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CUPE 3911 GRIEVANCE REPORT



### IMPORTANT NOTE TO ALL MEMBERS: ATTEND THE CUPE 3911 ANNUAL GENERAL MEETING ON SATURDAY, DECEMBER 4, 2021

Our next general meeting, open to all members, will be held on Saturday, December 4, 930 AM to 400 PM. This is our annual general meeting where we sum up our year’s work and plan for the coming year. Elections will be held. The meeting will be conducted remotely via ZOOM. Details of how to connect will be sent out.

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### UPDATE: CUPE 3911 COLLECTIVE BARGAINING REPORT

*by Glynnis Lieb, Co-Chair*

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The CUPE 3911 bargaining committee is in the process of collective bargaining with the employer. We have completed three days of active bargaining in the month of November. We are setting our next bargaining dates for January and February.

We have been working through non-monetary proposals and have started with those deemed to be the least contentious. So far, the proposals addressed have largely been in the spirit of clarifying processes, removing opportunities for subjectivity and compelling better communication between our bargaining unit and the employer.



Members of our bargaining committee also met with representatives from AUFA and AUPE, the other two bargaining units, this past week to discuss experiences thus far. These are difficult times politically and financially and we are prioritizing communication between bargaining units and ensuring that we respect their interests while we are negotiating for a stronger collective agreement for our own members.

We have a strong bargaining team and we are looking forward to continue the negotiations in an effective and constructive manner. We plan to work hard and to move through the process in as efficient and timely a manner as possible. We will keep you apprised as we continue to meet.

Kind regards,  
Glynnis Lieb PhD

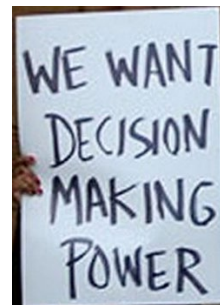
## JOIN THE CUPE 3911 ANNUAL GENERAL MEETING!

CUPE 3911 will hold our Annual Conference and General Meeting on Saturday, December 4 from 9:30 AM to 4:00 PM. More details of the meeting and the agenda will be available closer to the meeting. Your Executive encourages the participation of every available member. There is no cost.

You will be sent a link so you can register for the meeting in advance. After registering, you will receive a confirmation email containing information about how to join the meeting.

It is important to note our annual elections of Executive members will take place at the meeting. More details on the election process are available on our website:

<https://cupe3911.ca/agm-2021/>. Here is a list of current CUPE 3911 Executives and their willingness to stand in their positions for another term.



Position	Term	Current Executive	Status of Position
<b>Executive Officers</b>			
<b>Co-Chair</b>	2-year	Glynnis Lieb	<b>Term Ending</b> - will let name stand
<b>Co-Chair</b>	2-year	Mark Dimirsky	1 year left
<b>Co-Chair</b>	2-year	Ronnie Leah Joy	1 year left
<b>Recording Secretary:</b>	2-year	Fiona MacGregor	<b>Resigned</b>
<b>Secretary Treasurer:</b>	2-year	Vanee Narayanan	<b>Term Ending</b> - will let name stand
<b>Grievance Officer:</b>	1-year	Barret Weber	<b>Term Ending</b>
<b>Communications Officer:</b>	1-year	Dougal MacDonald	<b>Term Ending</b> - will let name stand
<b>Membership Officer:</b>	1-year	Leigh Brownhill (OOP)	<b>Term Ending</b>
<b>Membership Officer:</b>	1-year	Melanie Cook	<b>Resigned</b>
<b>Representative Officers (up to 8):</b>	1-year	Grace Shi	<b>Term Ending</b>
	1-year	Brenda Davis	<b>Term Ending</b>
	1-year	Gordon Drever	<b>Term Ending</b>
	1-year	Gregory Krabes	<b>Term Ending</b>
	1-year	Susan Cake	<b>Resigned</b>
	1-year	Ann Reynolds	<b>Term Ending</b>
	1-year	Agnieszka Doll	<b>Resigned</b>
<b>Trustees:</b>	3-year	Henry Agbogun	1 years left
	3-year	Evelyn Chernyk	2 years left

