



NEWS

Volume 30 No.1 December 2014

Concordia University Part-time Faculty Association Newsletter

President's Message

It has been slightly more than a year since I took on the role of President, and on this occasion I am happy to report to the membership that we have a new Collective Agreement. On Sunday November 16th, at the Special General Meeting called for the purpose of ratification, a full house of CUPFA members voted unanimously to accept the deal offered by Concordia. For the negotiation team and for my Executive, this vote was a very humbling show of support. Since we took office, your Executive has worked long hours to provide the best leadership and support for the Association, and on their behalf, I wish to extend our gratitude to the entire membership for their faith and trust.

As you have already learned through the summary document mailed out prior to the meeting, the new Collective Agreement is from our perspective an interim Collective Agreement. It serves the purpose to bring us back in line with the negotiating calendar of all the other Associations at Concordia, and it secures some of the important gains we have won at the table. In this time of austerity, we felt it prudent to proceed in this manner. We have received salary increases on par with the other Associations, but in addition to this, we have obtained other gains. Principle among these was the investment in research funding. The University recognized that for too long our Professional Development fund was stagnant and has remedied this in two important ways: first, by increasing the fund (to the equivalent value of 33 three-credit courses) and second, by indexing increases in the fund to our salaries. In the future, our research fund will rise automatically. In this manner, we ensure that our membership remains integrated into the fabric of the academic community. In the future, where research is valued increasingly alongside pedagogy, we must ensure that CUPFA members have access to funds which will enhance their profiles, and in so doing, the profile of the University.

In the area of benefits, we made some improvements over the status quo, most notably in reinforcing the equality of members regardless of what term they being to teach in. Roughly 60 members per year will see their Comprehensive Health Plan benefits improve, matching the same conditions as all other members through this change. We have also begun our drive to improve the threshold for which benefits become available to members.

2014-17 CUPFA Executive

President

David Douglas

Vice President, Collective Agreement & Grievance

Patrice Blais

Vice President, Professional Development

Lorraine Oades

Treasurer

June Riley

Secretary

Scott Chlopan

Chair of Communications - Sally Cooke

Chair, External Relations - Francine Tremblay

Chair of Mobilization - Erwin Regler

Past President - Maria Peluso

CUPFA OFFICE

2150 Bishop, Annex K, Suite 340

Montreal, QC, H3G 1M8

Tel: (514) 848-2424 ext. 3691

FAX: (514) 848-3648

Email: cupfa@concordia.ca

www.cupfa.org

Office Hours

Monday through Thursday

9:00 a.m. – 4:00 p.m.

Grievance Clinic - By appointment

Patrice Blais, Grievance Officer

Michael Pinsonneault Asst. Grievance

Officer

Professional Development Clinic

By appointment

Lorraine Oades

At present, many thresholds are listed for different benefits: tuition waivers, health plan, short-term disability coverage, etc. We believe it is in the interests of our membership to establish a single threshold for these benefits, and we believe this threshold should be 24 credits of seniority. This represents a minimum of four years of work at Concordia. We feel this is more than an adequate commitment by our members to this institution and should be matched by the employer with their commitment to us.

These are improvements to the present conditions we gained in the latest round of negotiations, but as I write to you we embark on the new round. The present Collective Agreement extends only until April 30, 2015. Beyond this date our employer was unwilling to make any monetary offers (though they were willing to lock us into normative clauses). My Executive felt that this offer was not in the best interests of the Association, and that our best bargaining position would be to bring both normative and monetary issues to the table next May. To do this, I need to hear from you. This Executive serves your interests, and is dedicated to advancing those interests to the best of our abilities. To do this, I need to hear from you. What are your top three items? Where do you feel CUPFA should be focusing its energy during this new round of negotiations? You can be as brief or as detailed as you wish in your response, but I would ask you to think about the issues dear to you and send your thoughts to me at cupfanegos@gmail.com. This is a new email address which will be a dedicated one for the next round of negotiations.

