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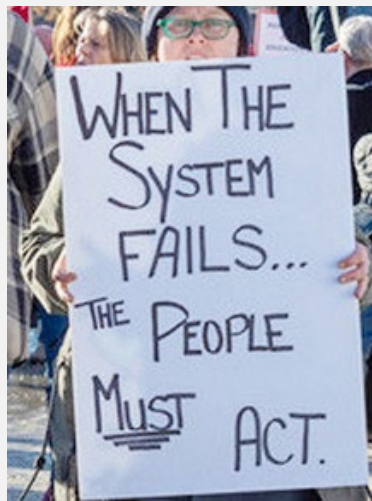
CUPE 3911 Monthly Grievance
Report

Attend the CUPE 3911 Monthly Meeting on April 24, 2021

Our next general meeting, open to all members, will be held on Saturday, April 17, 930 AM. Suggested agenda items should be sent to the administrator's email address by 1100 PM, Tuesday, April 13. The meeting will be conducted remotely via ZOOM. Instructions as to how to join the meeting will be sent to you.

Random Thoughts:

Canada's Public Safety Minister Bill Blair has announced that the Proud Boys and 12 other groups are to be designated as "terrorist entities." Such a decision is made, we are told, on the recommendation of Canadian security and intelligence agencies after an "extremely rigorous" probe has found "reasonable grounds



to believe that an entity has knowingly participated in or facilitated a terrorist activity." Should extremist, racist, homophobic, misogynist acts be prosecuted and punished? Absolutely! But who is designating organizations "terrorist" and by what process are they being outlawed? And on the basis of what criteria? That is the issue, not whether they should be prosecuted if they engage in criminal acts. It is beyond absurd to suggest that rule of law is

strengthened by use of police powers over which the people do not exercise control. Where are police held to account for targeting people of colour, youth, the homeless, and Indigenous peoples, especially women and girls? So long as self-serving criteria define what is a crime and what constitutes terrorism, and who decides is kept in the hands of the police powers themselves, there will be no accountability of any kind.

CUPE *Education for All* Campaign Offers New Vision for Post-Secondary Education, CUPE National, February 16

The COVID-19 pandemic has exposed longstanding issues within Canada's post-secondary education system, but it also offers opportunity to remake the system with an emphasis on quality, affordability, and accessibility. That's why CUPE is launching the *Education for All* campaign, together with our partners in a coalition of labour unions and student organizations representing over one million people.

"CUPE's 75,000 post-secondary education workers know that every job on campus is essential in delivering the highest quality of education, from academic staff to food services to clerical staff and building operators," said CUPE National President Mark Hancock.

"We've seen the impact that privatization and cost-cutting has had on the quality of education and the health and safety of students and workers. That's why we're proud to support a vision of *Education for All* that values high quality, publicly funded post-secondary education."

Today, the *Education for All* campaign released a comprehensive report which highlighted many of the challenges within the sector:

- Public funding now represents less than half of total revenue for universities while the proportion of college expenditures covered by public funding is also dropping.
- As public funding has decreased, tuition has skyrocketed, along with student debt.
- Universities and colleges are increasingly relying on precarious contract positions, privatization and contracting out of workers.

- These workers generally have lower wages, no paid sick days, few benefits, and no pensions.
- Students and workers who are indigenous, Black, racialized, female, LGBTQ, gender non-conforming or living with a disability are more likely to be excluded from the system or marginalized within it.

The *Education for All* campaign is calling on federal, provincial and territorial governments to work together on a national plan for education that is publicly funded, accessible, and high quality. Recommendations include:

- Boosting federal funding for post-secondary education by a minimum of \$3 billion and ensuring that finding keeps up with inflation and enrolment growth.
- Eliminating interest rates on student loan repayments and reducing and eventually eliminating tuition fees.
- Placing limits on the sector's use of precarious job contracts, contracting out and privatization.
- Investing in Indigenous education.



The *Education for All* campaign is a joint initiative of CUPE, the Canadian Association

of University Teachers, the Canadian Federation of Students, the Public Service Alliance of Canada, and the National Union of Public and General Employees. The *Education for All* campaign can be found at www.educationforall.ca

CUPE 3911 Again Excluded from Athabasca University Presidential Search Committee

Neil Fassina is leaving his 4.5-year job as president of Athabasca University (AU) to become president of B. C.'s small Kelowna-based Okanagan College (OC) on April 1, 2021. Fassina will give up his \$489,685 salary at AU for an estimated \$230,000 at OC. Fassina took over as president at AU in October 2016. Deborah Meyers, AU Vice-President Finance and Administration and Chief Financial Officer (CFO), has been appointed interim AU President.