	3-Year	Lorraine Laville	<b>Term Ending</b> - will let name stand
<b>Permanent Committees</b>	<b>Term</b>	<b>Current Executive</b>	<b>Status of Position</b>
<b>Human Resources Committee</b> (up to 3):	1-yr	Ann Reynolds	<b>Term Ending</b>
	1-yr	Vanee Narayanan (Chair)	<b>Term Ending</b> - will let name stand
<b>Grievance Committee</b> (4 or more):	1-yr	Barret Weber	<b>Term Ending</b>
	1-yr	Ronnie Joy Leah	<b>Term Ending</b>
	1-yr	Natalie Sharpe	<b>Term Ending</b>
	1-yr	Mark Dimirsky	<b>Term Ending</b>
	1-yr	Marlyss Valiant	<b>Term Ending</b>
<b>Bryon Paege Committee</b> (up to 2):	1-yr	Marie Weingartshofer	<b>Term Ending</b>
	1-yr	Ernie Jacobson	<b>Term Ending</b>
<b>Bylaw Revision</b> (up to 5):	1-yr	Mark Dimirsky	<b>Term Ending</b>
	1-yr	Glynnis Lieb	<b>Term Ending</b>
	1-yr	Henry Agbogun	<b>Term Ending</b>
<b>Representation to AU Committees</b>			
<b>PD Fund Committee</b> (up to 4):	2-yr	Mark Dimirsky (Ch.)	<b>Term Ending</b>
	2-yr	Vanee Narayanan	<b>Term Ending</b>
	2-yr	Cal Hauserman	1 year left
	2-yr	Leigh Brownhill	1 year left
<b>Board of Governors</b>	3-yr	Liam Connelly	2 years left
<b>Complaint Review Committee</b> (1 and 1 alternate):	1-yr	Brenda Kuzio	<b>Term Ending</b>
	1-yr	Natalie Sharpe, alt.	<b>Term Ending</b>
<b>Labour Management Committee</b> (2):	1-yr	Barret Weber	<b>Term Ending</b>
	1-yr	Ann Reynolds	<b>Term Ending</b>
<b>OH&amp;S Committee</b> (2 or more):	1-yr	Evelyn Chernyk	<b>Term Ending</b>
	1-yr	Glynnis Lieb	<b>Term Ending</b>
	1-yr	Melanie Cook	<b>Resigned</b>
<b>Health Benefits Committee</b> (2)	1-yr	Lorraine Laville	<b>Term Ending</b>
	1-yr	Ann Reynolds	<b>Term Ending</b>

<b>Bargaining Committee:</b>	1-yr	Ronnie Leah Joy	Bargaining Committee in place until next collective agreement ratified.
	1-yr	Glynnis Lieb	Until next agreement ratified.
	1-yr	Cal Hauserman	Until next agreement ratified.
	1-yr	Mark Dimirsky	Until next agreement ratified.
	1-yr	Sue Mitchell (Res.)	Until next agreement ratified
	1-yr	Ann Reynolds	Until next agreement ratified.
	1-yr	Barret Weber	Until next agreement ratified.
<b>AU Budget Committee (1)</b>	1-yr	Vacant	<b>Vacant</b>
<b>Conference Planning</b>	1-yr	Natalie Sharp	<b>Term Ending</b>
	1-yr	Glynnis Lieb	<b>Term Ending</b>
	1-yr	Mark Dimirsky	<b>Term Ending</b>
	1-yr	Vanee Narayanan	<b>Term Ending</b>
	1-yr	Ronnie Joy Leah	<b>Term Ending</b>
	1-yr	Fiona MacGregor	<b>Term Ending</b>
	1-yr	Ernie Jacobson	<b>Term Ending</b>

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## AUFA: 500 DAYS WITHOUT A CONTRACT

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*AUFA BLOG*

Today marks the 500th day that Athabasca University Faculty Association members have been working without a contract. Indeed, we don't even have a full opening offer from the employer yet. AU's bad-faith bargaining is making it impossible to negotiate a new contract. Since the employer won't bargain, AUFA's Job Action Committee (JAC) has begun preparing for what seems like an inevitable strike.

