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CUPE 3911 Grievance Report

**ATTEND THE CUPE 3911 MEETING, SATURDAY,
MAY 28, 2022**

Our next general meeting, open to all members, will be held Saturday, **May 28, at 930 AM**. The meeting will be conducted remotely via ZOOM. Details of how to connect will be sent out. Email cupe3911@gmail.com for the Agenda.

APRIL UPDATE: CUPE 3911 BARGAINING

The CUPE bargaining committee continues to meet with the employer, however no meetings were held in April. As noted previously, bargaining opened in late October 2021, six months ago.

One important thing we are currently negotiating is our request for academic freedom as opposed to academic opinion; a right which we believe that all academic professionals are entitled to. Just FYI, here, in part, is what the Canadian Association of University Teachers (CAUT) says about academic freedom (2018):

“The institution serves the common good of society, through searching for and disseminating knowledge and understanding through fostering independent thinking in academic staff and students. These ends cannot be achieved without academic freedom. All academic staff have a right to academic freedom...”

“All academic staff members have the right to freedom of thought, conscience, religion, expression, assembly, and association and the right to liberty and security of the person and freedom of movement. Academic staff members must not be hindered or impeded in exercising their civil rights as individuals, including the right to contribute to social change through free expression of opinion on matters of public interest. Academic staff members must not suffer and institution penalties because of the exercise of such rights.”

We will next meet with the employer an estimated three dates in May and three more dates in June. We look forward to progressing through our non-monetary proposals over the spring months and then getting to the monetary items.



Kind regards, Glynnis Lieb PhD

Co-Chair Glynnis Lieb Wins AFL May Day Award

On April 12, CUPE 3911 Co-Chair Glynnis Lieb received notice from the Alberta Federation of Labour that she had won the AFL's prestigious May Day Solidarity Award. The May Day Solidarity Award was initiated in 1989 and is given to an Alberta trade unionist that has made an untiring contribution to peace, social justice and the improvement of working conditions and workers' rights for all Albertans. The AFL will present the award at the 2022 AFL Midterm Forum on Friday April 29, 2022, at the Chateau Lacombe Hotel in Edmonton. The presentation will take place between 8:30 pm and 9:00 pm.

Glynnis' nominator, another union local, had this to say about her regarding her trade union, peace, community, and social activism:

"Glynnis is a role model. Whether it is in her union, labour central, the women's movement, not-for-profit organizations, or the community, she makes a difference. We are proud of her commitment, dedication and leadership. She has shown up time and again, that collective actions make a difference."

The letter of nomination elaborated on Glynnis' many contributions to creating a better world, including the following:

- Serving as an officer for both CUPE 3911 and AASUA, as well as actively organizing in a third workplace
- Active in her community fighting for peace and social justice
- Active advancing workers' rights
- Previous Director of Outreach at AFL
- Labour facilitator at AFL schools
- Previous CUPE Alberta Division Secretary-Treasurer
- Delegate to Edmonton District Labour Council
- Walking picket lines, participating in International Womens Day, participating in May Day, participating in Pride Parades
- Active supporter of local arts, poverty reduction initiatives, mental health
- and addiction education and support, 2SLGBTQ+ community members, offender, rehabilitation programs, supports for people with disabilities, and anti-discrimination initiatives
- Chair of COCAL, an international coalition of precarious post-secondary workers
- Active in Women for Empowerment



In its notification letter to Glynnis, the AFL concluded:

"Congratulations Glynnis, you are an outstanding champion for social justice, workers' rights, and the improvement of working conditions for all Albertans and are a deserving recipient of this award. Keep up the outstanding work on behalf of all workers."

AU FUTURE IN ATHABASCA STILL IN QUESTION

by Heather Stocking, Reprinted from Town and Country Today.com, April 10

ATHABASCA — A message in an Athabasca University newsletter from president Peter Scott last week has members of the Athabasca community on edge once again, just two weeks after a spectacle of an announcement from Premier Jason Kenney regarding the university that had many very hopeful for a future that sees the community and university succeed together.

When Kenney and Minister of Advanced Education Demetrios Nicolaides visited Athabasca March 24 they laid out three directives. First, to ensure permanent representation from the community on the AU Board of Governors. The board of governors was also directed to work toward expanding AU's footprint in Athabasca and Northern Alberta in general by "consolidating executive and senior administration offices in Athabasca at the earliest possible opportunity," said the premier at the announcement, adding the board will also "develop and implement a comprehensive talent development, attraction and retention strategy, by June 30 of this year, to maintain and grow a broad range of employees in Athabasca, and to develop and implement a reopening strategy for the Athabasca campus to resume most employees working onsite, and to allow public access to services like registries, student support and specialized services."

The crowd of more than 300 burst into applause.

Now, less than two weeks later, AU president Peter Scott, who started Jan. 4, issued a letter to staff, students, alumni, and other subscribers, seemingly doubling down on the university's near-virtual strategy, which local opponents say will leave millions of dollars of infrastructure in Athabasca empty, and will cost the region many more jobs than it already has.

