

### Article 1

UCP Report Portrays PSEs as  
Handservants of the Monopolies

### Article 2

Business Interests Dominate  
UCP's "Guiding Coalition" for  
Advanced Education

### Article 3

Open Letter to CUPE 3911  
Member Dr. Susan Cake

### Article 4

University of Alberta Staff  
Association Submits Petition to  
UCP

### Article 5

FNEEQ Calls Two-Day CEGEP  
Strike in Quebec

### Article 6

University of Toronto Placed  
Under CAUT Censure

### Article 7

CUPE 3911 Letter Supporting  
CAUT Censure of U of Toronto

### Article 8

Sudbury Speaks Out in Support  
of Laurentian University

### Article 9

Laurentian University Faculty  
Association Launches Petition

### Article 10

Benefits of Getting a COVID-19  
Vaccination

### Article 11

Random Thoughts

### Article 12

CUPE 3911 Monthly Grievance  
Report

## Attend the CUPE 3911 Monthly Meeting on June 19, 2021

Our next general meeting, open to all members, will be held on Saturday, June 19, 930 AM. Suggested agenda items should be sent to the administrator's email address by 1100 PM, Tuesday, June 15. The meeting will be conducted remotely via ZOOM. Instructions as to how to join the meeting will be sent to you.

## UCP Report Portrays PSEs as Handservants of the Monopolies

by Dougal MacDonald, Communications

On April 29, Alberta's UCP government released a new 31-page report on post-secondary education, *Alberta 2030: Building Skills for Jobs*. The report, subtitled "10-year strategy for post-secondary education", openly attacks the right to post-secondary education. It puts forward six high-sounding goals, supposedly based on what was found out during the study: Improve access and student experience, develop skills for jobs, support innovation and commercialization, strengthen internationalization, improve sustainability and affordability, and strengthen system governance. However, all of them add up to further consolidating the post-secondary education institutions (PSEs) as the handservants of the monopolies.

The report was supposedly created through "extensive engagement" with a wide variety of stakeholders, supervised by a UCP-selected "Coalition of Thought Leaders". Albertans are familiar with phony government consultations. The conclusions are set in advance, the process is a charade, and the only feedback incorporated is whatever upholds the pre-determined conclusions. For example, academic organizations have long opposed focusing PSEs on commercializable research because it denigrates important research in disciplines like the humanities and social sciences, yet this is a key recommendation of the report.

Implementation of Alberta 2030 will be overseen by a UCP-selected "Guiding Coalition" which is heavily dominated by business interests rather than educators.

The report completely ignores how the UCP is in practice already blocking the PSEs from having any future at all. The UCP has cut investments in post-secondary education by \$690 million with more cuts to come, frozen student aid, allowed a 7% tuition fee increase (and perhaps more), fired hundreds of workers with more under threat, and cut vital maintenance funding. The UCP is also considering the long-discredited neo-liberal idea of basing PSE funding on institutional “performance”, however defined. Finally, it was recently disclosed that certain PSEs, backed by the UCP, want wage rollbacks and even for workers to pay back wages already earned. Obviously, attacking the rights of faculty and staff will further undermine the future of post-secondary education.

As expected, the upper administrations of Alberta’s PSEs are falling all over themselves to acclaim the anti-education Alberta 2030 report, just as they humbly accepted the UCP cuts. They defend the UCP, not post-secondary education, which is not surprising. 43 of the current Board of Governors members, including nine Board Chairs, were rammed in by the UCP in a blitzkrieg sweep across Alberta in August 2019. Many new appointees were energy corporation executives, supposedly chosen because of their business experience. Already, newly appointed board chairs have run roughshod over faculty councils because their business background means they “know better”.

The first goal highlighted in the report is “Improve access and student experience”. This is empty rhetoric. UCP cuts in funding and freezing of student aid, coupled with university tuition increases and firing of staff, are decreasing access and boosting student debt, now estimated to average over \$20,000 per student. Already cuts have led to course and program cancellations and library closings, among other problems, all of which will worsen student experience. The real route to better access is increasing investments in post-secondary education and making it tuition-free, as do Cuba, Germany, Finland, Brazil, Egypt, Kenya, and many other countries.

