

SCHEDULE "A" UNCONTESTED POSITIONS

Vice President Collective Agreement and Grievance

Patrice Blais, Department of Political Science

Board of Governors (2001-2004, 2018-2020), Senate (2000-2004, 2013-18), Political Science Part-Time Hiring Committee (2010-2017), Department Council (2016-2020), Management Department Council (2016-2018), Grievance Committee (2010-2020), CUPFA VP Collective Agreement & Grievance (2010-2020), CUPFA Priorities Committee (2016-2017), CUPFA Chief Negotiator 4th Collective Agreement (2012-2015), CUPFA Chief Negotiator 5th Collective Agreement (2015-2017), Labour Management Committee (2010-2020), Labour Law Legal Practice 2006- 2020).



Nominated by Michael Pinsonnault (Music), Stuart Thiel (CSSE), and Robert Soroka (Marketing).

Practicing lawyer with over 10 years of experience in labour law, I have had the privilege to serve as CUPFA's VP Collective Agreement and Grievance since 2010. I successfully headed the negotiation team of CUPFA's fourth, fifth, and sixth collective agreements. I am looking forward to continuing to defend the rights of part-time professors, to fight the precarity of our position, and improve our teaching assignment opportunities at Concordia.

Avocat avec plus de 10 ans de pratique en droit du travail, j'ai le privilège de servir comme VP Convention Collective et aux Grievs de CUPFA depuis 2010. J'ai dirigé avec succès l'équipe de négociation de la 4^e, 5^e, et 6^e Convention Collective. C'est avec enthousiasme que je désire continuer à défendre les droits et intérêts des professeurs à temps partiel, combattre la précarité nos emplois et and d'améliorer nos possibilités d'emplois à Concordia.

Treasurer

June Riley, Department of Finance and Economics

Pension and Benefits Committee (2018-2020), Pension Sustainability Forum (2014-2020), Teaching and Learning Committee for Arts and Science (2011-2012), Enrollment Management Committee (1997-1999), Part-Time Hiring Committee (1998-2020), Finance Department Council (1998-2014), CUPFA Treasurer (2011-2020), CUPFA Negotiating Committee (2014-2020).



Nominated by Bertram A. Somers (Finance), David Desjardins (Economics), and Patrice Blais (Political Science).

I will be honoured to serve another term as your Treasurer. I will continue to provide successful orientations for the membership on the topics of pension plan and retirement. Comprehensive information about these issues is on our website. Our strike fund is worth just under \$3 million, up from \$1.25 million in 2011. I provide financial and economic analysis as part of our collective agreement negotiation team. I seek your continued confidence and support.

Je serai honorée de servir un autre mandate en tant que trésorière. Je continuerai d'organiser des sessions d'information pour les membres sur les régimes de pension et de retraite. Il y a de l'information

exhaustive a ces sujets sur notre site internet aussi. Nos fonds de grève s'élèvent maintenant un peu moins de \$3 millions, comparés à \$1.25 millions en 2011. Sur l'équipe de négociation, je contribue en fournissant des analyses financières et économiques. Je sollicite votre confiance et appui continus.

SCHEDULE “B” CONTESTED POSITIONS

President

Neil A. Fernandes, Departments of Management and Marketing

Central Advisory Health and Safety Committee, Advisory Council Committee.

Nominated by Lorraine Oades (Studio Arts), Victoria Stanton (Studio Arts), and Rhonda Buckland (Applied Human Science).

I’ve taught at Concordia for over 30 years and have extensive work experience in all facets of H.R. management. My considerable Labour Relation’s experience includes having successfully negotiated CLFAs with over five nationally and internationally affiliated unions. I’ve presided over strikes and arbitration hearings at provincial Labour Ministries. I’ve drafted and implemented numerous organizational policies and procedures. With over 35 years of relevant experience, I would bring considerable accomplishments to the role of CUPFA’s President.



