

Concordia University Part-time Faculty Association Newsletter

CUPFA *News*

Volume 33, No. 1, December 2017

Our Fifth Collective Agreement!



Photo © Concordia University, photo by Lisa Graves.

The Official Signing of the Fifth Collective Agreement, Friday, November 10, 2017

Pictured from left to right: Seated: Robert Soroka, Alan Shepard

Standing front row: Denis Cossette, Laurie Milner, Brigitte Racine, Lorraine Oades, JoséEve McCarthy, Nadia Hardy, Carolina Willsher

Standing back row: Scott Chlopan, Jorgen Hansen, Pierre-Luc Bouchard, Patrice Blais, Sonia Coutu, Roger Côté

From the Editor's Desk

At the Town Hall meeting in October, I asked the members in attendance if they would rather receive a paper copy or a digital file of *CUPFA News*. The answer was overwhelmingly in favour of going digital, a less costly and possibly more environmentally sustainable medium. We decided to make the transition to a fully digital format in two stages: *CUPFA News 2017* can be read online or printed (we are sending paper copies to members who requested one); *CUPFA News 2018* will be fully embedded in our website as a digital magazine.

I hope you find the articles we have put together informative and empowering. Let us know what you think about what you read here and what you'd like to read about in the future.

Laurie Milner
Chair of Communication

Editorial Committee: Laurie Milner,
Robert Soroka
Editor: Laurie Milner
Design: Silva Design

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Association, 2017

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Welcome

Dear CUPFA Members:

In this, my inaugural CUPFA News address, I am pleased to contribute my welcoming remarks. Our “new-look Executive” fittingly presents a “new-look” newsletter. Although still in its nascent stages, it is reflective of an overall shift in the way in which CUPFA conducts its business.

Communication

In the first few months of my mandate as your President, I continue to follow through on my promise to improve communication. Whether it is communication between the Executive and our members, between CUPFA and the University, between CUPFA and our sister unions, or between CUPFA and relevant external bodies, we are creating new channels that allow our members to be “more plugged in.” Laurie Milner’s work on revamping this newsletter is just one of many initiatives scheduled to be executed during this mandate.

Organizational Culture

One of my first objectives at CUPFA was to cultivate a new organizational culture focused on accountability, and to ensure that you, our members, are represented in the strongest possible way. These are not platitudes: some of the changes to the manner in which we conduct our business are visible and others are of a more “behind the scenes” nature. We are evolving as an Association.

Job 1 is “Jobs”

I will not sugar-coat things: our incoming Executive inherited some extraordinary challenges. I have had the opportunity to talk with scores of members whose livelihoods have been severely compromised. Rather than talking “numbers”, let’s look at the human side: many members who traditionally taught 18 credits are now fortunate if assigned 9 in a year; ambitious Department Chairs looking to staff departments with “fresh blood” are sometimes quick to dismiss a deserving senior member’s application; several members (even ones with 90+ credits) are threatened with falling off the seniority list because of scarcity of courses... Unacceptable. We must stand together as never before.

Outreach

In the short time since my election I have thus far met with every Dean, several Department Chairs, the Provost and his staff, Vice Presidents, and of course our University president on several occasions, promoting our place within the Concordia community. I have pledged our intention to work with the university pragmatically, but I have also been categorical: pragmatism is a two-way street. Having met the presidents of each of the Concordia unions, I have received information that will help us at the bargaining table, and offered our assistance to our sister unions. I (along with Nick Papatheodorakos, your Chair of External Relations) have met with other Canadian union representatives from across the country to exchange ideas.

We have established ties with other Quebec unions that represent part-time professors. These are new relationships, and we will continue to cultivate these ones and forge others.

Our inaugural Town Hall meeting in October was an opportunity to hear from you in an informal setting. We gained important insights that could only be gleaned by meeting with you face-to-face; your positive feedback has motivated a second Town Hall, taking place on January 24 at 4:45pm. I encourage one and all to attend, whether you have accumulated over 300 teaching credits, or you have just completed instructing your first course. This is an important Town Hall, because we will be in the throes of negotiating the next Collective Agreement. Your input will be invaluable.

Negotiations

As your President, I am also on your Negotiation team. Upon taking office, I was baptized by fire, joining your Vice President Patrice Blais and Treasurer June Riley at the negotiating table for several months before we agreed on a contract that generated some important gains, some of which were achieved during the last weeks of negotiation, and in large part why we were finally comfortable to deliver to you your most recent Collective Agreement for ratification in August.

