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CUPE 3911 Bargaining Report

### **ATTEND THE CUPE 3911 MONTHLY MEETING ON OCTOBER 23, 2021**

Our next general meeting, open to all members, will be held on Saturday, October 23, 930 AM. Suggested agenda items should be sent to the administrator's email address by 1100 PM, Tuesday, October 19. The meeting will be conducted remotely via ZOOM.

### **NOBODY WANTED IT AND NOBODY GOT WHAT THEY WANTED**

*by Dougal MacDonald, Communications Officer*

Totally validating the majority consensus of the people of Canada, the \$610 million 44<sup>th</sup> federal election was an expensive waste of time that changed nothing. As everyone knows, the Liberal government called the election during the COVID pandemic (after promising not to) that has so far killed 27,000 Canadians, hoping to change their minority government to a majority. But their campaign backfired. As a result of the election, the representation of the different parties in Parliament remains essentially the same and many are angry that the election was held.

There are 338 seats in parliament. Prior to the election the Liberals occupied 155 seats, Conservatives 119, Bloc Quebecois 32, NDP 24, Green Party 2, and Independents 5, with one seat vacant. Preliminary results of the 2021 election reveal that the Liberals won 158 seats, Conservatives 119, Bloc Quebecois 34, NDP 25, Green Party 2, and Independents 0. In other words, another minority Liberal government and a distribution of seats very similar to the previous election. One wit called the election a \$610 million cabinet shuffle.

The election reinforced that democratic renewal is a critical need. The lack of democracy was shameful. For example, as

has been the case for many years, an arbitrary “official” decision was enforced that treated the political parties who participated in the election as either “major” or “fringe”. This meant that although 22 registered political parties ran candidates in the election, only 5 were invited to take part in “official” debates and forums organized by the “Leaders’ Debate Commission” that Trudeau created in 2015. The other 17 small parties were ignored or belittled. All this goes totally against the notion of an informed public participating in a fair election.

The 44<sup>th</sup> election also continued the “first-past-the-post” election system where voters cast their vote for a candidate of their choice, and the candidate receiving the most votes wins the seat. But the percentage of the popular vote that any Party gets is not reflected in the percentage of seats it gets. In addition, those who do not support the winning candidate are not represented in government. In June 2015, Trudeau vowed that year’s federal election would be the last conducted under the first-past-the-post system, implying that a new system of proportional representation (PR) would replace it. PR means that seats are first allocated to parties based on vote share, and then assigned to party-affiliated candidates on the parties’ electoral lists, which would be an improvement. In February 2017, Prime Minister Trudeau walked away from his June 2015 commitment.

During the election, the working people were as usual treated as spectators or voting cattle. Their only role was to “pick a side.” So “democracy” means that everyone makes their one vote once every few years and then exercises no control whatsoever over what

the cartel parties do, say or decide. Even the members of the cartel parties are thoroughly disenfranchised and have no say whatsoever as concerns candidate selection or decision-making. Their candidates and MPs are similarly powerless. Disinformation pervades the media. The sum total is that the people concerned have no say whatsoever over what is happening.

Some of the nonsense which the cartel party leaders have spoken “on the campaign trail” is mind-boggling. They concoct “issues” according to what their campaign handlers think will get them votes and declare huge sums of money they will spend “fixing” things, as if the real world and real people do not exist. They launch personal attacks on opponents which accomplish nothing. Meanwhile self-appointed pundits and pollsters tell everybody what to think, both before and after the election. All this underscores once again the importance of the working people speaking in their own name to make sure things are turned around in their favour in the coming period.

Alberta premier Jason Kenney played a negative role throughout the election. His incompetent handling of the COVID pandemic that allowed it to overwhelm Alberta’s health care system undermined the Conservative campaign. Support for the Conservatives in Alberta was down about 14%, with a Liberal breakthrough in Calgary and the NDP win of a second seat in Edmonton. It is very likely Kenney, who literally disappeared during the campaign, will be the target of pointing fingers as the Conservatives look for someone to blame for their lack of political gains. And not only is Kenney Canada’s least popular premier but the knives are out for him within his own party.

The idea that working people have a real choice between one party and another through elections has been repeatedly debunked. Many have pointed out that since Confederation only two parties have ever formed the government and that their policies serve and are bankrolled by private corporate interests. The people want the power to solve real problems, not to just to keep paying the rich. It is important that post-election we do not become passive but constantly affirm the



right to speak in our own name, empowering ourselves at every step by taking stands which are to our advantage within the situation. This is how we can fight for our right to actively participate in making the important decisions affecting our lives.

