

Concordia University Part-time Faculty Association Newsletter

# CUPFA

Volume 35, No. 1, January 2020

# News



## Official Signing of the Sixth Collective Agreement

The Official Signing of the Sixth Collective Agreement, Monday, November 4, 2019

Pictured from left to right: Seated: Graham Carr, Robert Soroka

Standing: Sonia Coutu, JoseEve McCarthy, Roger Côté, Laurie Milner, Lorraine Oades, Scott Chlopan, Anne Whitelaw, Jason Camlot, Patrice Blais, Nick Papatheodorakos, June Riley, Raida Baklouti, Michael Mondelli, Andie Zeliger, Erik Chevrier, Vincent Ares, Carolina Willsher.

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## From the Editor's Desk

Congratulations CUPFA on 30 Years of Solidarity and Strength!



Maria Sibylla Merien, plate from *Metamorphosis Insectorum Surinamensium*, 1705

We have clout at the negotiating table, the respect of our sister unions, and a membership that is second to none in its quality and commitment. Three decades of hard work brought us to this point; let's take a moment to celebrate and then... let's continue the fight!

Laurie Milner  
Chair of Communications



# Message from the President of CUPFA

## Our New Collective Agreement

I am pleased to report that 2019 was an even more positive year for CUPFA by all objective standards. To paraphrase several great journalists, here is the “news you need to know”:

In November we signed our 6th Collective Agreement (the second such signing in less than 3 years). The Agreement runs until April 2021, which means that for the first time in over a decade we will be working under a current contract for more than 3 months. Our newest agreement generated significant salary gains, increased large-class stipends, and a hefty retroactive pay that you would have received on December 19th. The total amount of retroactive pay came in at \$2.5 million for our members! These monetary gains were complemented with increased seniority-list protection, limitations to non-members taking away courses from us, a lower threshold for members to gain access to more abundant professional development funds, a lower threshold to secure tuition waivers and health plan benefits, and a memorialized agreement on the assignment and remuneration of online course development contracts, which has already reaped benefits for at least one member.

With this new Agreement, our counterparts at other Canadian Association of University Teachers (CAUT), representing 70000 professors, with whom we meet and exchange notes, agree that CUPFA members comprise one of the strongest constituencies in the country.

## Our Constituency's Communication Platforms

We continue to receive positive feedback from our members about the new platforms we have created.

Our Town Hall meetings continue to provide an opportunity for members to offer feedback for the Executive in an open forum. Your concerns are important, and led to gains at the bargaining table. For example, the feedback received about timely access to office space and the need to review class size ceilings, among other things, have led to positive changes and ongoing talks to ultimately improve the quality of our work life.

Our “Under 24 Credits Club” has already generated positive results. Concerns expressed by our more junior members about job security has led to changes in the way “course overloads” are handled.

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“Coffee/Lunch with the CUPFA President” were informal events in a more intimate setting that led to members expressing a variety of diverse concerns. For example, it was at one of these sessions that I was made aware of concerns about threatening student behaviour in the classroom. We subsequently hosted two seminars related to handling these concerns, and the Provost’s office has assured the Association that they will have two additional seminars related to this concern this spring. As well, the Provost’s office confirmed that resources will be made available to any CUPFA member who has an immediate need to address such issues. All of this after a brief discussion over a coffee!

## Positive News – Jobs and the LTA Situation

I am happy to report that our aggregate job situation continues to improve, according to the actual numbers.

In the 2016-17 academic year, CUPFA members taught 1996 sections.

In the 2018-19 academic year, sections taught by CUPFA members increased to 2093 sections.

In the 2016-17 academic year, the LTA-assigned sections numbered 763.

In the 2018-19 academic year, the LTA-assigned sections decreased to 708.

Not accounting for inflation, these increased courses taught by CUPFA members constitute a net salary gain of approximately \$873,000.00.

For the last two and half years, I have been meeting with Chairs, Department Administrators, Deans, the Provost and Deputy Provosts, working to ensure that we repatriate work that was lost to LTAs. While the numbers speak for themselves, there is still much to do. Although the aggregate numbers are trending positively, there remain a small number of outlier Departments which are proving a little slower. It is these departments on which attentions will be focused in 2020.

## Relations With the University Community

In early December, CUPFA hosted our 2nd annual Department Chairs and Assistants luncheon meeting, affording your CUPFA Executive and staff a chance to meet and exchange thoughts in an informal environment. In attendance were the Provost, Deputy Provost and two Deans, as well as the new university President, Graham Carr, who expressed his satisfaction about the unprecedented collegial relations enjoyed between CUPFA and the University, contributing to a win-win environment.

I chair the Inter-Union Council, a committee comprised of the Presidents of all Concordia’s sister unions. In 2019 we met every few weeks, providing an important forum to share common concerns about our employer surrounding collective bargaining and a variety of other issues

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having an impact on our working conditions. The solidarity established with other bargaining units will continue to provide collective support for our common concerns.

