

As well, members who have been away from the bargaining unit during the negotiating period or who are not teaching during the 2008-2009 year are also entitled to their retro salaries for courses they have taught. We are in the process of determining who those members are and will be making every attempt to reach them with the good news.

The Association will continue to provide the membership with details about our new Collective Agreement as the process unfolds. Completing legal text, ratification by the membership, ratification by the Board of Governors, the signing of our Collective Agreement, and its deposit with the Quebec Ministry of Labour are all part of the process that needs to be completed.

The main areas of interest to the membership are however available now on our website. Should you have any questions please do not hesitate to contact me at [mpeluso@sympatico.ca](mailto:mpeluso@sympatico.ca)

The Association is pleased with the gains acquired after protracted negotiations. We were able to succeed because of your support, the support of the Mobilisation Team, and the strike actions we undertook. It is all of you we thank for our success.

Maria E. Peluso, President and Chief Negotiator

On behalf of the CUPFA Negotiating Team: Maria E. Peluso, Leslie Cohen, Umanath Tiwari

## **PRESIDENT'S MESSAGE**

The Association has had its share of difficulties during the past seven years. Contract negotiations, arbitrations, grievances, and shifts with the numerous hiring of new senior administrators have all had an impact on morale and on our working conditions. We met the challenges that confronted us and now we can move forward.

In comparative terms, we still have one of the best Collective Agreements for part-time faculty in North America. It is a proud moment for us as contingent and contract employees. Our participation at the COCAL Conference (Coalition of Contingent Academic Labour) in San Diego confirms how far behind other part-time faculty unions continue to be in advancing their collective bargaining rights. We have a great deal to celebrate.

Our main objective going forward will be the implementation of the new Collective Agreement. No Collective Agreement is worth its weight without its implementation. Our Vice President, Collective Agreement and Grievances will be vigilant in ensuring our rights are protected. Our Vice President, Professional Development and Training will be working in concert to provide Part-time Hiring representatives with training sessions. As well, we will be mobilising the membership to play a more active role in the formulation of University policies that have an impact on our working conditions.

We will be improving the coordination of our representatives sitting on the Advisory Council and those who sit on Departmental Councils and Curriculum committees. Members are encouraged to examine the new Strategic Planning initiatives currently being considered by the University (<http://www.concordia.ca/strategicplanning/>). There are a number of concerns we continue to have about the tenor of labour relations at Concordia University, the quality control of online courses that will

continue to be a reality, the expansion of teaching and learning priorities, and the governance of how decisions are made are all new directions part-time faculty should be aware of. Integration in the form of part-time faculty representation continues to be one of our concerns when the University makes policy decisions.

The good news is that our new President and Vice Chancellor, Dr. Judith Woodsworth is keen on an interest-based approach to labour concerns. Our Provost and Vice President Academic, Dr. David Graham is concerned about the quality of teaching. Proposals in the Strategic Plan reflect these and other new priorities the University would like to establish. It will take some time for the new strategies to be implemented. A positive sign is that the University is consulting with as many groups and individuals as possible before decisions become final. The last time this occurred was when Dr. Lowy was our President and Vice Chancellor. The Association will continue to advocate on behalf of its members. I thank all of you who made their voices heard at the public town-hall meetings and the World Cafes that were designed to seek feedback from the University community.

Ultimately, our concerns are two-fold. The issue of internal governance and how decisions get made within the University, but as well, external governance concerns stemming from the new legislation proposed by the Quebec Ministry of Education. All senior University administrators in the province of Quebec, faculty associations (full and part-time), staff unions and student federations are concerned about proposed changes to University decision making structures.

Once the provincial elections are over, it is expected that many of the union and staff federations will be making representations before a parliamentary committee in the National Assembly. CUPFA's input is being provided along with the FNEEQ-CSN federation of part-time faculty unions and CAUT, the Canadian Association of University Teachers. The solidarity and common concerns we share with our sister unions will continue to grow with our participation in discussions.