The second goal is “Develop skills for jobs”. This is a pillar of the neo-liberal view of the role of the university, that is, to provide corporations with well-trained workers for free. The Minister of Advanced Education states in his report preamble that, “Our system will be highly responsive to labour market needs.” But it is the private foreign corporations that control the direction of Alberta’s economy and thus set labour market needs. The fact that the people of Alberta have no significant input into the economic and political decisions that affect their lives is a huge problem which must be addressed as soon as possible.

The third goal is “Support innovation and commercialization.” This is another pillar of the neo-liberal view of PSEs. That is, that PSEs should mainly serve to develop new ideas and technologies at public expense which can then be turned into commercial enterprises that are handed over to the rich for a song. Alberta has countless examples of this, especially relating to petroleum. For example, at University of Alberta in the 1920s Dr. Karl Clark perfected a process using hot water and reagents to separate bitumen from oil sands. It is Syncrude, Sun Oil, and other private oilsands monopolies that have made billions from Clark’s publicly-funded discovery, while next to nothing dribbled down to the people of Alberta.

The fourth goal is “Strengthen internationalization”. This means attracting promising students and researchers from elsewhere to participate in the innovation, commercialization, and sell-out already mentioned. In 2014-15, international students comprised 35.1 per cent of University of Alberta graduate students. International students are also shamelessly used as a cash cow, with student fees far higher than domestic fees, as well as not capped or restricted in any way. For example, a domestic undergraduate at University of Alberta pays an average of \$5,320 per term while a “foreign” undergraduate pays \$20,395, almost four times as much. This means a significant revenue windfall when international students

comprise almost 14 per cent of U of A undergraduates.

The fifth goal is “Improve sustainability and affordability”. More specifically, this goal calls for PSEs to “access more diverse options for revenue.” This is code for less investment from government and more from student tuition fees and private donors. Revenue contribution from tuition fees has already climbed from 16 per cent in 1985 to 40 per cent in 2015. Private donations mainly benefit the donor. For example, Darryl Katz, billionaire former owner of Rexall Pharmacy Group, partly funded University of Alberta’s Katz Group Centre for Pharmacy and Health, which will do research that will benefit drug companies. “Improving sustainability” also implies that eventually universities should fund themselves with zero government investment. In other words, the long-term aim is privatization of our public universities to exclusively serve the needs of the monopolies.

The sixth and final goal is “Strengthen system governance.” This is doubletalk for private industry more closely controlling the universities. Academics know well that the standard “bicameral” form of governance where Boards of Governors supposedly make only financial decisions and faculty councils supposedly make academic decisions is broken and cannot be fixed. In essence, all important PSE decisions are made by the corporate majority on the Boards of Governors who overrule any faculty decisions they disagree with. The report also recommends that this failing system should be overlaid by another government-appointed, system-level council or superboard that will essentially control the entire PSE sector, no doubt dominated as usual by private business interests.

The UCP’s backward vision of post-secondary education is clear. Universities, colleges and technical institutes should be funded so as to first and foremost serve the private monopolies that control Alberta’s economy and politics. This is not what Albertans want. As is the case everywhere in society the key question facing everyone is, “Who decides?” The current system of governance disempowers the faculty, students, and staff when they are the ones in whom decision-making should be vested. This underscores that an urgent matter for discussion is how PSEs could be funded in a sustainable manner that serves the needs of a modern society which humanizes the social and natural environment while upholding the rights of all.

By opposing funding cuts, tuition hikes, changes in governance, and so on, faculty, students and staff are already taking social responsibility for post-secondary education in various ways. The defence of our rights and the rights of all should guide the resolution of academic problems in a way that genuinely improves the quality of student learning and meets the needs of society, not those of narrow private interests. By waging this fight, taking over making decisions collectively on all matters that affect our lives becomes a new normal. Organizing to exercise control over the post-secondary institutions and their academic missions will build academies and societies that serve the continuous nation-building interests of the working people at home and abroad.



