



Volume 5 Issue 2

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Editor: Natalie Sharpe

The New Bi-Weekly Pay Schedule: A Summary

So we finally got paid on January 20th and for most of us, that was a long extra five days to wait in January. We are now on our bi-weekly pay scheme. I know that when I first looked, it seemed a lot less as I was thinking I had not been paid since December 15th. However, the December 15th pay actually paid up to and including December 31st. So the first pay on January 20th covered January 1st – 10th. Sounds confusing? It will get better. Here is a summary of AU information on the new pay schedule. Still, if it seems you have not been paid fairly, call Financial for clarification.

Bi-weekly Pay: *The bi-weekly pay cycle (pay period) runs for 2 weeks, from Sunday to Saturday, Pay dates occur 10 days following the pay period and every other Tuesday. If Tuesday is a non-banking day, the pay date will be on the preceding banking day. There will be 26 bi-weekly payments in 2015. In order to budget for this pay period, the Online Payroll Calculator from the Canada Revenue Agency is a tool that can assist you in calculating an estimate of what your pay will be every two weeks: <http://www.cra-arc.gc.ca/esrvc-srvce/tx/bsnss/pdoc-eng.html>*

Deductions: *Deductions based on a percentage of pay will be calculated on each payroll; these include Income Tax, Canada Pension Plan, Employment Insurance, registered pensions (UAPP or PSPP), group savings plans (CUPE RRSP/TFSA), union/association dues, and garnishments. Deductions for healthcare and life insurance premiums will occur in the first 2 pays of each month. Where there are 3 pays in the month, the 3rd pay will not have these deductions. The current processing method for calculating Canada Pension and Employment Insurance contributions is regulated by Revenue Canada; this process will continue regardless of the pay period cycle.*

Phone, Internet and Computer Allowances: *These will be paid on the monthly schedule on the first pay date of each month.*

Impact on Academic Experts and Tutors *Tutors will continue to record in the Faculty of Business system for Academic Expert time and/or the Newton system for their assignment and exam marking.*

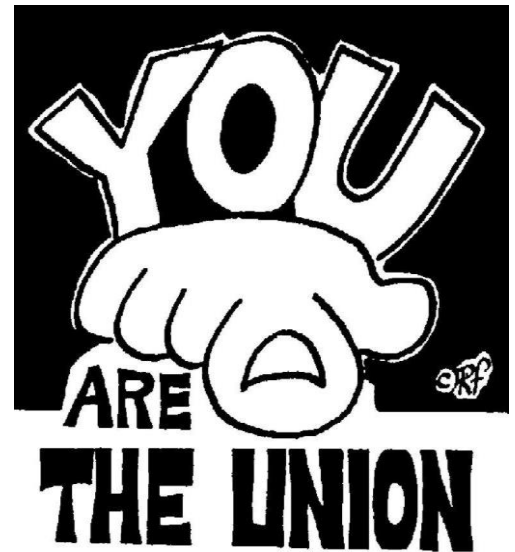


Bi-Weekly Payroll Schedule 2015			
Timesheet - Pay Time covered in deadline to Pay Date			
Period pay period Payroll (Tuesday) Year			
1	Dec. 14 - Dec. 27	Dec. 22	Jan. 06 2015
2	Dec. 28 - Jan. 10	Jan. 13	Jan. 20 2015
3	Jan. 11 - Jan. 24	Jan. 27	Feb. 03 2015
4	Jan. 25 - Feb. 07	Feb. 10	Feb. 17 2015
5	Feb. 08 - Feb. 21	Feb. 24	Mar. 03 2015
6	Feb. 22 - Mar. 07	Mar. 10	Mar. 17 2015
7	Mar. 08 - Mar. 21	Mar. 24	Mar. 31 2015
8	Mar. 22 - Apr. 04	Apr. 07	Apr. 14 2015
9	Apr. 05 - Apr. 18	Apr. 21	Apr. 28 2015
10	Apr. 19 - May. 02	May 05	May 12 2015
11	May. 03 - May. 16	May 19	May 26 2015
12	May. 17 - May. 30	Jun. 02	Jun. 09 2015
13	May. 31 - Jun. 13	Jun. 16	Jun. 23 2015
14	Jun. 14 - Jun. 27	Jun. 30	Jul. 07 2015
15	Jun. 28 - Jul. 11	Jul. 14	Jul. 21 2015
16	Jul. 12 - Jul. 25	Jul. 28	Aug. 04 2015
17	Jul. 26 - Aug. 08	Aug. 11	Aug. 18 2015
18	Aug. 09 - Aug. 22	Aug. 25	Sep. 01 2015
19	Aug. 23 - Sep. 05	Sep. 08	Sep. 15 2015
20	Sep. 06 - Sep. 19	Sep. 22	Sep. 29 2015
21	Sep. 20 - Oct. 03	Oct. 06	Oct. 13 2015
22	Oct. 04 - Oct. 17	Oct. 20	Oct. 27 2015
23	Oct. 18 - Oct. 31	Nov. 03	Nov. 10 2015
24	Nov. 01 - Nov. 14	Nov. 17	Nov. 24 2015
25	Nov. 15 - Nov. 28	Dec. 01	Dec. 08 2015
26	Nov. 29 - Dec. 12	Dec. 15	Dec. 22 2015
1	Dec. 13 - Dec. 26	Dec. 29	Jan. 05 2016

