

We remain active with the other bargaining units on campus through the Inter-Union Council, and with part-time faculty associations across Quebec, Canada, the United States, and Mexico (CAUT, FNEEQ, and COCAL). All this serves to drive home the point that solidarity with others forms a good base critical for our collective well-being.

We are establishing new and dynamic programs for the Association and for the membership as a whole. With renewed vigor we have new models of communication and a greater commitment to mobilising the membership.

Collective Agreement - Implementation

Members will receive a hard copy of the Collective Agreement either just before the holidays or at the start of the New Year. While implementation remains our central focus, to be successful a Collective Agreement needs to be implemented as much by our employer as our members. To this end, Rick Bisailon Vice President Collective Agreement and Grievance and myself will be meeting with members in their Departments to provide information and address the concerns of members. Come February and jointly with senior University administrators, we will also provide information to Department Chairs, Department administrators, and Faculty personnel about our Collective Agreement. In this manner we can all sing from the same hymnbook, achieve mutual understandings, and build consensus. A policy of prevention is therefore essential in avoiding conflict and grievances.

Communications

Our efforts to communicate electronically with members via email will continue. Time sensitive information, deadlines that you need to meet, new procedures that will be developed, and any special announcements are transmitted quickly to members.

We will be unveiling new promotional materials to the membership, new publications, state of the art posters, brochures, and tools that will reflect a new look, more professional and appealing. Our website will continue to evolve to incorporate improved navigability while maintaining current and relevant issues. We will create web cast videos on subjects pertaining to our Collective Agreement, pedagogical topics, and web casts videos to highlight members and their achievements.

Orientation of New Members

Judith Grad, Coordinator of Campus Equity and Mobilisation, and I will establish initiatives to welcome new members to the Association. Come June of each year, we will hold a reception to greet new members, orientate them to the University, and introduce them to the services the Association can provide.

This brief outline hopefully provides you with what has been going on at CUPFA for the last few months and gives you a glimpse at what is to come. We have been busy ensuring retro salaries and large class stipends were correctly paid – a daunting experience for the Association given the sheer number of individuals and transactions involved. Very few problems were encountered and an encouraging new team in the Offices of the Provost dealt with issues fairly quickly. Communications with the senior administration has vastly improved and we are left more confident in representing the membership.

Please continue to advise me about your concerns. The value of all members at the Departmental and University levels working co-operatively to advance our common cause is what I believe was imagined some 20 years ago.

The CUPFA Executive and I wish each of you a joyous and peaceful holiday season. Please enjoy the company of your loved ones, be safe and take the time to reflect on our many blessings. I look forward to a better New Year, one that resonates with the kinship and camaraderie you have provided me. I am grateful to all of you.

Maria E. Peluso,
President
mpeluso@sympatico.ca

NOTICE OF MEETING

**All regular part-time faculty members are invited to attend the
CUPFA Association General Meeting on**

Thursday, March 25, 2010

Hall Building H- 763

4:45 p.m.

COCAL IX

Judith Grad, Member-at-Large

I am pleased to inform the membership that this year COCAL (Coalition of Contingent Academic Labour) will be hosting the North American conference at Laval University in Quebec City. The part-time faculty union at Laval University (SCCCUL) is doing the honours and organizing the weekend conference which is taking place from August 13 to August 15, 2010. The conference will be conducted in three languages: English, French, and Spanish.

I will be conducting a workshop, as will our President (Maria Peluso) who is on the North American COCAL Advisory Committee. Please let me know if you are interested in joining us in Quebec City. You will be able to apply for Professional Development Funds and come to meet all of our sister part-time faculty unions throughout Quebec, Canada, the United States, and Mexico. We are not alone. We share many of the challenges all part-time faculty have, and together we also share in ideas, solutions, and the approaches to meet those challenges.