A few weeks ago, JAC asked members to suggest tactics designed to pressure AU to agree to an acceptable contract settlement. A credible strike threat is necessary to get a fair deal at the table, and AUFA members should have some input into the tactics AUFA employs.

This blog outlines a high-level overview of some of those member-suggested tactics. It also answers some of the questions AUFA members asked JAC. Over the coming weeks, JAC will discuss these tactics in some detail, as well as strategize when and how best to use them.

### Suggested Tactics

The suggested tactics fall into three broad categories:

- **Operational:** When AUFA members withdraw their labour, AU processes that rely on AUFA members' work will slow or stop.
- **Financial:** A strike (or its prospect) disincentivizes students to enroll in courses, thereby reducing institutional revenue.

- **Reputational:** Strike-related communications (before or during a strike) can do long-term damage to AU’s reputation as a good place to work or go to school.

AUFA members suggested four main **operational** tactics:

- a work slowdown or working to rule,
- refusing certain or additional work assignments,
- signing a “no scabbing” pledge with AUPE and CUPE, or
- fully withdrawing labour (i.e., a strike).



AUFA members suggested a number of ways to apply **reputational** pressure to AU. In these examples, please read “bosses” as meaning members of both AU’s executive and AU’s Board of Governors.

- contacting bosses and/or politicians (in person and electronically),
- bringing in a mediator to bargaining sessions (observer effect),
- holding a non-confidence vote in AU’s bargaining team or the Board,
- conducting a media campaign highlighting AU’s bargaining position and behaviour,
- organizing information pickets (e.g., pickets, car convoys, leafleting) that target bosses and MLAs’ homes, offices, and businesses, as well as meetings of the Board of Governors,
- publicizing data related to bosses’ salaries and administrative bloat,
- informing and/or pressurizing the new president about how AU’s bargaining is affecting staff relations, and
- organizing a national campaign of censure over AU’s bargaining approach.

AUFA members suggested a number of ways to apply **financial** pressure to AU, including:

- organizing a student boycott for the duration of any work stoppage, and
- asking colleagues to refrain from recommending that students attend AU or accept transfer credits from AU until bargaining is settled.

A small number of members noted that a work stoppage would lead to students experiencing delays in completing their education. Other members identified the risk that reputational harm might persist after a new contract is settled

## U OF A BOARD OF GOVERNORS APPROVES HUGE TUITION FEE INCREASES

*(from Gateway student newspaper)*

The University of Alberta Board of Governors has approved exceptional per-year tuition increases for new domestic students enrolling in September of 2022. Everyone on the Board except the 3 student representatives voted for the increases. Kudos to the students for standing up for the right to education.

During the phony discussion of the increases, which was held merely to rubber stamp the increases, matters became heated when the UCP-appointed Chair of the Board of Governors, a former energy executive, accused one student representative of calling the Provost a liar. No comment.

The increases encompass both undergraduate and graduate professional degrees, such as law and business. At their most extreme, the proposed increases raise tuition to 104 per cent above its previous cost (Masters in Counselling Psychology). Prior to this announcement, the university had proposed a yearly 7 per cent increase to domestic tuition for 2021 in response to government implemented budget cuts.