While we have our work cut out for us for the next few years with new programs and projects that the Executive will be enhancing or developing, our main priority at this time remains getting our new Collective Agreement completed.

We will continue to apprise you of important events and information via notices to you directly, through your Department representatives and via the CUPFA website. On behalf of the Executive, I thank all of you again for your support during these turbulent times. The Executive is proud of its members and the achievements made on your behalf. We are honoured to serve you.

I take this opportunity to wish all members the very best for the upcoming holiday season. May you and your dear family be blessed with good health and good fortune for the New Year. Our new Collective Agreement will herald the beginning of labour peace at Concordia University with its part-time faculty members. It is a time to rejoice in our success.

Maria E. Peluso, President



## **VP Collective Agreement/Grievance Report**

### **Ongoing Challenges to the Implementation of the Collective Agreement:**

A new Collective Agreement is on its way thanks to the hard work of our President Maria Peluso and the rest of the Negotiations Team. They have worked hard for years trying their best to craft a new agreement, and that which has resulted should retain all the advantages of the old agreement, with many improvements. That being said, the same basic challenges will remain in place when it comes to implementing the new agreement as have confronted us in the past.

Grievances should not be interpreted as a "declaration of war." Rather, they are simply an indication that one of the parties to the agreement differs on their understanding of the meaning of the agreement. Where there are no grievances, or where a practice remains in place between the parties that is different from, or unaddressed under the terms of the agreement, the assumption in law is that the parties agree on the interpretation or the practice as applied. Thus, it is both in our interests and a clear obligation on our part to grieve where we see a violation of the Collective Agreement.

The Association can maintain a certain vigilance over general practices and the application of specific Articles and grieve collectively to protect our rights. Individuals can also ask that we intervene on their behalf and file grievance over issues related to lost employment due to violations of seniority provisions, inappropriate use of course evaluations, or denied qualifications. And the Association can file both individually and collectively where the issue touches both one and all. Thus, we can and do watch to ensure that postings and Hiring Committee recommendations are communicated to the Association in a timely fashion, and grieve where they are not. Similarly, where the Employer unilaterally decides to move over to on-line course evaluations, we can and have grieved that. The first example leads to the parties refining the process whereby information is communicated. The second? Well, thus far you still receive paper evaluations as a result of our intervention through the grievance process.

We can also grieve for an individual member who has been denied a course for whatever reason, and we regularly grieve for those individuals. Where a member has been so mistreated as to have been unfairly discharged from service to the university, we can grieve for the individual, while placing ourselves as co-petitioner to grieve the way that decision was arrived at as a potential threat to any and all of our members. Under the former example, there have been a number of grievances related to denied courses and qualifications, and we have recently settled all of the current and outstanding grievances of this nature out of court, resulting in cash and, on occasion, seniority credit for the individual concerned.

If you will consider the examples offered above, you might well note that most of them in one way or another relate to the hiring process. Notwithstanding recent success in arriving at settlements for individual grievances, the Employer and the Association remain at differences over the issue of qualifications and hiring. It is within the context of the hiring process that the greatest problems reside in the application of our Collective Agreement. Most specifically, where our own representatives on the Hiring Committee deny the qualifications of fellow members during the hiring process, we have little hope of winning a grievance for the member

whose qualifications have been denied with the full agreement of our own representatives. The issues become further complicated where members with lesser seniority are awarded these self-same courses, or where members of the hiring committee themselves have applied for the same courses.

With the cooperation of our VP Training and Development, we have worked carefully over the last two years in the Association's annual training sessions for Hiring Committee representatives to impress upon our members there, the importance of only denying qualifications where it is patently clear to all parties on the Hiring Committee that the applicant is not qualified to teach a new course. Where our representatives remain convinced that the applicant's qualifications are satisfactory to the demands of the course, they should vote in favour of the applicant. Wherever they are unsure, they should at the very least abstain from the decision, leaving the Association free to take up the issue through grievance.