## Business Interests Dominate UCP’s “Guiding Coalition” For Advanced Education

*(Editor’s Note: The previous article references a “guiding coalition” appointed by the UCP which is charged with implementing the recommendations of Alberta 2030. Here are the 17 known members with some of their current and recent affiliations. Draw your own conclusions!)*

Membership includes:

- Jonathan Bilodeau, executive director, Alberta Students' Executive Council; staffing consultant IFG Financial
- Dr. Ian Brodie, professor of political science, University of Calgary; former Chief of Staff PMO Stephen Harper
- Dave Collyer, chair, Bow Valley College Board of Governors; former president, Shell; former CEO, Canadian Association of Petroleum Producers (CAPP)
- Sir John Daniel, chancellor, Acsenda School of Management, Vancouver (private business school)
- Ken Heather, vice president external, Alberta Colleges and Institutes Faculties Association; former President Red Deer College
- Whitney Issik, UCP MLA, Calgary-Glenmore
- Kevin Kane, president, Confederation of Alberta Faculty Associations
- Laura Kilcrease, CEO, Alberta Innovates; UCP recruit from Texas oil
- Adam Legge, president, Business Council of Alberta; former CEO Calgary Chamber of Commerce; Director Haskayne School of Business, University of Calgary; various private directorships
- Rowan Ley, chair, Council of Alberta University Students; student intern, Government of Alberta
- Ruby Littlechild, Indigenous and community engagement, SNC-Lavalin
- Omer Moghrabi, Mayor, Lac La Biche County
- Mary Moran, president and CEO, Calgary Economic Development
- Dr. Robert W. Murray, president and CEO, Grande Prairie Regional College; researcher, Macdonald-Laurier Institute; Managing Director, Denton's; researcher, Centre for Military, Security, and Strategic Studies; researcher, Atlantic Institute for Market Studies
- Terry O'Flynn, president, Prism Flow Products; Chair, Alberta Enterprise Group (business advocacy)
- Dr. Tim Rahilly, president and vice-chancellor, Mount Royal University; management, Air Canada
- Dr. Valerie Walker, CEO, Business + Higher Education Roundtable; VP, Business Council of Canada



---

## Open Letter to CUPE 3911 Member Dr Susan Cake

---

On behalf of Local 3911, the Co-Chairs would like to express our immense pride and gratitude to Dr Susan Cake for their deep commitment to

and understanding of the importance of the Labour Movement and post-secondary education in Alberta. This dedication was exemplified by their decision to offer for the position of President of the Alberta Federation of Labour (AFL).

In addition to completing their PhD and teaching at Athabasca University, Susan has been working as a Researcher at the AFL since 2016. Prior to that, they were a CUPE member in Ontario and a relentless student union activist.

In the time they have been involved in organized labour in Alberta, Susan began to see changes that needed to happen in order for unions to remain relevant and effectively serve contemporary working people. They assumed personal responsibility to spearhead the changes they knew needed to happen, and they understood that it would take a monumental shift. So they committed to advance their message and

knowledge by challenging the 16-year incumbent President of the AFL.



Susan put the hard work and exemplary ethics into their campaign that they put into everything they take on. Susan

ran an exciting, well informed and hope-inspiring campaign. They gained the trust and support of many unions and accomplished a rare feat for a first-time candidate; they secured just under half of the vote. Although not the win they - and we - had specifically hoped for, this was a huge win.

We rest in the solace that the House of Labour in Alberta has gotten to know Susan and what an asset they are to this movement. Susan is destined to rise and to lift the labour movement with them.

We, Susan's CUPE 3911 siblings applaud them.

In Solidarity,  
Glynnis, Ronnie, Mark Co-Chairs

## University of Alberta Staff Association Submits Petition Against UCP Cuts (AASUA)

The nearly 4,000 workers making up the Association of Academic Staff at the University of Alberta (AASUA) are taking matters into their own hands to protect the future of the university and Alberta, after Jason Kenney and the UCP government's devastating 2021 budget.

Given these extraordinarily challenging times at the U of A, the AASUA, which is made up of the university's educators, researchers, librarians and administrative



professionals, is launching the largest campaign in its history. Called, "Protect Our Future: For Our University. For Alberta", the campaign will mobilize thousands of AASUA members, the broader U of A community of workers and students, as well as Albertans across the province.