The proposed increases are as follows:

### **Undergraduate**

JD (law): from \$11,701 to \$16,967 (+\$5,265, 45 per cent)

PharmD (pharmacy): from \$11,431 to \$16,461 (+\$5,029, 44 per cent)

DDS (dentistry): from \$23,109 to \$32,352 (+\$9,243, 40 per cent)

APDDS (dentistry): from \$57,093 to \$79,930 (+\$22,837, 40 per cent)

BSc in engineering: from \$7,309 to \$9,100 (+\$1,790, 24.5 per cent)

BComm (business): from \$8,012 to \$9,775 (+\$1,762, 22 per cent)

BSc in radiation therapy: from \$6,091 to \$7,309 (+\$1,218, 20 per cent)

BSc in medical laboratory science: from \$7,512 to \$8,789 (+\$1,277, 17 per cent)

### **Graduate**

Master in counselling psychology with thesis: from \$4,192 to \$8,574 (+\$4,381, 104 per cent)

Master in counselling psychology: from \$4,287 to \$8,574 (+\$4,287, 100 per cent)

MBA (business): from \$14,380 to \$24,015 (+\$9,635, 67 per cent)

MEng (engineering): from \$7,345 to \$9,034 (+\$1,689, 23 per cent)

On April 11, U of A law students released a petition condemning the proposed increases, saying they will disproportionately affect students who are Black and Indigenous People of Colour (BIPOC).

In a press release sent out by the Students' Union and Graduate Students' Association (GSA) on April 12, both unions condemned the increases, which SU president Joel Agarwal highlighted are estimated to impact at least 6000 undergraduate students.

*"The proposed increases are egregious, especially in light of the short consultation windows available for students in the affected units to respond,"* the student unions said.



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## **BILL 74 : LEGISLATING THE ATTACK ON THE RIGHT TO POST-SECONDARY EDUCATION**

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*By DOUGAL MACDONALD, COMMUNICATIONS*

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Alberta's UCP government introduced Bill 74, the Advanced Education Statutes Amendment Act, on October 26, 2021. According to the UCP, Bill 74 will "amend the Post-Secondary Learning Act (PSLA) and the Skilled Trades and Apprenticeship Education Act (STAEA) to align with the Alberta 2030 strategy" the UCP's new 10-year strategy for post-secondary education revealed on April 29, 2021. The STAEA, which was introduced June 17, 2021 as Bill 67, will replace the Apprenticeship and Industry Training Act (AITA) in early 2022.



As noted in a previous article in The Outsider (May 2021) the Alberta 2030 strategy openly attacks the right to post-secondary education. It reveals an intention to supply narrow private interests with skilled labour free of cost, which Bill 74 will enshrine in legislation. Alberta 2030 has nothing to do with educating the youth to acquire the knowledge and ability to think for themselves so as to build a bright future for themselves and the society they depend on for their living, and contribute to the same internationally.

To align with the Alberta 2030 strategy, Bill 74 makes some key changes to the Post-Secondary Learning Act (PSLA) which governs post-secondary education in Alberta:

- Aligns the PSLA with the “vision and mission” of Alberta 2030
- Establishes a new superboard, the Ministers Advisory Council on Higher Education and Skills (MACHES), which will advise the Minister of Advanced Education on strategic goals and direction for post-secondary education, metrics for measuring the performance of post-secondary institutions (PSIs), and any other matters
- Newly categorizes PSIs as either universities or as polytechnics/colleges
- Limits boards of governors member terms to six consecutive years
- Transfers authority to set tuition fees from the Minister to the boards of governors of PSIs

Noteworthy here is the establishment of the MACHES superboard, especially if it at all resembles the new “guiding coalition” superboard that the UCP created to oversee the implementation of Alberta 2030. The guiding coalition superboard clearly reinforces that the main aim of Alberta 2030 is to supply narrow private interests with skilled labour free of cost. It includes such worthies as Stephen Harper’s former chief of staff, the former CEO of the Canadian Association of Petroleum producers, a UCP MLA, the chair of the Business Council of Alberta, and a fellow of the arch-reactionary Macdonald-Laurier Institute. What qualifications do such people have to direct the future of post-secondary education in Alberta except to ensure that it serves as the handservant of private industry?