AU has launched a search for a new president but, as has been the case in other recent presidential

searches, representatives of CUPE 3911, AUFA, and AUPE 069 are excluded from the search committee. In the past, various bogus excuses have been given for this exclusion, e.g., our addition would make the committee too big, it would increase the danger of leaking confidential information, and anyway our members could give their input as individuals. It should be noted that, following previous official AU policy, the employee groups were at one time included on the committee. But that policy was changed, obviously to eliminate us.

We didn't fall off the turnip wagon yesterday, so we are fully aware that our input and the input of AUFA and AUPE will not exert much influence on the decision as to who will be the new president of AU. We already have much experience with phony consultations and token committee representation where our input is formally solicited but then ignored. At the same time, we still believe in the need for genuine consultation and the need to uphold the very

important principle that we have the right to a say in all the decisions at AU that affect our lives.

The approximately 1000 members of CUPE 3911, AUFA, and AUPE 069 are the main producers of added value at AU through their teaching research and support work. This being the case, the present presidential search committee should be disbanded, the old policy to include CUPE, AUFA, and AUPE should be restored, and a new committee struck which includes us all. Until that is done, the committee will be a sham that is unrepresentative of AU and that stifles the important voices of a large segment of those who do very important work for AU.

Celebrating International Women's Day, March 8

One hundred and ten years ago, International Women's Day was established to highlight the



fight of women for peace, for their rights as workers, and for their right to participate

in political affairs and to take their place at the front of all fields of human endeavor. The women of Quebec, Canada and the world are in the leading ranks of every historic fight for peace, freedom and democracy, that is, a fight for the empowerment of the people. Wherever the struggle to advance the cause of the people is being waged, women stand second to none.



On March 8, 2021, International Women's Day, women around the world once again organized rallies, marches and gatherings of all kinds to assert their claim as women to a say and control over all the affairs of society. Their struggle to affirm their collective rights is part and parcel of the fight to defend the rights of all. Throughout the colonial, anti-slavery and anti-imperialist periods, women have always been at the forefront of historical battles. In each era, they have addressed the conditions they faced and led by example to oppose what blocked their affirmation and the birth of the New.



Women bear the brunt of the global neo-liberal anti-social, anti-national offensive, imperialist sanctions, aggressions and wars and are resisting and fighting to change the situation for the benefit

of the people. Each of these struggles highlights the conflict that exists between the women's movement and aspirations and the current political authority, and also highlights the urgent need for women to empower themselves so as to implement the solutions for which they are fighting.



Today, women are claiming their rights as women and as workers, opposing all forms of exploitation and oppression, especially of the most vulnerable, including migrant workers. Women are fighting as human beings,

for the right to a livelihood at the standards a modern society requires, housing, health, education, and a guaranteed safe and decent retirement. Women are standing up as equal members of a body politic, affirming their right

to participate and decide on all matters that concern them.

Using their words and actions, women are demanding a change in the direction of the economy and democratic renewal. In this regard, the social consciousness of women is playing a crucial role in advancing society's demands for peace, security, justice and the humanization of the natural and social environment.

CUPE 3911 Co-Chair Glynnis Lieb Running for Edmonton City Council *by Glynnis Lieb*

When members at Edmonton District Labour Council (EDLC) first asked me, in 2019, if I would consider running for City Council, my first thought was, "I'm not a politician!" But, as the months wore on and the newly elected provincial government hit its stride, I began to rethink things.

For years, I have been frustrated with the disappointments that come with electing people only to have them walk away from the promises they made. I have long wanted to vote



for someone who would view their time in office as a time to get everything

that they could do done for the people who had elected them. Not as a time to focus on getting reelected. Also, watching this City Council continue to make choices that favours developers and big business while stalling or ignoring critical struggles for regular working people in Edmonton was weighing on me.

I was frustrated by the lack of value and voice given to some of our most valuable and

contributing community members; working people, people who are reliant on social services, people who are unhoused, people who are living with mental health struggles or addiction, ethnocultural people, and youth.

So, after six months of consideration, I decided to be the change I wanted to see. I was the first to announce that I was running in my ward; a full year out from the election, which is October 18, 2021. This has given me a feeling of having time to do the research and talk to people as I develop my campaign and gear up for the election.