Now that the election is over and the Liberals remain in a minority position, stepping up our own

work in our own collectives such as our workplaces, educational institutions, and seniors' residences is a very good place to start turning things around. During the recent bankruptcy at Stelco, the workers of USW 1005 held 2-3 hour weekly "Thursday meetings" where each week they informed themselves and then discussed the issues facing them and what to do about them. That is real democracy. Another example of real democracy is when citizens and not political parties choose their candidates from among those who are already actively solving the people's problems. In sum, our overall aim now must be to actively participate in building a new Canada that is run by the working people and their allies and serves the people's interests. It can be done. It must be done.

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## CUPE 3911 COLLECTIVE BARGAINING REPORT

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*by Glynnis Lieb, Co-Chair*

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The CUPE 3911 bargaining committee has been meeting biweekly now for over a year in preparation for what is anticipated to be an arduous round of bargaining with Athabasca University. We are happy to announce that we have set the date to commence actual bargaining. We will be exchanging proposals with the employer on September 29.

During our preparations we have conducted a thorough review of our current collective agreement. As a result, we are proposing many changes that we think will improve working conditions and equity among our members. We will be exchanging the non-monetary proposals with Athabasca university first. Once those are resolved we will exchange monetary proposals.

We recognize that these are tough financial times and we are not in the most hospitable climate for collective bargaining.



However, we are well prepared and optimistic that we will make significant gains towards properly compensating our members for the very important work that we do. Always remember, tutors and academic experts are not "costs". Rather, it is our work and the work of our colleagues that creates all the added value at Athabasca University.

Kind regards,  
Glynnis Lieb PhD

## CO-CHAIR GLYNNIS LIEB CONTINUES CITY COUNCIL RUN

CUPE 3911 is strongly supporting the campaign of our highly respected co-Chair, Glynnis Lieb, for a seat on Edmonton City Council representing the Ipiihkoohkanipiahtsi Ward. To assist us in the endeavor, Glynnis has provided the following updated commentary. Just a reminder, the actual election takes place October 18.

“We have seen a tumultuous last five or six years politically, locally and abroad. We have watched a troubling rise in reactionary populism and the continued devaluing of regular, working people in decision making. We have seen divisiveness come to the forefront and personal ambitions override responsible caring and representing of constituents.

I have long wished for politicians who, when elected, would use their time in office to uphold the promises they made to their base, rather than focus on getting reelected. So, I decided to be the person I want to vote for; I have thrown my hat into the ring for the upcoming Municipal Election in Edmonton.

I announced one year ago, after ongoing discussions with colleagues in the union movement, that I am running for three primary reasons:

1. I have been watching the city - much like post-secondary institutions - bloat its upper management while cutting funds for front line services and workers.
2. I specialize in mental health and addiction, and we know that there is always a spike in acute mental illnesses after major, negative event. I believe the city needs to be proactive in supporting social as well as economic recovery.
3. I am seeing a lack of leadership and relationship maintenance within the municipal government as well as between it and other levels of government. We need strong leadership and effective advocacy in order to advance our needs as a city.

I am truly optimistic that one opportunity that has resulted from this pandemic is that people are rethinking priorities and are realizing the value of community and social connection more than ever. I think we have a chance to actually change how we run this city; to prioritize regular working people and communities over big businesses and developers. I want to be part of this change.”

Kind regards,  
Glynnis Lieb PhD





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## COVID: TWO FREQUENTLY ASKED QUESTIONS

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### What About Herd Immunity?

Allowing COVID-19 to infect most of our population to try to create "herd immunity" is not a wise strategy because:

- COVID-19 is estimated to be 10 times more deadly than influenza with an estimated mortality rate of 1 per cent. For example, infecting 50 per cent of Albertans (approximately 2.15 million people) would result in 21,500 deaths
- About 4 per cent of patients overall need hospitalization. Our acute care system is usually full and has a total capacity for around 0.2 per cent of the population at any time. Many places have seen health systems collapse due to COVID-19 surges with deaths from not being able to provide care for COVID and non-COVID patients
- Some patients describe prolonged illness which resembles Chronic Fatigue Syndrome, so lasting health impacts are a concern
- Evidence around long-lasting immunity is still unclear. We can't assume that widespread natural infection will result in herd immunity and we know that vaccines can result in better and longer-term immunity with much less risk than natural infection.

