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## ATTEND CUPE 3911 MONTHLY MEETING, SEPTEMBER 25, 2021

THERE WILL BE NO GMM'S IN JULY OR AUGUST, OUR NEXT GENERAL MEETING, OPEN TO ALL MEMBERS, WILL BE HELD ON SATURDAY, SEPTEMBER 25, 930 AM. SUGGESTED AGENDA ITEMS SHOULD BE SENT TO THE ADMINISTRATOR'S EMAIL ADDRESS BY 1100 PM, TUESDAY, SEPTEMBER 21. THE MEETING WILL BE CONDUCTED REMOTELY VIA ZOOM.

## Non-Academic Staff Oppose PSE Employers' Attempts to Force Concessions

*by Dougal MacDonald, Communications*

Recent information coming out of collective bargaining for non-academic staff at Alberta's post-secondary education institutions (PSEs) suggests some blatant anti-worker patterns emerging at several PSEs. It is almost as if the upper administrations have been directed by the ruling UCP government to make certain demands. The whole scheme is being put forward on the basis that the PSEs are going through financial shortages, which of course have resulted from the UCP's vicious cuts to advanced education.

An April 28 contract demand from University of Alberta (U of A) administration would have required support workers who are members of the Non-Academic Staff Association (NASA) to pay back a portion of the salary they earned in 2021. This was met by firm opposition from the workers and their allies and was hastily withdrawn on May 9. The updated May 9 proposal removed that condition but continued the demand for a 3% reduction in pay and reduced employee benefits. In the current contract, non-academic staff are covered by U of A for prescription drugs, paramedical expenses, and medical services. Under the new contract workers would pay 20% of these expenses. The proposed new contract would be for five years, expiring March 31, 2024.

The U of A's statement on May 10 highlighted the negative effects of the UCP cut of \$170 million to their provincial grant over the last 2.5 years. Soaked in crocodile tears, the statement said. "To sustain our excellence in teaching, learning and community engagement, our financial reality needs to be recognized in all of our activities, including collective bargaining." This is the rankest hypocrisy since not a single member of the U of A upper administration has ever

publicly opposed the UCP cuts. It is as if the U of A has decided that its main role is to defend the UCP instead of the right to education.

By a very strange “coincidence”, University of Calgary (U of C) proposed almost exactly the same to their non-academic employees during collective bargaining. The U of C also demanded a 3% rollback for its more than 5000 non-academic staff, members of AUPE 052. The proposed rollback is retroactive to April 1, 2020, meaning workers would have to pay back their employer for difference in wages earned. In a statement, U of C denied it tabled a proposal that included repayment of wages and said there is no intention of requiring this from staff. Like U of A, the U of C is also demanding reduced employee benefits. The U of C proposal would see a 50% cut to health and dental coverage.

AUPE vice-president Bobby-Joe Borodey asserted that the similarities between proposals at the two universities indicate government co-ordination of contract bargaining. “If anyone tries to say it is a coincidence, that would be ridiculous. We know that publicly funded post-secondary institutions get clear direction prior to every round of bargaining,” Borodey said. “We know that this is a push from the government, for sure.” When asked about this claim, Alberta’s Ministry of Advanced Education declined request for comment, saying they do not comment on contract negotiations.

The third example is Norquest College, located in Edmonton. Norquest has also called for very damaging wage rollbacks, even though it is sitting on a \$35 million surplus. AUPE 071, which represents the Norquest workers, has also suggested that the UCP government is pulling the strings for the PSE employers. Unlike previous negotiations, Norquest has presented its monetary proposals, including the major rollbacks, within their ongoing bargaining proposal.

The union describes the extent of the rollbacks as “staggering”. They include wage rollbacks to June 30, 2019, wage rollbacks of 3% to all salary

grids, salary paid for general sick days reduced to 70% of salary, no paid “casual” sick days for contract employees, reduction of holiday pay, a 3-month waiting period for benefits, a 33% reduction of health spending account, elimination of WCB supplement, reduction of employer-paid benefits on maternity leave, and elimination of long service supplement. In addition, union attempts to introduce language around contracting out were dismissed by the employer. Security, parking, food services, and janitorial services are already contracted out.