It's an experience not to be missed! Please contact me for details and if you are keen on coming to the COCAL Conference in Quebec City this coming August. If you have any questions or comments concerning any of these subject matters please don't hesitate to contact me at the CUPFA offices.

“New Collective Agreement, New Challenges, Same Old Problems”

Richard Bisailon, Vice-President Collective Agreement/Grievance

Having finalised the new Collective Agreement and entered into a transition phase, certain issues stand out in the daily application of the agreement. First, and notwithstanding substantial changes to the old agreement, the main problems that preoccupied the Association in the past remain the object of our central focus today. These include almost exclusively issues related to the hiring process and the assignment of courses. Second, our immediate attention must be focused on establishing a common understanding of the meaning and application of the new agreement and changes thereto. Third, and finally, we must educate our members in their new and continuing rights under the Collective Agreement, and this in a timely fashion.

Our continuing preoccupation with the application of the hiring process and course assignment is manifest within the grievance process. Almost all of the grievances filed under the new Collective Agreement have been over the hiring process conducted last May. Wherever we have determined that course assignment has not been conducted according to the strict application of the hiring criteria laid out under Article 10 of the Collective Agreement, we have filed grievance asking for full monetary value, along with vacation pay and seniority credit for any course that a member has applied for, been qualified to teach, and should have been assigned according to their seniority. When wrapping up the old list of outstanding grievances that remained unresolved from the old agreement, we have kept our focus on obtaining settlements for our members representative of the monetary losses incurred from losing a course that they might well have been entitled to teach.

There are significant changes to the new agreement, and after a negotiation phase that covered seven years, it must be admitted that areas of shared understanding have been muddied by the passing of time. Our president, Maria Peluso and I along with others have met repeatedly with the Provost in order to solidify our shared understanding of the meaning and application of the entire agreement, and most specifically those new areas of application. Issues relating to large class stipends, teaching assistants, classification lists, among other important issues have all been addressed over the last few months. We are pleased to observe that the parties appear to have a clear understanding of the application of the agreement in many areas.

Many of the issues addressed above are critical to the application of the agreement, and a number of the new benefits and entitlements contained within the agreement are set to be applied. We have been working on identifying a set of dates, deadlines and a critical path for implementation of important parts of the agreement. In ensuring that our members are fully aware of their new and continuing rights, and making sure that they understand their own responsibilities in accessing those rights and entitlements, we shall be expanding on some areas of communication and establishing some new ones. It is the intention of the Association to meet with our members at the department level to acquaint them with the new agreement and inform them of their rights there under. To this end, I look forward to meeting with many of you over the next several months.

Who are you? Where are you going? How will you get there?

Leslie Cohen, Vice-President, Professional Development and Training

What important questions. How often do we consciously think about them?

On November 13, faculty members of the Management Department (JMSB) participated in a full-day of workshops on strategic planning and communication. Stéphane Brutus, Department Chair, should be commended for initiating this process which was run well by both full-time and part-time faculty from the Department of Applied Human Science. In reflecting about the experience, I realized much of it was very useful, not only for helping the department to move forward in thinking about its future. It highlighted lessons that relate to my work at CUPFA, focusing on the services of training and development. James Gavin, the lead facilitator of the workshops, opened with a story that taught us to value self-awareness and planning. Imagine if each day we would ask ourselves three questions: Who are you? Where are you going? How will you get there?

As educators we devote time to our students and their growth. Those of us who serve on committees, devote hours of our time to the growth of CUPFA and Concordia. How often do we take the time to make use of the services available to us for our personal and/or professional growth and development? As members of an association to which you pay union dues, your association should be offering you something in return. I am trying to ensure that we offer you opportunities for growth and I hope you will take advantage of them.

CUPFA Professional Development offers funding for research, travel to conferences, creation of art work, training workshops, etc. (For further information, see the PD News.) This is one of our best resources; yet, only a small percentage of the eligible membership applies for these grants. Think of making this part of planning for you and your future. You may want to update your skills to build qualifications for teaching new courses.