"At the event, both the premier and minister made some comments and expressed opinions on the operations and strategy of this university," Scott said. "The comments and opinions expressed by government officials during the town meeting were not indicative of the reciprocal and consultative relationship that AU has had for many years with the

Government of Alberta and the Ministry of Advance Education."

He added the university's operations, mission, and mandate remain unchanged.

Minister Nicolaides responded to a request on the AU statement with an e-mail the morning of April 8 reaffirming the government's position that AU must follow the new directives.

"I have clearly communicated our directives and expectations of the Government of Alberta to Athabasca University," he said. "We expect to see a detailed plan on how they will execute these directives by the deadline of June 30 and then we can proceed with future steps forward."

Athabasca University Faculty Association (AUFA) president David Powell, who lauded all parties during the March announcement, commented April 7 that AU is defying the Alberta government at its own peril.

"We believe the minister and premier were unequivocal in what they plan to do and the university defying it is puzzling to us," he said, adding it is within the government purview to fire the entire board of governors and replace them with people who will follow their directions, which could include firing the newly installed president.

"This is again, a level of potential interference in universities they (the government) don't want but they gave them an order," said Powell. "Peter Scott moved from Australia to Canmore, not Athabasca. I think he moved on the expectation he wouldn't have to live in Athabasca. This is probably something they will go down swinging on."

In the newsletter Scott also reiterated AU has ended its office leases in Calgary and Edmonton "reaffirming our primary physical location is in Athabasca" but appeared to separate the university from the economic growth and development of the Athabasca region of which he insisted they wanted to be a part.

"We are excited to hear more about the Athabasca community's plans for economic growth and development," he said. "However, to ensure AU's future success, long-term sustainability, and the success of our learners, the university will continue to prioritize the needs of our more than 43,000 learners worldwide by ensuring we continue to hire and retain the best and brightest talent."

Powell questioned AU's claim to be a research and study university while it is trying to remove research and study as a benefit during ongoing bargaining with AUFA.

“A key thing is that the research and study (benefit) the university is trying to remove is a key benefit that can attract people to the Town of Athabasca if advertised because it is a very good benefit,” he said. “Cutting benefits ... during this campaign to add more jobs to the area seems counterintuitive.”

The Keep Athabasca in Athabasca University (KAAU) advocacy group also expressed concern over the message from Scott, with a posting on Facebook titled: "AU President Scott Gives the Premier the Finger."

“In a defiant letter to employees, Athabasca University (AU) president Peter Scott outlined the university’s intention to ignore the directives given by Premier Jason Kenney and Advanced Education Minister Demetrios Nicolaidis at a town hall meeting in Athabasca on March 24. Scott’s letter seems to be a last-ditch attempt by the current AU executive to continue their near-virtual experiment, with most employees working from homes anywhere in Canada,” the post said.

“The Keep Athabasca in Athabasca University committee has contacted the premier’s office and the

office of Advanced Education Minister Nicolaidis about president Scott’s letter and awaits their response.”

On March 23, the day before the public announcement, an order in council to appoint John Daniel, a former vice-president for the institution in the late 1970s, before Athabasca became its official home was approved. Also appointed that day was Elena Gould, who was raised in Athabasca, went to school here and retains close ties, but is now settled in Fort McMurray.

On April 6, another order in council appointed Jacqueline Hobal, a former president of the Athabasca Rotary Club, who now lives in Edmonton, but remains well-known in the community. Roger Morrill, the long-time local dentist and former Town of Athabasca mayor, was also appointed that day.



AUFA VOTES TO RATIFY NEW COLLECTIVE AGREEMENT

(by Dave Powell, AUFA President, April 13, 2022)

After a last-minute tentative agreement was reached on Thursday the 7th, AUFA members have voted to ratify a new collective agreement with an 83% majority with 88% of members voting. We assume the Board of Governors will ratify the deal shortly and enshrine the new contract.

This round of bargaining was a severe concessions-only attempt by the university with little to no movement made during open bargaining until AUFA members began to show a willingness to strike to get a fair deal. This required a strategy of taking incremental steps closer to a strike, which resulted in the employer coming closer to a deal.

Throughout the past two months a flurry of extended negotiations took place which included beginning and ending formal mediation, returning to the table, bringing an offer to members which was rejected, and finally taking a strike vote. The strike vote appeared to finally move Athabasca University to the point of agreeing to a deal AUFA members would vote for. The goal, as always, was a deal and not a strike. The deal is not ideal, but rather the outcome of a decision on how much more a strike would potentially gain. If AUFA had gone on strike, it may have been the first online strike in world history.

I'd like to extend my thanks to our bargaining team and the entire AUFA membership. While the bargaining team sat in 14-hour sessions, members spoke with one another, engaged politically, and drove one another to get involved rather than simply take direction from union leadership.

The AUFA Executive have now met to discuss next steps. A large lessons-learned session will be scheduled with AUFA committee members to discuss what worked and what did not in the support for negotiations and organization of a potential strike. As well, several members have suggested a potential non-confidence vote in the university executive team which will be investigated along with other campus unions. Finally, a major demographics survey will take place as a component of our ongoing equity audit.