As always, in 2019 CUPFA continued to support students, related to their finances. Through our Endowment Scholarship Fund, our participation at the Concordia Memorial Golf Tournament and the Concordia Shuffle, we will continue to support the financial needs of our students. Additionally, we continue to oppose increases in student fees on all levels at the University. Indeed, *our working conditions are our students' learning conditions.*

## Outreach – External

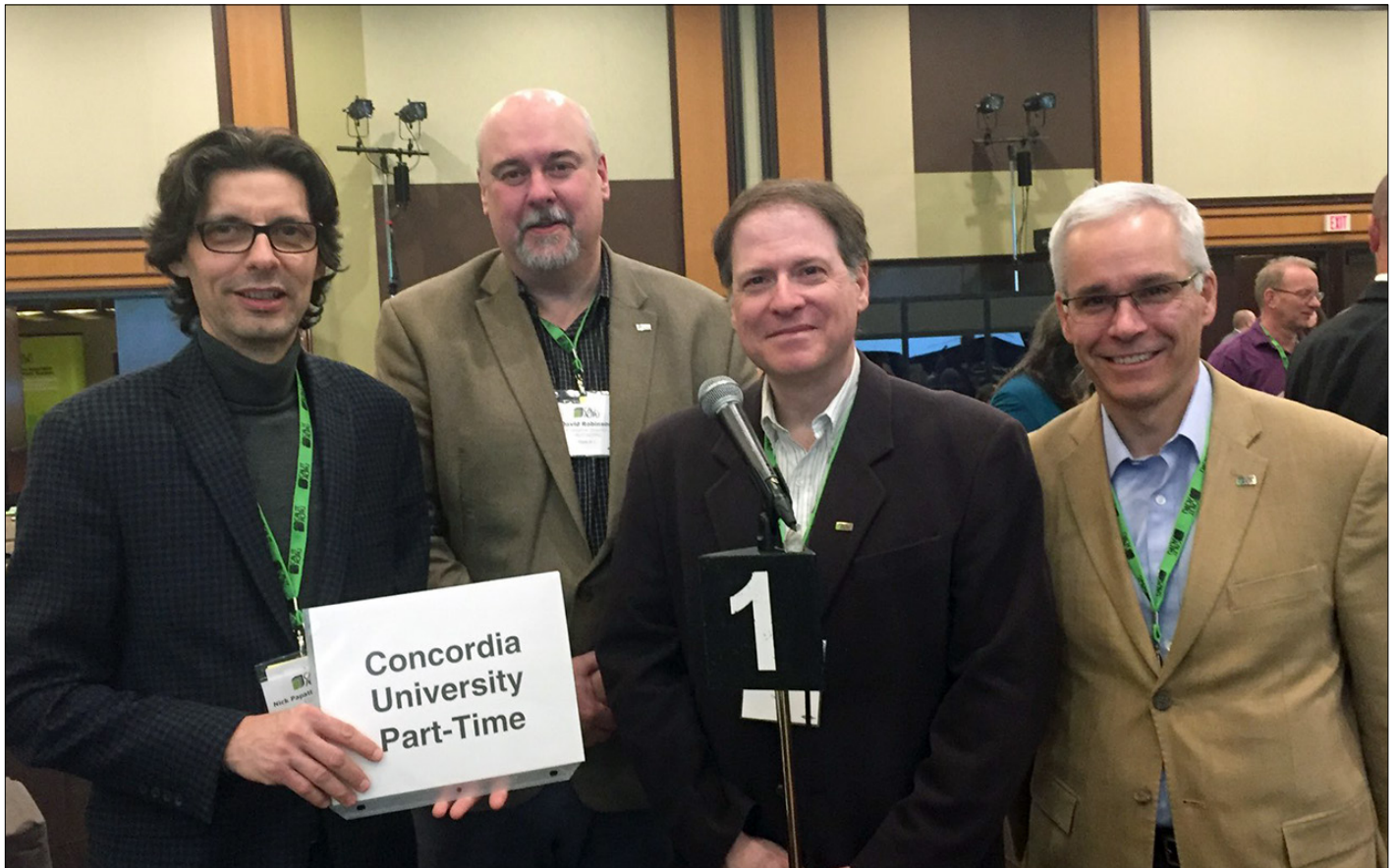
Nick Papatheodorakos and I continue to meet regularly with our sister unions from across Canada and Quebec to forge relations. In addition to continued collective relations here in Quebec with FNEEQ, Nick has won CUPFA's first Committee seat at CAUT (Canadian Association of University Teachers), giving our union a national Canadian presence. Bravo Nick!