On April 27, the AASUA virtually handed over a petition containing over 7,000 signatures in support of the Protect Our Future campaign to Jason Kenney and the UCP government. Social media posts in defense of postsecondary education continue. Additional actions are already being planned.

---

## FNEEQ Calls Two-Day Strike in Quebec

---

The Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ) launched a two-day strike at noon on Tuesday, May 11. The FNEEQ represents 15,000 teachers across 45 member unions, including instructors from many cégeps in the province. A cégep is a publicly funded post-secondary education pre-university, collegiate technical college exclusive to the province of Quebec's education system.

The union has been engaged in negotiations with the provincial government over the past 18 months, with job security and improved working conditions among the key issues. The FNEEQ argues that these issues have a direct impact on the learning conditions of students.

FNEEQ member unions have voted mandates for five strike days to be "used at an opportune moment."



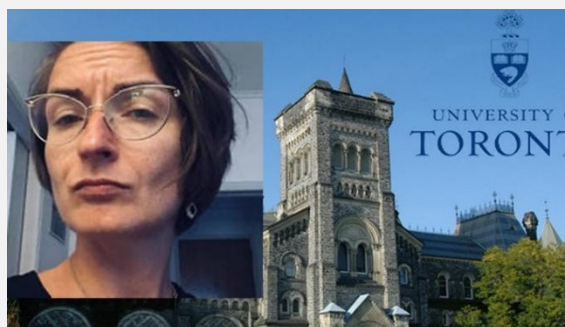


## CAUT Council Censures University of Toronto Over Azarova Hiring Controversy (CAUT)

(Ottawa – April 22, 2021) Delegates to the Canadian Association of University Teachers (CAUT) Council voted today to censure the University of Toronto because of the Administration's failure to resolve concerns regarding academic freedom stemming from a hiring scandal in the Faculty of Law.

“When reviewing all the evidence, CAUT Council delegates concluded that the decision to cancel Dr. Valentina Azarova's hiring was politically motivated, and as such constitutes a serious breach of widely recognized principles of academic freedom,” says CAUT Executive Director David Robinson.

The hiring process was abruptly aborted following concerns raised by a sitting judge over Dr. Azarova's academic work on human rights in Israel and Palestine. Facing mounting criticism, the University of Toronto commissioned an external review undertaken by Justice Thomas A. Cromwell, but whose mandate did not include determining credibility or plausibility.



“In a close examination of the facts of the case, CAUT Council found it implausible to conclude that the donor's call did not trigger the subsequent actions resulting in the sudden termination of the hiring process,” notes Robinson. “The University of Toronto Administration could have re-offered the still-vacant position of Director of the International Human Rights Program (IHRP) to Dr. Azarova.”

**>** *“The decision to censure was not taken lightly. It is a measure of last resort used only when we are faced with serious violations of academic freedom and other principles that are fundamental to higher education,”* says Robinson.

Censure is a sanction in which academic staff are asked to not accept appointments or speaking engagements at the institution until satisfactory changes are made. Censure has been rarely imposed, last used for governance violations at First Nations University in 2008. Read CAUT's detailed procedures relating to censure [here](#).

Media contact: Lisa Keller, Communications Officer, Canadian Association of University Teachers; 613-222-3530; [keller@caut.ca](mailto:keller@caut.ca)

---

## CUPE 3911 Letter in Support of CAUT Censure of University of Toronto

---

Meric Gertler  
President, University of Toronto  
[president@utoronto.ca](mailto:president@utoronto.ca)

Jutta Brunnee  
Dean of Law, University of Toronto  
[Deansoffice.law@utoronto.ca](mailto:Deansoffice.law@utoronto.ca)

May 15, 2021-05-15

Dear President Gertler and Dean Brunnee

We are CUPE 3911, the union local for the over 300 tutors and academic experts at online Athabasca University (Alberta). As active, committed members of the labour movement, we have always affirmed the universality of all human rights for all people.