We are going back to the bargaining table in January. To this end, you will be receiving a link to a very important survey (to be completed electronically) which will ask you, among other things, for your work-related priorities. We will analyze your expressed priorities to use as a basis for our impending negotiations of our next Collective Agreement.

Getting to Know You

In the next few months:

- you will be receiving invitations to special events, as part of our outreach,
- you will be provided funding opportunities to develop professionally, and
- you will be encouraged to join our more active members as we cultivate a stronger community that allows us to speak in one strong voice.

Since starting this mandate I have heard from members who until this year felt marginalized and wanted to be heard. We are listening. Additionally, there are many university committees that require representation from our constituency. Please let us know if you want to become more involved.

In the coming months I look forward to acquainting and re-acquainting myself with every member, offering different channels and opportunities to do so.

And Finally...

Please sit back and enjoy our CUPFA Newsletter, which features, among other things, content contributed by your Executives...Your feedback is most welcome!

Robert Soroka, MBA, JD
President, CUPFA

You and a Guest
are
Cordially Invited to
CUPFA's First Holiday Dinner

December 22, 2017 -- 6pm

At La Plaza Congress Centre
420 Sherbrooke Street West, Montreal
(a 4-minute walk from Place des Arts metro station,
exit Bleury Street)

Dress: Semi-formal

R.S.V.P. REQUIRED

By December 11, 2017

Reserve: <http://cupfaholidayparty.app.rsvpify.com/>

6 pm Cocktails (hot and cold)
 Non-alcoholic punch
 Cash bar

Music supplied by a well-known DJ

7 pm *Circos Salad*
 Choice of main course:

Braised beef with maple sauce , or
Chicken fiorentine on a bed of fettucine, or
Baked cod with tropical chutney
 *Vegan, vegetarian, and kosher meals can be special
 ordered

Dance floor

Tables: you can reserve a table for 10 by calling the office
(ext. 3691) with the names of the party . . . or you may sit
where you choose

Holiday Delight dessert
Coffee or tea
Soft drinks and water throughout the meal
A glass of wine with the meal

Indoor Parking available, \$10.00

Coatcheck \$3.50 (required)

Cash bar
Special 'night table' later in the evening

Time To be Heard and Set Priorities

The 5th Collective Agreement that was signed on November 10, 2017 has an expiry date of December 31, 2017. The CUPFA Negotiation Team is already thinking ahead to the 6th Collective Agreement. We have prepared an online survey that you will receive soon; we want to know what you think the priorities for the negotiations should be.

The context for these negotiations are:

1. The Quebec government, which slashed the budgets of universities starting in 2012, is now posting surpluses (estimated at 4.5 billion for the current year). With a general election due to take place by October 2018 at the latest, it is likely that the government will be more “generous” towards education.

We still have not recuperated the courses lost during the years 2012-2016 (235 sections). CUPFA members want to work and contribute!

2. On January 1, 2018, the new funding formula for pensions imposed by the Quebec government will come into effect, resulting in a decrease of 1.75 % to 3.5 % in net salary for each employee of the university.

The Employer in many sectors (municipal government, police and fire departments) are giving some compensation to employees for the change in pension contributions. What about universities?

3. Part time faculty must teach 15 courses before being eligible for health benefits in the university.

This is too long to wait for health benefits!

4. The university is stepping up online course offerings.

Part-time faculty have lots to contribute to online course development and delivery!

These four realities are part of the context in which negotiations will take place. **To set priorities for negotiation, we want to hear from you.** What are your working conditions? What issues are most important to you? The online survey, which you will receive soon, is an opportunity to make your voice heard.

The CUPFA executive has an open-door policy – drop by the office or send us an email. Let us hear your views so we can make the needs of our membership our priority.

Talk to us!

Patrice Blais
Vice-President, Collective Agreement and Grievance

Pension Orientation for CUPFA Members on May 22, 2018

On Tuesday 22 May at 4:45 p.m. in MB-9-CD, I will host our annual Pension Orientation. I will review how the pension plan works and take your questions regarding pension. There will also be a certified financial advisor to answer general questions about personal finance. Look for our RSVP that will be sent out by email in the spring. In the meantime you may want to look over our revised documents on how the pension plan works and retirement planning that are now uploaded onto the [CUPFA website](#).

