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CUPE 3911 Monthly Grievance
Report

Attend the CUPE 3911 Monthly Meeting on February 20, 2021

Our next general meeting, open to all members, will be held on Saturday, February 20, 930 AM. Suggested agenda items should be sent to the administrator's email address by 1100 PM, Thursday, February 18. The meeting will be conducted remotely via ZOOM. Instructions as to how to join the meeting will be sent to you.

Campaign to Stop PSE Cuts: Working Conditions are Learning Conditions

Post-secondary education organizations in Alberta have launched a new campaign called Stop PSE Cuts. The home page for the campaign is stopsecuts.ca. The campaign is supported by CUPE 3911, CUPE 1445, Athabasca University Faculty Association (AUFA), Alberta Union of Provincial Employees (AUPE), Council of Alberta University Students (CAUS), Association of Academic Staff University of Alberta (AASUA), University of Lethbridge Faculty Association (ULFA), Public Interest Alberta (PIA), Grant McEwan University Faculty Association (GMUFA), Mount Royal Faculty Association (MRFA), Non-Academic Staff Association (NASA), Alberta Colleges and Institutes Faculty Associations (ACIFA), Graduate Students Association (GSA), and Confederation of Alberta Faculty Associations (CAFA).



The introduction to the campaign on the front page of the site is as follows:

“Post-secondary education is a cornerstone of Alberta.

Our sector creates hundreds of thousands of jobs and is one of the main employers in the province. It trains the workforce of tomorrow and works tirelessly to promote the public interest through ground-breaking research, teaching, and community engagement.

While our universities, colleges, and technical institutes have suffered under these extraordinary circumstances, faculty, staff and students have risen to the challenge of managing the pandemic. There is no doubt about the crucial contributions post-secondary institutions make for Albertans every day.

But Alberta’s post-secondary system is under unprecedented threat. Even in the pre-pandemic period the provincial government set its sights on attacking the sector across the province. It has cut millions from the sector’s operating budget over the past two years. This has meant thousands of layoffs, more pressure with fewer staff, and a lower quality of education for students at a time when their tuition is increasing rapidly each year. Students are struggling with skyrocketing tuition costs.

Now with the pandemic our entire system is stretched thin. Professors and instructors are working under extreme pressure in offering support to students while shifting under emergency conditions to online delivery. And this is happening in the context of support staff losing their jobs.

It has never been more clear that the working conditions of faculty and staff are the learning conditions of students.

We need to work together like never before to push for our world-class post-secondary education system to be funded like the essential public service it is. Not only for our economy today but for the economy of the future.

Invest in Alberta’s future. Stop the cuts to post-secondary education.

This campaign is an effort of a coalition of organizations representing over 154,000 undergraduate and graduate students, over 11,000 faculty and instructors, and over 13,000 support staff in Alberta’s post-secondary education system. We exist to advocate for a strong post-secondary education sector so that Alberta can thrive.”

(Subsequent pages of the Stop PSE Cuts site discuss the more specific issues facing each of staff, students, and faculty, as well as the effects of the pandemic on everyone. There are also suggestions as to what actions can be taken.



Please visit the site for this additional material, as well as check back for future additions. Again, the campaign may be accessed at stoppsecuts.ca. It is very important that we all unite and fight this campaign together!)

AU Faculty Association Will Remain Intact

(by Heather Stocking; Reprinted from the *Athabasca Advocate*, December 29, 2020)

ATHABASCA — A win in labour disputes can be rare for the workers, but it is important to recognize even small victories, and with Athabasca University (AU) deciding to back away from designation for the Athabasca University Faculty Association (AUFA) this is a win, says union president David Powell.

In an interview last week, Powell said it's important to embrace the news that AU is backing away from the idea to shuffle members from AUFA to other unions, though the situation is not yet fully resolved.

"Designation remains as a law and designation remains as a policy however, the status quo, which we've been working to retain, appears to be the current plan to the university, until effectively there's a change in the administration," said Powell. "And then when a new president comes in, we'll see what the political context is."

With a little over three months until current president Neil Fassina leaves for his new job at Okanagan College Apr. 1 there is some speculation, but little information, as to who will take over his position in March.