J’enseigne à Concordia depuis plus de 30 années et possède une vaste expérience en gestion des ressources humaines. Mon expérience dans le domaine de relations de travail inclus la négociation de plusieurs conventions collectives, et ce avec plus de cinq différents syndicats d’envergure nationale et internationale. De plus, j’ai participé à la résolution d’arrêts de travail et aux audiences d’arbitration avec le ministère provincial du travail. J’ai rédigé et participé à la mise en œuvre de plusieurs politiques et processus d’affaires. Avec plus de 35 ans d’expérience pertinente, j’apporte des réalisations considérables au poste de président de APTPUC.

Robert Soroka, Departments of Marketing and Management

Senate (2016-2020), Secretariat and Member of Inter-Union Council (2017-2020), University Appraisal Committee (2020), Program Appraisal Committee, GDBA – Graduate Certificate (2016-2017), Strategic Planning Committee, John Molson School of Business (2013-2014), Honorary Degree Committee (2017-2020), Advisory Search Committee for Dean of John Molson School of Business (2015-2017), Dean’s Teaching Award Selection Committee (2012-2016), Pension Sustainability Committee (2017-2018), Labour Management Committee (2017-2020), Ombuds Terms of Reference Committee (2017), Part-Time Hiring Committee (2010-2020), Part-Time Hiring Committee (2010-2020), Advisory Marketing Department Chair Search Committee (2014-2015), Member of CUPFA Negotiating Team (2017-2020), Implementation of CUPFA Collective Agreement (2015), Grievance Officer (MCLIU, 2016-2017), Faculty Representative (MCLIU, 2016-2017), Joint Labour Relations Committee (MCLIU, 2016-2017), Personnel Committee Representative (2000-2014, 2016-2020).



Nominated by Nick Papatheodorakos (Political Science), Patrice Blais (Political Science and Management), and Scott Chlopan (Education).

As President, I negotiated two Collective Agreements, online course rights, salary and professional development fund increases, greater accessibility to benefits, seats on Pension/Benefits committees, improved security for senior members and increased course limits for junior members. LRA sections are reduced; our sections increased. Communications optimized with Town Halls, “Under 24 Credits” Club,

and outreach to departments. I serve on several committees, including Senate; I look forward to continue defending the rights of all CUPFA faculty. <http://ca.linkedin.com/in/robert-soroka>

Comme président, j'ai négocié deux conventions, des augmentations de salaire et du fond de perfectionnement professionnel, un meilleur accès aux avantages sociaux, des sièges sur le comité Pension/Bénéfices, une meilleure sécurité d'emploi pour membres seniors, plus de cours pour les juniors et améliore les communications avec des assemblées publiques. Nos cours sont plus nombreux avec la réduction des ALT. Siégeant sur plusieurs comités et au Sénat, j'ai hâte de continuer à défendre tous vos droits.

Chair of External Relations

Nick Papatheodorakos, Department of Political Science and Management

President's Search Committee (6 months), Labour Management Committee (2.5 years), JMSB Strategic Planning Committee (6 months), Online Course Negotiations Committee (3 months), Management Department Part-Time Hiring Committee (4 years), CUPFA Chair of External Relations (2017-2020), CAUT Contract Academic Staff Committee (1 year), Joint Labour Relations Committee, Negotiation Committee (McGill).



Nominated by Robert Soroka (Marketing), Patrice Blais (Political Science and Management), and June Riley (Finance).

As Chair of External Relations, I have successfully expanded CUPFA's Quebec inter-union relations and achieved national representation through CAUT. I have also applied my legal and industrial relations experience to advance members' interests in labour relations, selection of the next President of Concordia and negotiation of online course development. I look forward to further developing these successes and the skillsets gained for the benefit of CUPFA.

Comme responsable des relations externes, j'ai développé les liens inter-syndicaux de l'APTPUC au Québec et obtenu une représentation au niveau national par l'IACPPU. J'ai utilisé mon expérience en droit et en relations industrielles pour bonifier les droits des membres, ai participé à la sélection du recteur de Concordia et négocie le développement des droits pour les cours en ligne. J'ai hâte d'amener ces réussites encore plus loin pour le bénéfice des membres de l'APTPUC.

