



NEWS

Volume 22 No.1 December 2006

Concordia University Part-time Faculty Association Newsletter

IMPORTANT NOTICE

**SPECIAL GENERAL MEETING
WEDNESDAY, JANUARY 10, 2007
4:45 p.m. in Hall Bldg. H-767**

The University presented a "Final Offer" to the CUPFA negotiating team and has demanded this offer be put to a vote by the Association's regular part-time faculty members. Other bargaining units at Concordia have received "Final Offers" which were brought to their membership; we are not alone.

Both the CUPFA Executive Steering Committee and the CUPFA Negotiating Team have turned down the University's "Final Offer". The Association has continued to defend the interests of its members and is dismayed with the University's "offer". Ultimately it is up to you as a member, to decide on how best to proceed. It is important that you attend a special meeting to vote on the "Final Offer" the University seeks to have endorsed.

Members are urged to familiarize themselves with the issues which are explained in this document and which have also been mailed separately. Any member wishing additional information about the University's proposal is welcome to contact me at mpeluso@sympatico.ca.

The CUPFA Executive Steering Committee and the Negotiating Team seeks your guidance and input at this critical stage of our negotiations. I hope to see you all on Wednesday, January 10, 2007 at 4:45 pm in H-767.

Maria Peluso,
President

2005-2008 CUPFA Executive

President

Maria Peluso

Vice President, Professional Development & Training

Leslie Cohen

Vice President, Collective Agreement & Grievance

Marlene Bonneau

Treasurer

Umanath Tiwari

Secretary

Angela Ford-Rosenthal

Members-at-Large

Judith Grad

Pankaj Kamthan

David Moscovitz

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Office Hours

Monday through Thursday

9:00 a.m. - 4:00 p.m.

Grievance Clinic - By appointment

Marlene Bonneau, Grievance Officer

Michael Pinsonneault Assistant

Grievance Officer

Professional Development Clinic

By appointment

Leslie Cohen

President's Message

The Struggle with Negotiations: What we Want.

What do we want? We want to be guaranteed consistent work as much as possible. We want to maintain the equity in our salaries with the industry standards established by our colleagues at UQAM and the University of Montreal. We want respectable recognition of our research with professional development funds, the right to tuition, health benefits, and services available to other members of the Concordia community. As pedagogues committed to excellence, we want to ensure reasonable class enrolments and class size. We want a voice that matters in our Departments. We want the right to serve on committees and to be part of governance. We want recognition that the work we do is valued. We want to be integrated in a University that is marked by unity and respect for all contributing members. But is this what the University wants to provide?

Consider the "Final Offer" presented by the University. Do you want to be paid less than our colleagues at UQAM? Do you want to see our clause remorque disappear in Article 18? Do you want to see further delays with our contract negotiations with no guarantees of the University honouring our current Collective Agreement beyond May 31, 2007?

The negotiating team has met many challenges. The process has been long and very intense, and we have dealt with multiple teams of negotiators, with two different chief negotiators. Some Articles we had concluded and signed together in good faith were re-opened. At times, monetary data they presented were not consistent with ours, nor with information we obtained from other areas in the University. When the University put a new team in place last spring, we were hopeful we would focus on the bargaining of our set of key issues compared to theirs and that we would conclude for mid-July as they promised. To our frustration, they were not ready to present a package at that time, and reluctantly we agreed to add some meetings in the fall. In the end, they broke off the negotiations and presented this "Final Offer".

Make no mistake. If we accept the University's "Final Offer" we will have given away our rights to a decent salary. If we accept the "Final Offer" we will be agreeing to take a lower salary than UQAM, and a lower salary than we deserve. Consider the "Final Offer" proposed by the University:

1. EXTENSION AGREEMENT

Extension of existing Collective Agreement (1997-2002) to remain in full force and effect up to and including the 31st of May 2007, except as hereinafter provided.

What we want: Extension of the existing Collective Agreement (1997-2002) to remain in full force until the next Collective Agreement has been negotiated. Moreover, we want a protocol for our negotiations before we sit at the table. After so many delays, we now want future negotiations to be based on an "interest based" agreement that is sanctioned by the Quebec Ministry of Labour. The CUPFA Negotiating Team rejected the University's desire to suspend our negotiations and ignore our Collective Agreement.