Perhaps where you want to go is to gain new insights to bring into the classroom, to learn how better to deal with problems with students, or perhaps you want to work on designing a new course. These areas can be addressed in workshops offered by The Centre for Teaching and Learning Services (CTLTS). We encourage you to visit their site (<http://teaching.concordia.ca>). As CUPFA members often find it difficult to attend weekday sessions, we have on occasion organized workshops during the evening, and on weekends. This winter, we will once again be offering a series of sessions on a Sunday. Should there be demand, we are prepared to run more than one Sunday event. What would you like to see? We want to meet your needs.

If what you seek are workshops on stress management, relaxation training, health and wellness, etc., I would be happy to plan such events. I want to ensure that we offer you services that are useful and of interest to you. I am waiting to hear from you (vipcupfa@yahoo.com).

I hope this article is food for thought. Think about these three interesting questions. May the holiday season be a time for rest and enjoyment. I wish all the best to you and yours.

Concordia University Pensioners' Association
Association des retraités de l'Université Concordia

<http://cupa.concordia.ca/>

Howard Fink, November, 2009

The dry facts first: Those eligible for membership in CUPA/ARUC include all retired employees of Concordia University, faculty and staff, full and part-time. The annual membership fee is \$20. We are active in both of the areas important for retiree organizations: the organization of social events, and the protection and improvement of retiree rights and benefits. Current membership includes the majority of retirees. We publish a bilingual Newsletter four times per year. There are at a minimum two General Meetings of members per year, where issues are voted on, and where the President and the Executive members are nominated and elected. The current President is Graham Martin, and I'm Vice-president.

Why do we need an organization of retirees, who by all rights need no longer worry about the issues besetting our active colleagues? First, CUPARUC helps retirees to keep connected to their colleagues, and to share ongoing events with them, such as: the lectures at each General Meeting by knowledgeable people on important topics, the visits to the races, outings to good restaurants and other interesting places, and the annual December holiday Luncheon.

Even more important, CUPARUC looks out for retirees' interests in the increasingly uncertain world of pension investments as well as the equally uncertain state of our pension- and non-pension benefits, including especially health-, travel-, disability- and life-insurance. The CURAC Executive nominates a Representative of retirees as a voting member of the University Benefits and Pension Committees, the only two forums where retirees have an independent voice on these vital issues. An Alternative Representative of retirees, also elected, sits as well on the two Committees, and replaces the voting Representative when the latter is absent.

More specifically, all decisions regarding investments for the Pension Fund are made at the Pension Committee, which is a parity committee, with equal votes for employees and employer. This Committee is mandated by the Province, and is legally independent of the Concordia Administration. Though the Benefits Committee is in effect a sub-committee of the Concordia Board, this Committee currently has the power to make recommendations to the Board on all pension and non-pension benefits. Since retirees do not have the leverage of active employees in negotiations, these two Committees are the *only places where retirees' representatives may speak **independently*** in defence of retirees' rights. And we have been effective: for example, CUPA/ARUC began the successful fight for the indexation of employees' pensions to CPI, and for the University's subsidy to retirees offsetting their RAMQ premiums.

CUPA/ARUC is one of the oldest university retiree organizations in North America. It was founded in 1973 and it has independently defended Concordia retirees' rights for over three decades. It can only continue this work with the strong mandate of Concordia retirees, with the understanding and support of our active Concordia colleagues—who are Concordia's future retirees, who will benefit in their turn from the work of CUPA/ARUC—and with the ongoing retiree seats on the Pension and Benefits Committees.

JOIN THE CONCORDIA PENSIONER'S ASSOCIATION!

To join the Concordia University Pensioner's Association, send your name, address, phone no., e-mail address, \$20.00 cheque and your last Concordia position to:

Treasurer CUPA Concordia Pensioners Association,

Concordia University, 1455 De Maisonneuve W
Annex MI, SGW
Montreal, Quebec H3G 1M8

Please include a cheque (annual dues) for \$20.00, payable to "CUPA, Concordia University in Trust".