In addition to raising the question of negotiation priorities, I will also use this message to communicate the importance of Pension to all of you. Pension was another priority for us in the last negotiations, and it remains a concern going forward. In October 2014, we initiated a lawsuit over the management of the Pension fund. The heart of our concern was the (unreported to us) decision of the Employer to transfer management costs of the fund, which it had paid for years, to the fund itself. We challenge the right of the employer to proceed in this manner, an action that places a \$177,000 cost on the fund annually. We are demanding the reversal of this decision. Our concerns with pensions go beyond this disagreement, and they go beyond the internal politics of Concordia. As you are aware, the Quebec government is pressing the University to alter the terms of the pension plan (or will be, when a Bill is filed in the Assemblée Nationale shortly) along the lines of what they have already begun with Municipalities. We are presently attending conferences with all the Associations to determine what changes are preferable (or detrimental). Nothing is certain as yet, save for the question of eradicating the "Non-contribution" option (the option whereby the employer pays 100% of pension contribution). The stakes are very high here, and the implications significant for members. At present, we are the fifth largest unit within the plan. In the spring, we do expect to see the University propose concrete changes to the plan. When we have direct knowledge of these proposed changes, we will disseminate them to the membership for your input. If the University hosts public forums to discuss Pension plan changes, I would urge you to make the time to attend and demonstrate your interest.

Finally, I want to take this space to thank all the members who played a role in our successful negotiations. Our Chief Negotiator, Me Patrice Blais was an incredible advocate for our cause. The second chair at the table rotated between Maria Peluso (who initiated proceedings), Scott Chlopan (who succeeded her during the normative phase) and June Riley (who handled monetary issues). Throughout the process, all of the above contributed their best ideas and best efforts to bring this deal to a conclusion within two and a half years. It is sad to say that that time actually represents the shortest negotiations we have had, but we are all aware of Concordia's old habits in the labour portfolio. As we look to the future, I believe we can build on the new perspective President Shepard and Provost Bacon have brought with them since they arrived. We saw the change in attitude at the table, and indeed, in the results. We cannot predict what the future round of negotiations will have in store for us, but we approach them with an air of optimism.

I wish you all the best for the holidays and for the upcoming winter term,

David Douglas, Ph.D.
President

Long Service Recognition 2014

20 Years

Myriam Bota
John Klepko
Jerry Krauel
Doina Lecca
Gertrude Mason
Patrick McDonagh
Stephanie Russ
Lazar Sarna
Cheryl Simon
Madeleine Theriault

25 Years

Josie Caruso
Janice Clarini
Harry Galina
Liane Harmat
Ashok Kaushal

Adrian Norvid
Laura Pao-Mercier
Chellaiyah Rajalingham
Karen Simon
Allan Smith
Maria-Luisa Teoli

30 Years

Adele Beaudry
Robert Breuer
Howard Campbell
Holly King
Lise-Helene Larin
Mahmood Moghaddam
David Moscovitz
Odile Plain
Marc Rotstein
Barbara Rutenberg

Louise Samson
Susan Scott
Anna Szpilberg
Alex Zinegyi

35 Years

Roch Deslauriers
John Donahue
Gary Schwartz
Jean St. Onge
Pierre Veronneau
John Winiarz
Abe Worenklein

40 Years

Samuel B. Clement
Harry Greenspan

THE GRIEVANCE PROCESS UNTANGLED

The grievance process is the process by which a union requests that a violation of the collective agreement be rectified. To the typical employee, the grievance process is one that hopefully never has to be dealt with; however, it is an unfortunate reality experienced by many with a career in a unionized environment.

A collective agreement is a contract between an employer and a union that dictates the working conditions for all employees inside the bargaining unit, which means all those covered by the certificate of accreditation issued by the Ministry of Labour to the union. Once a collective agreement is in place, the union is given the exclusive responsibility to file grievances on behalf of the employees they represent. Members need to contact their union and request that a grievance is filed on their behalf.

Frequently asked questions regarding the grievance process:

Can an employee file a grievance?

No. Only the union can file a grievance.

Can the union refuse to file a grievance?

Yes. However, should an employee request the union file a grievance, the union, in order not to proceed, must investigate the issue and either find there was no violation of the collective agreement or that it is not in the interest of the membership in general to proceed. If an interpretation of the collective agreement would help 1 member but penalize 15 others, it could be grounds to refuse to file it.

If my union is unreasonable what can I do?

The union has an obligation under the law to represent its members. If it fails to do so and refuses to file a grievance a complaint may be filed under Article 47.2 and 47.3 of the Labour Code.

Can the union file a grievance even if the employee concerned does not want to?

Yes. Sometimes the same issue can affect other members and the union has to protect these rights as well.

How long does the union have to file a grievance?