2. ARTICLE 18 Remuneration

Article 18.08 would be amended to stipulate: "Any adjustments to the rates in effect at l'Université de Montréal, which occurred or shall occur during the period April 15, 2002 and May 31, 2007, shall prompt the University to affect the above mentioned rate, but shall not be less than the rate herein established."

Year	Concordia's Rate	U of M Rate	Retroactivity Offered
2002	\$4738.24	\$5144.29	\$406.05
2003	\$5510.13	\$5510.13	nil
2004	\$5510.13	\$5620.13	\$110.00
2005	\$5510.13	\$5732.74	\$222.61
2006	\$5510.13	\$5964.39	\$454.26
2007	\$5510.13	\$5964.39	\$454.26

**University's Final Offer Remuneration of Retroactivity
(per 3 credit course taught)**

What we want: We want the University to respect the clause remorque we already have in our current Collective Agreement (to pay members the highest rate between the University of Montreal and UQAM based on the arithmetic mean). We have had the clause remorque respected in our Collective Agreement since the very start of our Association. Do we want to ignore what we already have? Consider what you would be entitled to receive in retroactivity if the University honoured our current Collective Agreement:

**CUPFA's Position Remuneration of Retroactivity
(per 3 credit course taught)**

Year	Concordia's Rate	*UQAM Rate	**U of M Rate	**Retroactivity Article 18
2002	\$4738.24	\$4738.24	\$5144.29	\$406.05
2003	\$5510.13	\$5373.41		nil
2004	\$5510.13	\$5896.00		\$385.87
April 2005	\$5510.13	\$5968.52		\$458.39
April 2006	\$5510.13	\$6572.44		\$1062.31
April 2007	\$5510.13	\$6840.71		\$1330.58

Consider that ten years ago you were paid 30 cents of the per faculty dollar to teach at Concordia. You are now receiving 17 cents of the per faculty dollar.

The CUPFA Negotiating Team rejected the University's proposal to pay members retroactivity that would be significantly less than our colleagues at UQAM and one that ignores calculations based on an arithmetic mean.

3. Article 28 – Retroactivity

Any retroactive remuneration due by virtue of the above shall be paid within (1) month of the signature of the extension agreement giving effect to these presents.

What we want: Given the delay with our negotiations we want members to be paid their retroactivity immediately. We want proper deductions from source made so as not to penalise members who make pension contributions and not to penalise those members who need to survive on employment insurance. Forty percent of our membership relies on employment insurance to survive when they do not teach and/or have not accumulated sufficient deductions/hours from source.

Recommendation from CUPFA's Executive Steering Committee

At an extraordinary meeting held on Sunday, November 26, 2006 from 9:30 a.m. to 12:00 noon, CUPFA's Executive Steering Committee examined the University's "Final Offer" and recommended unanimously to reject the University's "Final Offer".

I am inviting all of you to attend the Special General Assembly called for Wednesday, January 10, 2007 at 4:45 pm in H-767. While the Association has been vigilant in defending your rights, it is important that you exercise your vote to accept or reject the University's "Final Offer". Ultimately it is your voice that drives and speaks to the priorities you want the Association to establish. We will honour whatever the collective decides as a course of action.

Maria Peluso,
President

Training and Development: Leslie Cohen, VP Professional Development and Training

On Sunday, October 29, CUPFA held a day-long workshop which I organized and co-hosted with Olivia Rovinescu, Director of the Centre for Teaching and Learning Services (CTLS). This event was sponsored, in part, by Concordia, according to Article 17.03i of the Collective Agreement. The objective of this session was to provide training to those with little experience at Concordia; it was designed for members with 30 or fewer credits of seniority. We were pleased to have the maximum number of registrants we could accommodate, where professors represented nineteen departments from Arts and Science, JMSB, and Fine Arts. Although these professors do not have many seniority points at Concordia, it was clear there was a wealth of teaching experience and skills, as well as a keen interest in developing these skills even further.