The support and engagement I have received has been touching and humbling. I have a wonderfully talented Campaign Team and we are reaching out to ward residents and stakeholders any way we can. I am running for the people who make this city great and do not get enough recognition or inclusion. I am so excited to see a different City Council after October 18th. If you are interested in volunteering or supporting my campaign, please contact me at glynnislieb.com. You can also learn more about me and my campaign priorities [here](#).

CUPE 3911 Representative Office Susan Cake Contesting Election for AFL President *by Susan Cake*

My name is Susan Cake and as a proud CUPE 3911 member I am running to be President of the Alberta Federation of Labour.

My first time on a picket line was at the age of 11 when I joined my elementary teachers. For as long as I can remember I have been advocating for working people. I have spent my career doing just that.

Working as a farmhand on a local family farm was my first job. Since then, I have worked numerous jobs, from call centres to child and youth worker, community development, server, at universities and colleges, and most recently a worker advocate and researcher. For the past decade, I have had the chance to work on behalf of working Albertans with Public Interest Alberta, the Parkland Institute, the Alberta Federation of Labour, and Athabasca University where I am now a proud CUPE 3911 Representative Officer.

My campaign is based on a platform of growing the labour movement, amplifying the voices of working Albertans, building up worker power to fight back, and building a better Alberta for all.

Now is the time to grow Alberta's labour movement. We must grow by organizing new workers, yes, but we must also grow by engaging, by strengthening our connections, by building up our internal capacity with the members we already have, and by growing our table.

With the labour movement leading the way, coordinated through the Alberta Federation of Labour, I believe we can organize for change and build the Alberta that we want, now and over the long-term, regardless of which party or government is in power.



You can learn more about my campaign at www.susancake.ca.

University of Toronto Academic Workers Vote Overwhelmingly for Strike Mandate. *CUPE National, February 19, 2021*

CUPE 3902 (Unit 1) academic workers have given a strong strike mandate to their local leadership with 90 per cent voting this week in favour of job action as negotiations continue with the University of Toronto. This is the highest voting turnout in the local's history. CUPE 3902 is now in its 17-day "cooling off" period (under Ontario Labour Law) and will be in a legal strike position on March 21.

The bargaining unit comprises about 8,000 academic workers including teaching assistants, course instructors, and exam invigilators who are dealing with increased workloads, mental health challenges, lack of job security and financial stress, all of which have been exacerbated by the pandemic.

"The strike vote is an expression of our members' determination to fight for a fair contract that meaningfully improves our experience as workers and students, and thereby the quality of education at the university," said Amy Conwell, CUPE 3902 Chair and a course instructor. "We are hoping to resolve these issues amicably but are ready for collective action if U of T doesn't accept our reasonable demands (<https://weareuoft.com/wp-content/uploads/2020/12/Unit-1-Bargaining-Platform-Presentation-27-October-1.pdf>)

Conwell said that many of the local's members take-home pay keeps them below the poverty line in the expensive Greater Toronto Area, without sufficient job security and untenable workloads.

"Many of our members balance multiple teaching assistant jobs while struggling to complete their own degrees. The financial stress and the mental toll of being precarious impacts our ability to excel as students. It also negatively affects our capacity to focus on the needs of the students we serve," Conwell said.



Although the two parties have made some progress on the bargaining table, U of T has not yet meaningfully addressed the union's high priority issues including hiring and pandemic-related working conditions.

"The university has agreed to some of our proposals and we would like to continue making progress. However, we have been told not to expect any improvement on pandemic-related

matters. That is unacceptable. Our demands such as expansion in paid sick days are more than reasonable and the university must commit to our wellbeing as workers and students."

CUPE 3902 is calling on all labour organizations to support its cause.

Vigorous Campaign in Support of Vancouver ESL Teachers

(reprinted from Workers' Forum)

Teachers at International Language Schools Canada (ILSC) in Vancouver are calling for support in their fight to keep their jobs. The English as a Second Language (ESL) teachers are members of the Education and Training Employees Association (ETEA) which represents about 200 teachers in Metro Vancouver. Since 1995 when the union was organized, teachers have achieved wage increases and improvements in their working conditions. Now the company is using the conditions of the pandemic to justify taking away teachers' gains and to terminate them en masse.