As you know, the Quebec government's required changes to University pension plans will become effective in January 2018. The chief change is that employees must now contribute more than in the past and there is no longer a non-contributory option. We are fortunate at Concordia that employees will be contributing 45% instead of 50% of plan costs as is the case at other Universities. But this still means if you are in the plan your net pay will go down starting in January. Keep in mind the defined benefit plan at Concordia is considered to be a very good one and the benefits still outweigh the costs, even at the higher contribution rates.

During its fall information campaign the University required employees who were already in the pension plan to submit a declaration form by 29 September indicating their desire to be an "Accruing Service" or "Not Accruing Service" member of the plan.

No matter which option you chose, two considerations should be kept in mind. First, you cannot buy back or later make up for contributions you have chosen not to make. If you are not contributing you are permanently lowering your lifetime benefits under the plan. Second, once you are an "accruing service" member of the plan you cannot later choose to not accrue service.

If you were previously in the plan and you chose

to accrue service you will remain an accruing service (contributing) member for the rest of your employment at Concordia.

If you were in the plan before 2018 and opted to "not accrue service" it's too late to change your mind for 2018. However, you can change to accruing service as of 1 Jan. 2019 by using a form that will eventually be available on C-space. The form, once available, will have to be submitted to HR by 30 Nov. 2018.

If you newly qualify to enroll in the plan in 2018 or later, you will have 30 days from the date you receive your eligibility letter from the University to submit a form indicating your choice to accrue service or not in the plan. If the University does not hear from you within the 30-day deadline you will be automatically enrolled as an accruing service member starting on 1 January of the year after you qualify. You can only opt out for up to 2 years, after that you will be automatically enrolled as an accruing service member.

If you have not yet qualified to be a member of the pension plan:

Try to plan your course load so that you teach 3 courses within a single calendar year. You can then be enrolled starting in January of the year after you qualify. In the meantime you may want to take advantage of the Group RRSP or Group TFSA options now available by payroll deduction. See our paragraph below.

If you are married when you start to draw your pension:

Your actual pension benefits will be less than what is indicated on your pension statement. This is explained in our documentation about the pension plan. Any plan members with a spouse can request from Pension Services an estimate of the reduction in pension for spousal benefits. Contact pensions@concordia.ca. You can also go to the [pension@ccess](#) portal and

use a spousal benefit calculator. The calculator will base its estimate on your accumulated funds as of your last pension statement - it cannot project forward. But it can give you a rough idea of the reduction in your pension plan due to various spousal survivor benefit options.

New Concordia University Group RRSP & Group TFSA Plans

Whether you are a member of the pension plan or not, all CUPFA members can now contribute to a group RRSP or TFSA at Concordia. You make 100% of the contributions but you can contribute by payroll deduction, which is a great way to save automatically. The management fees are low and you can set a variety of investment goals within these plans. There are many potential benefits from this. Search for Group RRSP and Group TFSA on C-Space for more information.

Your Employment Expense Claims for your 2017 Tax Return

You can claim the costs of an appointment with a financial planner as part of your home-office expenses. You can also 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. Some of our members have been audited.

June Riley
Treasurer



Photo by Laurie Milner

June Riley and Francine V. Jones at the Meet & Greet, August, 2017

REMINDER: OFFICE EXPENSE CLAIMS FORMS

To receive an Office Expense Claim Form for income tax purposes, send a letter (do not call) to Suzanne Downs, Coordinator, Provost's Office, Academic Administration, S-GM 806-05 as early as possible in January 2018. Do not wait until tax time. Suzanne Downs cannot respond to last minute requests and no one is obliged to help you then.

Professional Development Budget Carryovers

Some important gains from the last two Collective Agreements are helping us manage and sustain the Professional Development budget.

For several years running CUPFA contested the way the University calculated the Professional Development carryover. Instead of calculating the carryover for large grants based on the amounts awarded in any given budget year (May 1 to April 30), they based it only on the monies awarded that were actually reimbursed in the same year. This meant that monies that were allocated in one budget year but not claimed until the next budget year fell out of the calculations.