Certainly, there are responsibilities incumbent upon the member applicants themselves. The Collective Agreement clearly demands that individuals maintain their Academic and Professional Service Dossier well in advance of the hiring process. This includes the responsibility to forward a copy of their proposed course outline for any new course for which they are applying along with their application. And you should all forward copies of the full application to the Association so that we have the proof in hand if a grievance has to be filed as a result of problems in the hiring process.

If as members and representatives we are scrupulous in fulfilling our own obligations, then there will be a much clearer set of background conditions to any grievance related specifically to qualifications, and to the hiring process in general. For information regarding the Collective Agreement contact me at richard.bisaillon@gmail.com.

Richard Bisaillon, Vice President, Collective Agreement & Grievance

### **IMPORTANT NOTICE OF MEETINGS**

Regular part-time faculty members are invited to attend the

Special General Assembly for the  
Ratification of the CUPFA Collective Agreement on  
**Thursday, March 12, 2009**  
Hall Building H-763  
4:45 p.m.

and

CUPFA Association General Meeting on  
**Thursday, March 12, 2009**  
Hall Building H-763  
6:00 p.m.

## **Stop, Look, and Listen: Be aware and involved at Concordia** **Leslie Cohen, Vice-President, Professional Development and Training**

Important changes are taking place in the university and it is important that CUPFA members be aware of them. Some changes appear positive. I join with the university community in welcoming Judith Woodsworth as the new President and Vice-Chancellor. She has already changed the tone at the university and has made a point to listen to its constituents. Attending some of the festivities held to honour her and lead to her installation, was inspiring. Instead of focusing the celebrations on herself, the emphasis was on showcasing the strengths of the university, its researchers, and its students. This included student performances in music, dance, theatre, film production, etc. We should all be proud of our students, as well as our many part-time faculty members who teach and mentor these students.

While welcoming Dr. Woodsworth, we still need to remain aware of what is happening in the university and to be sure we remain a vital part of it. Curriculum changes are occurring and these will not only have an impact on students and their programs, they may impact on the courses that will be available for us to teach. The Collective Agreement allows for representation on department curriculum committees and I remind the representatives to be sure to attend meetings, consult with your constituents, and keep CUPFA informed. In some cases, courses that have traditionally been taught by us may be disappearing. Some have gone online. For others, class size has increased significantly, and this impacts on the number of sections available.

Some departments have been proactive and have assessed the qualifications of part-timers in the planning of the new curriculum. As well, part-timers have been asked to develop new courses. Please remember, though, that when it comes time to hire for courses posted for part-timers, they will be assigned in order of seniority and qualifications. We have had difficult situations where someone who developed a course was surprised to find they did not get to teach it. If you have any questions, please do not hesitate to contact me at [yipcupfa@yahoo.com](mailto:yipcupfa@yahoo.com) or at the CUPFA office.

In the JMSB, the AACSB accreditation review appears to be driving some changes. Departments have been asked to assess the percentage of courses taught by "Academically Qualified" faculty, and two of the JMSB departments have been told to raise their percentages. The method to determine the percentage is complicated. The general premise is that those who have PhDs who continue to publish, are accorded more weight than "Professionally Qualified" who are given more weight than those who are in neither category. Our CVs are reviewed to determine our ratings. Our members in JMSB are a strong group of teachers who provide a vital service to the university and bring their business world experience to the classroom. It is essential that members keep their CVs up-to-date and be sure to include all business, research, and Concordia committee experience. Do not take your CV preparation for granted. As well, for those of you who may not be aware, we have a Professional Development fund that provides assistance for the upgrade of skills (e.g., workshops/training) research projects, conference presentations, etc.

In general, the Professional Development fund continues to be used heavily by members in Arts and Science and Fine Arts. Very few members in JMSB and ECS apply for grants. For more information, please check our website, read the enclosed Professional Development material, or contact me directly. I encourage all with 24 or more credits of seniority to consider applying for funding.