Next CUPE GENERAL Membership Meeting:

Saturday, February 7th @ 9:30a.m.

Teleconference Available



Note 1: if paid on a monthly cycle in 2014, this pay period does not affect/include you Note 2: if paid on a monthly cycle in 2014, you will receive 7/10th of this pay period (refer to FAQ_pay cycle alignment attachment for details)



About Bargaining – Dougal MacDonald

Somewhere between March and May, either one or both of CUPE 3911 and the AU administration will need to officially declare an intent to bargain, if collective bargaining on a new contract is to take place. Several scenarios are legally possible: CUPE 3911 initiates bargaining, AU administration initiates bargaining, or neither party initiates bargaining. The latter is what happened last year. In that case, the status quo prevails. The year before last year, bargaining went to mediation although matters were eventually settled without the mediator. So in recent years, collective bargaining at AU has been a caricature of the notion that bargaining means that the two sides sit down and actually work out an agreement on a new contract, with the usual give and take.

Bargaining will take place in Alberta's current economic climate. According to Work Alberta, the weighted average-percent annual change for already settled contracts in "Education" in 2015 is 2%. Now the elephant in the room is the tumbling price of oil; it seems to have bottomed out at around \$40+ per barrel. Although it is the Tories who have kept Alberta dependent on a single raw resource for the last 43 years, when the price of oil drops, the Tories start moaning about austerity, which transfers over to the arena of collective bargaining, especially for public employees. Additional gloom and doom is emanating from AU administration. At the January 22, 2015, Board of Governors meeting, AU President MacKinnon stated: "In particular, work is underway on a five to ten year human resources plan to bring our collective agreements into line with best practices and sustainability needs."

Best practices and sustainability needs? What does that mean? We know from experience what "best practices" means. It means anything AU does because whatever AU decides to do is automatically a best practice, even when it isn't. Since AU has gone from a \$30 million surplus to a \$10 million debt in recent years it is obvious that "best practices" must have been a misnomer, at least in some cases. We also know that addressing sustainability needs simply means "cost cutting", beginning with attacking the livelihood of those who actually do the work at AU, i.e., tutors, academic experts, markers, full-time faculty, support staff, etc. All this is tied up in a neat knot in the administration's call centre campaign. Our guess is that AU administration views the call centre as both a best practice and as meeting sustainability needs.

Where are we at now regarding the nuts and bolts of actual bargaining? We have a new and energetic bargaining committee which is meeting and starting to discuss our strategy. Our members are: Nyron Jaleel, Glynnis Lieb, Dougal MacDonald, Garry Ramsay, and Ann Reynolds. Jennifer Chretien is our CUPE representative. We will shortly be sending out a survey



to all members of the local to get your input on what we should be looking for in our negotiations. Feel free also to send emails to your co-chairs (Dougal MacDonald, Robert Woznura, or Ronnie Leah) or come to our monthly general membership meetings and give your views. And, remember - any new deal must be ratified by the members in a secret vote. So YOU have the final say! Future and regular articles in The Outsider will provide members with regular updates.

COCAL XII is coming to Edmonton in August, 2016.

What is COCAL? The Coalition of Contingent Academic Labour. It is a “grassroots” academic labour movement of higher education teachers otherwise known as contingent, adjunct, precarious, part-time, sessional, non-tenured educators.

Where does COCAL draw its participants? From all over the world, but predominantly in Canada, Mexico and United States for teachers in public and private institutions, unionized and non-unionized. Its goal is to build a strong movement to improve teaching conditions, abolish contingency, and enhance student learning. It is held every two years.

Who is on our local COCAL committee? Dougal MacDonald, Nyron Jaleel, Glynnis Lieb, Brenda Kuzio, Theresa Bosse, and Natalie Sharpe. We will keep you posted throughout this year as we shape this gathering. COCAL meetings have been held in Canada before in Vancouver, Montreal and Quebec City. Most of the meetings have been in the United States, and one in Mexico City. It is the first time to come this far north to the Canadian prairies.