Vaccines train our immune systems to fight disease, similar to being exposed to a disease, but crucially, vaccines work without making us sick.

Until we can reach sufficient herd immunity through immunization, the best way to prevent severe illness and death from COVID-19 is to follow public health restrictions.

### What About COVID and Seasonal Influenza?

As recently stated by Alberta Chief Medical Officer of Health Dr. Deena Hinshaw, COVID-19 has killed as many Albertans in 10 months as seasonal influenza killed in the last 10 years. Total COVID-19 deaths were 1,073 in 2020 even with all of the measures taken, compared to our 2019 influenza season with 39 deaths, according to Alberta Health Services. Conclusion: COVID-19 is much more dangerous than seasonal influenza.

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## UNITED NURSES OF ALBERTA STATEMENT RE SEPTEMBER 13 PROTESTS BY OPPONENTS OF VACCINATION

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It is demoralizing for nurses and other health care workers risking burnout and COVID-19 infection in hospitals and other health care settings to see people who oppose

vaccination efforts interfere with access to health care facilities.



Hospitals across Canada, including two in Alberta, are bracing for protests today by groups opposed to COVID-19 vaccinations and pandemic protocols.

Based on recent protests by these groups, today's events are expected to hamper access to health care facilities and intimidate health care workers, patients and families using the facilities.

While United Nurses of Alberta (UNA) recognizes the right of citizens to let their views be publicly known, now is not the time for large gatherings at which COVID-19 infections can spread.

UNA wishes to make it clear it is in no way affiliated with or connected to the group of individuals that call themselves "Canadian



Frontline Nurses." That group is primarily opposed to mandatory vaccination, but their social media accounts reveal general anti-vaccination, anti-mask, and anti-lockdown sentiments.

UNA is a union representing Registered Nurses, Registered Psychiatric Nurses and allied health care workers in Alberta. It has a democratic structure and duly elected officials. Throughout the pandemic, UNA has stood consistently on the side of science. We have advocated for evidence-informed public health measures to stem the spread of COVID-19, such as social distancing, masking and vaccination.

The vast majority of nurses in this country have seen first-hand the devastating effects of COVID-19 and understand that the only way out of this pandemic is through vaccination, physical distancing, masking, and vaccination validation.

UNA is deeply troubled that even a few health care workers have participated in these activities. The few health care workers involved in these anti-vaccination protests take attention away from the important vaccination efforts by nurses and other health care workers across Canada.

## WORKERS MUST TAKE THE LEAD TO DEAL WITH STATE OF ALBERTA'S HEALTH CARE SYSTEM

*BY PEGGY MORTON, FORMER PRESIDENT CUPE 2111*

The United Conservative Party (UCP) government in Alberta is out of control, characterized by irrationality, chaos, revenge-seeking and total disregard for the people's well-being. The Premier, his

Minister of Health and the Chief Medical Officer of Health disappeared for a month while the fourth wave surged.

The government refuses to take responsibility for falsely

declaring the pandemic over, removing all health measures to contain COVID-19, and telling Albertans not to worry, that they would have the best summer ever. Instead the government is blaming those who followed its advice and

failed to get a first or second vaccination.

As always, the cards played are division, diversion and deception. The irresponsible actions of a small number of ideologically-driven people who harass patients and health care workers are being used to suggest that all actions, which would include the picket lines of the workers themselves, should not be permitted outside hospitals. According to this, problems are solved through police powers, not by providing them with viable solutions as decided by the people concerned.

Throughout the pandemic, workers have refused to be overwhelmed by feelings of helplessness in the face of a government which refuses to act to safeguard the people. Now more than ever is the time to uphold the stand that Our Security Lies in the Defence of the Rights of All! This is the time to once again take the lead, as workers have done throughout the pandemic

Albertans have gone all out to take up social responsibility -- Protect Our Province (@POPAlberta) brings together doctors, scientists, ICU nurses, teachers and advocates for education and others and provides regular

podcasts which give a wide range of information and advocacy for Albertans.

Support Our Students (SOS) took up responsibility to keep everyone informed about school outbreaks when the government failed to do so. More than 430,000 Albertans visited the tracker a total of four million times. SOS continues to organize to make schools safe at a time the Kenney government has abandoned even the responsibility for contact tracing in schools and does not report cases until at least 10 per cent of kids are affected. As well as putting forward comprehensive measures for schools, the site is a valuable resource for sharing the initiatives people are taking to protect our students.