## Outreach – Internal

In 2019 it was a pleasure to meet with many of you at specific departmental-themed meetings. I was delighted to have had meaningful exchanges with individual Departments, and to have further individual, private exchanges with members of all 54 departments at various times in 2019. This is indeed the best way to glean concerns that ultimately leads to more productive solutions with our employer.

## Labour Management Relations

Between attempts at informal resolutions and full-blown grievances, I, along with Patrice Blais and Nick Papatheodorakos, attempt to resolve outstanding issues within this parity committee. Some of the issues we have addressed range from the scarcity of, and access to, office space (shared or private) to questionable posting requirements, and everything in between. The success we have enjoyed within this Committee has resulted in a significant reduction of grievances and improved relations at the bargaining table.



Nick Papatheodorakos and Robert Soroka with David Robinson, CAUT Executive Director, and James Compton, CAUT President

## Expansion of Professional Development

Our new Collective Agreement scored increases in newly available Professional Development funds. Now let's put those funds to good use!

## Our 2019 Holiday Dinner and 30th Anniversary Celebration

Our 3rd annual 2019 Holiday Dinner was an unqualified success. Our new venue sat over 270 participants, who enjoyed good music, cuisine, and raffle prizes as we jointly celebrated CUPFA's 30th anniversary. This dinner has replaced other smaller events, which attracted very low rates of attendance and were not cost effective. The overwhelming feedback received from our members is to continue this annual occasion to celebrate and enhance our collegiality.



## The To Do List

As positive as the news is, there are a number of initiatives I will be addressing in 2020:

### **Negotiations and YOU:**

Historically we surveyed members to assess what our focus should be at the bargaining table. In the last couple of years we have also incorporated our public platforms, such as our Town Halls and the Under-24 Club, as well as our Pension and Benefits information session hosted by our Treasurer June Riley (representing us on our new seats on the Benefits and Pension Committees) for input. In 2020 I will be introducing another element. Before going to the bargaining table,



Nick Papatheodorakos and Robert Soroka with members of the CSU Executive: Chris Kalifatidis, Patrick Quinn and Isaiah Joyner

I will invite members to a general meeting at which time your Nego Team will present to you a PROJECT. We will ask for your feedback and ultimately your ratification of the Project. This Project will be the foundation of our negotiations.



### **Professional Development and YOU:**

With significant funds at CUPFA's disposal, more of our members in more Departments must be made aware of what funds we have available and what projects can be financed. As well, members must be made aware about how these funds are being used in a timely manner. This will entail refining the PDF allocation process to be more transparent, democratic and accountable.

### **Communications and YOU:**

In keeping with the advances made in media communications, our modes of communications - be it CUPFA News, notices, videos or our website - will be explored to enhance our image in a dynamic manner.

### **Committee Work and YOU:**

I am fortified by the number of members who responded to last year's email to become involved with CUPFA in some way. In April we will once again be sending an email reminding members to submit their candidacy to sit on one of the University committees, all of which are critical to strengthening our collective solidarity.

## **Final Thoughts**

Last year at this time, I mentioned that perhaps the most gratifying result of our increased communication efforts is the increased volume of emails and calls I have been receiving from you asking for help on issues big and small.

If anything, this sentiment has only grown stronger.

I will continue to host several outreach sessions during the next year, because you are CUPFA's greatest and most reliable source of information.

My hallmark will continue to be accessibility and openness, quick response and execution. I will continue to meet with members on weekdays and weekends, early morning and late at night, because urgent matters do not always conveniently fall during "regular business hours".

I eagerly look forward to our continued exchanges in 2020.

I am humbled by your trust, at times sharing very personal and emotional concerns that I am privileged to work through with you.

I would also like to take this opportunity to express gratitude:

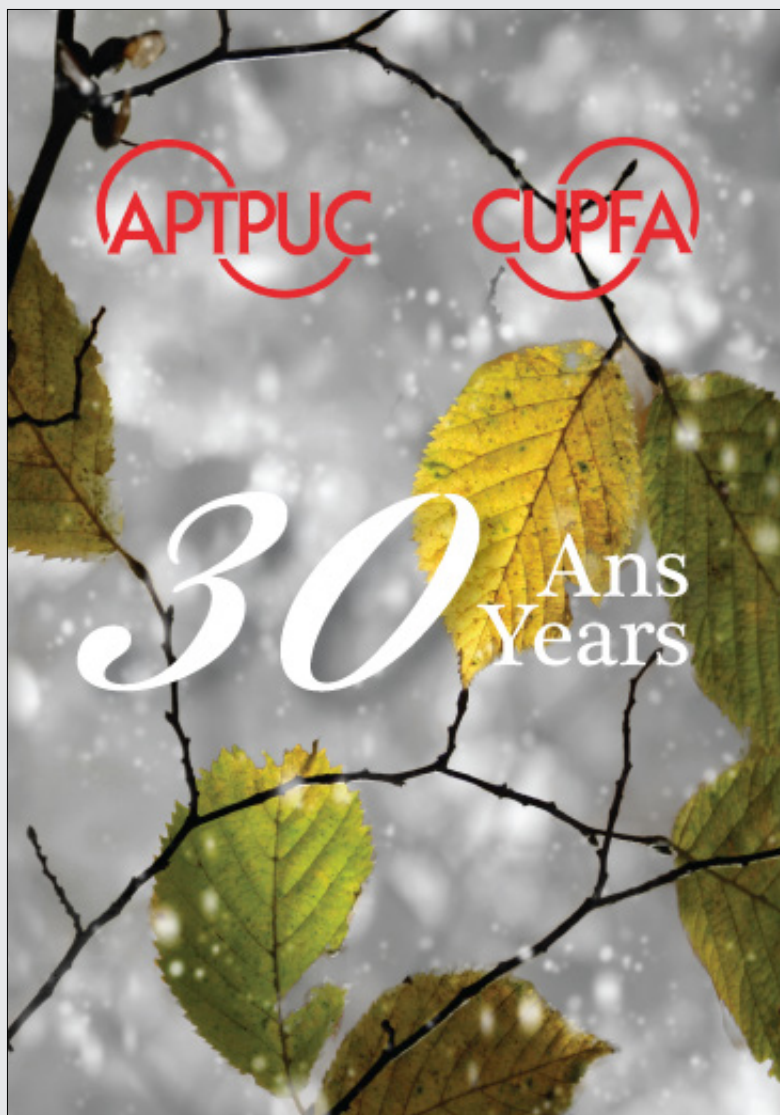
To all of the members who have served as representatives on committees and councils over the last academic year, thank you. Your service is invaluable and contributes to our strength.

To our CUPFA Executives and Staff, thank you for your dedication to your respective portfolios.

To our members who attend our meetings and events and share valued feedback: thank you for your time and presence.

We look forward to continuing our efforts to ensure that our working conditions are optimized in every meaningful way.

Robert Soroka, MBA, JD  
President, CUPFA



# The 7th Collective Agreement

The 6th Collective Agreement was signed on November 4, 2019. It will expire on April 30, 2021. Unlike the previous two negotiations, where the negotiation process started right after the implementation phase (or even concurrently), this period will allow us some time to reflect collectively about the orientations we want to give for the 7th Collective Agreement.

The main achievements of the last three Collective Agreements (from the fourth to the sixth), covering a nine-year period (2012-2021), and despite years of austerity and government cutbacks, are as follows:

## Monetary gains:

Salary increases of 20.9 %

Extra student contract rate increase of 34.5%

Professional Development fund increase of 25.6% plus indexation to the annual pay increase

## Lower eligibility threshold for benefits for CUPFA members:

Professional Development grants from 24 to 18 credits

Tuition Waiver from 50 to 21 credits

Comprehensive Health Plan from 50 to 40 credits

Deferred Salary Leave from 75 to 60 credits

## Increased representation (42.9% increase in credits remissions) on the following University bodies

Board of Governors (voting seat with committee participation)

Board of Governors Benefits Committee

Board of Governors Part-time Benefits Committee

Pension Committee

Senate seat for Gina Cody School of Engineering and Computer Science

Faculty Council seat for the Gina Cody School of Engineering and Computer Science

All Search Committees for Departmental Chairs

Minimum representation on Departmental Councils and Departmental Curriculum Committees

## Other areas of improvements:

Access to research funds grants (Letter of Agreement on adjunct designation)

Improved access to additional duties such as online course developers, academic advising etc...



## The next Collective Agreement

Turning to the future, we should look at what we want to achieve with the next Collective Agreement. The priorities expressed by the membership in our surveys and consultations prior to negotiations were focused on the categories of work, respect, and recognition.

We should be creative in finding solutions that represent our priorities. The University is experiencing growth at the graduate level and with online courses. From the University's Strategic Directions, we can see where Concordia is heading. We need to brainstorm creative ideas to increase job opportunities,

fight the precarity of our employment, and gain more job security.

We are an essential part of the academic mission of the University and we deserve the respect that comes with it. Let's define what we mean by respect. If we do this together, and move ahead together, the stronger we will be and the more we will achieve.

In solidarity,

Patrice Blais  
Chief Negotiator  
Grievance

## Notice of Meeting

### CUPFA Annual General Meeting

All part-time  
faculty members are  
invited to attend the  
CUPFA Annual General Meeting on Wednesday,  
March 4, 2020

4:45 pm  
MB 9CD

Elect Your Executive for  
2020-2023

# The Importance of Finding a Personal Financial Advisor or Planner

Every year CUPFA hosts a Financial Planning Orientation. At that meeting part-time faculty ask questions about the pension plan and general issues related to their financial security. Sometimes, though, members bring more specific issues about their individual situations, which we cannot address. This highlights the need that I believe everyone has: to find a personal financial advisor or planner.