"They don't have any practice of hiring internal candidates," Powell said. "I can't think of any high profile exits from universities and because we're mid-size University — nobody expected Peter McKinnon — Neil Fassina was kind of considered a sort of out-of-left-field candidate. I had never heard his name before; he was Provost at NAIT. But

nonetheless, he quit to take this job so, there's administrators everywhere, it's hard to tell."

Regardless of who replaces Fassina, the current battle is a case study in what unions can accomplish if they stick together, said Powell.

"The fact that this was defeated through I would say, a united, a strong response from our membership, and then the togetherness and solidarity with AUPE (Alberta Union of Provincial Employees) and CUPE (Canadian Union of Public Employees) and then finally faculty associations around the country, standing up to tell the university that they would not recommend sending students to AU unless they respected AUFA's wishes to maintain its current membership was astonishing," he said.

AUPE and CUPE both stood to gain members if AU chose to move them out of AUFA, so Powell is grateful.



"They recognized that this was a divide and conquer tactic and they would go after them next," he said. "And also, who wants a flood of 100

members? So, not only did they stand with us, and we all met and constantly coordinated on this, but then we refused to meet with the university without all three groups in the room, which the university hated."

Powell noted this win did not come from the bargaining table or through the Alberta Labour Board in an untested appeal mechanism or through the court system, but

by the actions of working academics who saw the benefits of keeping the status quo.

“(AUFA) are going to be going into bargaining and attempt to get language that prevents involuntary designation in our contract, which means that their policy can

say it wants, but our contract will over rule,” he said. “And that's our ultimate goal; until the university has signed an agreement with us that they will not remove our members, this issue remains a live issue no matter their intention.”

Build the Collective Power to Defend Education

by Mark Schroeder, former President, Mount Royal University Faculty Association

Although I'm a member of the academic staff at Mount Royal, I'm also currently enrolled in studies at the University of Calgary. And so, I took the liberty of sitting in on tonight's (Thursday's) Alberta 2030 town hall for students. Town halls for faculty and other groups continue next week.

Friends, beyond the grave damage already inflicted on post-secondary education in this province, including multi-year, deep austerity that has already started rolling out (and will continue to do so over future budget cycles), what is coming under the AB 2030 initiative looks to be worse still. This is a purely instrumentalist view of university and college education, meaning that it is to be aligned with priorities set by the government that are intended to serve the private

interests of employers and industry.

Although the implementation details were thin (yet the central role to be played by the performance-based funding regime was clear), main themes are that programs are to be aligned with the labour market and that research that is commercializable is to be the research that is prioritized and incentivized. This leaves little room for institutions to fulfil their missions in the service of the public interest, conceived in the broadest sense.

Another key theme is that governance models need to be re-architected to ensure "nimble" and "efficient" decision making. We can also expect greater emphasis on online/alternative delivery and continued emphasis on "entrepreneurial" institutional activity that is intended to

increase institutional pursuit of private sources of revenue.

Everyone who is a friend of a system of post-secondary education that works in the service of the public interest, conceived broadly, should be concerned about the direction this government is taking.



I implore you to build the collective power to oppose it actively, and to ask your faculty/student/staff association or union what they're doing to organize a rigorous defence. If they're not yet doing so (or worse, if they're even tentatively supportive as some student associations and their representatives have been so far), then you need to tell them that you expect better.

(Note: The Editor created the title from the text of Mark's article.)

Why the UCP is Going After Your Pensions by Gil McGowan, President of Alberta Federation of Labour

The UCP has essentially seized control of all public-sector pensions in the province. And they're coming for the money that Albertans save through the Canada Pension Plan (CPP) next. Watch the video to learn what's going on and what Alberta unions plan to do about it.

“With Bill 22 and the new Ministerial Orders imposed over the holidays, the Kenney government has essentially seized control of vast sums of money that is not theirs. The Finance Minister and the Premier might call this administrative reform. We call it theft,” said AFL president Gil McGowan at a news conference yesterday.



Why are they doing this? Unions think they have the answer.

“We think Jason Kenney’s end game is to use the retirement savings of hundreds of thousands of Albertans to prop up oil and gas ventures in the province that are having an increasingly difficult time raising money from global investors and international markets,” said McGowan.

“We’re not opposed to all oil and gas investments. What we ARE opposed to is a system in which the government gives itself the power to invest other people’s money in risky ventures without their permission.

