

# Outsider

## The Voice of the Tutor



November 15<sup>th</sup>, 2011

### Meet the New Executive – Jackie Routh

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*New faces on Local Executive as we head into another bargaining year.*

**Co-Chairs:**

Ernie Jacobson  
Dougal MacDonald  
Mark Dimirsky

**Labour Mgmt Committee:**

Ernie Jacobson  
Brenda Kuzio  
Robert Wiznura

**Retirement Income Committee:**

Yessy Byl  
Ernie Jacobson  
Marie Weingartshofer

**Communications Officer:**

Robert Wiznura

**Membership Officer:**

Klaus Thomson

**AU Governing Council:**

Judi Malone

**AU Academic Council:**

Wayne Brehaut

**Human Resources Committee:**

Yessy Byl

**Treasurer:**

Nyron Jaleel

**Grievance Officer:**

Brenda Kuzio

**Secretary:**

Glynnis Lieb

**Strategic Budget Committee:**

Liam Connelly

**PD Committee:**

Theresa Ferguson  
Deb Foster

**Complaint Review Committee:**

Brenda Kuzio  
Natalie Sharpe (alternate)

**Health & Benefits Committee:**

Robert Wiznura  
Lorraine Laville

**Bryon Paegge Memorial Award Committee:**

Deborah Foster  
Judi Malone  
Rochelle Yamagishi

**Virtual Desktop Implementation Committee:**

Regner Sabillon

**O H & S Committee:**

**Trustees:**

Sam Fefferman  
Chandan Shirvaikar  
Linda Hayes

**Bargaining Committee:**

Yessy Byl  
Ernie Jacobson  
Virginia Gillese  
Robert Wiznura  
Douglas Knight  
Ronnie Leah

**Representative Officers:**

Wayne Brehaut  
Loren Bourget  
Ronnie Leah  
Natalie Sharpe  
Marlyss Valiant  
Marie Weingartshofer

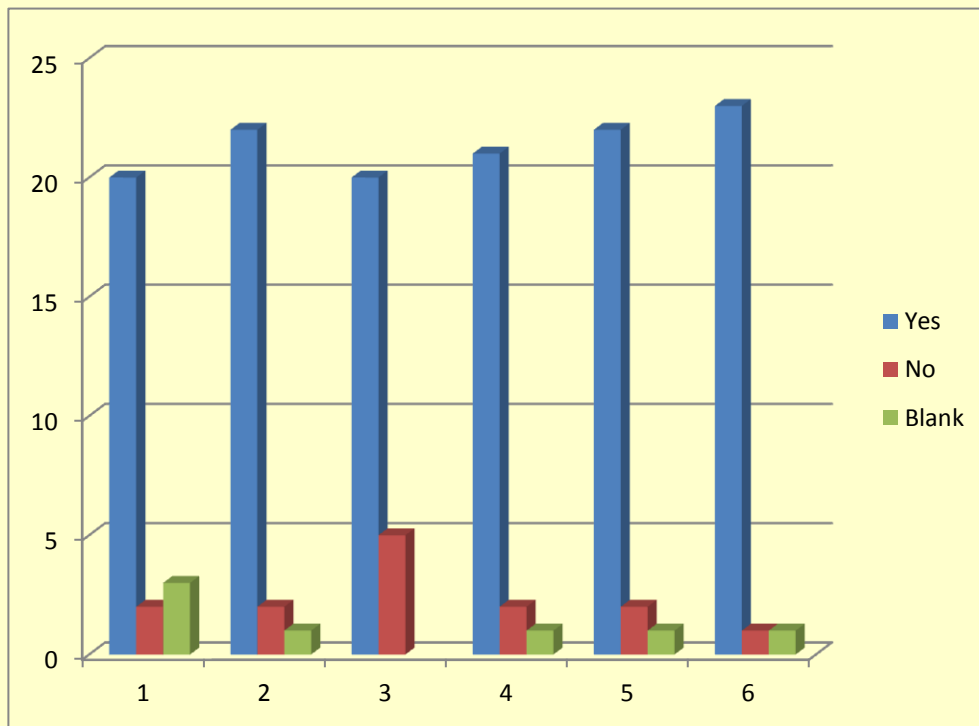
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Editor: Dr, Robert Wiznura