A financial advisor can help to assess your current financial situation, help you develop your financial goals and needs, give advice on investments, and review and help you update your investments. A financial planner can advise on short-term goals like saving for a residence, or for life-long support on a wider range of financial issues including how to save on taxes, appropriate levels of insurance, estate planning and more.

But the process of finding just the right advisor or planner for you can be complex and time consuming. My message to you is that this is something everyone can and should do.

Most financial institutions such as banks and insurance companies will provide rudimentary personal financial advice at no charge provided you have an account at that institution.

They are paid to sell the products that their companies provide – which may be fine. Then there are independent investment management firms that do not have their own mutual funds and can give perhaps more objective advice

for free to account holders. Finally there are independent financial advisors who charge a fee for their services, which you can claim on your taxes as part of your home office expenses. The point is, you can interview prospective advisors before you decide to open an account.

To help you through the various criteria to consider, questions to ask, and ways to find just the right financial advisor or planner for you, I am currently writing an article which will be posted on the CUPFA website in January. In the meantime, the two links below should help you get started on your search for just the right advisor for you.

<https://www.canada.ca/en/financial-consumer-agency/services/savings-investments/choose-financial-advisor.html>

<https://www.mymoneycoach.ca/blog/find-best-cfp-certified-financial-planner-advisor-manage-money-retirement-planning-wealth-management-personal-finances.html>

## Financial Planning & Pension Orientation for CUPFA Members on 6 February (location: MB 9 CD)

On Thursday 6 February at 4:45 pm I will host our annual Financial and Retirement Planning Orientation. I will take your questions about pension and other retirement issues. Once

again we are very happy that Nadine Parla will be there to help answer questions about financial planning. Look for our RSVP that will be sent out by email in early January. In the meantime you may want to look over our documents on how the pension plan works and on financial and retirement planning that are now uploaded onto the CUPFA website.

### **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. Once you become a member of the plan you remain in the plan, even if your workload decreases in later years. You can also, at any time, take advantage of the Group RRSP or Group TFSA options now available by payroll deduction. This is described in more detail 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 due to provincial rules related to patrimony laws. 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](mailto:pensions@concordia.ca). You can also go to the pension@access portal on C-space under HR/benefits, and use a spousal benefit calculator. It can give you a rough idea of the reduction in your pension plan due to various

spousal survivor benefit options.

### **Concordia University Group RRSP & Group TFSA Plans:**

All employees of Concordia University can now contribute to a group RRSP or TFSA at Concordia. You can contribute by payroll deduction, or directly through your own bank. The group plans are run by Great West Life (GWL) and, importantly, the management fees are low. You can also choose a specific “investment profile” to match your personal financial goals. You can take a survey on line, or get live help by phone, to determine which investment profile is right for you. Search for Group RRSP and Group TFSA on C-Space under Services – Human Resources for more information. There is also a PowerPoint presentation on the CUPFA website under Financial Planning that will take you through the basics of these plans.

### **Your Employment Expense Claims for your 2019 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.





Member Michael Beigleman and Miriam Hopmeyer at CUPFA Holiday Dinner. Photo: Brandon Brookbank

Some of our members have been audited.

## Sun Life Comprehensive Health Insurance

Under our new collective agreement (CA), members with 40 seniority credits will be eligible to enroll in the Comprehensive Health Plan (down from 45 credits under our previous CA). In August 2018 the insurer changed from Desjardins to Sun Life. The following link to C-Space shows that the coverage has remained precisely the same between the two insurers, but we note that administration of the plan under Desjardins had by 2018 become

somewhat haphazard, probably owing to the complexity of the plan.

<https://cspace.concordia.ca/services/hr/benefits/cupfa-cuceptfu/health.html>

Our employer is now engaged in a regular review of most employee benefits including the health insurance plan. This process will take at least another year to complete. We will communicate to you all relevant details of the outcome of this as they become available.

My final message to all CUPFA members is that if you have concerns regarding any issue to do

with employee benefits please bring it to my attention at [june.riley@cupfa.org](mailto:june.riley@cupfa.org). It will be my pleasure to look into your concerns.

June Riley  
Treasurer



Marie-France Nolet and member Craig Morrison, at CUPFA Holiday Dinner. Photo: Kinga Michalska

## Your Professional Development Funds: An Investment in our Members

Since April 2012, CUPFA has awarded over 400 large grants to part-time faculty. While these grants pale in comparison to funding full-time faculty have access to through external research bodies like SSHRC and FRQSC, they help enormously when it comes to extending our reach beyond the immediate classroom. Despite vast differences in access to resources, the contributions of part-time faculty are second to none. For part-time faculty, a little money goes a long way.