The long-term strategy of the PSE employers seems clear. First, make ridiculous demands, based on UCP cuts that none of the PSEs have opposed. Second, once it becomes clear that the unions will not cave in, everything will eventually end up in the hands of the Alberta Labour Board. Third, as any informed worker knows, the vast majority of ALRB decisions favour the employer. Why? Because the function of the Alberta LRB and all other provincial labour legislation is precisely to serve the employers’ interests under the hoax that the decisions made are free and fair.



Some say that the 45-member ALRB, which has been given sweeping, dictatorial powers, is neutral and "fair" to the workers because it includes trade unionists. However, they have no independence and can only apply the statutes of the Code. They have no power to make or amend any of the legislation to favour the workers.

An objective analysis of Alberta's *Labour Relations Code* reaffirms that PSE workers cannot rely on legislation or government boards to serve their interests. The employers have the entire power of the state on their side while the workers' only weapon is the force of their organized numbers as was seen in their mass actions on October 26. The government may have prevailed in imposing its "rule of law" through various decisions of the labour board which automatically becomes a decision of the courts. But the government is scoring no wins in the court of public opinion.

Across Alberta widespread support and solidarity is being expressed for all workers. People are created “financial exigency” or the pandemic as a pretext to launch attacks on workers. The only solution is that all workers must build their own powerful opposition based on their own thinking,

perspective, and program in order to defend their own rights and the rights of all. speaking out to denounce the government and saying that it is utterly contemptible to use UCP-

## UNION OF BC INDIAN CHIEFS DEMANDS GOVERNMENT ACTION AND ACCOUNTABILITY

The federal government has released a National Action ‘Plan’ on Missing and Murdered Indigenous Women and Girls (MMIWG) that falls painfully short of addressing the culture of genocide that has been created and upheld through their own colonial policies, laws, and systems that perpetuate this violence. The Union of BC Indian Chiefs (UBCIC) is appalled by the lack of a plan within this document and calls for the development of an Indigenous women-led Action Plan with clear timelines, commitments and actions that encompass all levels of government across Canada to end genocide now.

Two years ago today, the *Final Report of the National Inquiry on MMIWG* was released alongside a commitment from Canada to develop a Nation Action Plan in partnership with Indigenous women, girls, 2SLGBTQIA+, family members and survivors, following the first of the 231 Calls for Justice of the *Final Report*. Indigenous women, girls and two-spirited people continue to experience increasing rates of brutal violence, disappearances, and racism.

“Indigenous peoples are reeling from the historical and ongoing violence and genocide that is inflicted upon our people and communities,” stated Kukpi7 Judy Wilson, Secretary-Treasurer of the UBCIC. “Our lands and territories are being desecrated, our people are being shot and killed at the hands of police, our children are being discovered in mass unmarked graves, and we are dying in prisons, hospitals and child welfare institutions as a direct result of societal and systemic racism. We will not stand for aspirational statements and broken promises anymore. This so-called action plan is another slap in the face. Canada as a whole must take full accountability for their role in the ongoing genocide of our women and children, and two-spirited people and give the crisis that is MMIWG the urgent attention it deserves. How many more of our people need to die? We demand accountability, immediate action, adequate resources, and the development of an Indigenous women led action and implementation plan now.”

“Indigenous peoples have always known the truth of Canada and its deliberate tools of oppression. From the seizure of our land, the theft of our children, and the murders and disappearances of our women — these have been willful and conscious actions and inactions intended to dispossess us of our lands and territories and assimilate us into colonial society,” stated Melissa Moses, UBCIC Women’s Representative. “The document released today is an offensive performance by the government to skirt responsibility and glaze over the ongoing genocide of women and girls. Despite repeated demands from the Coalition on Murdered and Missing Indigenous Women and Girls, Canada has continued to ignore Indigenous women and has excluded from the National Action Plan the voices and experiences of survivors, family members, grassroots Indigenous women-led organizations, women who are incarcerated, in survival sex economies, those who have been subjected to forced sterilization, those with disabilities, and those that can speak specifically to the murders on the Highway of Tears. Our women are survivors of colonialism with lived experience and expertise and must be at the heart of any plan moving forward. Canada must listen.”