Victoria Stanton, Department of Studio Arts

Nominated by Neil A. Fernandes (Management and Marketing), Donna Nebenzahl (Journalism), and Steven Scott (Theological Studies).

Active in the Montreal arts community for 25 years, I am an award-winning artist and devoted arts educator whose practice is predicated upon community building. I have a long history of community service within arts/cultural organizations and community radio (article, ESSEmagazine, RAIQ, 3e Imperial, VIVA! Art Action, CKUT), and, as alumni of Concordia University, was a founding member of the Frigo Vert, organizing the first ever organic foods farmers' market on campus in 1993.



Active dans la communauté artistique Montréalaise depuis 25 ans, je suis une artiste primée et une chercheure-enseignante en art dévouée dont la pratique est axée sur le développement communautaire. J'ai une longue histoire d'implication dans les milieux communautaires au sein d'organisations artistiques / culturelles et de la radio communautaire (article, revue ESSE, RAIQ, 3^e Imperial, VIVA! Art Action, CKUT). De plus, en tant qu'ancienne étudiante de l'Université Concordia, j'ai été membre fondatrice du Frigo Vert, en contribuant au tout premier marché de producteurs d'aliments biologiques sur le campus en 1993.

Francine Tremblay, Departments of Sociology and Anthropology

Steering Committees, Council for Art and Sciences, Part-Time Hiring Committee (2004-2015), External Relations (2010-2017).

Nominated by Salinda Hess (Sociology and Anthropology), Lorraine Oades (Studio Arts), and Janice Clarini (Sociology and Anthropology).

My name is Francine Tremblay (Sociology/Anthropology); I am seeking your support to serve as your Chair of External Relations. I have served in this capacity from 2010-2017 and made solid connections. In 2015, I participated in an International Conference on Education in Ottawa, at that time everyone agreed that our unions must rethink their position in a changing socio-economic environment. It is in this spirit that I am seeking your support.



Je m'appelle Francine Tremblay (sociologie/anthropologie). Je vous demande votre appui pour occuper le poste de relations externes. J'ai servi à ce titre de 2010 à 2017 et pendant ce temps, j'ai fait des connexions solides. En 2015, j'ai participé à une Conférence internationale sur l'éducation à Ottawa, à l'époque, tout le monde était d'accord pour dire que nos syndicats devaient repenser leur position dans un environnement socio-économique changeant et c'est dans cet esprit que je sollicite votre appui.

Chair of Mobilisation

Erik Chevrier, Departments of Sociology, Psychology, Communications, SCPA, Political Science

CUPFA Department Representative in Sociology (2018-Present), Member of the Part-Time Hiring Committee for Psychology and Sociology at Concordia University (2014-Present), CUPFA representative on the Arts and Science Faculty Council/Steering Committee (2015-Present), Vice-President External of the Concordia Graduate Student Association (GSA) (2008-2010), GSA Representative on the Canadian Federation of Students (2008-2010), GSA Representative on the Canadian Federation of Students – Quebec (2008-2010), Independent Student Director in the GSA (2007-2013), Chair of the Concordia Student Union Judicial Board (2001-2004), Board Member of the Concordia Food Coalition CFC (2018-Present), Strategic Development Committee for The Hive (2018-Present), Board Member of Coop Collective Vision (2006-Present), President & Founder of Co-op Collective Vision (2006-2015), Founding Member of the Alternative University Project (2011-2012), Founding Member of the Popular Learning Network (2011-2012), Board Member on the Concordia Student Broadcast Corporation (2008-2010), Advisor for the Optative Theatrical Laboratories (2007-2013), Member of the Association for Media Education of Quebec (2006-2010), Advisor for Project Media (2008), Workshop Coordinator for the Montreal Infringement Festival (2007-2008), Advisor on the Atwater Digital Literacy Project (2007), Campaign Coordinator for Uberculture Collective (2003-2006), Chair of Mobilization for the Concordia University Part-Time Faculty Association CUPFA (2015-Present), Vice President of Bargaining of TRAC Union (2012-2014).