We were deeply disturbed to learn recently of the revocation of a job offer to Professor Valentia Azarova by the University of Toronto Law School because of her human rights scholarship on Palestine and Israel, scholarship that is consistent with international human rights law.

We are fully in support of the censure imposed on University of Toronto by the Canadian Association of University Teachers (CAUT), based on their thorough investigation of the matter. None of our members will be undertaking any activities related to University of Toronto until Professor Azarova receives a formal apology and is provided with a new offer of unemployment.

We look forward to your response to our letter. Please note that it will be made public.

Sincerely,  
Dr. Glynnis Lieb, Dr. Ronnie Joy Leah,  
Dr. Mark Dimirsky  
Co-chairs CUPE 3911



### Sudbury Speaks Out in Support of Laurentian University

*Reprinted from Workers' Forum*

Students, faculty, community members and many representing students and university faculty

have been speaking out against the use of the CCAA to restructure Laurentian

University on the backs of Laurentian teachers, students and the community, and to

destroy educational programs that serve the unique needs of northern communities.

*Workers' Forum* is reproducing below some excerpts from what is being said:

### **Sudbury Metis Council**

#### **Open Letter to support the legacy of Indigenous Studies founders at Laurentian University**

Dear Dr. Haché,

On behalf of the Sudbury Council of the Metis Nation of Ontario, we urge Laurentian University to retain the faculty of the University of Sudbury's Department of Indigenous Studies.

The role of community and relationships in Indigenous epistemologies cannot be understated; the contexts and lineages of knowledge transfer and translation are vital to Indigenous ways of understanding the world. With their expertise in the discipline, as well as its languages and discourses, the current Indigenous Studies faculty is uniquely positioned to carry on the legacy in which they are rooted -- that of some of the most respected Indigenous elders, knowledge keepers, and water- and land-protectors of Turtle Island.

Métis citizens enrolled in the program have informed us of Laurentian University's current arrangement to dismiss the Indigenous Studies faculty while assuming the titles and federal dollars associated with it.

Proceeding with this plan is an act of violence that removes the

program's heart: the people who have shaped it. This arrangement undervalues Indigenous Studies as a distinct discipline involving apprenticeship and expertise, shows disregard for Indigenous epistemologies and worldviews, and erodes our trust, as Indigenous people, in LU's capacity to decolonize education for our students.

In that spirit, and in support of our students, the Sudbury Métis Council urges the university to keep the faculty along with the program. To do otherwise represents another great loss and a great step backwards in the work towards Reconciliation.

Sincerely,

*Maurice Sarrazin, President,  
Sudbury Métis Council  
Kirsten McPherson, Secretary,  
Sudbury Metis Council*

#### **Kristen Lavallee, Bachelor of Indigenous Social Work**

After describing her experience, which is the experience of many students, of being blocked by the university from having what they need to complete their courses, she addresses the bigger issue of what is being done to the Indigenous Studies program:

"Laurentian University's current administration is attempting to take the knowledge of the Indigenous knowledge keepers who have created the Indigenous Studies program at University of Sudbury. This is an attempt to appease the students to develop the knowledge being taken into an Indigenous perspectives path at Laurentian University.

"The dissolving of the federations, the mining of

knowledge and silencing of the students are colonial efforts."

#### **Dr. Dieter K Buse, Professor Emeritus, Laurentian University Department of History**

"Yesterday changed Laurentian University from a community-serving to an industry-serving university. I emphasize that the incompetent and unrepresentative board and negligent top administrators altered the fundamental nature of local higher education from broadly community-serving to narrowly industry-serving. The technical college that will emerge will lack the balance to have a notable reputation."

#### **Reuben Roth, Terminated Co-Ordinator of the Workplace and Labour Studies Program**

In response to a question from a student in a Facebook forum as to whether the CCAA court would consider an alternative to Haché's restructuring proposal...

"The plight of students won't rend their hearts, these are corporate lawyers and judges. Sharpshooters like lawyer D.J. Miller have made a quarter-century career out of using bankruptcy and insolvency legislation to dissemble companies and sell them off for pennies on the dollar, they regularly gut workers' pensions, tear up their contracts, and enrich their clients at the expense of employees who were never in positions of power. It's their job and they're well-compensated for it.