This was a problem for several reasons. According to our Collective Agreement, CUPFA members have one year from the time they receive notification of funding to claim their large grant expenses. That means that any monies awarded from two of the three PD grant deadlines -- October 15 and January 15 -- can be claimed in the following budget year, which is the case for most of the applications we receive and fund in these two rounds.

Until recently, we were only allowed to carryover one-third of our PD budget, which didn't always cover unclaimed but already allocated funds. In order to avoid losing what the University refers to as "unspent" monies – meaning PD funds that were allocated but not reimbursed in the same budget year – the negotiation team for our latest Collective Agreement was able to secure an increase in the carryover from one-third to one-half of our PD budget in any given year.

This increase in carryover will help safeguard the PD budget; however, it means that, for the next year or two, the PD budget will be tighter as we readjust from what was in the past a very precarious system.

This tightening will be partially offset by gains made in the 2012-15 Collective Agreement: the

Professional Development budget is now based on the contract salary for a 3-credit course multiplied by a factor of 33. This is good news because it means that the budget now goes up each year in tandem with our contract salary increase, instead of remaining at a flat rate until a new Collective Agreement is signed.

Both of these amendments to our Collective Agreements will make an appreciable difference in helping to efficiently manage the Professional Development budget and allow us to continue to successfully support the exciting research and training endeavours undertaken by our members.

Lorraine Oades
Vice President
Professional Development

Notice of Meeting

CUPFA Annual General Meeting

All part-time
faculty members are
invited to attend the
CUPFA Annual General
Meeting on Wednesday,
March 21, 2018

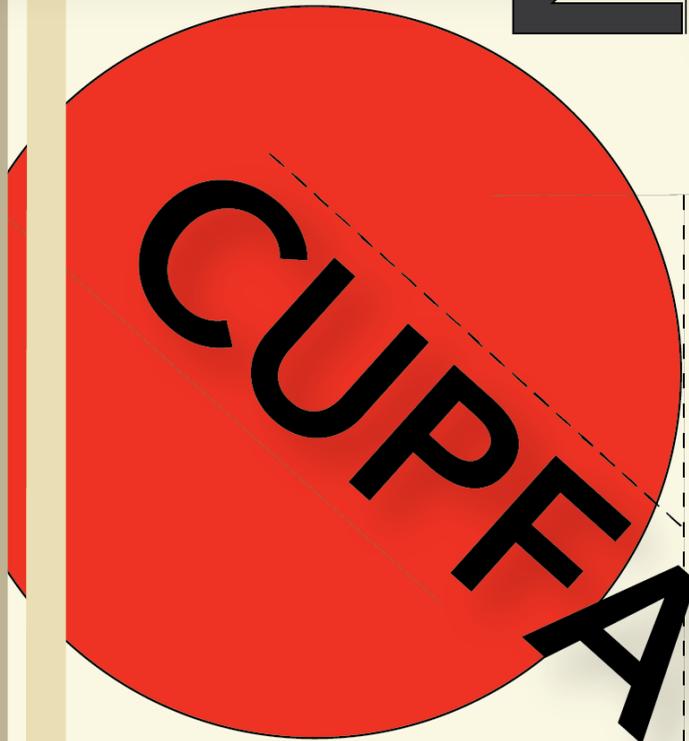
4:45 pm
MB 9CD

Come and be heard.

TOWN HALL 2

2018

Winter



Please join CUPFA President Robert Soroka and members of the Executive as we kick off the new year with a second Town Hall meeting. We are listening. Let us know what matters to YOU. Refreshments will be served. Wednesday, January 24, 2018, 4:45 – 7:30 pm. MB 9F.

By the Numbers: A Call for Rebranding, Recognition and Cooperation

Campus Equity Week (CEW), held in October, was an eye-opening event: as we engaged with students about our working conditions and what we have to offer as part-time professors, there was a realization that students actually know very little about what we do. The students are not alone in not knowing about our work – our full-time peers and the university administration routinely overlook our contributions to teaching, research and the university community.

Part-time professors have come to represent approximately 50% of all undergraduate course lecturers in Canada; some provincial studies have even pegged this number as high as 55% to 60%.

Rebranding

To overcome this pervasive disregard, we need to rebrand how we are seen and how we see ourselves. This starts with the titles we use to describe ourselves. We are “professors.” Titles such as part-time teacher, instructional practitioner, sessional, sessional lecturer and course lecturer are inadequate at conveying who we are and what we do. Part-time professors are found in almost every field of study, our members are active contributors in those fields, we deliver quality courses that combine current theory with professional real world expertise,

providing the highest standard of education that meets contemporary needs.