You only need go to ePD, an electronic archive of CUPFA Professional Development activities (<https://cupfa.org/professional-development/epd/>), to see shining examples of research and training projects undertaken by part-time faculty. There you will find over 100 examples of cutting-edge research, exemplary scholarship, outstanding performances and musical events, an impressive array of art exhibitions, festivals, international conference presentations, publications, online magazines and more that have been organized, developed, created, edited, curated and produced by CUPFA members.

Part-time faculty are ambassadors for Concordia both at home and across the globe. As such, we share our knowledge and expertise and return to teaching refreshed and rejuvenated with enhanced perspectives and insight. Our constant drive to stay informed and contribute to a larger conversation in meaningful ways feeds directly back into the classroom and impacts curricular development at the university.

Our members should take a moment to congratulate themselves on their continued commitment to research and professional development, enhanced by funding available through CUPFA. Your activities enrich our students' learning experience and help redefine the perception of part-time faculty at Concordia, an institution we take pride in being a part of.

If you have not yet applied for a Professional Development large grant, and have a minimum of 18 credits as of the latest updated seniority list, make sure you consider doing so soon. Your contributions to Concordia matter!

Lorraine Oades  
Vice-President Research & Development



# Looking back on our first year of membership in CAUT

Last year, after having evaluated the Canadian Association of University Teachers (CAUT) for two years, we determined that membership in CAUT would be a good fit for CUPFA: it would allow us to maintain our independence while gaining the strength of a national association of 70,000 fellow members. After a year of membership, I can report that the value of membership has been significant. Among the benefits are:

1. **Information exchange.** Throughout the year, we have benefitted from access to CAUT specialists, detailed reports and articles on the CAUT website, and the CAUT mail server, which allows the 65 member unions to exchange information and participate in a free flow of discussion and debate on a wide variety of issues. An ongoing discussion about the value of course evaluations, existing private services that provide them to Universities, and members' first-hand experiences with them is proving to be particularly helpful as we push for greater protection of our members and work towards a more formative approach at Concordia.
2. **Improved relations with CUFA.** A key benefit of membership in CAUT is the opportunity it affords for the development of stronger relations between CUPFA and the Concordia University Professors Association (CUFA). Our two unions have face-to-face time at CAUT meetings, conferences and social events, and are offered many opportunities to address and work on common interests both at CAUT and at home, in the university. This has led to greater trust, comradery and respect.
3. **Strength in numbers.** We have witnessed resounding mobilization of support for fellow member unions in their battles against employers. For instance, the recent strike announcement by the University of Northern British Columbia Faculty Association (UNBC FA) resulted in an outpouring of public advocacy through email campaigns and financial support from fellow members.
4. **National presence.** CAUT provides our union with a national presence and access to stakeholders that were unavailable to us before. With my recent nomination by the Council to sit as a member on the Contract Academic Staff (CAS) committee, we will have an even larger voice on the national level and opportunities to help mold policy that impacts CUPFA and other faculty associations across the country.

**5. Access to professional services.** CAUT offers services that were previously unavailable to us or would come at a significant financial cost to CUPFA. Over the past year, we were able to submit questions or request information directly related to specific points in our negotiations, and to obtain legal opinions on outstanding general issues. Recently, CAUT accepted to assign a Chief Returning Officer and legal counsel for our upcoming elections, at no cost to CUPFA. Other services that are available, if needed, include mobilization resources, communication support and a very healthy strike fund.

We look forward to a long and fruitful relationship with CAUT.

Nick Papatheodorakos  
Chair of External Relations



Nick Papatheodorakos with Sarika Bose, Chair of CAUT Contract Academic Staff Committee and Kristin Cavoukian, CAUT Member

# Your Personal Security

Although a large part of CUPFA's efforts focus on your financial security in the form of increasing work opportunities, ensuring access to health and pension benefits, and protecting your employment rights, our concerns are equally as ardent with respect to your personal security and well-being.

## Personal Security After Evening Classes

Many of our part-time members teach courses that are scheduled in the evening. Members teaching such sections who are concerned about their personal security should be aware that the University's Security Services patrols the campus. Depending on where you are teaching, that may not be enough. You may also request for security personnel to accompany you after your evening classes by calling the "Safe Walk Program" at 514-848-3717. Security personnel will immediately assist by walking with you to your destination.

In some cases, classrooms are situated in locations that need additional monitoring. In such cases, after notifying your Department, it is also a good idea to notify CUPFA so we can follow up. To wit, one of our members alerted CUPFA that she was uncomfortable exiting a night class situated in the CL Building, which was completely vacated by the time her class ended. CUPFA alerted security and followed up with both the member and the Department to ensure that appropriate measures were taken. As well, CUPFA ensured with a number of stakeholders that proper outdoor lighting was installed for those teaching evening classes on the Loyola Campus.