Consultation: Genuine and Phony by Dougal MacDonald

Consultation is generally defined as “an exchange of views.” Certainly an exchange of views does take place on occasion between teaching staff and upper administration at AU. At other times, administration simply imposes decisions. However, even exchanging views does not go far enough. If, in the final analysis, the views of only one party serve as the basis for implementation of subsequent decisions then the consultation is phony. Two important questions are: (1) On what basis should consultation take place? (2) What should be the connection between consultation and the subsequent decision-making?

First, consultation must take place on the basis of good faith consistent with the rights of the participating parties. Tutors and academic experts, for example, have rights by virtue of being human, as well as their rights as academic workers. One important right is to have a say in matters that affect them. Another important right is to sell their labour power at a price agreeable to them. Such rights are inviolable and must be provided with a guarantee. They cannot be taken away using excuses such as financial austerity or national security or whatever. If they can be taken away, then by definition they are not rights.

What does genuine consultation look like? It begins with the participation of everyone in setting the agenda. The discussion of an agenda preset by one party is not consultation because such an agenda ensures that what is discussed will only be of concern to the party setting the agenda. The concerns of the other party are excluded from the get-go. A more insidious variant is a preset agenda that includes important items which should be discussed but which instead are pushed through using a so-called “consent agenda” where the only input is to vote on a block of items predefined as “non-controversial”.

After both parties set the agenda, genuine consultation requires a meaningful exchange of views on the agreed-upon issues aimed at finding the best solutions. These would be solutions based on maintaining and improving the quality of student education, not just some vague mantra of “fiscal austerity”. Yes, provincial underfunding is a reality which needs to be opposed. One way to deal with it is to destroy and make cuts. A more constructive approach is to work creatively to retain current students, reach out to and recruit new students, offer more and improved courses, and so on.



Tutors and academic experts have a right to a say regarding the future of AU because they play important roles at AU. They are not a cost but are the source of much added value. They educate students who in turn make contributions to the society. A University of Alberta study calculated that the economic value of their educated students amounts to about \$12 billion a year. AU tutors and academic experts want to educate students in the best way possible to serve the public interest but a lack of genuine consultation means they have no control over many key decisions that affect teaching and hence student learning.

Let us not sell ourselves short with old thinking, traditions and forms that clearly no longer meet today's challenges, e.g., secret reports, token single members on committees, administrative veto, etc. Tutors and academic experts need to have the power to make decisions consciously and to implement those decisions responsibly. The defence of their rights and the rights of all renews and develops what is required. It gives rise to the social forms, thinking and practical decision-making which favours and facilitates the resolution of academic problems in a manner that genuinely enhances the quality of student learning.

The Great Presidential Salary Mystery by Dougal MacDonald

Most people love a good mystery so here's one for all of you concerning the salary of AU President Peter Mackinnon (PM). Apparently, the Calgary Herald recently published an article (January 12-13) stating that PM's annual salary is \$537,000. This led, we are told, to some "unfortunate remarks" being directed at our president. On January 26, PM wrote an email entitled "Media Error" which was addressed to "colleagues" (which we assume includes us) stating that this amount was incorrect. He provided a link to a page showing his contract. He also stated that he would ask the Calgary Herald for a correction.

PM stated in his email: "I'd like to briefly take the opportunity to correct an error that appeared recently in media stories about executive compensation, one that has led to several unfortunate comments being directed my way. In a story published in the Calgary Herald on January 12, my total compensation was listed as \$537,000. This is in fact untrue. My salary as Interim President is \$360,000. In addition, the university pays for the rental of my apartment in Athabasca. There are no provisions for additional compensation for pension, bonuses or any other benefits except for health."



The source of the \$537,000 figure is obvious and also indicates why the Calgary Herald will likely not print a retraction, just on PM's request. The \$537,000 comes from AU's March 31, 2014 Annual Report. On page 59, under "Salary and Employee Benefits", the report states that the president's salary in 2014 was \$369,000 in base salary, \$34,000 in cash benefits, and \$134,000 in non-cash benefits, for a total of \$537,000. So since AU's next annual report is a couple of months away, the question that remains, then, is which figure is correct? That is where matters stand at present. Perhaps we can all use our "little grey cells" as Agatha Christie's famous Belgian detective Hercule Poirot used to say, to solve this mystery and to find out what PM's salary actually is.