Our Phone no. is (514) 848-2424 Local 8755 (please leave message) and our website is <http://cupa.concordia.ca/>

Campus Equity Week – Community Health

Judith Grad, Member-at-Large

As another busy year for CUPFA is coming to a close. We are celebrating a year of successes. We completed the signing of the Collective Agreement, had our retro salaries paid and we had one of our best Campus Equity Weeks.

As many of you 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 year Campus Equity Week, took place on October 27th, 28th, and 29th and our kiosk, was set up in the atrium of the McConnell-Library Building. We invited members from various parts of the University Community to participate with us and we had a great turn out. Health Services, Sustainability, the Peoples Potato and the Dean of Students joined us in celebrating Campus Equity Week. 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 was Health and Safety in the spirit of getting out information to members of the community on how best to deal with issues such as H1N1, stress management and address any information about part-time faculty. We handed out beautifully designed posters, bags and those who visited our kiosk enjoyed fruit and health drinks along with great conversation.

Much like last year, our focus continues to be building bridges between members of the Concordia Community and our Association.



Long Service Recognition

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

20 Years of Service

Susan Anastasopoulos
Michael Berard
Janice Clarini
Bram Canzer
Josie Caruso
Donald Corman
Jocelyne Fleury
Harry Z. Galina
Louis Goyette
Eric Lagacé
Andrée Lotey
Kathleen MacDonald
Tony Mancini
Monique Martin
Fred McGregor
Mark Medicoff
Adrian Norvid
Zbigniew Pleszewski
Chellaiyah Rajalingham
Karen Simon
Brian Smallridge
Allan Smith
Giuseppe Spacagna
Zsolt Szigetvari
Maria-Luisa Teoli
George Tsoublekas

30 Years of Service

David Clark
Roch Deslauriers
Giovanni DiLullo
John S. Donahue
Gary Schwartz
Marcia Segal
Jean St. Onge
John Winiarz
Abe Worenklein

25 Years of Service

Adele Beaudry
Joseph Beltempo
Robert E. Breuer
Howard Campbell
Susil K. Das
Niki Debiparshad
Anita Grants
Holly King
Lise H. Larin
Celine Laurin-Anttil
Mahmood Moghaddam
David Moscovitz
Odile Plain
Karl Raudsepp
Marc D. Rotstein
Barbara Ruttenberg
Louise Samson
Susan Scott
Anna Szpilberg
Alex P. Zinegyi

35 Years of Service

Barbara Ann Barclay
Samuel B. Clement
Harry Greenspan
Christian Knudsen
Robert A. Mearns

40 Years of Service

Jaleel Ahmad

IMPORTANT DEADLINES BY DATE CUPFA COLLECTIVE AGREEMENT

The 2009-2012 Collective Agreement has immediate effect upon signature of the CA for all Articles. Notwithstanding this, there are special deadlines when some Articles will take effect at different dates as indicated below in chronological order.

YEARLY DEADLINES

- | | |
|----------------------|--|
| Annual)
(general) | Article 7.07 list of documents from 7.07 a) to 7.07 b)

Article 21.05 All new members must have a copy of the CA from their Department |
| February 1 | Article 8.07 a) and b) Seniority Lists and Department Extracts |
| February 1 | Requests made for changes of classification provided procedures following re: Schedule X and Appendix G |
| February 1 | Immediate start of tuition waivers for members with 50+ seniority credits Article 19.03 |
| March 1 | Deadline requests for Deferred Salary Leaves Article 14.05 |
| September | Large class stipends given Article 7.25 and Article 20.02 d) |
| January 20 | Estimate projected number of Reserve Courses Schedule X |
| February 1 | Deletion of Article 8.02 d) from 1998-2002 CA |
| February 1 | Projected number of reserve courses for upcoming academic year Schedule X |
| May 1 | Monthly payment/compensation for those teaching reserve courses |
| May 1 | Maintenance of Total Number of Reserve Courses Schedule X |
| May 1 | Projected number of reserve courses for upcoming academic year Schedule X |
| May 1 | Appendix H Application to Teach – only new form to be used Article 20 |
| May 1 | Effective date of Article 10.24, Schedule X, Appendix G [Art. 20.02 f] |