Workers are refusing to submit to arbitrary measures in many forms. The Alberta Union of Provincial Employees (AUPE) has forced the Alberta



government to back off its unreasonable return to worksite demand. Provincial government workers who have been working at home can now continue to do so. All the health care unions are standing firm against the demands for wage rollbacks and attacks on wages and working conditions and fighting to end privatization and solve the problems of understaffing.

Unions are indicating that if and when the government implements the outstanding sections of Bill 32, the UCP's omnibus anti-worker legislation passed in July 2020, they will not comply. These provisions require unions to seek approval from each and every union member for what are called "political activities and other causes" to be defined as whatever the government says they are.

Canadians stand with the health care workers. They are taking initiatives within their collectives to work out together what they can do to make their workplaces and communities safer. Do not permit the government to use the situation to impose more arbitrary police powers on the workers! Our security lies in the fight for the rights of all!

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# REVERSING PRIVATIZATION CAN BE DONE! MAKE IT PUBLIC!

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*(Reprinted from Workers Forum)*

For decades, as part of waging the neo-liberal anti-social offensive, governments at both the provincial and federal level have undertaken a program of privatization of social programs and public institutions using means legal and foul to overturn contracts, take away pensions and treat workers as disposable. In the private sector as well means legal and foul have been used to lower wages, overturn working conditions and steal pensions.

When the B.C. government in 2002 opened up the health care sector to seven private global cartels it broke with impunity the existing legal framework of contracts and labour law to privatize hospital service work and contract it out.

The working people consider all of this to be a grave crime against workers yet no one has been held to account.

All across the country workers need assurance that wages and working conditions are set at a Canadian standard and that neo-liberal privatization will not prevail. Except for acute care hospitals and some long-term care homes, the entire B.C. health care system is privatized to pay the rich.

Workers themselves through their own organized determination and strength of numbers and position in the economy as the producing class have successfully defended their rights which defends the well-being of all. It is a political fight waged on the basis of what serves the workers and society itself.

Congratulations on your hard-fought success! Privatization can be reversed!

The BC provincial health authorities will END the following private contracts with seven global cartels:



## Vancouver Island Health Authority

- MHC/Compass, 190 full-time equivalent (FTE), mixed services
- Morrison, 152 FTE, patient food services
- Compass, 230 FTE, housekeeping
- Acciona, 115 FTE, housekeeping

## Fraser Health Authority

- Sodexo, 297 FTE, housekeeping; 63 FTE, mixed services
- Aramark, 214 FTE, housekeeping
- Compass, 132 FTE, mixed services

## Provincial Health Services Authority

- Compass, 91 FTE, housekeeping; 47 FTE, patient/retail food services (two contracts same service, same provider, across multiple facilities)
- SerVantage, 25 FTE, housekeeping

## Vancouver Coastal Health/Providence Health Care

- Compass, 12 FTE, patient food services; 736 FTE, housekeeping; 13 FTE, mixed services (two contracts same service, same provider, across multiple facilities)
- Sodexo, 538 FTE, patient/retail food services (five contracts same service, same provider, across multiple facilities)



## New Brunswick CUPE Workers Preparing for Strike Votes As 100 Days Deadline Expires

(CUPE, New Brunswick)

Thousands of New Brunswick public sector workers are preparing for a strike votes, as the 100-day deadline that Canadian Union of Public Employees N.B. gave the province to reach an agreement expired on Labour Day, Monday, September 8. Now, the union representing about 22,000 public sector workers says its members are prepared to vote to strike.

"They've reached that point where they feel enough is enough," said Stephen Drost. "They've given and given and it's time that they receive some fair compensation."

Drost said many of CUPE's members are struggling with the cost of living, and have been forced to take a second job or go to local food banks. Other members are having difficulty paying their rent, contributing to their determination to receive a fair wage.

*"They feel that they are being exploited. They don't feel that they're being treated properly, they certainly don't think they're getting the recognition they deserve,"* says Drost.

On Friday, premier Blaine Higgs said he was "disappointed with the union" after its members expressed that they were preparing for strike votes.

"The only issue has been five per cent for four years- 20 per cent increase, \$158 million increase - that is not being reasonable," said Higgs.

Members believe it is a reasonable ask. "There are huge holes and gaps and we're starting to see the cracks in the system," said Norma Robinson President of CUPE local 1252, which represents hospital workers in the province.