In “[By the Numbers: Contract Academic Staff in Canada](#),” a research study currently underway by the Canadian Association of University Teachers (CAUT), preliminary findings reveal what we know firsthand:

- Part-time professors have come to represent approximately 50% of all undergraduate course lecturers in Canada; some provincial studies have even pegged this number as high as 55% to 60%.
 - Closer to home in JMSB, five years ago 63% of courses in the Management and Human Resource Management majors were taught by full-time professors while only 37% by part-time professors; by the end of 2016, these numbers had reversed, with full-time professors teaching 46% and part-time professors teaching 54% of the courses. The percentage of part-time professors would be even higher if it were not for an increase in Long Term Appointments (LTA).
- While full-time professors on average undertake more research and produce more publications than part-time professors, since it is inherent in their position, the work experience of part-time professors who are practicing artists, musicians, engineers, psychologists, lawyers, journalists and entrepreneurs, etc., represents an important value for our students. Moreover, many part-time professors are active in research: 40% of the CAUT survey respondents had undertaken to produce articles for peer reviewed academic journals.
 - At Concordia, sixty-three projects by part-time faculty were approved for Professional Development funding in 2015-2016: twenty-four for the creation

of original cultural work, eleven for research, and twenty-four for presenting at conferences. This does not include member's projects that are funded by other sources.

**We are "professors."
Titles such as part-time
teacher, instructional practi-
tioner, sessional, sessional
lecturer and course lecturer
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Recognition

Claiming our status as "professors" and overcoming the "part-time" image is important, but not enough. The reality is that we are contingent labour: contract employees, who work from term to term. Our work situation is precarious, with most of our members never certain of obtaining courses each term. The administration must be made to recognize our contribution, our value and understand our need for greater security. According to CAUT, part-time professors earn 67¢ for every \$1 earned by full-time professors, yet often do the same amount of work: 51% of those surveyed worked between "most to a few days a week for 8 hours a day" and 88% worked "most to occasionally every weekend" on contract teaching related activities. The reality is, our members are not "part-time" but "full time contingent workers." The CAUT study found that 39% of the respondents were dependent on their teaching salary to pay their monthly bills, while another 24% said they had another source of income that they could count on for a short period of time. These inequalities and precarious conditions need to be addressed by the administration – by being more flexible in the next round of negotiations on salary and benefits and by encouraging the Chairs of each department to rely on the long-term commitment and expertise of

their part-time professors rather than LTAs.

Cooperation

We also need to develop our relationships with fellow unions and especially our full-time peers at Concordia. While we may offer slightly different skill sets, both part-time and full-time professors aspire to the same goals for our students and the university. However, the administration has been able to take advantage of a divide that exists between us. In the last round of negotiations, the administration achieved its goals by dealing with each of its unions separately, locking each one into conditions that then forced the others to agree to similar terms. To avoid such tactics and to secure better working conditions for all our members, we need greater coordination between unions. At the recent CAUT Contract Academic Staff Conference, we learned of other approaches and cultures. For instance, the Queen's University Faculty Association (QUFA), which represents both full-time and part-time professors, has developed a culture based on cooperation and unity, enabling them to improve on their bargaining position to the benefit of all their members.

**The reality is,
our members are
not "part-time"
but "full time
contingent workers."**

The conference presenter from QUFA acknowledged it wasn't easy to accomplish this change in culture and it is not a one-size fits all for all unions, but the cooperation upon which it is based has resulted in obvious long-term benefits. We too need to change our culture and work together – no matter how hard or long it takes.

Nick Papatheodorakos,
Chair of External Relations

Quebec Law on the Religious Neutrality of the State (RSQ, 2017, c. 19) (Bill 62) and the Upcoming Provincial Elections

A lot of ink has been spilled on the merits and implications of Bill 62, the newly adopted law on the neutrality of the State. This law would never have received the level of attention that it has had its scope not been extended, in its late stages, to include people receiving a public service in addition to people providing that service.

Is the religious neutrality of the State really a problem in our university and in society in general?