The morning session included presentations by Olivia Rovinescu on instructional strategies and considering the needs of diverse learners; Barry Lazar (Part-time Faculty, Journalism) on developing interactive lessons, including the use of Moodle; and Kate Bligh (Part-time Faculty, Theatre and English) who explained how to establish assessment rubrics so that students may clearly understand what they need to do to earn an A, B, C, etc. After lunch, the focus was on orientation concerning the CUPFA Collective Agreement and the Association, where Maria Peluso (Part-time Faculty, Political Science; CUPFA President), Mike Pinsonneault (Part-time Faculty, Music; Assistant Grievance Officer, CUPFA), and I participated in a panel presentation. We spoke about the Association, how to apply for courses, Professional Development, grievance, benefits etc.

We have received many positive comments from the attendees, including a glowing recommendation for Kate's workshop. You will find this and some photos of the day on the CUPFA web site (www.cupfa.org). I would especially like to thank Bob Oxley (Part-time Faculty, Geography, Planning and Environment), who was so helpful both before the workshop began and throughout the day. One of the most important aspects of this event was for all of us to get a chance to meet one another, and to learn about common interests. Thank you Martina Branagan (Part-time Faculty, CMLL) for bringing to our attention that part-timer faculty might like to attend the IITS Moodle workshops if they could be held on a weekend. (For more about Moodle, see the enclosed survey of members' needs.) I have contacted IITS and they have promised to offer some weekend Moodle workshops next semester. Check our website during January; as soon as we receive the schedule, we will post a notice.

Please do take the time to read the survey enclosed with this newsletter. We want to know who is interested in training and what topics you would like to see addressed. We are here to provide a service to the membership and want to hear from you. Please do not hesitate to call me at the CUPFA office or contact me at vipcupfa@yahoo.com

Important Notice Professional Development

All regular part-time faculty members with 24 or more seniority credits please complete the Small Claims Form included in this newsletter.

Deadline: January 15, 2007

The next deadlines for Professional Development (large grants) are:

January 15, 2007

April 15, 2007

Kudos to CUPFA Champions!

The Association is proud of the achievements of its members. Part-time faculty not only teach their courses but are also accomplished professionals in their own fields of study. Visit the CUPFA website to view a list of the various exhibits, awards, concerts, installations, films and book launches. Members wishing to have their professional activities and accomplishments listed on the website are reminded to contact the Association in advance of any dates for performances or scheduled activities. The following list, while not complete, shows some of the recent professional achievements of members, providing a portrait of just how accomplished part-time faculty are.

Sima Arahamian (Sociology and Anthropology / Simone de Beauvoir Institute) was invited by the government of Armenia to the Third Armenian Diaspora Conference in Yerevan held this past September. Sima is well-known for her work on genocide and the feminist ethics of care.

Adele Beaudry (Studio Arts) Adele's work, "5 Dessins en Forme de Question", was recently displayed at the Hotel Gault in Old Montreal.

Wray Downes (Music) The Association was particularly proud to help sponsor on October 20 the "Honouring Wray Downes" evening. Wray is an Olympian of jazz piano with an extraordinary academic and professional background. The event was also made possible with the participation of our own musicians who played up a storm of jazz music for Wray: Michael Berard, Robin Chemtoy, Wali Muhammed, Mike Pinsonneault, Gary Schwartz, Madeleine Theriault, Dave Turner, and many others honoured one of the most distinguished jazz pianists on this planet.

Jon Paul Fiorentino (English) Jon's achievements were recently highlighted in the 2006 fall edition of the Concordia University Magazine. Congratulations to Jon for the launch of his book "The Theory of the Loser Class" (Coach House Books) which was short-listed for the A. M. Klein Prize for poetry!

Bernard Gamoy (Studio Arts) Bernard Gamoy has an exhibition of his work, "Anti-Portrait" in the newly created Fine Arts Gallery (on the ground floor of the EV Bldg). It was quite an honour to attend the opening of the gallery at Concordia, especially with work of one of our own members on display.

Holly King (Studio Arts) Congratulations to Holly King for winning another competition. She will be creating a major work of art for a large hospital in Tetford Mines, Quebec. Those not familiar with Holly's work are invited to examine her stunning "Seascape and the Sublime" as you descend the escalators in the EV Bldg. to the metro level.