Robinson told reporters that hospital workers in the province are overworked and that they are keeping up with a system that is in "dire straits" due to recent staff reductions and temporary emergency room closures. "That's what's really disheartening for me to see as the president is to see that this government is not recognizing the valuable work that we do and provide us with a decent wage increase that we so deserve," said Robinson.

While the province said contingency plans are in place in the event of a strike, Drost says many CUPE NB members could be walking off the job by the end of September.

See PDF: <https://1252.cupe.ca/wp-content/uploads/sites/26/2021/06/Preparing-yourself-for-a-strike-2021-EN-PDF.pdf>



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## WORKERS' PENSION FUNDS: GREENWASHING THE PRIVATIZATION OF PUBLIC UTILITIES

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*(based on files from Workers Forum)*

Greenwashing the privatization of public utilities has become the fashion when it comes to self-serving and unethical pay-the-rich schemes by governments and their agencies, including government-run financial institutions and investment companies.

A good example is the Canada Pension Plan Investment Board (CPPIB) and the Alberta Investment Management Corporation (AIMCo)'s collaboration in greenwashing their recent privatization of Rio de Janeiro's public water system through their majority ownership in two connected companies, Igua Saneamento and CEDAE. This financial move is presented by CPPIB and AIMCo as supporting "sustainable projects and clean tech solutions in Brazil".

AIMCo's Senior Vice President of Infrastructure & Renewable Resources called the acquisition, "an excellent addition to our infrastructure portfolio that is well-aligned to meeting our clients' (i.e., the workers of Alberta) investment objectives." AIMCo manages the investments for 32 pensions, endowments and government funds in the Province of Alberta. Does anyone really believe that Alberta public sector workers, who have long been fighting privatization in their own province, would have as an investment objective for their pension to fund the privatization of public services in Brazil or anywhere else?



Opposition by unions and others in Brazil and Canada to the privatization of water and sanitation systems was swift. Brazilian unions said 3,500 public sector workers stood to lose their jobs. The Brazilian National Urban Workers Union applied for and won an injunction to delay the auction. State legislators also voted out of concern for it to be delayed. Both of them were overruled by a government decree that ordered the auction to go ahead as scheduled.

Canadian Union of Public Employees President Mark Hancock accused the CPPIB (and by association, AIMCo) of helping to legitimate Brazilian President Joao Bolsonaro's massive anti-people privatization agenda, saying "It's outrageous that our public pension plan is using workers' retirement funds to profit from people's need for clean water and safe sewage treatment. These are human rights that are essential for survival. Access to water services is already fragile and unequal in Brazil. Privatization will make things worse."

Scooping up public utilities as fast as neo-liberal governments in Brazil, Canada and elsewhere put them up for sale is but one of many anti-social projects Canadian workers' pension funds have been used to finance. Investment fund managers do their "fiduciary duty" of investing workers' money where prospects of amassing maximum capitalist profit are highest no matter the consequences. Everything is being justified in the name of so-called high ideals; this must change.

Working people themselves must decide where their pension funds should be invested. The direction of the economy should be set by working people, not financial markets,

financial institutions and financial elites. Pension funds come from the social wealth that workers produce but do not control. It is this lack of control by the workers, who are the producers, over what is produced and how it is produced that is at the heart of the problem.

The social wealth produced by workers must be reinvested in a socially responsible manner to build a diverse economy at home that has an internal self-reliant strength and trades with others for mutual benefit and development. Such an economy must have the aim to guarantee the rights and well-being of all, and humanize the social and natural environment.

## **CLEARING THE LAND HAS ALWAYS BEEN AT THE HEART OF CANADA'S INDIAN POLICY**

*DR. PAM PALMATER, AUGUST 1, 2021*

### **Canada's Indian Policy Hasn't Changed Much**

After the events of the past few weeks in Canada, one thing remains clear: Canada's Indian policy hasn't changed much since its inception. Indian policy has always had two objectives: to obtain Indian lands and resources and to reduce financial obligations to Indigenous peoples acquired through treaties or other means. Its primary methods were elimination or assimilation of Indians.

Colonial governments had a long history of scalping bounties to kill specific groups of Indigenous peoples, using small pox blankets to increase death rates from disease and forced sterilizations to reduce the populations. Even Confederation did not dispense with the violent colonization of what would now become known as Canada. Canada's first prime minister, Sir John A. Macdonald, told the House of Commons in 1882: "I have reason to believe that the agents as a whole ... are doing all they can, by refusing food until the Indians are on the verge of starvation, to reduce the expense." Canada was fully engaged in clearing the lands, by any means necessary.