"Plus, they've been destroying the lives of employees' families



longer than my students have been alive. Life lesson: don't expect sympathy from sociopaths. [...]

"Air Canada's bailout by the federal government could bail Laurentian out 677 times. That's not a joke. So universities die while businesses are bailed out by governments.

"And we need this law, the *Companies' Creditors Arrangement Act*, scrapped or reformed. Whether you're in the public or private sector, it's been responsible for the destruction of working-class families' lives for decades."

**Canadian Federation of Students -- Ontario**

In a statement entitled "Broken Promises and Devastating Cuts for Laurentian University Students:"

"The administration and provincial government are using this mechanism to avoid oversight and consultation with



students, faculty and the general public, while forcing a heavy-handed restructuring process with the affected parties under duress with inappropriate timelines." Kayla Weiler, National Executive

Representative at Canadian Federation of Students-Ontario, notes.

"It is unacceptable that students, who have invested so much in their education, are impacted by financial challenges created by reckless administrative decisions and the erosion of public university funding. The manufactured crisis at Laurentian could be stopped at any time by the Ontario government. The 2021 budget is the third budget in a row with reduced funding for PSE. It is time to invest in all students no matter where they live in Ontario."

## Laurentian University Faculty Association Launches Petition (by LUFA)

*The following petition was initiated by the Laurentian University Faculty Association to mobilize public support for the demands of faculty, staff, students and the community to end the CCAA process and provide proper funding for the university.*

"Dear Premier Ford, Prime Minister Trudeau, and Ministers Romano and Joly,

I am writing to affirm that Laurentian University is a public institution, not a private sector corporation. As such, I urge you to provide the necessary short-term and long-term funding so that we can put an end to Laurentian's insolvency and stop these inappropriate and costly legal proceedings.

As you know, Laurentian University is a public post-secondary institution with a tri-cultural mandate to support French, English, and Indigenous communities. As a result, both the provincial and federal levels of government have a responsibility to help ensure that Laurentian has the operating funds needed to secure the institution's future.

The root source of Laurentian University's financial problems is a lack of transparent and accountable institutional governance that has resulted in arbitrary, unilateral decisions being made behind closed doors. The Laurentian University Faculty Association has repeatedly raised concerns about the secretive and non-consultative approach the university administration

has taken to making important financial decisions. These decisions, combined with the steady erosion of public funding, have now put the future of Laurentian University, its programs, students' educations, and jobs at risk.

The provincial government has five representatives on the Board of Governors who should have been providing oversight and good governance. Instead, they joined with the senior administration and other Board members in making irresponsible financial decisions.

Faculty, staff, and students should not have to pay the price for the poor governance practices of an underfunded public institution.

Therefore, I call on the provincial and federal governments to immediately step up and provide the long-term operating funding needed to secure the future of Laurentian University and put an end

to these needless insolvency proceedings. In addition, I call on the provincial government to remove its appointees to the Laurentian University Board of Governors, who have clearly neglected their duties and responsibilities.



**To sign the petition, click here:**

[https://lufappul.ca/wp/?page\\_id=4989](https://lufappul.ca/wp/?page_id=4989)

---

## **Quebec Education Support Staff Announce Strike Days** (CUPE, May 17)

---

Support staff in Quebec's education sector, represented by CUPE, have announced 11 strike days in 18 school service centres, school boards and CEGEPs in May and June throughout Quebec. Unhappy with the offers from the Legault government, they are mobilizing to stand up to the province. In total, 10,000 workers will be on strike. This week, support staff in Abitibi-Témiscamingue and James Bay will walk off the job.

Contrary to the government's claims, a 5% wage increase was offered at the bargaining table, not 8%. Since negotiations began in December 2019, offers from the Quebec government have practically gone unchanged.

- December 2019: 5% wage increase over 3 years plus a lump sum.
- March 2020: 5% wage increase over 3 years plus a lump sum.
- March 31, 2021: 5% wage increase over 3 years plus a lump sum.