Also noteworthy is placing the setting of tuition fees in the hands of the PSIs themselves. Alberta 2030 reveals that the long-term plan is for the PSIs to as much as possible fund themselves and to further slash declining government financial support. One main way is to sell out to private donors. Another is for the PSIs to “spin off” commercial enterprises. The third main way is through mercilessly raising tuition fees. In April, the University of Alberta Board of Governors (BoG) approved major tuition fee increases that will at their most extreme, raise tuition to 104 per cent above its previous cost. The increases were condemned by both the Students’ Union and the Graduate Students’ Associations.



Bill 74 also makes some minor changes to Alberta's new Skilled Trades and Apprenticeship Education Act (STAEA). Of greater interest is how the new STAEA differs as a whole from its predecessor, the Apprenticeship and Industry Training Act (AITA). The main differences are that the STAEA will:

- Expand apprenticeship to more professions
- Shrink the regulatory framework
- Establish the Board of Skilled Trades
- Expand opportunities for further education or career changes

It is important to note that when Alberta Premier Kenney was Harper's Minister of Employment and Social Development he was instrumental in implementing the 2013 Federal Skilled Trades Program (FSTP) which was aimed at people who wanted to become permanent residents based on being qualified in a skilled trade. At the time, Kenney specifically mentioned the importance of meeting shortages of skilled workers in the oil sands industry. In other words, FTSP aimed at serving the needs of whichever monopolies required additional labour.

This suggests that any skilled trades legislation the UCP puts forward in Alberta will have the same general aim as the FSTP, i.e., to meet the needs of the monopolies for skilled labour. The main way in which the STAEA differs from AITA, its provincial predecessor, is that the STAEA expands and streamlines the apprenticeship process to that end. Meanwhile, the new Board of Skilled Trades will be there to oversee all to ensure that the expanded apprenticeship services to the monopolies are provided efficiently and expeditiously and as duly required.

## FOR YOUR INFORMATION: UNION CERTIFICATION IN ALBERTA

*BY PEGGY MORTON, FORMER PRESIDENT CUPE 2111, REPRINTED FROM WORKERS FORUM*

Locals 362 and 987 of Teamsters Canada have filed for certification to represent workers at Amazon's "fulfillment centres" in Nisku (Edmonton) and Calgary, both located near the city airports. Teamsters Local 362 filed for the Nisku warehouse on September 14 and Local 987 applied for certification for the Calgary warehouse on October 19. Teamsters launched the organizing campaign at the June 2021 Convention of the International Brotherhood of Teamsters.

The Alberta Labour Relations Code was amended by the United Conservative Party (UCP) government in 2020 to require a vote for all union certifications. A union may apply for certification for a unit once at least 40 per cent of the employees have signed cards within the previous 90 days indicating their support for the union certification. A board-supervised vote is required even when a majority of workers have signed cards.

The Alberta Labour Relations Board (ALRB) previously had the power to certify a union without a

vote in the case of clear misconduct of an employer -- for example, firing workers who were identified as leaders in the organizing drive. The UCP removed this power. Instead of certifying the union, the Board must order a new vote and certify without a vote "only if no other remedy or remedies would be sufficient to counteract the effects of the prohibited practices."

On receiving an application, the Board conducts an investigation to determine that the applicant is a trade union, the unit applied for is an appropriate unit for collective bargaining, the application is timely, and that the union has the support of at least 40 per cent of employees in the unit.

The Board explains the investigation process as follows: "When a union files a certification application, a Board officer conducts an impartial investigation. The officer speaks to the employer and the union. The officer may also speak to individual employees. The officer requires the union and the employer to produce records relating to the application, such as employee and membership lists.



The officer then writes a report outlining whether or not the application meets the Code's requirements for certification. This report is presented to the parties (who may object to some of all of its findings) and a panel of Board members. The panel conducts a hearing and decides whether or not the application meets the requirements of the Code. If so, the panel orders an employee vote. If a majority of the employees voting vote in favour of the union, the union is certified."