## Interpersonal Security

### The Office of Rights and Responsibilities

CUPFA has been an active supporter of the Office of Rights and Responsibilities with our direct input into drafting and establishing: a Code of Rights and Responsibilities, Policy Regarding Sexual Violence, Policy on Harassment, Sexual Harassment and Psychological Harassment (applies to all employees), Protocol on the Coordination of Urgent Cases of Threatening or Violent Conduct, and Policy on Student Involuntary Leave of Absence.

Our input is enhanced every year with feedback to this office about their operations and procedures at the Senate and Board of Governor levels. The Office of Rights and Responsibilities offers impartial, confidential, and independent services to those with concerns about the behaviour of any member of the Concordia community. It is here you can come to if you are a victim of any form of harassment or belligerent behaviour. They are located in GM 1005 ext. 8659 from Mon-Fri from 9 a.m. to 5:00 p.m.

### The Sexual Assault Resource Centre

A very important resource, the SARC listens to you, helps you determine what to do, and can accompany you to medical or police services. They are located in H-645, ext. 3461 and open Mon-Fri from 10 a.m. until 4 p.m.



## Ombuds Office

The Ombuds Office's role is to assist in the resolution of concerns and complaints brought forward by a student or a faculty member that falls under the purview of the Code of Academic Conduct. The office is independent, confidential, and accessible to all students and faculty who are concerned about the assignment of a grade, plagiarism, academic freedom or copyright infringement. Please ensure you first contact CUPFA directly as other provisions of the Collective Agreement will also safeguard your rights.

## CUPFA's Historic and Proactive Role in the Promotion of our Members Security and Well Being

Historically, at the Senate and Board of Governors levels, and in some cases, direct representation in the creation of various offices, CUPFA participated and advocated for the creation of the Sexual Assault Resource Centre and the Office of Rights and Responsibilities. CUPFA continues to promote provisions that protect members against any threat to their personal security. Policies and actions from these offices are reviewed annually and feedback provided.

More recently, CUPFA participated in the vetting of the "It Takes All of Us" online training session to promote awareness of sexual misconduct in all of its forms, and actively endorsed this important informational resource. Among the many critical takeaways from this online session: members of this university community were made to recognize that certain behaviours that were once inappropriately tolerated are in fact actionable violations. Additionally, CUPFA has been, and continues to be proactive in safeguarding the rights of the LGBTQ community. We helped

ensure that gender free bathrooms are available and accessible to trans-gendered members. Freedom from discrimination and benefits available to same-sex couples are inscribed in the CUPFA Collective Agreement.

At its inception, CUPFA appointed two of our members to sit on the Standing Committee on Sexual Misconduct and Sexual Violence, and those members have been active in advocating for positive change in culture and helping coordinate efforts to prevent and respond to university sexual violence and sexual misconduct. As a result, clarity about these types of abusive situations has been improved.

## Lastly...

Knowledge is power. I invite you to review Article 4 of our CUPFA Collective Agreement which memorializes, among other things, your rights to personal security, academic freedom, copyright protections, and freedom from harassment. Your security matters in all its forms.

Robert Soroka  
President

# Challenges of Younger CUPFA Members and the Labour Market of Tomorrow

“Employees are getting the upper hand in the market”  
“Record low unemployment”  
“Shortage of employees”

Statements such as these were all over the news and the internet in the last year. This will not be the end of it. With the aging population and many people retiring, a healthy influx of new people to the workforce will be necessary to sustain our social programs economically and satisfy the requirements of employers. Politicians who try to capitalize on the fear of immigration must be very careful because the current state of the labour market depends on immigrants to fill the jobs. Looking strictly at supply and demand, it should be good news for working conditions in general.

How is this new reality reflected in the academic sector and especially with part-time faculty? At Concordia, the impact of shifts in the labour market varies a lot from one department to another. One trend that we have seen is an increase in overload requests in the Gina Cody School of Engineering and Computer Science, where recruitment of new part-time faculty has been difficult. We have noticed a similar pattern in the Sciences sector. In sectors such as the Arts, the effect has not been felt as strongly.

In order to address the reality of the new labour market, and outreach to that part of our membership, CUPFA created the “Under 24 Credits Club”. The group includes CUPFA members with less than 24 credits of seniority; most are younger part-time faculty with less than 5 years of teaching experience at Concordia. Many are happy to teach at university, but it is getting harder for the university to retain them over a long period of time. They also proportionally tend to participate less in union activities and their voices are not heard as loudly as they should be. By making a special outreach to them, listening to their priorities and considering what conditions should be put into place to retain them at the university, we can not only renew CUPFA’s membership, but we also keep our profession attractive. Taking care of CUPFA’s younger members today is strengthening our profession tomorrow.