Barry Lazar (Journalism) Active in print and electronic media, Barry continues to demonstrate his accomplishments as a documentary filmmaker. Congratulations are in order for the premier launch on October 22 of his documentary film "Chez Schwartz" a cinematic portrait of the 75-year-old historic smoked meat deli here in Montreal.

David Moscovitz (Marketing) Congratulations to David for receiving the Distinguished Teaching Award from the John Molson School of Business. David is well-known as well for his dedication to his Faculty, volunteering year after year as a coach for the popular case competitions.

Our Professional Musicians Anyone interested in catching the performances of our members in the Department of Music are encouraged to check out the schedule of upcoming events at the Oscar Peterson Concert Hall (<http://oscar.concordia.ca/en/index.htm>). There you will find the very best of compositions, performances, student bands directed by members, and fine entertainment: Monique Martin's Concordia University Orchestra and her classical repertoire (Dec. 11) and the ever-popular Craig Morrison & The Momentz Performance on February 2, 2007, the 10th Annual Roots of Rock and Roll Concert.

GRIEVANCE ISSUES: KNOWING OUR COLLECTIVE AGREEMENT

Marlene Bonneau, VP Collective Agreement & Grievance

Mike Pinsonneault, Assistant Grievance Officer

Article 4.01 ACADEMIC FREEDOM

Over the past year, I have received numerous inquiries from members regarding issues of academic freedom. Peoples' concerns have ranged from insufficient input and control over course content or examinations to the choice of textbooks and materials, and without exception have touched on fundamental aspects of their teaching in this university. Let me remind everyone that these issues are covered by the academic freedom provisions in our Collective Agreement, which fall under the rubric of "General Rights". Specifically, the CUPFA Collective Agreement states the following:

"The parties acknowledge that the University is committed to the pursuit of truth, the advancement of learning and the dissemination of knowledge. To this end, they agree to abide by the principles of academic freedom...

...Academic freedom confers the freedom to examine, question, teach, and learn, and it involves the right to investigate, speculate, and comment without reference to prescribed doctrine, as well as the right to criticize the society at large and In a reasonable manner, the University. Academic freedom does not require neutrality on the part of the member, but rather makes commitment possible."

It is worth considering the precise meaning of these words in terms of our teaching environment and rights as we fulfill our duties and contractual obligations at Concordia. Essentially, a part-time faculty member has the right to be involved in the examination process of their students, including the

review, well in advance, of examination questions set by others (e.g. unit coordinators, chairs or full-time faculty members); to choose course materials and textbooks used in their courses; and to contribute to department discussions concerning the academic and methodological content of their courses. From Power-Point presentations to course-packs, part-time faculty members have the right to decide whether certain materials or academic content should or should not be used in their classroom. This is a basic right of all teachers.

What should you do if you feel that your rights are not being respected on these issues? The first step is to communicate your concerns to the chair and/or unit coordinator of your department and inquire about the processes involved in setting exams, choosing textbooks and course materials, and discussing the academic content of courses. Sometimes procedures within departments have been in place for so long that seeking change is difficult and frustrating, but an effort must be made towards improving the situation. If no satisfactory results are obtained, contact the Association about the specific problems you are encountering.

I can imagine, but cannot accept, being put into a classroom with materials or academic content that does not sit truthfully with my approach to a particular subject. If the university is committed to the pursuit of truth and the advancement of learning, then this is a violation of your fundamental rights, and your voice must be heard. Article 4.01 enshrines and enforces your right to enjoy academic freedom as an integral part of your teaching career at this university.

Marlene Bonneau

Article 11 - EVALUATION

Although most of the issues concerning student course evaluations are covered in Article 11 of the CUPFA Collective Agreement, a number of other clauses in the CA touch on this often sensitive area, and recent events in the university have shown that our members must be familiar with them and how they interrelate in order to properly protect their rights.