At his press conference last May 2, Premier François Legault simply repeated the 5% offer over 3 years dating back to 2019 with a 3% lump sum, a one-time payment that would not be added to wages. A 1% increase was also suggested in negotiations that would be paid if and only if the economy cooperated, which would be an act of faith.

Workers with the school boards, school service centres, CEGEPs and twenty colleges are preparing to stake strike action.

In March 2020, at a meeting called by the premier, the Quebec government asked union leaders to step up negotiations, an invitation that the FTQ (Federation des travailleurs at travailleuses du Quebec) responded to. However, since that time, little has been done by the employer to wrap up negotiations, particularly with respect to the support staff.

Since lump sums are only a one-time payment and not part of the compensation package, they do not count toward payments made at retirement,

vacation pay, insurance, and so on. Over a 25- or 30-year career, this means thousands of dollars of lost income for workers. In fact, only two sectorial tables out of the 45 bargaining tables came to an agreement.

CUPE represents support staff in daycare services and special education, specialized workers (electricians, plumbers, caretakers) professionals, office employees, administrative personnel, among others.



### **A few statistics to dispel some myths and produce a fuller understanding of the issues in these negotiations:**

- Average salary of public sector employees (FTQ): \$39,818.76;
- Average salary of casual and temporary employees (FTQ) in the public sector (other than regular): \$28,184.06;
- Public sector wage lag (FTQ): 9.2%;
- Percentage of women we represent (FTQ): 73.8%;
- Percentage of workers who have neither permanent status, nor a full-time position (FTQ): 42.3%.

The FTQ, which is the largest labour federation in Quebec, represents more than 600,000 workers.

---

## **Benefits of Getting a COVID-19 Vaccination**

*(Center for Disease Control, April 12, 2021)*

---

### **COVID-19 vaccination will help keep you from getting COVID-19**

- All currently available COVID-19 vaccines have been shown to be safe and effective at preventing COVID-19.
- All COVID-19 vaccines that are in development are carefully evaluated in clinical trials and will be authorized or approved only if they make it substantially less likely you will get COVID-19.
- Based on what we know about vaccines for other diseases and early data from clinical trials, experts believe that getting a COVID-19 vaccine also helps keep you from getting seriously ill even if you do get COVID-19.
- Getting vaccinated yourself may also protect people around you, particularly people at increased risk for severe illness from COVID-19.
- Experts continue to conduct studies to learn more about how COVID-19

vaccination may reduce spread of the virus that causes COVID-19.

### **Once you are fully vaccinated, you can start doing more**

- After you are fully vaccinated for COVID-19, you may be able to start doing some things that you stopped doing because of the pandemic. For example, you can gather indoors without masks with other people who are fully vaccinated.
- We are still learning how vaccines will affect the spread of COVID-19. Until we that, people who are fully vaccinated against COVID-19 should keep taking precautions in public places like wearing a mask, staying 6 feet apart from others, avoiding crowds and poorly ventilated spaces, and washing your hands often.
- People are not considered fully vaccinated until two weeks after their second dose of the Pfizer-BioNTech or Moderna COVID-19 vaccine, or two weeks after a single-

dose Johnson & Johnson Janssen COVID-19 vaccine. You should keep using all the tools available to protect yourself and others until fully vaccinated.

### **COVID-19 vaccination is a safer way to help build protection**

- COVID-19 can have serious life-threatening complications and there is no way to know how COVID-19 will affect you. And if you get sick, you could spread the disease to friends, family, and others around you.
- Clinical trials for all vaccines must first show they are safe and effective before any vaccine can be authorized or approved for use, including COVID-19 vaccines. The known and potential benefits of a COVID-19 vaccine must outweigh the known and potential risks of the vaccine before it is used.
- Getting COVID-19 may offer some protection, known as natural immunity. Current evidence suggests that reinfection with the virus that causes COVID-19 is uncommon in the months after initial infection, but may increase with time. The risk of severe illness and death from COVID-19 far outweighs any benefits of natural immunity. COVID-19 vaccination will help protect you by creating an antibody (immune system) response without having to experience sickness.
- Both natural immunity and immunity produced by a vaccine are important parts of COVID-19 disease that experts are trying to learn more about, and CDC will keep the public informed as new evidence becomes available.