This will change from one collective agreement to the other. The Labour Code allows from 15 days to 6 months. CUPFA's Collective Agreement delay is 6 months as defined in Article 13.

What is arbitration?

This is the last step of the grievance process. Labour issues regarding the application of the collective agreement are not dealt with in the regular court system but are under the exclusive jurisdiction of labour arbitrators. If a grievance is not resolved in the early stages, the last step is to ask a labour arbitrator to make a decision. Before doing this, the union will likely get a legal opinion to evaluate its merits and chances of success before deciding to proceed. If the union refuses to proceed without a valid reason an employee can, like when the union refuses to file a grievance, file a complaint under Article 47.2 and 47.3 of the Labour Code.

Should I be afraid of filing a grievance? Can I get in trouble?

Article 15 of the Labour Code prohibits the employer from taking any action against an employee because they used a right arising from the Labour Code. This includes requesting that a grievance be filed.

Can the employer file a grievance?

Yes. It does not happen often but it is possible for the employer to file a grievance. If you have any further questions contact CUPFA's grievance clinic. We are there to assist the membership with any problems or queries and the process is completely confidential.

You can find the CUPFA Collective Agreement at <http://www.cupfa.org/collective-agreement/>
You can find the Quebec Labour Code online at: <http://www.canlii.org/en/qc/laws/stat/cqlr-c-c-27/latest/cqlr-c-c-27.html>

Me Patrice Blais
VP Collective Agreement & Grievance

Nego News

On November 16th 2014, a ratification meeting was held at the Nouvel Hotel. The 2012-2015 Collective Agreement was unanimously ratified by the members in attendance.

As a result of this vote, the membership will see pay increases for the last 2 years (with a retroactive payment before the end of 2014), increased research funds available to the membership and better protection of part time courses (PT courses cannot be reduced in a Department to increase reserve courses). Although this agreement does not address all the important issues to CUPFA members and will expire on April 30th 2015, it allows us to start a new round of negotiations in the new year. The negotiating team felt it would be more beneficial to implement what was agreed upon thus far, rather than wait until all items were settled, which could have been years down the road. CUPFA is already starting to prepare the next round of negotiations and consultations are being held to set up the priorities for the next round.

I would like to thank all the people who were part of the negotiating team, Maria Peluso, Scott Chlopan, David Douglas and June Riley, as well as the CUPFA staff for their support and assistance. We can all enjoy the benefits of this new Collective Agreement.

Me Patrice Blais
Chief Negotiating Officer

Tips from the Treasurer

Concerns About the Pension Plan for Employees of Concordia University

CUPFA is actively engaged with the University over information and legal issues raised at the 29 September, 2014 Annual Information Meeting about the Pension Plan for Employees of Concordia University. Highlights are: The pension fund had its last actuarial valuation in 2010, just a year after the global financial meltdown, and as is the case with many private pension plans evaluated that year, the University had (and still has) a funding shortfall, which it must make up over the next 15 years. It was also revealed that the Pension Committee has agreed to begin funding the University's Office of the Treasurer, for administration of the plan, out of the pension fund. Last year the cost was \$177,000, close to 10% of the plan's operating cost. This decision could impact our costs and benefits, because under proposed legislative changes by the Quebec government, employees may soon be required to contribute towards making up plan deficits, and in certain circumstances, in the event of a deficit, could even see a decrease to their benefits. This is in contrast to current rules that make the University responsible for all pension fund shortfalls.

There are other changes being discussed, which may or may not become reality. These include, changing contribution rates, or even changing benefit payout rates. The University may announce such changes before the Government of Quebec is expected to act in 2015 with respect to pension plans at universities. Our understanding is that should any such change occur, *most* of your benefits earned up to the date of any change would be "grandfathered" and you would maintain your right to receive benefits accumulated to that date. But we strongly suggest that you:

Make sure you are a Contributory Member of the Pension Plan

To change your membership status, fill out the form on the pension@caccess portal which is in Cspace, but you may find it more easily on the CUPFA website (www.cupfa.org) under Publications/Pension. Fill it out and bring it to Pension Services (S-FB-1130). The annual deadline is 30 November to change your status for 1 January of the following year. You remain a contributory member even if your workload is reduced in later years. Again please read our 18-page document about the pension plan on the CUPFA website.