For example, Article 10.11 clarifies the role of course evaluations as a part of the member's Academic and Professional Service Dossier:

"...Each part-time faculty member shall have an Academic and Professional Service Dossier containing material relevant to their academic and professional activities (e.g. current curriculum vitae, course evaluations, course outlines, course preferences, etc.)... The part-time faculty member is responsible for seeing that her/his dossier is kept up to date with the addition or removal of relevant documents... The Academic and Professional Service Dossier may be used by the Part-time Hiring Committee for its deliberations."

This clearly indicates that our members can choose to put student course evaluations (as well as written comments from students, which only the member has access to) in their dossiers for the purpose of reinforcing their qualifications along with other supporting documents, but they are in no way

obliged to do so. In fact, article 11.03 states unambiguously that:

"...Course evaluations cannot be used as a ground for refusing to allocate a teaching contract unless the Chair/Unit Head has sufficiently notified a part-time faculty member of his/her previous difficulties in teaching."

Recently, one of the deans in this university issued a memo to our members (as well as to all of the departments in his faculty) stating that part-time faculty members were obliged to attach their four most recent student course evaluations to their Appendix H forms as a precondition to having their applications considered by part-time hiring committees. This was in direct violation of the abovementioned articles and clauses along with a number of others, and was quickly withdrawn after the Association took action on our members' behalf. Nonetheless, should any department require that course evaluations be attached to your Appendix H form (recognized in Article 10.10 (a) as the only specifically required document in the hiring process), they have no right to do so, and you should refuse to comply and immediately inform the Association of the situation.

Mike Pinsonneault

If you have any further questions on these articles, please contact either Marlene Bonneau, VP Collective Agreement and Grievance, or Mike Pinsonneault, Assistant Grievance Officer at CUPFA, 514-848-2424, ext 3691, or via e-mail: bonneumarlene@yahoo.ca and mikep@alcor.concordia.ca.

2006 OFFICE EXPENSE CLAIMS FORMS

MEMBERS ARE REMINDED TO SEND A LETTER TO SUZANNE DOWNS, CO-ORDINATOR, ACADEMIC ADMINISTRATIVE UNIT, L-AD-221 (DO NOT CALL OR EMAIL) TO OBTAIN YOUR OFFICE EXPENSE CLAIM FORMS FOR INCOME TAX PURPOSES. PLEASE ENSURE YOUR REQUEST IS SENT AS EARLY AS POSSIBLE IN JANUARY 2007. DO NOT WAIT UNTIL TAX TIME. SUZANNE DOWNS CANNOT RESPOND TO REQUESTS AT THE VERY LAST MINUTE AND NO ONE IS OBLIGED TO HELP YOU THEN.

41st Long Service Awards

This year's long service reception celebrated thirty-three part-time faculty members for their commitment to the University. The Association recognises your value and contribution to your students and to your profession. We congratulate this year's CUPFA members who have served the University as ardent part-time faculty.

20 Years of Service

Leslie Barker
Gabriel Baugniat
Leslie Cohen
Laura Cowan
Lon Dubinsky
Doreen Green
Clara Gutsche
David Homel
Jesse Hunter
Ashley Miller
Penny Pasdermajian
Shelly Reeves
Pascal-Andrée Rheault-Boisse
Martin Rourke
Ken Singer
Alain Turgeon
Monir Wahhab

25 Years of Service

Moin Kermani
Brigitte Radecki
Barbara M. J. Rhodes
Stephen Wong

30 Years of Service

Sam Clement
Karin Doerr
Janice Flood Turner
Marvin Hershorn
Hélène Mongenot
Bhuvan C. Pant
Michael M. Rosenberg
Bertram A. Somers
Alwin C. Spence

35 Years of Service

Umanath Tiwari

40 Years of Service

Marilyn Sims
François-René Ullmann

News from CUPFA's Treasurer

CUPFA continues to support the endowment fund we established jointly with the University last year. Each year, a student will receive financial support essential to the continuation of their studies. Patrick J. Reynaud was the first to benefit from this award, which is good public relations for us with the University. In addition, it helps to clearly demonstrate our commitment to our students.

Sadly, this past year we lost some of our members, some of whom fought long and difficult battles with illnesses. In addition, some members suffered the loss of a family member. Although in the past, when we were aware, CUPFA did send condolences to the family, we have adopted a new policy that donations will be made to the CUPFA Endowment Fund in memory of the deceased. We hope this will serve to honour the member's service to Concordia. Should there be a colleague or family member who passes, please let us know.