There is no time limit set for the Board to conduct a vote.[1] The legislation states that "the Board shall make its final decision whether to grant the application for certification no later than six months after the date of the application", although in "exceptional circumstances," which are not defined, the Chair of the ALRB can approve an extension beyond six months.

Mandatory certification votes and extended timelines for the Labour Board to call a vote gives employers the opportunity for union-busting, allowing employers to carry out campaigns of intimidation and to spread

false information, including at sessions which workers must attend. The certification campaign at Amazon is taking place in the face of all these difficulties which governments who serve the oligarchs have put in place.

Note 1. Legislation enacted by the NDP in 2018 established a time limit of 20 or 25 working days after an application was filed for the Board to make a decision, with a limited power of the Chair to extend the time limit. It also provided for certification without a vote, but with a high bar, requiring at least 65 per cent of the workers, not a simple majority, to sign union cards.



## UNIVERSITY OF MANITOBA FACULTY STRIKE TO DEFEND THEIR RIGHTS AND PUBLIC EDUCATION *(reprinted from Workers Forum)*

Professors, instructors and librarians, over 1,200 members of the University of Manitoba Faculty Association (UMFA), have been on strike since November 2 after negotiations between the association and the university administration reached an impasse. The main issue in dispute is increased salaries needed to recruit and retain staff whose salaries have been frozen since 2016, with the result that, according to Statistics Canada data, the university has the second-lowest average salaries for full-time teaching staff out of the 15 largest research-intensive universities in Canada.

Earlier this year the Manitoba Court of Appeal upheld a lower court's ruling that the government acted unlawfully in its interventions in bargaining at the university in 2016. However, the UMFA reports that the university has yet to compensate UMFA members for wage increases that were unlawfully removed from the bargaining table.

The UMFA reports that the University of Manitoba President Michael Benarroch, after confirming that salaries have fallen behind by eight per cent compared to inflation alone, "admitted that the government has once again instructed him to offer salary increases that mimic the *Public Services Sustainability Act*."

The Manitoba government introduced the *Public Services Sustainability Act* in 2017. It was passed by the legislature and, although never enacted, has been used to claim a "mandate" to impose wage restrictions on public sector workers. The wage caps are zero per cent in each of the first two years of a four-year agreement, 0.75 per cent in the third year and one per cent in the fourth year. In 2020, a Court of Queen's Bench judge ruled that the act violated the right of 120,000 public sector union members to meaningful collective bargaining. The

government appealed and the Manitoba Court of Appeal overturned the lower court decision in October. The Partnership to Defend Public Services, a group of unions representing over 100,000 Manitoba workers, will be seeking leave from the Supreme Court of Canada to appeal.

In an information bulletin prior to the strike the UMFA informed students:

"The current round of bargaining involves many issues including equity, diversity and inclusion, childcare, intellectual property, and more. The most important issue is salary. UMFA salaries have been frozen since 2016, as part of an austerity agenda embodied in the still-unproclaimed *Public Services Sustainability Act* (PSSA), which was used to freeze salaries in the public sector. While the legislation was used to justify freezes for UMFA members, other public-sector workers, like Nurses and Hydro workers, were able to achieve settlements that were greater than those outlined in the PSSA."

The strike has the support of the University of Manitoba Students Union, several student groups on the campus, the Manitoba Nurses' Union and other unions and the Manitoba Federation of Labour.

Underfunding and low salaries at the university impact not only the university community but the society as a whole. A health care rally was organized at the Manitoba Legislature on November 9 by instructors in the College of Nursing, whose 54 faculty are members of the UMFA. The same day a letter signed by 40 of the nursing faculty was delivered to Audrey Gordon, Minister of Health and Seniors Care and Minister of Mental Health, Wellness and Recovery which outlined the need to create "a salary scale that will attract new faculty and retain current faculty who can step up to the challenge of preparing nurses for a health care system in crisis due to the nursing shortage, a pandemic, and increasing interpersonal violence and moral distress on the frontline."