(Watch Gil McGowan’s full Statement here: <https://www.youtube.com/watch?v=55g73cG7-Z8&feature=youtu.be>)

Silenced and Sacrificed: COVID-19 Healthcare Workers’ Secret Suffering Unveiled

(By James T. Brophy, Athabasca University, University of Windsor, University of Stirling; Margaret M. Keith, University of Windsor, University of Stirling; and Michael Hurley, president OCHU-CUPE.)

Health-care workers in Ontario — a workforce that is predominantly women, many of whom are racialized — have been made especially vulnerable during the COVID-19 pandemic.

The risk of being infected with COVID-19, the lack of preparedness by governments, little success in arguing for better protection and being barred from speaking publicly have left health-care workers feeling angry, fearful and sacrificed. The vulnerability and physical and mental health impact on health-care workers also affects health-care delivery to the public.

The COVID-19 pandemic changed the landscape of the healthcare system. Health-care workers have been disproportionately infected, making up nearly 20 per cent of cases, higher than the global rate among health-care workers. Meanwhile, worldwide shortages of N95 masks influence local protection guidelines.

After the Severe Acute Respiratory Syndrome (SARS) outbreak in 2003, an independent commission provided a roadmap for handling future pandemics. Recommendations included that N95 masks be available to healthcare workers at all times. But governments disposed of expired N95s and other medical supplies and failed to replace them.

Healthcare workers in need of protection from COVID-19 and other risky working conditions in their jobs confidentially reported the impact of these decisions in our [recent study](#) [1]. The research, a collaboration between University of Windsor occupational health researchers and the Ontario Council of Hospital Unions (OCHU-CUPE), which funded the study, unveils the stories behind the statistics of the thousands of healthcare workers who have been infected with COVID-19.

Study Gives Voice to Healthcare Workers

Healthcare workers are not allowed to talk publicly about their working conditions. They are systematically silenced — disciplined or fired — for speaking out about unsafe working conditions.

We conducted anonymous telephone interviews in April and May 2020 with 10 health-care workers recruited with the assistance of the OCHU-CUPE provincial office. Another five participants cancelled, with two specifically citing fear of discipline or job loss if identified.

Prevalent themes in interviews included psychological distress, inadequacy of protection, inconsistencies in policy, government failings and barriers to agency. The stress and anxiety experienced by health-care workers were most prominent.

During study recruitment, potential interviewees said they were too afraid to participate for fear of losing their jobs. A hospital clerical staff person interviewed for the study said: *“All the front-line workers fear reprisal. We are told, “You can’t talk to the media.”... It’s just such a travesty and these issues need to be said and people need to know what’s really going on.”*

The study safely and anonymously gives healthcare workers a public voice and provides insight into their working conditions.

Health-care workers share society’s background mental distress as well as stressors related to their work. An authoritarian and hierarchical culture in healthcare work is described by health-care workers as contributing to risk and adverse mental health effects.

Interviewees reported that the risk of contracting COVID-19 and infecting family members or patients created intense anxiety. With under-staffing and increased workloads as well, healthcare workers are suffering from exhaustion and burnout.

“There’s a lot of anxiety. When COVID-19 is over, the employer won’t have enough counsellors on hand to handle what I think is going to hit. Because people are anxious; people are fearful. They come to work; they don’t know if they have the illness or not, because sometimes you’re asymptomatic. They’re afraid to go home; their families are scared of them. It is just horrendous. And the morale is as low as it can be.”

A personal support worker (PSW) in a long-term care facility described difficulty coping with added stress, increased workload and making the sacrifice of working longer hours to keep up care:

“There’s definitely extra stress, and some days, you just break down and start crying... Our workload is crazy, and the girls are just running on the floor to keep up... Before the pandemic, we had a shortage of PSWs, and now we have more and more people going off work because they’re afraid. A lot of the staff are working double shifts.”

Government Failures Create Risks for Healthcare Workers

Ontario’s healthcare system has been eroded by economic strains, understaffing and diminished capacity. Interviewees divulged regulatory inadequacies. Healthcare workers are at risk of COVID-19 exposure, yet left without adequate protections — including personal protective equipment (PPE) and administrative and engineering controls — as well as a lack of adherence to the precautionary principle, as explicitly recommended in the SARS Commission Report [2].