Nominated by Lorraine Oades (Studio Arts), Laurie Milner (Studio Arts), and Neil A. Fernandes (Management and Marketing).

Erik is Chair of Mobilization at CUPFA (since 2015). He teaches courses on food, culture, media, social economy, community activism and social psychology. Erik co-founded Co-op Collective Vision, a social enterprise that offers media education for Montreal youth. He served on the Concordia Senate and the Board of governors (including the Governance and Ethics and Finance Committees). Erik was VP Bargaining of the TRAC Union and has worked with many organizations and associations. www.erikchevrier.ca

Erik est le Directeur de la Mobilisation à CUPFA depuis 2015. Il enseigne des cours sur l'alimentation, la culture, les médias, l'économie sociale, l'activisme communautaire et la psychologie sociale. Erik a cofondé Co-op Collective Vision, une entreprise sociale qui offre l'éducation aux médias aux jeunes de Montréal. Il a siégé au Sénat de Concordia et au Conseil des gouverneurs (y compris les comités de gouvernance et d'éthique et des finances). Erik a été vice-président négociateur du syndicat TRAC et a travaillé avec de nombreuses organisations et associations. www.erikchevrier.ca

Stephanie Mitelman, Department of Applied Human Sciences

Part-Time Hiring Committee for Applied Human Science (3 years) Applied Human Sciences Library Committee.

Nominated by June Riley (Finance), Jennifer Haynes (Applied Human Sciences), and Jonathan Schacter (Accounting).



Stephanie Mitelman, MA, has been part time faculty in the Department of Applied Human Sciences since 2005. Through her work with non-profit organizations such as the Sexual Health Network of Quebec, Stephanie has an extensive understanding of how mobilization is achieved through outreach, participation, and partnership. Stephanie strives to attend to the needs of CUPFA members and foster a collaborative and inclusive environment, where members will have the opportunity to address issues that matter to them.

Stephanie Mitelman, MA, fait partie du département des sciences humaines appliquées en tant que professeur à temps partiel depuis 2005. Grâce à son travail au sein de plusieurs organismes sans but lucratif, tels que le Réseau de la Santé Sexuelle du Québec, Stephanie a acquis des connaissances approfondies à propos de la mobilisation et la façon dont elle peut être atteinte par le biais de la sensibilisation, la participation et le partenariat. Stephanie s'efforce de répondre aux besoins des membres de CUPFA tout en favorisant un milieu collaboratif et inclusif où les membres auront la chance d'aborder les enjeux qui leur tiennent à cœur.

Chair of Communications

Leslie Barker, Department of Health, Kinesiology, and Applied Physiology

Senate (1.5 years), Fall Break Committee (1 year), Part-Time Hiring Committee (15+ years).

Nominated by June Riley (Finance), Rosario Lo Raso (Management), and Eleni Panagiotarakou (Philosophy).

I seek your support as Communications Chair. More than skills in editing, layout, and delivering CUPFA News, strategies and platforms will be developed with a communications committee to leverage the expertise of our membership. I will develop and manage internal and external communication tools including a more dynamic website to build member engagement and support the Association in a second mandate that continues to secure important employment gains for all. Please support these critical initiatives.



Je sollicite soutien en tant que présidente des communications. Plus que des compétences dans l'édition et la diffusion des nouvelles, des stratégies et des plateformes seront développées avec un comité des communications pour tirer parti de l'expertise de nos membres. Je développerai et gérerai des outils de communication, y compris un site Web plus dynamique pour renforcer l'engagement des membres et soutenir un deuxième mandat qui continue de réaliser des gains d'emploi importants pour tous.