Documentation Revised on Pension Plan for CUPFA members

I have expanded our document on how the Pension Plan works for CUPFA members to give a more complete description of how Final Average Earnings are calculated. Sample calculations have also been added. The file will be further updated in the new year.

If your pension beneficiary is your spouse:

Your actual pension benefits, at the default reduction for spouses, will be less than what is indicated on your pension statement. This is explained in our documentation about the Pension Plan on pages 9 and 10. Any plan members with a spouse should inform themselves on this point and request from Pension Services (**contact** pensions@concordia.ca) an estimate of the reduction in pension for spousal benefits.

A Pension Orientation for CUPFA Members of Pension Plan for Employees of Concordia University will be held on Thursday 17 September 2015 in H-763 at 4:45 p.m. By then we should know more about the Quebec government's plans with respect to university pension plans, and any changes the University intends to make here. We will send out reminders next year well ahead of the meeting.

Revenue Canada still investigates Employment Expense Claims

Employee Expenses deductions are scrutinized by the CRA, and some of our members have been audited. You can claim office supplies, but you should not claim anything for which you cannot produce an original receipt. You particularly cannot claim anything for which you are already being reimbursed (such as any Small Claims paid through CUPFA). Read very carefully CRA Guide T4044 about Employment Expenses for Employees Earning a Salary and Revenue Quebec Guide TPF-59-V.

June Riley
Treasurer

Happy Holidays

Meilleurs Voeux

Professional Development

Profiling members and promoting the excellence of Part-time faculty.

Concordia University places scholarly research and creative works at the heart of its mandate, striving to foster a dynamic and supportive environment through a variety of initiatives that bring researchers together and contribute to the University's visibility and reputation. As part-time faculty members, we play an important role in fulfilling these objectives and add to Concordia's culture of research in significant ways. Every year, more and more members apply to CUPFA for Professional Development funds to present papers at national and international conferences, participate in important art exhibitions and performance events, produce films, music CDs and artworks, curate art exhibitions and much more. These kinds of activities help advance Concordia's reputation and feed directly back into the classroom through curriculum development and by re-energizing the learning environment.

In the last two years, CUPFA has extended this mandate by initiating new activities that help promote the excellence of our members. These activities allow us to share our ideas; forge new links with one another, our full-time faculty colleagues and students; expand our horizons; and insure that our scholarly and creative initiatives are recognized by the University. As research becomes increasingly important to the University, it is essential that we remain vigilant and continue to remind the administration that success in this arena is not only measured by large research grants brought into the academic sector by full-time faculty, but also by the activities of our members, who play an important role in enhancing Concordia's reputation nationally and internationally. All part-time faculty members can help CUPFA meet this objective by attending CUPFA events and taking advantage of new University resources that allow members to expand their online presence and share their research.

CUPFA MicroTalks

In 2013-14, CUPFA launched the MicroTalks series. Conceived of as a forum to promote part-time faculty's scholarly research and creative investigations, these lectures help forge interdisciplinary conversations with one another, students, and the University at large. Each MicroTalk evening is comprised of ten short, fast-paced and dynamic interdisciplinary talks by members from all areas of the University. Building upon the tremendous success of last year talks, CUPFA sponsored another MicroTalk evening, entitled 'Equity and Engagement,' as part of Campus Equity Week 2014.

CEW is an international event designed to raise awareness of, and support for, part-time faculty members. 'Equity and Engagement' showcased members from all four faculties. The individual six-minute talks were not about campus equity per se, but focused on equity and engagement in more general terms that included socially engaged research, critical theory, and performative-based creative practices. In 'Equity and Engagement' CUPFA members gave presentations on a broad range of topics such as: evidence-based movement strategies for people with verbal and mobility challenges; the story of Cinderella revisited by focusing on sexual symbolism traced back to ninth century China; cellular research on plants which measure the health of our ecosystems; and an examination of "the face at the window" trope from horror films, used as a multifaceted signifier in theoretical discourse.

Since last year, CUPFA has profiled forty part-time faculty members, each of whom generously volunteered to share their research and creative activities with students, faculty, and the community at large. One of the things that has been particularly rewarding about organizing this series of lectures is the feedback that I've receive from presenters, who have consistently told me how much they enjoyed participating in the MicroTalks and what a rewarding experience it was for them. Based on the overall energy level of the events, I am confident that students and the Concordia community share in this enthusiasm.