## Tutor conference 2011

### Your feedback

Below you will find a gloriously unadulterated assessment of our AGM/mini-conference made by us all:



1. The survey monkey was effective in providing information about the conference.
2. The survey monkey was effective in the registration process.
3. The food and services were satisfactory.
4. Would you like CUPE 3911 continue to host the tutor conference?
5. Would you like CUPE 3911 to co-host future conferences with AUFA?
6. The format of the conference should remain, meaning presentations, followed by the AGM and dinner

We received a lot of feedback for sessions that people would like to see in the future. Some of these items will also be targeted in this newsletter in future editions. Items mentioned for possible sessions include the PD fund (apart from your PD allowance), tutor orientation, marking consistency, meeting and working with coordinators in some systematic way, course design and tutor input/involvement, Moodle (oh, where do we begin?), online marking strategies, androgogy. School/ faculty breakouts, general PD sessions, and round table discussions of tutor concerns.

Some of our brothers and sisters were a bit disappointed in the breakfast and lunch and would like that improved, and some suggested that registration include who is coming for breakfast, lunch and dinner (to minimize waste: an excellent suggestion). The executive

really appreciates any and all feedback, and we will certainly take these all into consideration, either forwarding these to AU if they should decide to resurrect the LSC or using them for our own planning for the next, superspectacular AGM. Maybe Nyron and Jackie could use their incredible powers of persuasion to invite Cirque de Soleil or Feist?

## News from CUPE National – Rob Woznura

As members of CUPE, we are part of the larger, national organization of CUPE, which recently had its convention. Ernie Jacobson, Ronnie Leah and Glynnis Lieb represented our local. I thought some of our members would like to know of one resolution on Nov. 3 that particularly affects our membership.

“CUPE NATIONAL WILL:

1. Establish a national post-secondary sector task force;
2. Provide more support to the post-secondary sector through bi-annual sector conferences/meetings and ongoing dedicated research and communications support; and
3. Appoint a staff representative as a national coordinator dedicated to the post-secondary sector to do the following:

- Develop CUPE National's plan of action for open, accessible, public and affordable post-secondary institutions;
- Develop a strategy to ensure CUPE's plan is a priority at the federal level;
- Develop a strategy for coordinated bargaining at the National level;
- Coordinate inter-provincial and national actions around post-secondary issues that impact CUPE members; and
- Develop coalitions with other education sector organizations to ensure CUPE's interests are at the forefront of any discussion of post-secondary education.

BECAUSE:

- Sector meetings on the day before the national convention are not adequate to meet the continuing needs of sectors;
- CUPE locals in BC have been coordinating since 1995 and need to connect more effectively with locals in other provinces;
- CUPE post-secondary locals have not had a national sectoral conference/meeting since 2006 and are struggling to coordinate on a national level.”

Source: “Convention Decisions for Thursday, Nov. 3.” *CUPE Today*. 4 Nov. 2011.

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*CUPE National  
is establishing a  
National Post-  
Secondary Task  
Force*

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**A Bit of History ...** After the AGM, Brenda Kuzio sent the following reflection via e-mail. With her permission, we reprint it in its entirety.

As I was cleaning out my emails, I came across this one, and it caused me to reflect on some discussion that took place at the AGM with respect to not being paid for sitting as a tutor on a vital committee.

Sometimes it seems like we have made no headway or we are just spinning our wheels. When that happens, history is what is important. One need only sit back and reflect on our progress as a bargaining unit. I know there was lots of work done before I became a CUPE 3911 member. I have read the awards that resulted in our becoming certified, and I appreciate and do not take for granted the heroic efforts that were undertaken to make us a viable bargaining unit. I applaud those past efforts and am so grateful.