Rhonda Buckland, Department of Applied Human Sciences

Health and Safety Committee (2006-210), Part-time Hiring Committee (2015-Present).

Nominated by Neil A. Fernandes (Management and Marketing), Steven Scott (Theological Studies), and Lorraine Oades (Studio Arts).

With a Master's degree in Human Systems Intervention, Rhonda Buckland has spent 20 years listening carefully to the hundreds of young people who have relied on her insight as counsellor at the N.D.G. youth centre Head and Hands. She has previously worked with youth with special needs at John Rennie High School, and served on the board of a number of N.D.G. community organizations. Her strong communication skills have taught her how to build trust and allow others to feel acknowledged. She has taught in Concordia's Department of Applied Human Sciences for two decades, such courses as leadership, facilitation skills, conflict management and interpersonal communication skills. A diligent member of her department's Hiring Committee, she knows the importance of a strong, collaborative team working transparently and supportively. As Director of Communications, Rhonda will encourage CUPFA members to explore how the organization can be helpful, connecting in a more meaningful manner.



Titulaire d'une maîtrise en intervention sur les systèmes humains, Rhonda Buckland passé 20 ans à écouter attentivement les centaines de jeunes qui ont compté sur sa perspicacité entant que conseillère au centre jeunesse Head & Hands de N.D.G. Elle a déjà travaillé avec des jeunes ayant des besoins spéciaux à l'école secondaire John Rennie, et a siégé au conseil d'administration de plusieurs organismes communautaires de N.D.G. Ses solides compétences en communication lui ont appris à établir la confiance et à permettre aux autres de se sentir reconnus. Elle a enseigné au département des sciences humaines appliquées de Concordia pendant deux décennies, notamment des cours sur le leadership, les

techniques d'animation, la gestion de conflits et les compétences en communication interpersonnelle. Membre diligente du comité d'embauche de son département, elle connaît l'importance d'une équipe solide et collaborative qui travaille dans la transparence et le soutien. En tant que directrice des communications, Rhonda encouragera les membres de l'ACPAED à explorer comment l'organisation peut être utile, en établissant des liens de manière plus significative.

Chair of Research and Professional Development

Lorraine Oades, Department of Studio Arts

Senate (2016-2018), Faculty of Fine Arts Steering Committee (2013-2016), Fine Arts Faculty Council (2013-2016), Studio Arts Departmental Council (2015-2016), Executive Committee (2012-2020), Advisory Council (2012-2020), Board of Directors (Video Graph), Board of Directors (StudioXX).

Nominated by Donna Nebenzahl (Journalism), Neil Fernandes (Management and Marketing), and Victoria Stanton (Studio Arts).

As well as the fair distribution of PD funds, my focus is the promotion of our members. I created a PD section on our website to provide information on funding opportunities I initiated and oversaw: the MicroTalk Series; MicroLink Workshops; two open-call Special Project Awards; five CUPFA promotional videos; ePD; 16 two-page Concordian profiles; a campaign to remunerate part-time faculty for extra teaching duties; and strengthened CUPFA's ties with the Centre for Teaching and Learning.

En plus de la distribution équitable des fonds de DP, je me concentre sur la promotion de nos membres. J'ai créé une section sur notre site Web pour fournir des renseignements sur notre site Web pour fournir des renseignements sur les possibilités de financement. J'ai lancé et supervise : la série MicroTalk; les ateliers MicroLink; deux prix pour des projets spéciaux à appel ouvert; cinq vidéos promotionnelles de l'Association; des profils de deux pages sur les Concordian; une campagne visant à rémunérer les professeurs à temps partiel pour des tâches d'enseignement supplémentaires; et j'ai renforcé les liens de l'Association avec le Centre for Teaching and Learning.

Eleni Panagiotarakou, Departments of Philosophy and Political Science

Academic Hearing Panel (2004-2007), Institutional Repository Committee (Bishop's University, 2017-2019), Faculty Liaison Indigenous Reconciliation (Champlain College, 2020), External Examiner in Department of Geography (2016), Academic Committee (Hellenic Scholarship Foundation, 2015), Manuscript Review for Routledge Inc., Rowman and Littlefield Publishing, and JFD Editions Inc., Open Access Committee (2018-2020).