The controversy around the aerosol transmission of SARS-CoV-2 affected healthcare workers’ safety. N95 masks, considered the best protection against virus transmission, have not been available to health-care workers as authorities debated the science that established airborne transmission. Several healthcare workers said requests for N95s were ignored. Supervisors warned nurses, saying:

“You are not to wear an N95 mask; you do not need it, you are fine to be wearing the mask with a shield, and if I catch you with one on again, you can be fined.”

Another nurse, told she couldn’t wear her own N95, resorted to hiding one she had purchased herself under a medical mask.

There is little trust in government decisions and policies for protection. A long-term care PSW explained: *“It makes it difficult when we feel that the best decisions for our safety — especially in regard to PPE — are not truly the best practice... That’s a big concern for us on the front line.”*

Another healthcare worker interviewed put it very simply: *“All we are asking is, please protect us!”*



Protecting Healthcare Workers and the Public

Our study uncovers implications for health-care workers and health-care provision, and concludes with recommendations that include:

1. Increased staffing levels in Ontario’s hospitals and in long-term care.
2. Changes to the workplace culture so health-care workers are heard.
3. Strong management support to mitigate mental distress.
4. Improved working conditions and PPE.
5. Legislated protection to allow staff to speak without reprisal.

[Note 1: <https://journals.sagepub.com/doi/10.1177/1048291120974358>].

[Note 2: http://www.archives.gov.on.ca/en/e_records/sars/report/v1-pdf/Vol1Chp3.pdf]

Indigenization Through Collective Bargaining: Lessons and Ideas for Academic Staff Associations

(By Spy Dénommé-Welch and Larry Savage, Brock University)

[Reprinted from *Academic Matters*. OCUFA’s Journal of Higher Education]

Introduction

In June 2020, members of the Brock University Faculty Association (BUFA) ratified a new collective agreement that contained important contract provisions designed to advance measures aimed at restoring and renewing Indigenous practices and knowledge systems.

The union’s bargaining breakthrough on Indigenization was rooted in the understanding that upholding Indigenous rights (guided by Treaties, the Canadian Constitution, and various international agreements such as the United Nations Declaration on the Rights of Indigenous Peoples) is an important and much-needed step towards addressing reconciliation with First Nations, Inuit, and Métis peoples.

In this article, we reflect on the process, outcomes, and lessons learned from our

experience pursuing Indigenization through collective bargaining.

Process

In advance of bargaining, BUFA consciously adopted the concept of “nothing about us without us” in relation to Indigenization and decolonization. Specifically, our negotiating team struck a sub-committee that was tasked with developing bargaining proposals focused on equity, diversity, Indigenization, and decolonization. BUFA negotiating team member Spy Dénommé-Welch (Anishnaabe) spearheaded the sub-committee’s work on Indigenization and decolonization, which provided recommendations back to the BUFA negotiating team, led by Chief Negotiator Larry Savage (a non-Indigenous ally).

The sub-committee made efforts to meet one-on-one with BUFA’s Indigenous members to learn about their experiences and gather input about how the university and union could best address the needs of Indigenous faculty and professional librarians. Consulting with the

union's Indigenous members about bargaining progress and seeking their guidance around the bargaining team's proposals was enormously valuable and strengthened BUFA's contract demands at the table.

Additionally, the sub-committee reviewed various collective agreements from other Canadian institutions to ascertain if and how topics of Indigenization and decolonization were being addressed. We quickly learned there were few concrete examples of collective agreement language to draw on. BUFA was therefore keen to explore ways of weaving aspirational ideas around Indigenization and decolonization with practical, achievable, and meaningful bargaining proposals that would find favour with both union members and university administrators.

Once the sub-committee concluded its consultations, members drafted a document outlining several priority areas and subsequently worked with the negotiating team to pull together a series of concrete bargaining proposals that were eventually approved by the union's executive committee before being tabled as part of the collective bargaining process.

Outcomes

The union successfully negotiated significant amendments to BUFA's collective agreement that establish equitable policies and practices for Indigenous faculty and professional librarian members. Not only did our negotiating team work to proactively eliminate barriers to the recognition of Indigenous knowledge production and dissemination, it succeeded in having the agreement formally recognize the value of Indigenous knowledge. We see these positive changes as a beginning

rather than an end to a much longer process of reconciliation.