This is a valid question. Concordia is a very multicultural university and yet there have been no problems reported around this issue. In the broader context of Quebec society there is little to support the idea that there is a problem. Ironically the greatest support for this legislation comes from areas where it would not be enforced on anyone.

Is the law constitutional?

That question is already before the courts and will be answered in due time. The government must be aware that there are solid arguments for why the law is unconstitutional. Among these is Oakes test, established by the Supreme Court in *R v Oakes* [1988] 1 S.C.R. 103, which stipulates "that the means chosen [to achieve collective goals must be] reasonable and demonstrably justified." Moreover, they should impair fundamental rights or freedoms "as little as possible." Can one argue that a ban on clothing in the context of taking a university course is the minimal impairment? The government will have to work hard to find arguments to defend the constitutionality of Bill 62.

But do they even care?

The question of the constitutionality of the

law will not be answered any time soon, and definitely not before the next Quebec general election, which will be held at the latest in October 2018.

The government must be aware that there are solid arguments for why the law is unconstitutional.

Conclusion:

The PQ and the CAQ are opposed to this law because, they argue, it does not go far enough. By adopting Bill 62, the Liberal government has put the opposition in a corner about identity politics and cast themselves as the reasonable party. The electoral backlash they will experience from this will be minimal while the electoral opportunity will be great.

The regulations for Bill 62 will not be available until sometime next summer. Clearly, the government is keeping all options open: if – a few months before the election – they believe it is to their advantage to enact the regulation, they will; if it is not, they can find an excuse not to.

Do not worry about this law too much for now. Bill 62 is not about the neutrality of the state – it is about winning the next election.

Patrice Blais, Vice-President
Grievances and Collective Agreement

Supporting Student Scholarships

The annual Memorial Golf Tournament, held in early August, is a charity event that pays tribute to the four professors who were tragically killed in 1992. Each year, faculty, staff, students and alumni come together to enjoy a day of golf and raise money for student bursaries. This year, as in previous years, CUPFA was a 'hole-sponsor' for "two 'closest-to-the pin'" contests; our union was front and center at the event, with CUPFA signs and banners on the tee-boxes. Together the participants raised over \$7,000 to help our students succeed!

The Shuffle, another community event designed to raise scholarship funds, was a huge success this year. A record total of \$106,000 in donations and sponsorships was reached, far exceeding the totals in previous years, which have typically been in the range of \$70,000 – \$80,000! CUPFA was a proud "Silver Sponsor" of the event. We ran a table at the kick-off where we talked to shufflers and gave away caps and buttons. To thank the many members who participated in this worthy event, CUPFA sponsored the first 15 members who signed up.

As pedagogues, we can be proud of these efforts to help our students by supporting scholarships. As members, we can be certain that CUPFA's presence is noticed by all who participate, from students to senior administration. I personally derive a great deal of satisfaction from these events and look forward to next year's versions.

Scott Chlopan
Executive Secretary



Photos by Laurie Milner

Shufflers: Alison Loader, Doina Lecca, Scott Chlopan and Krzysztof Dzieciolowski

Why Feminism Still Matters

We don't have to look far these days to see why feminism still matters. The claims of sexual harassment and assault against A-list celebrities and high level politicians that have been dominating the news recently demonstrate that abusive power dynamics remain pervasive. Recent findings published by the [Canadian Women's Foundation](#) affirm what many of us already know: there is still work to be done to achieve gender equality in Canada. Based on statistics from 2014, the study showed that:

- Although 62% of university undergraduate students in Canada were women, female university graduates earned \$62,800 annually, while men earned \$91,800.
- Women executives were paid less, on average, than their male peers.
- Women's lower earning power meant they were at a high risk of falling into poverty if they had children and then become separated, divorced, or widowed.
- Women were less able to save for their retirement and more likely to be poor in their senior years.
- The risk of falling into poverty meant that some women are sometimes forced to stay in abusive relationships, despite the danger.

These are some of the reasons that, in February 2017, CUPFA brought together twelve members of the Concordia community to discuss their perspectives at a CUPFA MicroTalk event titled Feminism Matters. Conceived of and moderated by CUPFA's past-president Maria Peluso, Feminism Matters featured 6-minute presentations by part-time and full-time faculty and students, including: Alex Antonopoulos, Kimberley Manning and Geneviève Rail from the Simone de Beauvoir Institute; Beatriz Bartolomé from Film and Moving Image Studies; Colleen Gray from History; Emilee Gilpin and Linda Kay from Journalism; Valérie Lamontagne, pk Langshaw and Alison Loader from Design and Computation Arts; and Dayna McLeod and Katerina Symes from Communication Studies. Talks



addressed transfeminism, invisible labour, indigenous gender relations, back alley abortions, the Feminist University, inspirational women artists and writers, manufacturing consent for HPV, and the Uterine Concert Hall.