Grand Chief Stewart Philip, UBCIC President, concluded, “I look at this Action Plan and I see more sickness, more loss, and more suffering — I do not see change. I do not see our women and children represented in its pages, nor do I see a government that understands what it is like for our communities to lose a matriarch, or to mourn the loss of a stolen child. This document is the result of a government that has minimized the magnitude of the ongoing genocide of our sisters, aunties, daughters, mothers, and granddaughters. Canada’s negligence and failure to adhere to the UN Declaration is part of an ongoing Canadian tradition of colonial oppression that is on display for all to see, now more than ever. Canada is responsible for this genocide — and is responsible for changing it — now. Our people are outraged, emotionally exhausted and ready to rise up and push back our colonial oppressors.”



(Union of BC Indian Chiefs (Xʷməθkʷəyəm (Musqueam), Sk̓wx̓wú7mesh (Squamish) and səlilwətał (Tsleil-Waututh)/Vancouver, BC, June 3, 2021)

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## **CUPE 3907 Supports CAUT Censure of University of Toronto** *(Statement issued May 19, 2021)*

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We are deeply concerned by the silencing of Palestinian rights advocacy on our campus and workplace. As Palestinians currently undergo increased state-sanctioned violence, ethnic cleansing, and media and political silencing, it is crucial that we stand in solidarity with the Palestinian community.

Furthermore, as a labour union, CUPE believes in academic freedom, fair and transparent hiring practices, and the belief that the right person should always get the job. In the most recent case of Dr. Valentina Azarova, academic freedom was not granted and the hiring process was corrupted by politically motivated decision-making to appease wealthy and powerful donors. The result of this was that the right person did not get the job.

For these reasons, the CUPE 3907 Executive Committee fully supports the Canadian Association of University Teachers’ (CAUT) censure of the University of Toronto.

CAUT, which represents 72,000 faculty and academic staff across Canada, has taken the rare and serious decision to censure the university of Toronto. CAUT has determined that the University’s administration failed “to resolve concerns regarding academic freedom stemming from a hiring scandal in the Faculty of Law”. Relying on undisputed evidence contained in a report by Mr. Thomas Crowell, CAUT concluded that a donor/judge’s objections to Dr. Valentina Azarova, based on her scholarship on Israel’s occupation of the Palestinian Territories, influenced the University’s decision to rescind an offer of a position as Director of the International Human Rights Program. CAUT’s censure vote came one day after a group of Muslim, Arab, and Jewish organizations wrote an open letter to the University of Toronto demanding the reinstatement of the job offer to Dr. Azarova.



We stand in solidarity with the CAUT censure in response to U of T’s violation of academic integrity and freedom.

## Attempts to Get Away with Defamation in the Name of Opposing Hate

*By Mira Katz. Reprinted from Workers Forum.*

A serious issue at this time in Ontario is the use of amorphous terms like "hate" or "anti-Semitism" to defame and silence people who advocate for Palestinian rights. It is also extended to apply more broadly to matters of war and occupation. Educators in particular are being targeted, with the allegation that by opposing Israel's occupation or even sharing information which clearly opposes occupation in a general sense, they are spreading "hate" and anti-Semitism. These allegations are then used to trigger police powers to either suspend educators from work or prevent them from getting work.

In most cases the charges are not substantiated but the damage is done by inciting suspicion about them and by trying to make educators reluctant to stand up for what they believe on all fronts. This is what defamation is all about: those who have seized control of public institutions have the power to act as "judge, jury and executioner." By imposing criteria for judgement based on personal views and opinions or views and opinions which accord with those demanded by self-serving narrow private interests, they are destroying lives with impunity.

The same is taking place wherever notions of "political correctness" or accusations of what is called "cultural appropriation" are imposed. First the individuals are defamed and simultaneously deprived of due process and even of their livelihoods. Defamation is a medieval practice which violates fundamental common law principles which do not permit people to be "outlawed." To be "outlawed" means the person is subjected to "civil death." To be deprived of civil rights means you can be treated as "fair game" -- as animals which can be shot during one of the King's hunting parties in his "Great Forests." It must not pass!