Just since I have been at AU (11 years), we have moved forward in the following ways:

The tutor conferences all used to be non paid- remember? Ursule and I met with Fritz shortly after he became president and told him that the tutors felt undervalued and excluded. He asked what could be done, and we said let us start with the LSC – when AUFA go on a retreat they get paid – pay us for the conference, and the sum of \$200 was agreed to. We saw this take a slip recently, but CUPE stood their ground, and we had a conference with a payment to the attendees;

We had no benefits – we now have benefits in our agreement. Are they perfect? No, but they are something that we have been building on. We start with baby steps and it is only when we look back over time that we see those baby steps all add up to huge steps.

Pension – We are still working on getting a pension, but we do now have RRSPs. I was in the back room on bargaining when we finally got the employer to agree to an RRSP (same time as we got benefits), and one of the members of our committee (29-year employee) broke down sobbing, saying she now felt she could have some dignity in retirement and it finally made her feel valued. I sat at a table with a member at the conference who said she keeps her tutoring job because she relies on those benefits. To think that only a few short years ago we had no benefits!

Pay for training – when I started, there was pay for training on only a very rare occasion. Now, when something goes out with respect to training, if it is not included in the email, CUPE sends an email to AU reminding that this will, of course, include pay for tutor training, and it most often comes back that it is.

We have moved our pay up significantly.

We have more active members than many bargaining units I deal with in my other life, and, even when they are not active, they know to come to CUPE for information, and

we are getting members who are prepared to challenge AU decisions. That was not always the case. I have seen grievance issues grow tremendously in the past few years, not necessarily because AU is getting worse, but because members are becoming more aware of their rights and are confident enough to take a stand.

The above are just a few things that come to mind, and I know that if we sat down and did some brainstorming, we would come up with a lot more.

I believe that changes are often made through two means, and both are equally important – pushing from the outside in and working from the inside out. With respect to the surveys, if you are filling out your survey, make sure it contains things you want AU to know. If AU does not report on these things, then you know that they are skewing the results. If you don't fill them out, then AU will rely on those who have filled them out and we may like those results even less.

With respect to the point of not being paid to sit on the Committees coming out of the FHSS Structuring committee, this, of course, is a point that CUPE should push, but it should not be the focal point and it should not be a point that makes us decide not to participate. The payment will come, but the work must be done first.

There is my rant – likely makes no sense, but I wanted to say that before I deleted the emails with respect to the survey.

Brenda Kuzio

## A simple way to prepare for self-appraisals – Rob Wiznura

Every spring, I fret about two things: taxes and those damned self-appraisals, especially when I have only two or three evaluations from the crankiest students ever! This year, I have taken to adding a file folder to my e-mail where I deposit any gloriously thankful e-mails. I'm sure we have all received them and have wondered why *those* students haven't filled out the course evaluations. Of course, we can encourage such students to fill out the form, but the e-mail is a testimony in itself and speaks volumes on our behalf. Simply press "New folder" and label it something like "thank yous" and voila, you are better prepared for the spring.

## KUDOS for the AGM

Special thanks to Nyron and Jackie for all the work of organizing our AGM. Thanks to Yessy for staring down administration and making them cough up some money in light of their cancelation of the LSC. I hope the meeting was an opportunity to reconnect with people and served to renew our commitment to working together. Wear those hoodies with pride while you read your collective agreements!

## HEY, We all love meetings: why not attend ours!

Our next general meeting is **THIS SATURDAY!!!** All of you have received the agenda and the where and when, but, just to be clear:

Saturday, November 19<sup>th</sup>  
Athabasca University - Edmonton office  
Room 1115  
9:30 AM. SHARP (or semi-sharp)

At the door (which will be locked), phone Jackie's cell number (780 504 6612) and someone will let you into the building.

The meeting can also be attended via teleconference:

**Teleconference information:**  
**From Edmonton 780-421-1483;**  
**From Calgary 403-232-0994;**  
**Toll free anywhere in North America 1 877 385-4099**

**Participant code: 76750#**

Find out how your dues are spent, vote on things, argue and debate, participate.

## Hockey Trivia?

Congratulations to Loren Bourget the winner of a Tim Horton's gift certificate for correctly answering the last trivia question!

## Upcoming Events

<b>CUPE Meeting</b>	November 19
<b>Christmas Closure</b>	December 26 - January 2

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