CUPFA will also be sponsoring training sessions with the Centre for Teaching and Learning Services. A one-day program will be available on a Sunday in the month of January, and will include training related to your course preparation and teaching, as well as how to deal with difficult students. We would also like to offer a series of training sessions, some of which may be scheduled in the evening to better serve our members. Kate Bligh, a part-time faculty member in the English and Theatre Departments, is the CUPFA representative working with CTLS. Many of you have attended her workshops in the past and have given glowing reviews. We invite you all to think about taking one of her workshops.

The title of this article is "Stop, Look, and Listen." I am encouraging you to be aware so that you can protect your rights and make use of the services we have available to you. I would also like to be someone who is looking at your needs and listening to your requests. Please let me know what you would like regarding training and development, or any other area you want me to address.

Leslie Cohen, Vice President, Professional Development & Training

## **ON THE ROLE OF THE SOCIAL WEB IN CUPFA NEGOTIATIONS**

The CUPFA Negotiations Team ended its negotiations for the new Collective Agreement this Fall, and the Web played an indispensable role in realizing that.

The CUPFA members who led and participated in the strike earlier this year communicated through Web-based interfaces to electronic mail services such as Google Mail.

A large number of letters of support in both English and French were received from those who believed and supported our cause. These were placed on the CUPFA Web Site.

The CUPFA Mobilization Team developed and disseminated videos that were placed on YouTube for public consumption.

The social networking effect is reaching new frontiers. I think this is the beginning of a beautiful friendship.

Pankaj Kamthan, Member-at-Large

### **Upcoming Dates to Remember**

January 15	Small Claims deadline
	Professional Development Deadline
February 1	Courses posted for Summer 2009
February 15	Deadline for applying for Summer 2009
March 12	Special General Assembly & CUPFA AGM

## **News From COCAL VIII, Campus Equity and a Vision for Change**

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.

This past summer I attended the COCAL VIII (Coalition of Contingent Academic Labor) conference, which took place in San Diego, California from August 5-12, 2008. The conference covered such issues as mobilization of members, building solidarity, running creative and effective campaigns as well as addressing barriers faced by contract workers and strategies for dealing with some of these barriers. Participation in this conference provided me with a possibility to meet with colleagues from Athabasca University, University of Laval, Quebec and Bishops, just to name a few, in a rare occasion, to discuss challenges that we face as educators. I also participated in the plenary on State of the Profession, and workshops on Organizing in Difficult Sectors, Academic Freedom: Problems, Strategies and Solutions, and Public Relations and the Media. I also participated on a panel workshop on Building Coalitions on Campus and delivered a presentation on "Tools for Change" on how to use the new technologies for the purpose of advancing the mobilization of part-time faculty and guaranteeing the quick dissemination of information. The presentation generated a passionate exchange of ideas and the groundwork for future collaboration.

One of my mandates as Member at Large" on the CUPFA executive committee continues to be to coordinator Campus Equity Week, which took place on October 21st, 22nd, and 23rd. A kiosk was set up in the atrium of the McConnell-Library Building. Volunteers who manned the kiosk included part-time faculty and members from the CUPFA executive. Posters announcing Campus Equity Week were sent out two weeks before the event, to all departments, in preparation for the week. This year's theme in recognition that we had signed an *Agreement in Principle* and were now turning a new page, was "*Part-time Faculty, Proud Members of the Concordia Community.*" Our focus is now building bridges between members of the Concordia Community.

This year we invited Sustainable Concordia and the Concordia Book Co-op. to participate in CEW and our vision over the next few years is to grow in size, nurture and recognize the importance and contribution of diverse Concordia community members as well as strengthen our relationship as part of mobilizing and reach-out to the membership and by extension, reach-out to the University community at large.

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

Judith Grad,  
Member-at-Large



## 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 2009. Do not wait until tax time. Suzanne Downs cannot respond to requests at the very last minute and is not obliged to help you then.