In a recent example, on May 22 the *Toronto Sun* published an editorial by Sue-Ann Levy that targeted an educator with the Toronto District School Board who had provided a compilation of resources for teachers to use for teaching about the Israel/Palestine conflict. It was clearly based on informing educators about the rights of the Palestinian people as an occupied people and their experience living under Israeli occupation. The resources were provided as part of an opt-in Gender-Based Violence Mailing List run by the educator through which he provided regular information for teachers.

The compilation included information on the Boycott, Divestment and Sanctions (BDS) campaign of opposition to the Israeli occupation. In the article Levy made clear her problem was with the political views of the educator, stating that their personal Facebook account contained "pro-Palestinian, anti-Israel posts," as if such positions were somehow illegal, or evidence of criminality and proof that her defamation of the educator was justified. The TDSB has launched an investigation and has removed the educator from their duties while it takes place. A petition was issued almost immediately in support of the educator in question by colleagues, showing that such attempts to silence those who speak out will never be accepted.

Another recent case involves the allegation that Dr. Valentina Azarova had her initial offer of employment revoked by the University of Toronto as a result of her past work on war crimes by Israel and its violations of human rights, especially on the question of the building of settlements. As a result of these actions academics have taken stands to not participate in events organized at U of T and a number of organizations have ended their partnership with

the university as a way to support Dr. Azarova and show their opposition to attempts to silence criticism of the occupation by academics.

Those who stand for freedom of conscience cannot accept that educators become subject to tests of conscience about their views on Israel's ongoing occupation, whether in the name of opposing hatred or anti-Semitism or any other justification. When educators model what it means to stand up for one's beliefs, to speak out against injustice and to be leaders in society, it provides the youth with confidence that they can do the same.



## **Sudbury Says NO! to CCAA Wrecking of Laurentian University** *(by David Starbuck, OPSEU 655, Cambrian College)*

The people of Sudbury are enraged at the wrecking of Laurentian University through the Companies' Creditors Arrangement Act (CCAA). The Laurentian administration, which had declared bankruptcy and applied for creditor protection under the CCAA on February 1, announced its restructuring plan on April 12, cancelling 69 programs (58 undergraduate and eleven graduate programs) and terminating the employment of about 150 employees (faculty and staff).

This follows the break-up of Laurentian's federation with three other northern universities and the resultant cancellation of all programs offered by the federated universities. This restructuring decimated French-language, Indigenous and Faculty of Arts programs in particular.

On May 2, Justice Geoffrey Morawetz of the Ontario Superior Court approved the university's restructuring, including the breakup of the federation. Laurentian's lawyer, D.J. Miller, argued that Laurentian needed to retain the \$7.7 million in grants and funding which it would normally disburse to the federated partners in order to reassure its lender and qualify for another \$10 million loan. In his decision the judge approved Laurentian's restructuring plan and approved the new loan of \$10 million which allows the university to continue to operate "while protected from creditors" until August 31.

Many of those terminated officially lost their jobs at noon on April 30. Rallies on Wheels were organized on that day in Sudbury as well as Toronto, Ottawa, Kingston and Kitchener-Waterloo to protest the decimation of Laurentian University, the chronic underfunding of post-secondary education, and the refusal of Premier Ford and his government to defend Ontario's public education, provide emergency funding to Laurentian and stop the CCAA process.

Earlier in the month on April 16, a four-hour physically-distanced protest rally was held near the Laurentian president's residence. About two hundred people attended at different times of the day and there was a cacophony of motorists honking their horns in support. The event was organized by Laurentian midwifery students whose cancelled program was one of three midwifery programs in Ontario and the only bilingual midwifery program in Canada. The cancellation, under the pretext of low enrolment, is particularly galling as the midwifery program had three hundred applications for thirty spots in the program and the costs of the program were

completely covered by tuition and provincial grants.

Sudbury and the Laurentian community are also shocked at the depth and breadth of the program cancellations: programs in environmental science where Laurentian is a world leader in reclaiming land devastated by industrial processes; its physics program which has been instrumental in the development of the Sudbury Neutrino Observatory (SNOLAB) whose director, Dr. Arthur McDonald, was awarded the 2015 Nobel Prize in Physics. Philosophy, political science, gone. French-language engineering and nursing, gone. Nor are the cuts limited to academic programs. The University also cut the varsity hockey and swimming programs. The Laurentian Swim Club won two Olympic gold medals for Canada in 1984.