Changes to the collective agreement include:

- Criteria for determining a Ph.D. or graduate degree equivalency for Indigenous knowledge.
- Explicit recognition that diverse forms of Indigenous scholarship count towards tenure and promotion.
- Provisions allowing for Indigenous members to voluntarily have an Elder or Traditional Knowledge Keeper/Carrier accompany them in promotion and tenure hearings and appeals in addition to their union representative.
- Provisions ensuring that candidates for Indigenous-focused appointments will have a meeting with an Indigenous member of the university community as part of the interview process.
- Language to facilitate the appointment of visiting Indigenous scholars.
- Mandated Indigenous representation on recruitment committees for Indigenous-focused appointments.
- Expanded evidence of teaching, research/scholarly activity, and service for tenure and promotion applications to include written comments from Indigenous organizations, Elders, and/or Traditional Knowledge Carriers/Keepers about a candidate's contributions.
- Expanded evidence of research/scholarly activity for tenure and promotion applications to include knowledge mobilization and/or oral presentations in Indigenous community settings.
- Expanded evidence of service for tenure and promotion applications to include service in and recognition by regional, national, and/or international Indigenous communities/organizations.
- Provisions to allow, where relevant, for Indigenous Elders and/or Traditional

Knowledge Carriers/Keepers to act as arm's length referees for tenure and promotion applications.

- Expanded language around class cancellation and exemptions from exam attendance for faculty participating in Indigenous practices.
- Mandating that tenure and promotion committees and search committees for senior administrative positions include self-identified members of equity-seeking groups to the extent possible.

Lessons

While we are proud of the union's bargaining breakthroughs on Indigenization, it is important to acknowledge that the consultation, proposal development, and collective bargaining processes did not unfold without hiccups or frustrations.

First, it is important to remember that academic staff associations, in general, have been slow to tackle issues of Indigenization and decolonization through collective bargaining. One of the reasons for this is that, for the vast majority of members, Indigenization is simply not a priority. Thus, convincing both the leadership and the membership to prioritize the issue, let alone maintain its priority status throughout the entire collective bargaining process, is no easy task. Building early support for the initiative within the union in advance of bargaining is therefore key. This involves education, ongoing discussion, and active engagement with members around the union's development of its own strategic priorities.

In short, Indigenization is an issue that academic staff associations must fight for consciously and intentionally. The importance of this last point was underscored for us by the fact that the university's negotiating team did

not table a single proposal on Indigenization, despite the fact that a key pillar of the university's strategic plan is to "foster a culture of inclusivity, accessibility, reconciliation and decolonization."

Second, colonial mindsets are strongly entrenched, even in a university setting where official pronouncements in support of Indigenization are relatively uncontroversial. While there was openness to talking about the unique experiences of Indigenous peoples as distinct from the lived experiences of members of other equity-seeking groups, exchanges were sometimes uncomfortable and misunderstandings were not uncommon, both at the bargaining table and within the union. Recognizing both the existence and importance of distinct cultural needs and practices for Indigenous members is critical here.

Some colleagues struggled to understand why particular issues might become sticking points for Indigenous members and had to contend with the reality that their long-held labour relations principles were perceived by some to be at odds with the goals of Indigenization and decolonization. For example, some members the university's negotiating team initially struggled with the possible risk implications of extending certain rights related to the use of Elders to Indigenous members that would not be extended to all members. Within the union, an internal debate emerged over whether formal voting rights should be extended to Indigenous representatives on recruitment committees who themselves were not members of the bargaining unit. In the end, the negotiating teams settled on a proposal that denied voting rights to non-members. The way this issue was resolved, however, highlights the need for the university to hire more

Indigenous faculty and professional librarian members, in part, to help bolster Indigenous representation and community service capacity within the university.

Third, much of the hesitation around drafting proposals related to Indigenization and decolonization is driven by a fear of getting things wrong from a contract enforcement perspective. While overarching principles were not always controversial, translating them into workable and meaningful collective agreement language proved more challenging. For example, in our case, while the union's proposal to establish a Ph.D. or graduate degree equivalency for Indigenous knowledge was immediately well received, mutually agreeing to contract language to support this principle took a great deal of time and effort. Having an Indigenous voice at the bargaining table unquestionably helped to break the logjam.