CUPFA Special Project

Last March, CUPFA held its first open call for a Special Project grant that would allow a member or team to develop a more in-depth project on the theme of Community Engagement. The recipient of our first open call was Dr. James Freeman, who teaches part-time in the Department of Geography, Planning and Environment. Dr. Freeman has been researching popular culture, public space and political economy in Rio de Janeiro for almost 20 years. His project, entitled "Pacification by Gentrification: Mega-Events and the Transformation of Rio de Janeiro's Favelas", will look at the impact of the World Cup and Olympics on housing markets in Favela communities.

For this year's Community-based Special Project, CUPFA teamed up with the University of the Streets Café, a program that falls under the umbrella of the Office of Community Engagement. University of the Streets Café organizes public conversations in cafés and community spaces across Montreal in order to reinvent the idea of the 'university' by creating spaces for lifelong learning, critical thinking and community engagement in local neighbourhoods. During the winter semester, Dr. Freeman will be a guest

at a University of the Streets Café event, where he will host a conversation that highlights key concepts from his research. Dr. Freeman will also present his research in a public lecture at Concordia in the fall of 2015. Members are encouraged to attend both of these events and consider participating in a future University of the Streets Café by leading a conversation on their research.

Explore Concordia

Explore Concordia is another forum that helps faculty increase their online presence and find out more about other researchers at Concordia. You may remember this project as Research@Concordia. Its name was changed last year to avoid confusion with other university-lead initiatives. Explore Concordia is a visually dynamic gateway that allows faculty to easily create knowledge networks and discover potential connections across disciplines in research, teaching and learning. So far more than 45 part-time faculty are participating. It is easy to create your own online profile. To participate in the site or modify your current page, look for the 'Research Innovation' section on your Concordia portal.

Spectrum

Spectrum is a university-wide resource that allows members to increase their research profile and works' scholarly impact. Spectrum provides faculty with an open access research repository for disseminating academic research and creative work over the Internet. Refereed material can be voluntarily deposited by Concordia faculty with assistance from librarians and staff.

Faculty Profiles

In addition to these online resources, the Concordia website has a new section where members can create and maintain their own custom-made profiles. The easiest way to make or update a profile is by working at a computer on campus. Simply go to the 'Alerts and Profile' section on your Concordia portal. Your finished profile will appear in Faculty Members' section of your Department's site.

Concordia Now

Since last winter, Concordia Now has been regularly writing about our members. So far, articles on Robert Soroka, (JMSB), Francine Jones (Marketing), Vincent Leclerc (Computation Arts), Don Davis (Engineering and Computer Science), Liz Valdez (Department of Theatre), Christine Que (Centre for Engineering and Society) and Stephanie Russ (Print Media) have appeared. The profiles reflect members' passion for teaching, commitment to students, their particular field of expertise and interests, and professional affiliations. The articles provide insight into how these part-time faculty members began teaching, describe their educational background, and detail specific approaches and qualities they feel are essential to creating a dynamic teaching and learning environment.

Fine Arts Research Facilities (Hexagram Infrastructure)

A fiscal event that may affect some of our members' research and creative activity is the end of the CFI grant which funds the Hexagram infrastructure, now known as FARF (Fine Arts Research Facilities). The Office of the Dean is currently working on a proposal for the VP of Research and the Office of the Provost to replace CFI funding. However, even if this request is successful, it is unlikely to maintain FARF at its current capacity. Ideas currently being considered to reduce infrastructure costs include re-absorbing equipment and resources into departmental programs, transferring resources to the Hexagram Research Centre, and maintaining equipment within FARF, but with reduced technical support. While the future of FARF is unclear, the end of CFI funding will likely affect faculty and graduate student access.

Promoting excellence in part-time faculty is made possible thanks to the impressive activities of the CUPFA membership. As always, members are encouraged to send CUPFA notices of their events so that we can include them on our website.

I would like to congratulate Santo Romano (Department of Design and Computation Arts) who was honoured with a President's Excellence in Teaching Award and Stephanie Russ (Studio Arts) who received a Faculty of Fine Arts Distinguished Teaching Award.

My thanks go out to all of our members for their continued dedication to teaching and developing cutting edge research. Once again, I express my deep gratitude to the forty faculty members who have made the CUPFA MicroTalk series a success by sharing their scholarly investigations and creative works with us. Keep up the good work everyone!