Laurentian students and faculty have been exposing the callousness with which the CCAA process is being implemented at Laurentian by the university administration and the financial oligarchy. Normally, when educational institutions cancel programs, they "teach out" the program for existing students. Not at Laurentian under the CCAA. Students have been left high and dry. Midwife students have been told to transfer to nursing. Political science students have been told to take interdisciplinary studies. Students do not feel that these options allow them to pursue the course of studies they had dedicated themselves to.

Faculty have shown how they were bulldozed into accepting the terms of the financial restructuring of Laurentian under the CCAA. Terminated employees were informed by mandatory Zoom meetings, a procedure which faculty considered demeaning and insulting.

The Senate was given four hours to approve the restructuring plan, in camera, without any opportunity to consult with their colleagues under threat that if the Senate did not approve the

CCAA restructuring plan Laurentian University would cease to exist at the end of April.

The following day, the Laurentian University Faculty Association (LUFA) was presented with a new collective agreement with a five per cent



reduction in pay and in other benefits, including severance pay for the terminated employees. They were given twelve hours to agree under threat that the University in its entirety would cease to exist if they didn't.

The situation at Laurentian has received national attention. This is the first time that the CCAA has been applied to a public, post-secondary educational institution. If the financial oligarchy is successful in wrecking Laurentian through the CCAA process, they will be able to do the same at any public sector institution: create a crisis, proclaim bankruptcy, apply to the CCAA, and rewrite every social, economic and political relationship in favour of those in power.

On April 15, an emergency debate on the situation at Laurentian University was held in the House of Commons, but no solution was put forward and on April 19 Paul Lefebvre, Liberal MP for Sudbury announced that there would be no federal financial aid for Laurentian.

The Laurentian community has been receiving messages of support and of opposition to the CCAA wrecking of Laurentian University from unions, faculty organizations, community organizations and individuals across Canada. Two people who had been awarded honorary

doctorates by Laurentian returned those degrees in protest. The Chancellor of Laurentian University resigned in protest.

Sudbury, Northern Ontario and the Laurentian community have put forward several demands surrounding the CCAA process at Laurentian University:

- 1) That the CCAA process at Laurentian University be stopped immediately;
- 2) That the Ontario Government provide Laurentian University with sufficient funds to

operate with all existing program offerings; while

3) Sudbury, Northern Ontario and the Laurentian community review the programs, operations, organizational structures and finances of Laurentian University over a period of two or three years with the aim of building a university which serves the interests and needs of the entire community; and

4) The Ontario Government provide the necessary funding to operate Laurentian University as a bilingual, tri-cultural institution on an on-going basis.

## Some Thoughts on the Basic Thesis of the CLC Convention

*(by Pierre Chenier, reprinted from Workers Forum)*

*(Editor's Note: The Canadian Labour Congress is Canada's labour central. While it has been hit by some damaging blows such as the withdrawal of UNIFOR on January 26, 2018, it is still a key organization for workers. Further, it has just elected a new executive, including Alberta's own Siobhan Vipond, formerly AFL secretary-treasurer. Its future direction is an important consideration for everyone.)*

The CLC policy papers prepared for the June 2021 Convention criticize the neo-liberal policies of the existing governments. But in the same breath, they call on the union movement to strengthen the existing liberal democratic political institutions responsible for the attacks. They say that the very institutions that are anti-worker should be supported so as to prevent the rise of right-wing extremist currents bent on even worse attacks. In the final analysis, they end up calling for support for the Trudeau Liberals, which they consider a non-extremist Party, a Party of fairness. They do not elaborate how the Liberal Party deserves their support when it has been an avid activist of neo-liberal policies

attacking working people, social programs and public services and paying the rich for decades.

They consider the pandemic a pivotal moment for the preservation of the system of liberal democracy and liberal institutions and prevention of societies turning to extremism. The fact that liberal democracy and its institutions right from the beginning have been dedicated to protecting private property and not human rights does not appear to be a concern for the writers. They gloss over the issue of making human rights a pivotal aim of society rather than property rights. They want the labour movement to ensure workers are mobilized as a force to strengthen the institutions that defend property rights and not human rights.