The ETEA is part of the Federation of Post-Secondary Educators of BC (FPSE) which reports that ILSC is the only language school with an ETEA bargaining unit that did not reach an agreement on extending recall rights as a result of the COVID-19 pandemic. ILSC did make an agreement with their teachers in Toronto to extend their recall rights, an agreement it is refusing to make with its teachers in Vancouver. The teachers' campaign slogan is **"Extend Recall Rights for ILSC Vancouver Teachers, TOO!"**

The current collective agreement provides for recall rights for 12 months for teachers who are laid off. In

April 2020, when it became clear that in this extraordinary situation the provisions of the collective agreement would not be adequate, the union approached the ILSC management to negotiate the extension of recall rights but the company would not do so. About six weeks later the company approached the union with a proposal to re-open the contract (in the middle of a four-year term) to amend some aspects related to working conditions. The workers did not agree with the proposed amendments, whereupon the company, 10 days later, offered to extend recall rights in exchange for the amendments to working conditions that it wanted. Discussions continued without resolution and in the Fall of 2020 the company notified the union that the extension of recall rights was no longer on the table and that they would be implementing the changes that they wanted unilaterally, having found some legal justification to do so.

Most ILSC students are international students and current enrollment is reduced by about 90 per cent. So far, ten teachers have been terminated and twenty more will have reached the end of their 12-month recall period by May 1. It is estimated that up to 53 of the 75 teachers that were working at the time of the pandemic-

related closure would be terminated by October. The school has stated in writing and verbally to teachers it has let go, that they are free to re-apply once the recovery begins to happen but, if re-hired, would lose all seniority rights, vacation entitlements, benefits and position on the pay scale.



The ILSC Vancouver teachers have organized a variety of actions to inform people of their situation and encourage everyone to put pressure on ILSC. As of March 11, over 1,250 people had signed their online petition:

<http://chnq.it/sRkQn2F7wP>.

Past and present students and teachers have joined in a social media campaign and other actions are organized for the week of days of March 15. The ILSC Teachers also have their own Facebook and Instagram pages.

Workers at Calgary Coca Cola Plant Want Job Security and an End to Outsourcing

(Teamsters Canada Local 987 Alberta)

Some 268 workers at the Coca-Cola Refreshments Calgary plant went out on strike effective 9 a.m., March 15. The dispute involves members of Teamsters Local Union 987 of Alberta (Teamsters 987) who are asking for access to job security and protection from unnecessary third-party outsourcing as part of their collective agreement.

Plant workers have steadily been losing job hours to third-party contractors, reducing their ability to earn a suitable livelihood for themselves and their families. Coca-Cola's actions are limiting employees' ability to fulfill their hours on good paying jobs, creating an insecure and worrying work environment while some of their work is fulfilled by non-union contractors.



The affected union workers voted 94 per cent in favour of strike action on March 4. They are employed in warehouse, production, distribution and equipment service roles. The strike action will also likely affect delivery of beverage products to Alberta customers, including restaurants, grocery and retail stores.

Says Brock Penner, Business Agent, Teamsters Local Union 987, "These workers have dedicated themselves to keeping product moving to

Albertans during a difficult time. Over the past year, these workers were deemed an essential service and have been there for Albertans. Now it's time that Albertans stand with them as they fight for job security during uncertain times."

Demands of Olymel Workers at Pork Processing Plant in

Red Deer

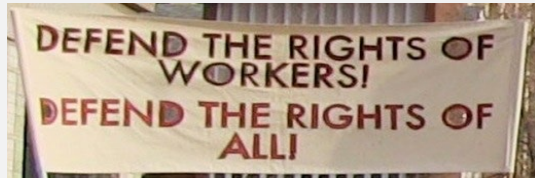
(by Peggy Morton, former president CUPE 2111, reprinted from Workers Forum)

The union representing workers at the Olymel pork processing plant in Red Deer, Alberta reports that Olymel has announced a potential reopening of the plant on March 3. Workers succeeded in forcing the plant to close on February 17. Since then two more Olymel workers have died of COVID-19.

The union responded to the company's announcement of the March 3 reopening in a letter posted on its website on March 1. Local President Thomas Hesse reports on the results of a survey that the union had conducted with 600 workers over the previous 24 hours which revealed:

"Over 75 per cent of respondents indicated that they are scared and/or nervous about returning to work; over 80 per cent of respondents are unsure if the Plant is now safe; 75 per cent of respondents indicated they do not fully trust Olymel to keep them safe; more than 50 per cent of respondents indicated they do not fully trust government officials to keep them safe; over 90 per cent of respondents feel the employer should compensate all Olymel employees for the temporary closure and introduce pandemic pay immediately; nearly 90 per cent of respondents indicated that they have struggled financially during the temporary closure."