Lorraine Oades
Vice President, Professional Development

NOTICE OF MEETING - AGM

All part-time faculty members are invited to attend the
CUPFA Annual General Meeting
on
Thursday, March 19, 2015
Hall Building H -763
4:45 p.m.

Past President's Message

Pleased to see from time to time familiar CUPFA faces at both Association and University events around campus. Events such as the "Thinking out Loud" series", the Conference on Biodiversity and Sustainability and the Micro-talks offered by our own members were all inspiring.

Perhaps not so pleasant was the Annual Pension Association meeting held earlier this fall semester. Was dismayed to observe the same challenges that have now become a chronic pattern at these annual pension meetings. Procedural issues continue to mar what should otherwise be a straightforward and routine meeting. The Pension Committee itself is confused about the rules or seemingly makes rules as they move along.

Please continue to support the CUPFA Executive and the work that is accomplished on our behalf. I hope to see our reps at our Council of Representatives dinner, members at the next gathering of the Pension Committee, and at our next Annual General Meeting.

Maria Peluso
Past President

Communication Is Key

As we celebrate the achievement of our Negotiating team, for having secured a new Collective Agreement, it is important, looking ahead to the next round of negotiations, to keep in mind the importance of good communication. This communication takes various forms, including: reaching out to you, the CUPFA members; promoting rich exchanges amongst us; keeping you informed; fostering feedback and lastly, building and maintaining relations with Concordia. It is both my individual work as Chair of Communication and our collective work as an Executive to ensure that we promote these various types of communication. We work in a myriad of ways to achieve this.

Keeping communication channels open with members is facilitated predominantly by the website and through department representatives. I invite you to log on regularly to the CUPFA website to keep up to date, to find forms and to receive guidance on a variety of topics and questions. Also, keep your department representative apprised of causes for concern, successes and any ideas you may have to support CUPFA.

The Executive meets regularly with the Advisory Council, a group of part-time members who serve on various University committees. They bring the Executive up to date with news from different parts of the University and provide their perspectives on key topics.

Promoting exchange between CUPFA members, at a variety of events, serves to nurture and facilitate collaboration, support and visibility. This in turn makes academic life all the richer, creates better learning experiences for the students and ultimately reflects outwardly to full-time faculty and administration that our work within the University is vital to Concordia's success.

The CUPFA Executive continues to raise the profile of our members, through the Microtalks events, Campus Equity week, professional development grants, awards, for example. This communicates to the University that the service of CUPFA members brings an enormous richness, both in terms of teaching and research, to Concordia and its students.

Sally Cooke
Chair of Communications

Visibility Makes a Difference

A year ago, it seemed that the employer had abandoned its hardline strategies and we were cautiously optimistic about our negotiations with the University. Although the ups and downs in the negotiating process were not entirely unexpected, with the roller coaster ride dynamics came the difficulty of keeping members informed and engaged.

In addition to our regular mobilisation strategies, for the first time we conducted a visibility campaign. We produced materials such as T-shirts, caps, and buttons for CUPFA members and supporters and promoted our activities in newspaper ads, flyers and posters. I am happy to say that our campaign did not go unnoticed. Indeed, we heard about its effect directly from the Administration. Visibility does make a difference.

I want to thank you all for participating in our activities throughout the year. The Annual General Meeting, the Council of Representatives dinner, the MicroTalks, the Shuffle, Campus Equity Week to name a few, all which required me to call, email or speak to you in person. I am especially grateful for the high turn out and strength demonstrated at the Annual Pension Plan Meeting and at the Special General Assembly where we ratified the new Collective Agreement

We all know this new agreement is an interim deal. So the campaign for the next Collective Agreement starts today! The atmosphere out there is filled with talk of cuts and austerity. No one is going to line up to give us anything. We will need to press our demands, and back up our negotiating team if we are to succeed.

Do you want success? You need to make your contribution to ensure it. Everyone can do something, and I am looking for people who wish to play an active role in mobilization. Got some ideas? Got energy? Got a loud voice? Then this is the job for you! In the spring, the negotiations will start anew. Our expectations are for tough times ahead. We need to supplement the voice at the negotiations table with the spirit of the membership. We need to uphold and cultivate the camaraderie and resolve that CUPFA is known for. Let's remain active, visible and identifiable as Part-time faculty.