CUPFA also has a contingency fund that has been used to offer emergency assistance to members. This fund is described in Section 14 of the CUPFA Constitution (go to www.cupfa.org). Although limited funds are available and a committee decides the allocation of monies, members who are in need should contact us for more information.

Umanath Tiwari
Treasurer



Tax Credits for Public Transit Passes

As of July 1, 2006, the Government of Canada's Revenue Department offers individuals a non-refundable tax credit to cover the cost of public transit passes. If you use public transit regularly, be sure to read the questions and answers on the following web site:
<http://www.cra-arc.gc.ca/whatsnew/items/transit-e.html>



RETIRED CUPFA MEMBERS

CUPFA members who retire are strongly urged to consider joining the Concordia University Pensioner's Association (CUPA). The Pensioner's Association with its 427 members, has a voice on the University's Pension and Benefit's Committee but more importantly, membership gives you an opportunity to influence decisions about our meagre pension plan – something few of the unions on campus have. The Inter-Union Council (of which CUPFA is a member) is seeking better pension benefits in an attempt to bring closure to the class action suit launched some seven years ago. You will recall that the IUC's class action suit involves the issue of who "owns" our own pension plan and who "owns" the surpluses generated by the pension plan which were taken by the University. Employees at Concordia believe your pension, which is a taxable benefit, belongs to you. Groups opposing this perspective are CUFA and CUPA! Your voice is important to help defend your interests by joining the Concordia Pensioner's Association. Members interested in doing so are welcome to view the Concordia Pensioner's Association's website: <http://cupa.concordia.ca/index.htm>. To join CUPA, send your name, address, phone no., e-mail address, and your last Concordia position to:

Treasurer CUPA Concordia University
Room L-VE-328-4 7141 Sherbrooke St. W.
Montreal, QC H4B 1R6

Please include a cheque (annual dues) for \$15.00, payable to "CUPA, Concordia University in Trust".



Make CUPFA your Home Page

Stay up to date with the latest developments and important deadlines by making us your home page. Go to www.cupfa.org and follow the instructions.

NOTICE OF MEETING

**All regular part-time faculty members are invited to attend the
CUPFA Association General Meeting
on
Thursday, March 29, 2007
Hall Building H-767
4:45 p.m.**

Campus Equity a Great Success and Your New and Improved 2007 Calendar!

Another busy year for CUPFA is coming to a close. As you may know, my role as member-at-large is to help mobilize and reach out to the membership and, by extension, reach out to the University community at large.

As part of my mandate, this past August I had the opportunity to represent CUPFA at COCAL VII along with Marlene Bonneau. This was a three-day conference that took place in Vancouver, B.C. I attended workshops, forums and met with adjuncts from all over North America and Mexico. This was an important occasion to learn about working conditions experienced by other part-time faculty across North America, to learn new strategies for mobilization and ways to facilitate my work as your member-at-large here at Concordia.

I am happy to report that this year's Campus Equity Week was an enormous success. As we did last year, we had a kiosk in the atrium of the McConnell Library. This year's theme was "Teacher's Working Conditions are Student's Learning Conditions". We sent out a press release and gave interviews that generated a great deal of interest in Campus Equity Week and attention to Part-time Faculty's situation. Many of you may have noticed the new posters which accentuate valuing part-time faculty along with complementing bookmarkers with the same message. We have also used last year's poster, which calls attention to our poor working conditions, "Welcome to My Office", along with posters that highlight outstanding part-time faculty members who teach at Concordia.

As part of our efforts to reach out to members and mobilize on issues, you will be pleased to find, along with your copy of CUPFA News, our new and improved 2007 magnetic calendar. CUPFA is happy to present these handy little calendars to help start you off on the right foot in the New Year. It contains information on how to contact CUPFA as well as significant deadlines, marked in red, important to you as a CUPFA member. We hope you will find this calendar useful and a handy reminder of those important deadlines contained in our Collective Agreement.

If you have any questions or comments concerning any of these issues please don't hesitate to contact me at the CUPFA offices.

