianyuan and members of the FA Executive and Bargaining Team,

As difficult as these delays are for us, the MSVUFA members, I can only imagine how much stress and concern this places on you all.

Please know that your tireless efforts on my behalf and on that of all FA members are greatly appreciated.

In solidarity/En toute solidarite,



From: msvufa-univ-list <msvufa-univ-list-bounces@msvufa.ca> **On Behalf Of** Tianyuan Yu

Sent: Wednesday, October 9, 2024 3:39 PM

To: msvufa-univ-list@msvufa.ca

Subject: [msvufa-univ-list] Oct 9 Updates on CA and RTPP

Dear MSVUFA members,

I'm writing to bring an update on CA and RTPP issues.

On signing of the CA

A 30-minute CMC (Case Management Conference) between the two parties was held by the NS Labour Board at 9am today October 9. As proposed by the Employer, the CMC completed the procedural items including setting the date for a three-day hearing for January 13-15, 2025. The CMC was followed by a facilitated discussion with Chair of the Labour Board. The facilitated discussion was constructive. However, the Employer has yet to offer any definite response to the FA's counter-proposal submitted on October 1. The Employer's lead negotiator and the FA lawyer will meet again this week. There is hope for the two parties to continue the constructive discussion facilitated by Chair of the Labour Board in the following weeks. We understand that extending the process to a hearing in January 2025 would be unthinkable for FA members. We are focusing on continuing the facilitated discussion with the Employer and striving to reach an agreement soon. The Labour Board Chair has asked the two parties to keep anything communicated during the facilitated discussion confidential.

On RTPP issues

As mentioned in previous updates, the FA members on Joint Committee (JC) submitted a proposal for interim RTPP Timelines and Articles to the Administration members on JC on Monday, September 23. A JC meeting was held on September 24 to discuss the details of that proposal. At that time, we asked the Administration for a response to the proposal by the end of that week (Friday, September 27). Hearing none, we sent another request for the Administration's response on October 2. Today we still have yet to hear anything. This further delay by the Administration has caused tremendous stress and are deemed unacceptable by FA members.

Today October 9 the FA members on JC sent yet another follow-up request to the Administration members on JC for their immediate response to our interim RTPP protocol submitted on Sep 23. We

also called for a JC meeting to resolve the RTPP issues scheduled for next week and no later than October 17. We offered three dates for the meeting: Oct 15, Oct 16, and Oct 17, and requested the Administration's response on their availability.

In addition, we proposed that the RTPP workshops (traditionally given by the VPAP along with the FA Reps) be delivered ASAP. For your information, during the September 24 JC meeting we proposed three workshops: 1) Reappointment, 2) Tenure/permanence/promotion (Assoc. Prof, lab instructor II, librarian II, III), 3) Promotion to full professor/librarian IV. We also proposed that these workshops be delivered in a synchronous mode to allow for Q&A opportunities and be recorded for those unable to attend to view afterwards.

We are still waiting for the Administration's response and will bring you further updates once available.

In solidarity,
Tianyuan

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Tianyuan Yu, PhD (she/her)

Associate Professor of Management

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President of the MSVU Faculty Association

<https://www.msvufa.ca>



"You must be the change you wish to see in the world." — Mahatma Gandhi

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