Want to play a role on the mobilization team? Contact me,

Solidarity!
Erwin Regler, Chair of Mobilisation

PT Faculty Participation in Spectrum:

A count reveals that there are 174 Part Time Faculty members currently on Spectrum. Names were drawn from the Seniority List of 1,020 members and entered into the Spectrum search engine. (There are 603 members with seniority of 12 credits or more.) The count shows that only a small percentage of members are making use of this service. In addition, there are primarily Master's Theses and Ph.D. Dissertations, or a combination of these, which make up most of the submissions. These kinds of submissions are automatically completed by the library, so our members would not have specifically submitted these.

Other kinds of submissions by our members include peer reviewed articles (11), a book section (1) and conference presentations (3). These would have been submitted by individuals. The articles and conference presentations typically involve groups (with Full-Time Faculty). It is clear that Part Time Faculty members are not participating in Spectrum, and they are missing out on advantages such as increased visibility for their work, both University wide and internationally, as well as on opportunities for networking.

Recommendation:

As part of the Spectrum Outreach Program, library members offer demonstrations of submission procedures. I would like to recommend responding to the Library's offer to put on a number of demonstrations for Part Time Faculty. The point would be to bring to the attention of Part Time Faculty the positive aspects of having their work on Spectrum. Our earlier Professional Development survey revealed that, of the members that responded, Spectrum was not well known. The library training demonstrations would at least make the service better known.

What can be submitted to Spectrum?

1. Journal Articles:

Articles submitted to Spectrum must be peer reviewed, and if they are already published in a journal, permission must be obtained from the journal in order to submit it to Spectrum. However, there is a simple form that is filled out for this purpose.

2. Book Sections:
3. Conference Papers and PowerPoint Presentations:

This is an interesting option for Part Time Faculty. The PD Committee is seeing increasing interest in members participating in conferences, and submitting their work on Spectrum enhances professional development.

4. Master's Theses and Ph.D. Dissertations acquired from other universities:
5. The most essential reason may be that Part Time Faculty members can participate in the University Academic Website "Explore Concordia" if they have some work on Spectrum. This is a particularly good website for the enhancement of member visibility and networking.

Dr. Margaret Hodges
Part Time Faculty Representative for the Spectrum Committee

La Voix Française

L'année 2014 se termine avec la ratification d'une nouvelle convention collective 2012-2015. Cet accord aura demandé un travail extraordinaire de notre équipe de négociations mené par Me Patrice Blais chef négociateur, ainsi que de notre président Dave Douglas, Scott Chlopan, secrétaire, et June Riley, trésorière.

Cette infolettre contient des renseignements importants en ce qui concerne les pensions. Mme Riley invite les membres à devenir membre contributif du fonds de pension afin de doubler leurs prestations à la retraite. Certains changements s'annoncent soit des changements aux taux des contributions. L'université peut annoncer de tels changements avant même que le gouvernement du Québec agisse en 2015 en ce qui concerne les plans de retraite universitaire. Il est important de noter que même si un tel changement se produit la clause «grand père» permettra de recevoir les bénéfiques accumulés à cette date. En ce qui concerne notre plan de retraite une séance d'orientation pour nos membres sera tenue le jeudi 17 septembre 2015 dans H-763 chez 4:45 P.M. De plus notre trésorière nous recommande de bien nous renseigner au sujet des dépenses admises par Revenue Canada notamment celles reliés au travail à la maison.

Cette année encore Lorraine Oades, VP Recherche et Développement Professionnel, a organisé des minis présentations (Micro-Talks). Cette activité nous permet de partager nos idées, augmenter notre visibilité et assurez que nos recherches sont reconnues par l'université. Il est important de rappeler à l'administration que la réputation de Concordia est non seulement mesurée par les recherches exécutées par le corps enseignant à temps plein, mais également par les activités de nos membres.

Sally Cooke aux communications nous rappelle l'importance de celles-ci. Mme Cooke nous invite à consulter notre site internet pour tout savoir sur nos activités, se tenir à jour, pour les formulaires et les conseils sur une variété de sujets et réponses à nos questions. Francine Tremblay ftcupfa@gmail.com et Erwin Regler ercupfa@gmail.com invitent les membres à se joindre à eux pour amorcer un dialogue sur la mobilisation.