Patrice Blais  
Vice-President, Collective Agreement and Grievance

# Supporting Student Scholarships

Once again, I have become involved with annual events that raise money for Concordia student scholarships. All CUPFA members can be proud of our Association's support for these events, which reached record breaking levels again this year.

It was the 26th year for the annual Memorial Golf Tourney, held in early August. This event commemorates 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. This year, as in previous years, CUPFA was the 'hole-sponsor' for a 'closest-to-the pin' contest. Our union was front and center at the event, with CUPFA signs and banners prominently displayed on the course and our CUPFA team participating in the game. Money raised from this event is used to award five scholarships of \$1,000 yearly (one for an undergraduate student from each of the four faculties, and one graduate student).

The Shuffle, in its 30th year, was a great success again this year. The total amount raised for scholarships at this event keeps rising year over year, setting new records along the way. 2019's version has raised \$130,000; and over the 30 years the amount has reached almost \$1.6 million. CUPFA has been a proud "Silver Sponsor" of the event over the years. For the last few years, CUPFA has sponsored the small contingent of members who participate with a donation of \$20. I hope more part-timers will join in next year; it's a fun day!

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

Scott Chlopan  
Executive Secretary, CUPFA

# Building Your Online Dossier

In the October hiring round of the 2019-20 academic year, CUPFA and the University agreed to begin providing a new feature within the FRIS application system: the online dossier. Optional until the hiring round in May of 2020, it is designed to eventually replace the paper Academic & Professional Service Dossiers (APSD) kept in Departments throughout Concordia. Given how uneven the practices surrounding APSDs have been in the past (some Departments would shred certain contents such as previous applications after a few years, while others maintained documents going back to the 1970s), the Association considers this new feature an important gain for our members. This article will provide a few key points and tips about using it.

1.

With a few minor exceptions, the online dossier is accessible year-round. The only times members cannot modify their dossiers are between the application and recommendation deadlines provided for in the Collective Agreement, i.e. in early March, mid-to-late May and mid-to-late October, when Part-Time Hiring Committees are meeting to make course assignments and require a stable set of application-related materials to work with.

2.

The online dossier does not replace the supplementary materials provided with applications when qualifications must be demonstrated. Uploading and directing to Departments a PDF containing your cover letter, c.v. and any other qualifications-supporting documents is still necessary, with the online dossier acting as an additional reference for PTHCs, should the committees feel that they require further information in their qualifications deliberations.

3.

Within FRIS, the user interface for the online dossier is relatively straightforward. Accessible 24/7/300+ days via the topmost menu choices of the Part-Time Online Application, the new feature includes a series of tabs offering a wide variety of items, among them:

**Basic info:**

Contact info, education, professional credentials, awards, language skills

**Biography:**

Text and images may be included



**Employment:**

Concordia work history appears automatically, with room for other academic and non-academic work experience

**Research:**

Areas and sub-areas of research and research-creation can be described textually and with images

**Publications/Contributions:**

Text only

**Participation/service:**

Text only

**Performances/Installations:**

Text, images and video/audio links may be included

**Interviews & Media relations:**

Text only

**Other:**

Text only for any elements not otherwise covered

We encourage all members who have not already done so to build up their online dossiers between now and the May 2020 hiring round, when they will officially replace hard-copy dossiers.

Michael Pinsonneault

Assistant to the Vice-President, Collective Agreement and Grievance



Members Fabienne Cyrius and Audrey Jahasz at CUPFA Holiday Dinner. Photo: Kinga Michalska

# Information Security at CUPFA

Information security is a hot topic these days. Every CUPFA member should consider the safety of their personal information. As CUPFA's IT Consultant, I have focused on the integrity and availability of our data while making efforts to improve its confidentiality. I have streamlined the backup processes of our union's core data and secured off-site space to back up this data with a trusted technology partner. Where third-party services must use our data, I have worked to eliminate the possibility of unauthorized access to this data while maintaining full use of these services.

In plain language, you should feel a little safer about CUPFA's handling of your data. If our

offices burnt down, our backed-up digital records would allow us to recover full services for our membership. If someone wandered into our offices, they would have a hard time wandering off with your personal information. If the executive gives someone access to CUPFA's online services, that person can complete their tasks without getting to see everyone else's personal information.

These changes are sensible and gradual improvements that have allowed us to carefully expand our digital services in a way that respects our membership. CUPFA now has a solid foundation on which to build more

and better services for our membership, be it directly through CUPFA, through online services made available by the University or through the use of trusted technology partners. In doing so, we will always balance the convenience of technology against the security of our members' data.

Stuart Thiel  
Technical Consultant



Member Stuart Thiel and Karen Bennett at CUPFA Holiday Dinner. Photo: Kinga Michalska





Dancing at the Holiday Dinner, December 2019. Photo: Robert Soroka.

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