Judith Grad,
Member-at-Large

Improvements to the CUPFA Database

Since my election as a member-at-large of CUPFA, I have been working on the establishment of a membership database. With over 800 part-time faculty members, it is imperative that we set up a data system that will provide us with the pertinent information we need in order to provide our members with the services they require.

From the Application H forms members use to apply for courses, some useful contact information is being gathered. With everyone's proper email address, the CUPFA office will soon be able to direct many of the newsletters and other information direct to each of our members. This will be a more efficient and cost effective means of providing you with ongoing information.

We are also gathering information on your course allocations and your seniority credits. We must develop this system "in house" so that we can deal with any situation that comes up. Having this information will provide us with an easy way to access vital information on a member's teaching load and expertise.

The database for the 2006/07 academic year is nearly finished. We will be starting to effectively use its capabilities in the New Year.

David Moscovitz
Member-at-Large

La voix française

Cette année nous avons continué notre lutte concernant les négociations. Tout comme l'année dernière le chemin n'a pas été facile. L'Université, qui continue d'essayer d'éliminer nos droits déjà acquis, vient de nous faire une « offre finale » que nous ne pouvons pas accepter. Nous avons besoin de votre soutien en rejetant cette offre. Donc venez en nombre le 10 janvier 2007 et exercez votre droit de vote. Notez bien les tableaux que nous avons inclus avec ce document. Remarquez les immenses différences dans les salaires rétroactifs. L'Université veut briser notre clause remorque.

En 2006 notre équipe exécutif a continué de travailler ensemble pour les membres. L'équipe de négociateurs, Maria Peluso, Leslie Cohen, Marlene Bonneau et Mike Pinsonneault, continuent leur lutte. Ailleurs David Moscovitz a établi une base de données de nos membres qui facilitera le travail administratif de l'APTPUC. Pankaj Kamthan continue d'améliorer notre site Internet. Judith Grad s'occupe de la campagne de l'équité au travail et notre visibilité partout à l'Université. Umanath Tiwari continue toujours de veiller sur nos finances.

Pour terminer nous vous invitons donc à venir à la réunion spéciale le 10 janvier et à bien noter la date de notre assemblée générale, le 29 mars 2007.

Angela Ford-Rosenthal
Executive Secretary



PLEASE ENSURE YOU PRESENT YOUR CUPFA MEMBERSHIP CARD

HOME AND CAR INSURANCE. Essor Insurance (merged with the old Lewis Apedaile & Hansen Inc).

Members wanting 30-40% reductions in home or automobile insurance can call (514) 878-9373. The office is conveniently located at 1080 Beaverhall Hill, Montreal, Quebec, H2Z 1X9.

FINANCIAL SERVICES, TAX RETURNS - J. Freed

THERE IS NO FREEDOM WITHOUT FINANCIAL FREEDOM - LA LIBERTÉ PERSONNELLE PASSE PAR LA LIBERTÉ FINANCIÈRE. Financial services for individuals and small businesses; budgeting, debt management, investments, future planning, personal taxes done quickly, wealth enhancement strategies. Special rates for CUPFA members.

Call J. Freed (514) 483-5130 or email: jfreed@videotron.ca

FLORIST - Fleuristes Mayfair Florists, 5155 Cote des Neiges, Montreal, Quebec

Exquisite floral arrangements for all occasions, dried arrangements, specialty baskets, plants, etc. 10% off for CUPFA members, upon presentation of a valid CUPFA membership card.

Call: (514) 738-1179

MUSIC

Craig Morrison Vintage Wine Band

Vintage Wine is a versatile, professional band with a repertoire of some of the most popular music ever made: the party songs from the 1950s to the 1980s. The band plays rock and roll, R&B, surf, Motown, soul, British Invasion, classic rock, blues, country, disco, standards and social dances. Visit www.vintagewinemusic.com or call Craig Morrison (CUPFA member-Music Department) at (514) 272-0367.

Gary Schwartz - Jazz and R&B

Jazz and R&B music available for receptions, parties and group events. Contact Gary Schwartz at (514) 484-2378 or email at g.schwartz01@sympatico.ca