The letter asserts that "we cannot agree that Olymel's Red Deer Plant has been made safe for our members, nor to a reopening of the Plant, until our list of action items has been fulfilled." The Union calls on the company and government health official to delay the reopening until the workers are certain that it is safe.



The Olymel workers are demanding specific changes be made including: Involving the workers in decisions about what is needed to make the workplace safe; refresher safety training for all employees before reopening; a joint agreement on what would trigger, in the case of future outbreaks, reduced production or closure of the plant; measures including staggered break times, improved air quality, reduced congestion in common areas, increased sanitation, designation of dedicated entrance and exit doors with touchless entry, more turnstiles, and improvements to lunchrooms to allow physical distancing. The demand is also that workers who do not accept an immediate recall should not be subject to any discipline.

Support the Demand for Paid Sick Leave for All Workers *(reprinted from Workers Forum)*

Across Canada, unions, workers, public health officials, medical associations and many other organizations and individuals are demanding urgent action to provide paid sick leave to all workers. As public health authorities warn of the continuing dangers of COVID-19 and the possibility of a third wave and call for vigilance to curb the spread, the need for paid sick leave has become even more urgent.

The Decent Work and Health Network, a network of health providers based in Ontario who advocate for better health by addressing employment conditions, assesses that 58 per cent of workers in Canada -- and over 70 per cent of workers making less than \$25,000 -- have no access whatsoever to paid sick days. It recommends that all provincial, territorial, and federal jurisdictions must update their employment standards to require employers to provide at least seven days of paid emergency leave on a permanent basis and require employers to provide an additional 14 days of paid emergency leave during public health emergencies.

There have been and continue to be outbreaks in workplaces, including many food processing plants, across the country. Since the outset of the pandemic public health officials have stressed the importance of workers not reporting to work if they are sick, even with mild symptoms. Compliance with this directive is extremely difficult for workers in predominantly low paid non-union jobs, but impacts all workers without paid sick leave and workers who may have used up their sick leave and would receive no pay should they stay home with COVID-19 symptoms.

The ruling elite demand compliance with public health orders by individual workers and even, in the case of outbreaks in workplaces, go so far as to blame the workers and threaten them with fines if their life circumstances -- overcrowded housing, holding two or more jobs to make ends meet, carpooling -- put them in danger, but take no responsibility for protecting society by ensuring that workers have the wherewithal to comply. While blaming the workers for, among other things, not staying home when they are sick, employers offer rewards for improved production, including bonuses for "perfect attendance." Government officials, including public health care officials, say the onus is on

individuals to follow public health orders but do nothing to force employers to make that possible, nor provide the financial and social supports that workers need.

The federal government introduced the Canada Recovery Sickness Benefit (CRSB) in October 2020 when the Canada Emergency Response Benefit (CERB) ended. The benefit is available to workers who stay home with COVID-19 symptoms, but not unless they lose over 50 per cent of their work in a week. It pays \$450 after taxes per week for up to four weeks, which is less than a full-time minimum-wage job does in most provinces. It doesn't provide immediate accessible paid sick leave. Workers have to apply for the benefit, like Employment Insurance, and can wait weeks to be paid. The CRSB also excludes some essential workers, such as migrant workers, who may not have the social insurance number required to access it. This is not a benefit that meets the needs of workers who depend on a regular paycheck to provide the day to day necessities of life and cannot afford to miss work if it results in an interruption of earnings.

London West NDP MPP Peggy Sattler presented Bill 239, the Stay Home If You Are Sick Act, 2020 to the Ontario legislature on December 8 and on February 16 requested unanimous consent of the legislature for the bill, which was denied. The Bill was then debated at second reading in the legislature on February 25. Bill 239 would amend the Employment Standards Act to provide for

seven days of paid leave and three days of unpaid leave in a calendar year as "personal emergency leave," replacing the current provisions dealing with sick leave, family responsibility leave and bereavement leave. It would amend the section of the Act which provides for unpaid leave related to declared emergencies and infectious diseases emergencies, making the first 14 days of leave in a calendar year paid leave. Members of the Provincial Parliament are scheduled to vote on Bill 239 on March 1. Supporters of the bill are asking everyone to call and send e-mails to Conservative MPPs and to the Premier and Cabinet Ministers to demand that the legislation be passed.