Recreating the 19th Century University? by Dougal MacDonald

The new president of Athabasca University, Peter MacKinnon, has just published a book on post-secondary education entitled *University Leadership and Public Policy in the Twenty-First Century: A President's Perspective*. As his views will likely play a part in the near future of AU, *The Outsider* will review various chapters of the book in coming newsletters. This newsletter focuses on Chapter 6, which has the folksy title, "Let's Make a Deal" followed by the subtitle, "On Governance, Collegial Management and Collective Bargaining."

MacKinnon's overall thesis in Chapter Six is that the organization of university faculty into unions is inherently contradictory to quality education because faculty will then be loyal to some mysterious "outside" trade union agenda rather than to the best interests of the university. The union agenda will somehow prevent the university administration from implementing "best practices" and hence from improving the institution. The union agenda includes "egalitarianism" which, according to MacKinnon, is undesirable in a university. He claims that a university is a "meritocracy", a word coined in the 1950s by sociologist Michael Young to describe the handful of rich and powerful families which ruled America, and, who did everything in their power to stop their workers from unionizing.

MacKinnon is very specific in opposing faculty unions; he distinguishes from what he sees as more benign faculty "associations". This is a specious distinction based on terminology, which is often dependent on provincial anti-labour legislation rather than on organizational content. For example, the Health Sciences Association of Alberta (HSAA) is a certified trade union representing 25,000 health science professionals operating in Alberta. Also, as far as I know, there is no credible evidence that the fact these healthcare professionals are in HSAA means that



they have an agenda to provide a lesser standard of care just because they also must bargain for well-deserved improvements to their wages and benefits.

Throughout Chapter Six, MacKinnon contrasts the supposed negative agenda of unionized faculty to the positive agenda of boards of governors (BoG) that have only the best interests of education at heart. This apparently is the case even when the majority of BoG members, euphemistically known as “public members”, come mainly from the corporate and legal worlds. Affiliations of the nine Tory-appointed “public” members of the AU BoG include forestry company AIPac, Canadian Western Bank, EPCOR, and SunCor Energy. According to MacKinnon, BoG members (of which he is one), who also have “outside affiliations” can step outside of those affiliations while unionized faculty cannot.

One interesting example of competing interests at AU was when the BoG rejected a 2012 faculty non-confidence vote in the former president of AU due to an illegal \$10,000 donation to the ruling Conservative party. Ousting the president may have been the right decision, based on the evidence. As unionized faculty member Bob Barnetson pointed out at the time, “When the president arrived we had \$30 million in the bank and we had annual operating surpluses. Now we have no money in the bank and we have annual operating deficits.” In view of AU’s current \$10 million debt, the reader can judge which group was acting more on behalf of the best interests of the university in this case.

MacKinnon also suggests that being a union means connecting to the Canadian Association of University Teachers (CAUT) which stands up for academic freedom and collective bargaining. For starters, the 68,000-member CAUT includes both unions and associations. Perhaps, then, MacKinnon’s real objection is to academic freedom and collective bargaining, a conclusion his chapter seems to support. Tenure is the basis of academic freedom and MacKinnon mentions that he himself tried to veto a tenured appointment at University of Saskatchewan. Regarding collective bargaining, he states in Chapter 6: “Collective bargaining is not just another form of the search for truth in the university setting. It is about power, about one side having some and the other wanting it.”

Aside from postulating the existence of a union agenda opposed to quality education, MacKinnon suggests that evidence to back his claim is that the “top” universities in Canada have associations rather than unions. Aside from the fact that any researcher knows that correlation is not causality, there are many contradictory examples including Cambridge in the U.K., hardly a third-rate university. In Canada, Montreal’s Concordia University, which is unionized, is listed on the “Top Universities” site as, “one of Canada’s most innovative and diverse, comprehensive universities.” This sounds like a university that a lot of students would be very happy to attend.



Concordia alumni like former President of Dominica Rosie Douglas, Manulife CEO Dominic d'Alessandro, and award-winning author Annie Proulx, would no doubt agree.

MacKinnon's book title suggests that it is about the "21st century university". It seems more about a 19th century workplace desiring a docile workforce that does not stand up for its rights while those in power decide everything. It seems to suggest that the rights of the teaching staff are incompatible with building a "great" university, which is certainly not part of the notion of a modern society based on recognizing the rights of all. Possibly MacKinnon is even suggesting that the reason AU is in such dire shape is that CUPE Local 3911 exists. Yes, if AU could just get rid of that trade union agenda, its \$10 million debt would disappear and it would shoot to the top of the national university ratings. Who knew that the solution to the university's problems could be so simple!