Venez nous rencontrer à l'Assemblée générale : jeudi le 19 mars 2015 à 16:45 dans le Hall Building H -763

À l'occasion des Fêtes, toute l'équipe vous souhaite un joyeux temps des fêtes et une très bonne et heureuse année 2015.

OFFICE EXPENSE CLAIMS FORMS

Members are reminded to send a letter (do not call or email) to Suzanne Downs, Co-ordinator, Provost's Office, Academic Administration, S-GM 806-05 to obtain your Office Expense Claim Forms for income tax purposes. Please ensure your request is sent as early as possible, in January 2015. 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.

"I would take less money for a bit of respect."
Anonymous

Even though recognition has become a keyword in political and philosophical discussions, how it relates to redistribution is still uncertain and is a matter of debate¹. However, in this short essay I will endeavour to create a working definition and position myself in relation to this issue. Consequently, I wish to argue that recognition must come first, i.e., pay equity and rights follow recognition. But what does recognition mean for CUPFA? In its simplest form, I would claim that it means that CUPFA should have meaningful input in the decision making process at Concordia and respect for our members in their respective departments.

A lack of recognition implies that we are not being accorded the same degree of moral responsibility as full-time faculty. What is specific to such forms of disrespect, as demonstrated by our secondary position, is the feeling of not enjoying the status of a full-fledged partner to interaction. For the individual, having socially valid rights-claims denied signifies a violation of the expectation to be recognised as subjects capable of forming moral judgment. To this extent, the experience of disrespect typically brings with it a loss of the ability to relate to oneself as a legally equal interaction partner² with full-time faculty. If a hierarchy of values is so constituted as to demote part-time faculty, then it robs us of opportunities to attribute social value to our abilities. For some of us, the result of the evaluative degradation is that we cannot relate to our profession as something of positive significance within our department. For others, the experience of this social devaluation typically brings with it a loss of self-worth. Thus, this kind of recognition that this type of disrespect deprives many of our members is the social approval of a form of self-realisation that we had to discover despite all hindrances with the encouragement of our Association.

In *The Struggle for Recognition* (1996), Axel Honneth considers the effect of non-recognition in terms of metaphors that refer to states of deterioration of the human body – scars, injuries and social death and this non-recognition is expressed in feelings of social shame. He wrote that "neither in Hegel nor Mead did we find an indication as to how experiencing social disrespect can motivate a subject to enter a practical struggle or conflict" (135) but Honneth does:

[...] as soon as ideas of this sort (the social causes of individual injuries) have gained influence within society, they generate a subcultural horizon of interpretation within which experiences of disrespect that, previously, had been fragmented and had been coped with privately can then become the moral motives for a collective 'struggle for recognition' (1996: 164)

As the above quotation implies, the seeds of political action are sown through a transformative experience. Political action begins with a) the refusal of an intolerable social situation, b) extends into a fight against the group interested in the permanence of this social situation and c) aims at equity³. Empirically, however, only if the means of communication of a collective are available "can the experience of disrespect become a source of motivating for acts of political resistance" (Honneth, 1996: 139). Reiterating my position I posit that recognition must come first, and that pay equity and decent working conditions for all will follow. This is my standpoint, what is yours? What should CUPFA fight for first – recognition or redistribution?

Francine Tremblay
Chair of External Relations

¹ This debate is best represented by Axel Honneth and Nancy Fraser in Fraser, N., & Honneth, A. 2003. *Redistribution or recognition: A political philosophical exchange*. London: Verso.

² Honneth, A. 1996. *The struggle for Recognition: The moral grammar of social conflict*. Cambridge: Polity Press, pp. 208.

³ Deranty, J-F. and Renault, E. Politicizing Honneth's Ethics of Recognition, *Thesis Eleven*, No 88, February 2007:98

SPECIAL RATES TO CUPFA MEMBERS
PLEASE ENSURE YOU PRESENT YOUR CUPFA MEMBERSHIP CARD

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 at g.schwartz01@sympatico.ca

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.

Technological Support and Assistance Support for Mac, iPhone, iPad, iCloud.

I provide help with basic desktop issues, networking, backups, upgrades, etc. Want to learn? Possibility of teaching courses on Mac basics and related topics. Rates available upon request.

Contact Tim Lapin - mac.meister2012@gmail.com

Stay Connected...Make sure you are aware of the latest issues concerning part-time faculty. Consult our web site at www.cupfa.org regularly and inform us of any changes in contact information.