Ontario Premier Doug Ford contemptuously dismissed the growing demand for legislative action to guarantee that workers can take time off when they are sick without loss of income by saying that it would be a "waste of taxpayers' money" and that it would duplicate the federal CRSB. He says that the federal CRSB is enough and that Ontario's adoption of legislation mandating paid sick leave would be "double dipping" for taxpayers. The

reality of life for workers who live paycheck to paycheck is of no concern to Premier Ford.

Canada has a modern socialized economy in which the collective work of workers across all industries and the service sector produce everything. Sick leave without loss of income belongs to workers by right and governments have a social responsibility to guarantee that right through legislation and enforcement.

Assembly of Mi'kmaw Chiefs Responds to Fisheries Announcement

(Press Release, March 3, 2021)

While today, Minister Bernadette Jordan, Department of Fisheries and Oceans Canada (DFO), has recognized our Moderate Livelihood Fishery, she has also made unilateral decisions and asserted a position with DFO having full control over our Rights-based fishery. This is unacceptable.

The Moderate Livelihood Fishery is a constitutionally protected Mi'kmaw Right and must be Mi'kmaw -- led. Twenty years after Marshall was decided, DFO continues to take a colonial approach to this matter, and it is time that Canada moves beyond this mindset.

Canada emphasizes a commitment to "Nation-to-Nation" discussions, yet DFO continues to assert dominance over our Nation -- making announcements and decisions, leaving no room for discussion or consultation. This is negligent of promises of working Nation-to-Nation, Rights affirmation, reconciliation and is in complete disregard of our governance and leadership.

DFO is continuing to impose rules without consultation with, accommodation of, or agreement with, the Assembly. Marshall II said that every limitation put on the exercise of our Right must be justified and in consultation with the Mi'kmaq.



Minister Jordan's announcement is premature to any discussions with the Mi'kmaq, disregards the work and efforts of our communities, and is disrespectful to any attempt at collaboration and reconciliation. "DFO continues to dictate and impose their rules on a fishery that is outside of their scope and mandate," said Chief Gerald Toney, Assembly's Fisheries Lead. "The Right to a livelihood fishery is not -- and should not be -- industry or federal government driven. It is something that needs to come from the Mi'kmaq of Nova Scotia. Imposing restrictions independently, without input of the Mi'kmaq, on our implementation of Rights is an approach that must stop."

Many Mi'kmaw communities have been working to develop Netukulimk Livelihood Fisheries Plans -- based on the Mi'kmaw principle of Netukulimk, taking only what you need and being respectful of the land, animals and environment. Some Mi'kmaw communities have included fishing dates outside of commercial seasons both for the safety of their harvesters who are using much smaller vessels than what is used in the commercial fishery, and our science has shown there is no concern for impacts to the species during those times. DFO has not yet provided us with justification for the imposition of the commercial seasons to our Rights-based fishery.

"DFO must consult the Mi'kmaq, justify their decisions by sharing their data with us if they want to have a discussion -- especially on seasons," continued Chief Toney. "Our communities will continue to build their livelihood plans, with input from our Rights and Environmental organizations, and there is no evidence that our livelihood fishing activity would have a negative impact on the species."

DFO continues to fail in their duty to consult with the Mi'kmaq and accommodate our concerns.

The Assembly is calling on Canada to act in good faith and to meet with us before publicly pushing their agenda any further.

CUPE 3911 Monthly Grievance Summary Report

Bv 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 March 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

Individual Study Tutor hire grievance related to Article 30, Seniority. Will forward to arbitration.

Historical grievance regarding a termination conveyed to arbitration, settlement offered, rejected by member, but never scheduled for arbitration. Found union nominee to convey to arbitration hopefully early 2022.

Continued work on grievance filed in September regarding GFC committees going to arbitration. Nominee found. More work needed to keep this moving.

iPhone policy grievance regarding Article 32 (lack of consultation). Step 1 meeting held Feb 22. Step 1 response from employer received March 16 (denied). Currently canvassing dates for Step 2 with AU Provost.

Working on new iPhone group grievance related to denied timesheets for time spent setting up iPhones. March 2nd notification from employer that payments already made now clawed back by employer.

Organized March Grievance Committee Meeting held March 17. Thanks to committee for hard work

The union currently has one active grievance, four grievances going to arbitration, and several areas of discussion with the employer. As mentioned, a new grievance about iPhones will be filed soon.



Announcements

CUPE 3911 Monthly General Meeting. April 17.

AFL Convention, May 13-15. 2021.

Canadian Labour Congress virtual convention.
June 16-18.

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.