In the health care sector the shortages of trained personnel have been brought most vividly to public attention over the course of the pandemic, but it is not just health care that is affected. Government interference to impose wages that do not even keep up with the cost of living increase the difficulty of recruitment and retention for public services, including educators, with far-reaching impact. The demand of the UMFA for an end to government interference is just and has broad support.

With their strike, the University of Manitoba faculty are defending their rights and those of their students, pointing out that their working conditions are students' learning conditions. They are also standing up and fighting for the public education system upon which the whole society depends.



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## NB GENERAL STRIKE: TENTATIVE AGREEMENT REACHED

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(CUPE New Brunswick)

**November 14, 2021** – Last night, a tentative agreement was reached between the 11 CUPE Locals, part of the Centralized Bargaining Team, and the New Brunswick Government. All workers are to return to work immediately as strike activities are held off pending ratification from the general membership.

CUPE Locals 1190, 1251, 1252, 1253, 1418, 1840, 1866, 2745, 5017 & 5026, had been on strike since October 29, 2021. CUPE Local 963, representing Alcool NB Liquor (ANBL) workers joined the Centralized Bargaining Team after conducting successful strike votes last week. They also reached a tentative agreement this Saturday.

“Most workers had been without a contract for over three, four years, so I am pleased they have an agreement they can vote on in the coming days,” said Stephen Drost, President of CUPE NB.

Late in 2020, Premier Blaine Higgs had announced his intentions to impose a wage freeze on all public sector workers. “*Despite the pandemic pressure, the recruitment and retention crisis, despite CUPE’s repeated appeals to reason, Higgs did not want to offer fair wages to workers,*” said Drost. What is in today’s tentative agreement has only been possible

through collective action, perseverance, and determination of all union members,” said Drost.

More than 20 000 CUPE members were involved in what has become New Brunswick’s biggest legal general strike.

From day one, the union’s goal at the bargaining table was always obtaining real wage improvements that go above the cost of living. “This is key to improve NB’s public services, services that we need now more than ever as we recover from the COVID-19 pandemic,” said Drost.

Details of the agreement will not be released until members can see it first during ratification votes later this week.



## BROAD MASS MOVEMENT OF STRIKES IN THE US

(files from Workers Forum)

Across the U.S., workers in many industries and services are striking to defend their rights and the rights of those they serve. They are rejecting demands for yet more concessions and affirming their experience that *Concessions Are Not Solutions!*

Many are standing against two-tier systems that attack younger workers, often greatly lowering wages and eliminating pensions and healthcare benefits secured through determined struggles by existing and retired workers. John Deere workers, miners, teachers, health care, food and other workers are taking their stand, rejecting the anti-social attacks of the giant oligopolies.

In many ways, they are expressing the need for a new direction for the economy that provides for rights, including safe conditions for all, wages, benefits and pensions acceptable to the workers themselves. These belong to workers by right and as the producers, workers are not a cost, as the oligopolies claim, but the creators



of wealth. Workers along with those they serve, are standing up for rights in a situation where the oligopolies persist in their anti-social offensive.

We applaud all these efforts and stand as one with all those engaged in these battles. Some of the strikes that are underway in the U.S. include John Deere workers at multiple sites, Alabama coal miners, West Virginia and Ohio metalworkers, Buffalo hospital workers, Kaiser Permanente hospital workers in California, Scranton teachers, Kellogg food processing workers at multiple sites, Nabisco workers, and Frito-Lay workers in Topeka,

You can find out more about any of these strikes by going to the website of the union that the workers belong to.