### **COVID-19 vaccination will be an important tool to help stop the pandemic**

- Wearing masks and staying 6 feet apart from others help reduce your chance of being exposed to the virus or spreading it to others, but these measures are not enough. Vaccines will work with your

immune system so it will be ready to fight the virus if you are exposed.

- A growing body of evidence suggests that fully vaccinated people are less likely to be infected without showing symptoms (called an asymptomatic infection) and potentially less likely to spread the virus that causes COVID-19 to others. However, further investigation is ongoing.
- Stopping a pandemic requires using all the tools we have available. As experts learn more about how COVID-19 vaccination may help reduce spread of the virus that causes COVID-19, CDC will continue to update its recommendations to protect communities using the latest science.

### **COVID-19 vaccines are safe and effective**



We understand that some people may be concerned about getting vaccinated now that COVID-19 vaccines are available. While more COVID-19 vaccines are being developed as quickly as possible, routine processes and procedures remain in place to ensure the safety of any vaccine that is authorized or approved for use. Safety is a top priority, and there are many reasons to get vaccinated.

### **None of the COVID-19 vaccines can make you sick with COVID-19**

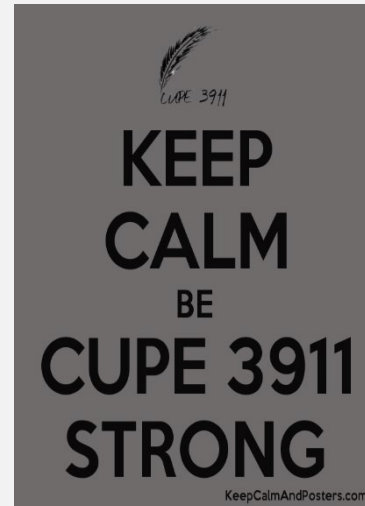
None of the COVID-19 vaccines contain the live virus that causes COVID-19 so a COVID-19 vaccine cannot make you sick with COVID-19.



## Random Thoughts: Know Your Collective Agreement!

### Did you know that you can and should file a timesheet and be paid for meetings called by your course

**coordinator?** Our Collective Agreement states: 12.10. “Where an employee is required to attend meetings where tutor input is requested by the coordinator, the employee will be paid at the employee’s regular hourly rate.” Though it is a provision of the Collective Agreement that applies to each CUPE 3911 member (Tutors, Academic Experts, and Markers), you may not be aware of this clause. We have heard from members who, after a decade of working at AU, have never filed a timesheet for meetings called by their course coordinators because they had not read or absorbed the meaning of this clause. This is a lost opportunity for income and for getting paid for the work we do! Get to know your Collective Agreement. It, of course, lays out our duties and responsibilities, which are useful to review especially as we go through “performance appraisal” season. But it also spells out our rights, one of which is the perhaps lesser-known provision in clause 12.10 that we wanted to bring to members’ attention.



## 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 May 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

- Awaiting response to Step 2 meeting iPhone consultation grievance. May need to convey to adjudication if delay continues
- Held Step 1 with employer on April 29 regarding new iPhone group grievance related to denied timesheets for time spent setting up iPhones and union intimidation. Awaiting Step 1 response from employer
- Held Grievance Committee Meeting on May 6
- Supported numerous members on understanding their rights and contract challenges

The union currently has 2 active grievances, 4 grievances going to arbitration, and several areas of discussion with the employer



## **Announcements**

**CUPE 3911 Monthly General Meeting.** June 19, 2021

**Canadian Labour Congress** virtual convention. June 16-18, 2021. A group of three labour activists calling themselves Team Unite are running for the leadership positions. One candidate is Alberta Federation of Labour Secretary-Treasurer Siobhan Vipond. Team Unite's program is here: [teamuniteclc.ca](http://teamuniteclc.ca)

**Municipal Elections,** Alberta. October 18, 2021. Co-chair Glynnis Lieb is running in Ward Ipiihkoohkanipiahtsi

**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](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.