Feminism doesn't only concern women: as a movement, it has always cast a wide net to include many forms of social inequality that affect us on multiple fronts and have a direct

Photo by Augusta Isidori

Feminism Matters, MicroTalks, Feb. 2017

impact on our financial security and personal wellbeing.

For instance, if you are teaching part-time at Concordia, or on a contract basis anywhere, it can be difficult to make ends meet. At Concordia, part-time faculty teaching a full load of 18 credits, regardless of gender, are paid well below the \$62,800 national average earned annually by women in Canada with university degrees, and doesn't come close to the \$91,800 average earned by men. And as many of us know firsthand, it is becoming increasingly difficult for members with 90 seniority points or more to attain 18 teaching credits, or for members with 24 seniority points or more to rely on a 12-credit teaching load, while some of our members are in danger of losing their seniority all together.

The recent stories in the news remind us of the importance of remaining vigilant, united and strong. We cannot afford to not take past gains for granted but must continue to stand up for the dignity and equality of all, whether this means demanding an end to sexual violence and harassment or insisting on equity for part-time faculty in the university context.

Please look out for future CUPFA MicroTalk events, your attendance is always appreciated. If you would like to see videos of the Feminism Matters presentations, please go to the video section of the CUPFA website: <http://www.cupfa.org/videos/>.

Lorraine Oades
Vice President, Professional Development



Photo by Laurie Milner

Nick Papatheodorakos, Kathleen MacDonald and Laurie Milner at the Meet & Greet, August, 2017.

Mobilization Dispatch

**As we embark
on the next round of
negotiations in January,
we will need your
participation more than
ever!**

Here are some events and activities we have developed to bring members together to build a strong base for effective mobilization.

CUPFA Surveys

At the end of November, you will receive two online CUPFA surveys, one about your working conditions and needs as a part-time faculty member, the other about additional duties. The information the membership provides will help the executive negotiate for the things that matter most to you. Please fill out the surveys and encourage your colleagues to do the same. We want to hear from everyone!

Holiday Dinner

Come celebrate the end of the Fall semester at a holiday dinner for CUPFA members and guests! On December 22nd, 2017, CUPFA will host an elegant evening at La Plaza. You and a guest will be treated to dinner, a drink and great company. Don't miss out on this special event. RSVP by December 11 at CUPFA holiday Dinner [Reservations](#).

Town Hall

Back by popular demand! On January 24th, 2018, we are hosting a second Town Hall to listen to CUPFA members about what matters to you. The meeting will take place from 4:45 PM until 7:30 PM in MB 9F. Be sure to mark it on your calendar!

Thanks !

Thanks to everyone who participated in events in 2017:

Feminism Matters, the AGM, the Special Meeting to ratify the 5th Collective Agreement, the Orientation Meet and Greet, the Town Hall, and Campus Equity Week activities.

The A.G.M.

The 2018 CUPFA Annual General Meeting will take place on March 21. This is an important opportunity to participate in decision making in the union. Please come and let your voice be heard: MB 9 CD, 4:45 PM – 7:30 PM.

The union

is only as strong as the membership that supports it. Going into bargaining,

please remember that united

we are strong, mobilized

we are a force to be reckoned with.

Erik Chevrier
Chair of Mobilization



Photo by Laurie Milner

Joseph Snyder and Stuart Thiel at the Town Hall, October 2017.

And on we go!

We are a lively bunch in CUPFA: a big, diverse, multi-talented group of thinkers, makers and doers. We are -- I'm happy to say -- a multiplicity, a potent agglomeration, an unstoppable mélange.

Our passions and diversity are what make us formidable.

And now, as we embark on negotiations for our 6th Collective Agreement, let's channel our combined energies toward securing the equality of part-time faculty in the university.

Let's keep talking!

On behalf of the entire CUPFA Executive, I wish you all safe, happy holidays and a brilliant new year!

Laurie Milner
Chair of Communications

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