### **Reconciliation: The Goal is the Same**

Now referred to as Indigenous reconciliation, the goal is still the same: to clear the lands of Indigenous peoples in order to bolster settlement and extraction of resources. This singular focus formed the basis of the violent colonization of Indigenous lands and peoples and, ultimately, is why Canada has been accused of genocide by the National Inquiry into Missing and Murdered Indigenous Women and Girls. Canada's complex set of laws, policies, practices, actions and omissions have created an infrastructure of violence toward Indigenous peoples and the continued dispossession of their lands.

This is at the heart of the devastating socio-economic conditions of many Indigenous peoples today, including multiple health crises such as diabetes, heart disease and strokes, lower life spans, higher rates of mental illness and some of the highest suicide rates in the world. These genocidal policies also serve to remove Indigenous peoples from their lands through high foster

care rates, killings and disappearances of Indigenous women and girls and the skyrocketing incarceration rates.

## **Apologies vs Land Back**

Despite carefully worded apologies and promises of a better relationship, none of these conditions has changed and, in fact, most are getting worse. Add to this that First Nations have less than 0.02 per cent of all their lands left – mostly in tiny reserves controlled by the federal government. Political rhetoric about supporting Indigenous self-determination means very little when we are denied access to our lands and resources.

We need to be honest about what is going on. There never was any real intention of recognizing Indigenous land rights – whether under Indigenous laws, Section 35 aboriginal and treaty right protections in the Constitution Act, 1982, or by implementing the United Nations Declaration on the Rights of Indigenous Peoples. It has been painfully clear, at every flashpoint in Canada's history, that it is willing to starve Indigenous peoples into submission or imprison them to access their lands.

This is at the heart of what is happening across Canada over the past few weeks. The Wet'suwet'en Nation, as represented by their traditional government, acting on Wet'suwet'en laws and decision-making protocols, have said no to pipelines on their traditional territory. While five of the six band councils within the Nation have allegedly agreed to the pipeline, their jurisdiction extends over their reserve lands. It is the hereditary leaders who have legal jurisdiction over their traditional territory, to decide whether the pipeline can cross their pristine forests and rivers.

## **Canada Breaches its Own “Rule of Law”**

The Supreme Court of Canada had already acknowledged in the Delgamuukw case that these were the proper representatives to bring a claim of aboriginal title. Eight of these leaders have said no to the pipeline. Despite this, the RCMP invaded their territory and forcibly removed them from their lands – counter to Wet'suwet'en law, Canadian law and international law. UNDRIP, which is now implemented in British Columbia, prevents the forced removal of Indigenous peoples from their lands. This flagrant breach of Canada's own rule of law is why the peaceful solidarity actions started all over Canada.

This is also why these actions will continue. Every time law enforcement is sent in to clear the lands of the “Indians” to make way for pipelines and extraction of resources, you will see more and more Indigenous nations and Canadian allies stand against this injustice.

The real issue has always been about the land.  
The way forward is recognition of our right to be



self-determining over our own lands and resources.

Anything less is just the same old Indian policy that invites more uncertainty and social conflict. Canada can do better. It's time to move past genocide and work toward respect for Indigenous land rights.

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## **RANDOM THOUGHTS:**

While vaccinating the population is an integral part of modern medical protocols, these measures are being mandated without informed public discussion and without the consent of the workers who deliver the services. Pro and con positions are imposed to divide the population while alternatives which would protect the population and unite the people are deliberately left off the agenda. It is up to the workers and their collectives to discuss and decide what measures are needed to protect themselves and the public in schools, post-secondary institutions, health care facilities, and so on. They are the ones who defend the public interest and they are also the ones who have earned the respect and the confidence of the public by their dedication and courage under the most difficult conditions. This applies to the most recent mandates as well -- what to do with them is up to the workers themselves.

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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 August-September 2021**

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



- Supported numerous members on understanding their rights and contract challenges, especially around workload, performance appraisals, coordinator criticisms of work performance, and workplace accommodations
- Worked on arbitrations with National Representative, CUPE National, and union Co-chair

The union currently has 0 active grievances, 6 grievances going to arbitration, and several areas of discussion with the employer

Barret Weber, 780-965-0474



## Announcements

### **CUPE 3911 Monthly General Meeting.**

October 23, 2021.

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

### **CUPE National Convention**

November 22-26.

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

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

## 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.