**Update:** The John Deere contract is ratified and the strike is over. 10,000 UAW members turned down two company contract offers, killed a company attempt to create a new wages tier, doubled workers' raises, won back COLA, and **showed everyone that workers can win a big strike.**



**RANDOM THOUGHTS:** Speaking as an Athabasca University tutor I don't know what I would do if it were not for the fact that I have an incredibly competent administrative course assistant to fall back on. This becomes necessary when I have a problem I can't work out or when I make a mistake that has no "take back" function attached. Like accidentally finalizing a course mark when it's not finalized yet. I could give many other examples but suffice to say that my course assistant whom I shall call "I" has never failed me. I would guess that all CUPE 3911 members, both tutors and academic experts, would agree with me. I even had the great good fortune to have for a brief time TWO course assistants when I was helping cover two additional courses for a tutor who went on leave. That was definitely an embarrassment of riches. So, a big thanks from all of us who are tutors and academic assistants to the course assistants who continue to come to our rescue as needed and who make our lives as part-time, precarious workers much more manageable as we diligently do our work on behalf of our students. Cheers!!



## CUPE 3911 MONTHLY GRIEVANCE SUMMARY REPORT

By BARRET WEBER, GRIEVANCE OFFICER

A grievance results from a violation of the Collective Agreement, Human Rights, Occupational Health and Safety Act, Labour Relations Act, or other University policies. If you feel there has been a dispute or difference of opinion or interpretation between yourself and the employer you should contact your administrator and/or your executive immediately. If the matter cannot be resolved informally then a grievance can be filed.

There are three types of grievances: individual, group, and policy.

- An individual grievance is a complaint that an action by the employer has violated the rights of an individual as set out in the Collective Agreement, law or by some unfair practice. E.g., discipline, demotion, timesheets etc.

- A group grievance is a complaint by a group of individuals all affected the same way, e.g., all employees in a particular department.
- A policy grievance is a complaint by the Union that an action or failure or refusal to act by the employer is a violation of the Collective Agreement that could affect all members covered by the agreement.

## Grievance Committee Activity Report for October-November 2021

CUPE 3911 is working hard on a number of individual, group and policy grievances on behalf of members. Here is a brief summary of the recent activity. Note that activity does not mean that previously listed grievances were not active but just that they were not active this month. Many of these activities were carried out in collaboration with our CUPE National Representative

- Supported numerous members on understanding their rights and contract challenges, especially around seniority issues and supporting workplace accommodations
- Worked on arbitrations with National Representative, CUPE National, and union Co-chair. Deferred two arbitrations indefinitely for strategic reasons
- Worked with member and employer regarding an IST being terminated. Step 1 meeting to be held November 18
- Chaired grievance committee meetings on November 15th and 16th to review individual files and chart strategy to support members. Held a committee meeting for a dissatisfied former member of the union
- Supported a member regarding possible bullying and harassment in the workplace
- The union currently has 1 active grievances, 3-4 grievances going to arbitration, and several areas of discussion with the employer

**Note:** Barret Weber, the current CUPE 3911 Grievance Officer, will be stepping down from the position at the end of this month. We are looking for a replacement.

## ANNOUNCEMENTS



**CUPE National Convention, November 22-26.**

**CUPE 3911 Annual General Meeting and Elections, December 4, 2021.**

**CUPE 3911 Website.** We have a shiny new CUPE 3911 website which we urge all our members to visit and use. The URL is [CUPE3911.ca](http://CUPE3911.ca)

### Editorial Policy: The Outsider

The Outsider is the voice of CUPE 3911. It is our vehicle for communicating with our members, on a regular (monthly) basis, about the issues that concern and confront us as workers. The Outsider is also the voice of our members. We encourage and welcome relevant contributions from members. While contributions are welcome, they need to contribute positively to the welfare of our union local and our members. They also need to contribute positively to the advancement of public post-secondary education in Alberta. We will not accept or print attacks on any of our members or our union leadership/executive. We also reserve the right to reply to any submissions that seem to reflect a misunderstanding of CUPE 3911 and its policies. Please direct all articles, letters, comments, and ideas to our administrator.