In the end, the Parties agreed that in determining a Ph.D. or graduate degree equivalency for Indigenous knowledge:

“Consideration shall be given, but not limited to, the level of knowledge of the language and/or traditional customs including protocols, spirituality, traditions, practices, ceremonies, histories, and teachings of a particular group of Indigenous people or peoples. This knowledge may have been acquired through lived experience; active and lengthy participation in Indigenous forms of self-determination and governance, cultural structures, and processes; and a careful study and reflection of their

philosophical underpinnings. In many cases, acquiring this knowledge will have involved studying with an Elder or Traditional Knowledge Carrier/Keeper.”

Our final takeaway is that representation in academic staff association structures and processes matter a great deal. The participation of an Indigenous negotiating team member who was given the space to speak their truth directly to the employer at pivotal points in the collective bargaining process was key to the union's success. More broadly, Indigenous voices help provide clarity and understanding around the needs of Indigenous members and help both parties ensure that colonial approaches do not go unnoticed or unchallenged.



(Spy Dénommé-Welch is Associate Professor in the Department of Education at Brock University and Brock University Faculty Association Negotiating Team member. Larry Savage is Professor in the Department of Labour Studies at Brock University and Chief Negotiator for the Brock University Faculty Association.)

Boilermakers Lodge 146-CESSCO Fabricators Picket Line-Every Day

Boilermakers 146 are asking for our support. They can't do this alone. We are stronger together.

Important Details:

LOCATION: CESSCO 7310 99th Street, Edmonton - *multiple picket points*

PARKING: Street Parking on 75th Avenue and 72nd Avenue

UPON ARRIVAL: Please check-in with the Lockout Team in their Lockout HQ for instruction on your picket location

OFFICE LOCATION:

Laneway between 72nd and 73 Avenue (Around the corner from Barb and Ernie's from the South and George's Autobody from the North). Office is on the south side of the laneway. Red Door with for lease sign and Boilermakers sign out front.



**Remember to practice physical distancing and wear a mask*

Random Thoughts: Solutions.

People these days are not calling for the preservation of the status quo, they are calling for change, for solutions. Problems require solutions. Some are big problems and others are small. Some require temporary measures and others, a permanent solution. Some are problems of nature and others are problems of society. Some are national and some are international. Some are of a theoretical nature and others are of a practical nature. What can be said, for sure, is that there are problems.

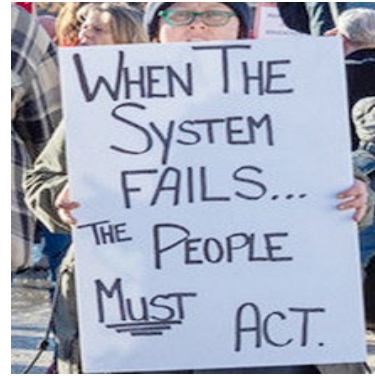
Do all problems have a solution? No. But there are some problems with which

humankind cannot live without finding a solution. Such is the case when it comes to the political process and its need for renewal. This concerns who controls the decision-making power over all the decisions which affect our lives.

There is a growing hostility to governments which do not serve the people but which pay the rich, uphold definitions of justice as decreed by the narrow private interests they serve, and pass the most self-serving laws. What is needed is an organized political expression of the changes the people want.

Only in this way can a new world emerge from the debris which are threatening to bury us all alive.

In 2021, let us focus on the decisions which affect our lives. Let us focus on making sure we unite in action to identify the problems which we think require solutions and, most importantly, how to provide them with actual solutions!



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 January 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.

- Continued work on grievance for new IST hire around concerns related to Article 30 - Seniority
- Investigating a historical grievance regarding a termination that was conveyed to arbitration, a settlement offered, but was never scheduled nor settled
- Informal discussions with employer on another potential Article 30 grievance

- Continued work on two grievances filed in September; one individual grievance settled without precedent or prejudice; other pursuing next steps
- Wrote report on iPhone survey; published newsletter article on topic; working with employer on setting up labour-management discussions on the iPhones
- Supported several Gradual Return to Work (GRTW) plans with employer
- Organizing February Grievance Committee Meeting

The union currently has 2 active grievances, one grievance going to arbitration, and several areas of discussion with the employer, especially around Return to Work cases.



Announcements

CUPE 3911 Monthly General Meeting. February

CUPE 3911 Website. We have a new CUPE 3911 website which we urge all our members to visit and use. The URL is 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.