The authors of the policy papers avoid any talk of seeking and fighting for a new direction for the economy that puts an end to the pay-the-rich economy that serves the global oligarchy and views human rights as an impediment to property rights or something that can be manipulated globally to serve their interests. They put emphasis on workers not becoming political themselves and seeking empowerment for



themselves and an agenda independent of the ruling elite and their political institutions. Workers are encouraged to put their faith in the very same people who are the architects of neo-liberalism.

The policy papers consistently call on workers to hand over their politics and voices to those in the cartel political parties. Workers are to reduce themselves to pressuring the ruling elite into doing the right thing. This emphasis negates any discussion of working people becoming decision-makers themselves and exercising control over economic, political and all the affairs that concern them and affect their lives.



The papers argue against being militant and taking a firm line in defence of rights and claims, which they say damages the image of unions. Rather, workers should advocate for fairness and equity and show that unions are those who are providing society with fairness and equity, etc., in opposition to all that is bad in society. The papers ignore the reality that workers are in a contradiction with their employers. They face a

social force that buys their capacity to work to exploit it for maximum profit. Fairness and equity are not possible, only organized struggle in defence of rights and claims within which a certain equilibrium of opposing forces may be achieved that favours working people.

The papers suggest the pandemic has revealed the workers as essential and in response the ruling circles have put austerity on pause with money flowing, mostly borrowed from the rich themselves. They warn that there is danger ahead of an increase in right wing extremism, which means workers must rise to the occasion and come to the defence of liberal democracy and its institutions instead of strengthening their own defence organizations and preparing consciously to go on the offensive to defend their rights and claims and build the New.

In conclusion, the authors of the papers seem to think that Parliament and other institutions have not lost any power or control to the narrow private interests of the global oligarchy. According to this view, unions should continue their role as an extra-parliamentary pressure group. But that is a line of march that has already disappeared. As such, the policy papers are holding on to a status quo that has already collapsed. In this way, the policy papers are not useful to opening a path to the key task of democratic renewal which reality itself is proving to be necessary.



An interesting election took place at the June 16-18 Convention of the Canadian Labour Congress (CLC). The CLC was founded in 1956 and represents over three million workers. The nearly 4,000 worker delegates elected the new leading officers, three of whom ran together as “TeamUnite”: UFCW’s Bea Bruske, CUPE’s Lily Chang, and the AFL’s own Siobhan Vipond.

Bea Bruske from United Food and Commercial Workers (UFCW) was elected CLC’s President, replacing retiring President Hassan Yussuff who has held the position for the past seven years. Bruske, who received overwhelming support from delegates, was previously Secretary

Treasurer and a negotiator with UFCW 832 and a Vice-President of the UFCW Canada National Council. The only other woman elected CLC president in its 65-year history was Shirley Carr (1986-92).

Lily Chang was elected to replace outgoing Secretary-Treasurer Marie Clarke Walker. Chang was previously Treasurer of Canadian Union of Public Employees (CUPE) local 79. Newly elected Executive Vice-President Siobhan Vipond replaces outgoing Executive Vice-President Donald Lafleur. Vipond was the Secretary-Treasurer of the Alberta Federation of Labour. Also, returning Executive Vice-President Larry Rousseau was re-elected for a second term.



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## 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 June 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.

- Step 2 meeting iPhone consultation grievance scheduled for June 1;  
Held Grievance Committee Meeting on June 1
- With grievance committee, supported new grievance to be filed shortly for a non-selection in a hiring process
- Supported numerous members on understanding their rights and contract challenges, especially around workload, performance appraisals, and accessing employee files this month
- Attended one Article 23 meeting for member facing discipline from Coordinator related to ongoing communication issues surrounding performance appraisals process

The union currently has 1 active grievance, 1 pending grievance, 5 grievances going to arbitration, and several areas of discussion with the employer  
Barret Weber, 780-965-0474

## **Announcements**

**CUPE 3911 Monthly General Meeting.** September 25, 2021

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

**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.