MONTHLY TERM DEADLINES

- | | |
|---------|---|
| Ongoing | Submission of PT contracts 10 days after the commencement of classes Article 7.05

October 15, 2009, January 15, 2010 and in May 15, 2010 List of all members teaching that term Article 7.06 |
|---------|---|

As of September 2009, requests for remission contracts Increases and deadline will be ongoing by term for remission contracts Article 20 and Article 7.19 and Article 7.20

Large class stipends effective September 2009 after the DNE deadline and ongoing for each term Article 7.25

List of advertised LTA positions to be sent to the Association each term Article 7.26

Added seniority 10 days following a grievance decision Article 8.01

Article 9.03 Overload response from Association within 5 days received
Note: none permitted once classes start

May 1 posting 80% of courses, then October 1, February 1 for remaining courses Article 10.08

By October 1, of each year – Requests from members with 90+ seniority credits to request for course scheduling Article 10.08

By February 15, March 15, and October 15 PT application deadlines Article 10.10 a)

No less than 48 hours before a PTHC meeting to receive documents Article 10.12

June 1, November 1, March 15 course recommendations by PTHC and 10 days following recommendation Dean's reasons for rejected recommendation Article 10.13

July 1, December 1, April 1, issuing of PT contracts Article 10,14 a)

July 15, December 15, April 15, deadline for contract signatures by members Article 10.14 a)

August 31, January 15, April 30 Dept posted list of PT faculty with courses assigned Article 10.23

Each term 8 days prior to classes Cancellation Fee of 12% Each term between 7 and 10 days after the start of classes 25% cancellation fee; and each term after 10 days of the start of classes 100% cancellation fee (Appendix C)

End of each month, Forms with names of individuals, course number etc. for each individual teaching reserve courses in the previous month Schedule X

Last pay period of December, April, August – 2% of CUPFA dues rate for compensation for individuals teaching reserve courses Schedule X

February 1 2010 Lump sum payments periods for those teaching reserves [December, 2010, April 2010, August, 2010] Article 7.02 – deadlines will be ongoing

Upcoming Dates to Remember

January 15	Small Claims deadline
	Professional Development Deadline
February 1	Courses posted for Summer 2010
February 15	Deadline for applying for Summer 2010
March 25	CUPFA AGM

La voix française

Angela Ford-Rosenthal, Secrétaire exécutive

Cette année nous fêtons le 20ième anniversaire de notre Association. L'Association change, mais elle a les mêmes buts et objectifs qu'auparavant. L'année à venir nous présente de défis varies, mais malgré tout l'Association et ses membres sont capables d'y faire face.

Les membres vont recevoir leurs copies de la nouvelle convention collective avant ou juste après les Fêtes, L'implémentation de la nouvelle convention est très importante et pour cette raison Maria Peluso, Présidente de l'Association et Rick Bisailon, Vice President Convention Collective vont rencontrer les membres et les administrateurs de chaque département, afin de donner des explications plus détaillées quant au fonctionnement de la Convention.

Le but de l'Association cette année a été de tourner la page afin de mettre l'emphase sur un avenir positif pour l'Université et nos membres. Nous encourageons une meilleure collaboration avec tous nos partenaires syndicaux et d'autres groupes à l'Université. Nous encourageons la solidarité.

Les membres du Conseil exécutif voudraient souligner ce message au cours de l'année 2010. 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 2010.

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 2010. 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.

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

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

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.