Nominated by Rosario Lo Raso (Management), Leslie Barker (Health, Kinesiology and Applied Physiology), and Scott Chlopan (Education).

The objective of Professional Development (PD) is to advance the academic equity of members within the University and with our full-time colleagues. Bridges need to be built so that our achievements do not remain in some silo. The achievements of members with their academic conference presentations, books, art exhibits, film, and performances need to be promoted to a wider audience. I seek your support to advance the achievement of members and foster their professional growth.

L'objectif du développement professionnel est de faire progresser l'équité académique de nos membres et collègues au sein de l'université. Des ponts doivent être construits afin que nos réalisations ne demeurent pas dans un silo. Celles-ci, ainsi que nos présentations lors de conférences académiques, livres, expositions d'art, films et performances doivent être promus auprès d'un public plus large. Je sollicite votre soutien afin de faire progresser la réussite de nos membres et ainsi favoriser notre épanouissement professionnel.



Executive Secretary

Scott Chlopan, Department of Education

Senate (2011-2014), Strategic Directions Advisory Committee (2015-2016), Academic Priorities and Planning Committee (2013-2014), Multi-section Course Taskforce (2015), Department of Education Part-Time Hiring Committee (2007-2020), Curriculum Committee (2005-2013), Departmental Council (2010-2020), Chair Search Committee (2011, 2017), Departmental Appraisal Committee (2015-2016), Member of CUPFA Executive (2011-2020), CUPFA Advisory Committee (2010-2020), CUPFA Labour Relations Committee (2012), CUPFA Negotiations Team (2012-2015)



Nominated by Eleni Panagiotarakou (Philosophy), Robert Soroka (Marketing), and Patrice Blais (Political Science and Management).

My experience having served as CUPFA Executive Secretary since 2011 uniquely provides me the capacities needed to perform this job to the highest possible level. The Executive Secretary needs to comprehensively understand the duties of each member of the Executive and be very knowledgeable of the workings of the broader university community. These are, in fact, the exact qualities I possess. If re-elected, I will continue to work on behalf of every CUPFA member.

Mon expérience a titre de Secrétaire Exécutif au service de l'APTUC depuis 2011 m'a permis de développer les habiletés particulières requises pour performer dans ce poste avec les plus hauts standards. Le Secrétaire Exécutif se doit de bien comprendre en profondeur les responsabilités de chaque membre de l'Exécutif et doit être très au fait du fonctionnement de la communauté de l'université. Ce sont, en fait, exactement les qualités que je possède. Si je suis réélu, je vais continuer de travailler au nom de chaque membre de l'APTUC.

Steven R. Scott, Department of Theological Studies

Nominated by Lorraine Oades (Studio Arts), Victoria Stanton (Studio Arts), and Donna Nebenzahl (Journalism).

I have taught Biblical Studies at Concordia for nine years and manage an organic store during the summer. As an NDP candidate who ran on a Green New Deal platform, I am heavily involved with Montreal's progressive movement with a particular focus on the housing and climate crisis. I strongly believe in transparent and inclusive decision making and will bring my expertise from both Federal and Provincial politics to my position as secretary at CUPFA.



Depuis neuf ans, j'enseigne les études bibliques à l'Université Concordia. Pendant l'été, j'assume la gestion d'un magasin de légumes biologiques. Appuyant sa plate-forme verte new Deal, j'ai été candidat pour le NDP aux dernières élections. Je suis fort impliqué dans le mouvement progressiste de Montréal dans lequel je mets l'accent sur la crise du logement et sur la crise climatique. Je suis en faveur d'un processus de prise de décision transparent et inclusif, et j'apporterai mon expertise politique à mes fonctions de secrétaire du CUPFA.