### **The CUPFA Contingency Fund**

The CUPFA Constitution (Section 14; [www.cupfa.org](http://www.cupfa.org)) describes the Contingency Fund. It was established to help members who find themselves in dire financial circumstances. In confidence, regular members may contact the CUPFA office for more information. We are here to support our members in good times and bad.

Umanath Tiwari, Treasurer

### **Hindu Studies Committee**

The 2008-2009 academic year marks the 15<sup>th</sup> Anniversary of the Chair in Hindu Studies. Celebrations are planned for 2009 when a conference will be held at Concordia. Anyone interested in further information should contact me.

Umanath Tiwari, CUPFA Representative

## *Long Service Awards*

This year's long service reception celebrated 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**

Bonnie Jean Baxter  
David Leahy  
Joel Miller  
Harry Standjofsky  
Renee Baert  
Anna Carlevarus  
Carmen Carpi-Lobaton  
Martine Leprince  
Laura Lao Mercier

### **25 Years of Service**

Jean P. Lauly  
Christine Petcoff  
Carlos-Luis Santana

### **30 Years of Service**

Edward Wong  
Ted Nowak  
John McAuley

### **35 Years of Service**

Roger Tyrrell

## **JANUARY NOMINATIONS/ELECTIONS – PART-TIME FACULTY REPRESENTATIVES**

A reminder to the membership that notices for nominations and elections for part-time faculty representatives sitting on the Board of Governors, Senate, and Faculty Councils will be distributed in January. Many of you are already engaged in the discourse about University policies and remain concerned. The impact that these policies have on part-time faculty and on our students are significant. Consider representing the Association and presenting your views on important issues being decided. You have an opportunity to contribute your voice in an important forum with administrators, full time faculty colleagues, staff and students. Consider running for one of the available positions on: Board of Governors, Senate, and the Faculty Council you are affiliated with. Nominations forms will be mailed to you in the new year. If you have seventy-five credits of seniority and, are a regular part-time faculty member, you are eligible to run for any of these positions. Positions are for a two year term and annual remission credits are available for your service to the Association and to the University.

## **La Voix française**

Comme vous le savez sans doute maintenant, les négociations concernant notre nouvelle convention collective se terminent, grâce au travail dévoué de notre équipe de négociateurs, Maria Peluso, Leslie Cohen et Umanath Tiwari. Nous vous invitons à venir en grand nombre à notre Assemblée générale spéciale le 12 mars 2009 afin de faire ratifier cette nouvelle convention.

Dès maintenant l'Association veut tourner la page afin de mettre l'emphasis sur un avenir positif pour l'Université et nos membres. Les membres du Conseil exécutif voudraient souligner ce message au cours de l'année 2009. Nous vous invitons aussi à participer aux discussions actuelles à l'Université concernant la gouvernance et le nouveau plan stratégique. Il faut que nos voix et nos opinions soient entendues.

Nous profitons de cette opportunité pour vous envoyer nos meilleurs voeux pour la saison des Fêtes et pour l'année 2009.

Angela Ford-Rosenthal  
Secrétaire exécutive

## **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, 2009**

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

January 15, 2009

April 15, 2009

### ***In Memoriam***

**John Hall**, a CUPFA member in the Department of Management since 1990, passed away this summer. His father was Henry F. Hall, for whom the Hall building was named. Some of you may remember John as he often attended the AGMs and participated with us in the Concordia Shuffle. On behalf, of the membership, CUPFA expressed our condolences.

### ***CUPFA Endowment Fund***

When members of CUPFA or their immediate family members pass away, it is CUPFA's tradition to make a donation, in the person's name, to the CUPFA Endowment fund. This serves to provide financial support to Concordia students. Please let us know if a member of your department has died, or a member of your immediate family. Also, if you are thinking of making a donation in someone's name for whatever occasion, please consider supporting our Endowment fund.

### **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](http://www.cupfa.org) and follow the instructions.

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](mailto: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](http://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 [g.schwartz01@sympatico.ca](mailto:g.schwartz01@sympatico.ca)