I am enormously proud to serve this union and membership. AUFA is a stronger union than ever now with greater organization, engagement, and sense of community.

In Solidarity, David Powell, AUFA President



ULFA STRIKE SETTLED

The strike of the University of Lethbridge Faculty Association (ULFA) came to an end on March 21, 2011 after 40 days on the picket lines. Classes resumed at the University of Lethbridge almost immediately. ULFA announced that its members had voted 91 per cent in favour of ratifying a new collective agreement with university administration. Ballots were cast by 92 per cent of its members.

Dan O'Donnell, president of the faculty association, stated: "While we didn't get everything that we wanted, we nevertheless were able to get some movement on some of our most important issues."

Faculty at the university had been without a contract for 629 days. The new agreement comes after a second round of enhanced mediation was entered by both sides last week. University of Lethbridge administration had already voted to ratify the agreement on Saturday. The contract "reflects recommendations made in the mediator's report," the university said in a Monday evening statement.

The new four-year contract will retroactively begin at the expiration date of the previous contract and continue through June 2024. O'Donnell says in terms of compensation the contract is "disappointing."

David Phillip Jones, the second-round mediator, recommended in his March 18 report a 1.25 per cent salary increase for faculty members beginning April 2023 and a 1.5 per cent raise starting Dec. 2023. He also recommended certain minimum salary increases and adjustments to the delivery of benefits.

Faculty and administration had up until this point been unable to reach an agreement, with neither side

coming to the bargaining table during the strike until the commencement of enhanced mediation on March 15.

In early February, prior to the strike, university administration filed a bad faith bargaining complaint to the Alberta Labour Relations Board against the faculty association. On Feb. 28 the faculty association also filed a labour relations complaint against administration alleging it "failed to bargain in good faith", was using surface bargaining techniques and was also unwilling to bargain. Both complaints have been dropped.

The faculty association has said their key issues during bargaining were around compensation and salary, representation on certain decision-making committees and ultimately "respect." The university previously called certain ULFA requests during negotiations unreasonable and said they must work to achieve financial sustainability within their budget.

"There was no need to go six weeks not talking in order to do this," said O'Donnell. He said he believes students have suffered the most during the strike, a negative outcome the faculty association had hoped to minimize.



THE \$TRANGE CASE OF THE IDENTICAL \$SETTLEMENTS

(by Sir Arthur Conned Them Doyle)

Holmes: “Watson, you may recall that in 2019, the UCP passed the Public Sector Employers Act (PSEA), which allows the provincial minister of finance to issue secret mandates/orders to university employer bargaining teams at post-secondary institutions. The minister does not have to tell anyone else what is in the order, and the employer is not allowed to tell anyone either, even the union or association they are negotiating with.”

Watson: “I say Holmes, that doesn’t sound like fair play to me. It’s like the faculty associations and other employee groups aren’t even bargaining at all.”

Holmes: “Good deduction, Watson. In fact, several faculty associations have recently settled through mediation and the compensatory packages are basically identical, even though they were supposedly put forward by different government-appointed mediators.

Watson: “Which faculty associations were those?”

Holmes: “They included associations from University of Lethbridge, University of Alberta, Mount Royal University, and Athabasca University.”

Watson: “By Jove, the fact that all four signed off on the same agreement would appear to support our conclusion that the collective bargaining process is a fraud. So, what did the actual Sign-off of Four look like, Holmes?”

Holmes: “I can show you if you bring me those documents from my Study in the Scarlet folder. There’s a good fellow.”

Watson: “Of course, I’ll get them now.” (Returns with documents.)

Holmes: “So look at what’s written here, Watson. In each case the sign off is four-year deals that have a term of July 1, 2020 to June 30, 2024. The cost-of-living adjustment (COLA) for all salaries and grids is as follows:

July 1, 2020:	0%
July 1, 2021:	0%
July 1, 2022:	0%
April 1, 2023:	1.25%
December 1, 2023:	1.5%
Additional increase December 1, 2023:	0.5% (not guaranteed)

Watson: “That seems rather lame, especially all those nice round zeroes. Pile them all up and they remind me of The Strange Case of the Mound of the Basketballs. One thing I am curious about, Holmes, is whether there were any additional clauses relating to cost of living.”

Holmes: “The additional increase scheduled for December of 2023 is contingent upon the province achieving a real GDP for the 2023 calendar year that is at or above 2.7% as of February 2024. If this condition is met in February of 2024, the employer will retroactively apply an additional 0.5% COLA to December 1, 2023. If this condition is not met, then no additional increase will be forthcoming. But even this only amounts to a potential COLA increase of between 2.75% and 3.25% over its four-year term. Even with the addition of gain-sharing payments, this settlement will not maintain the

purchasing power of salaries over time. For example, year-over-year inflation as of January 2022 was 5.1%.”

Watson: “Were there any relevant messages in the Times agony columns about this?”

Holmes: “The messages suggest the UCP government was very much involved in structuring the eventual agreements. This includes reports that university negotiators contacted unknown persons to get permission from the government to agree to certain outcomes.”

Watson: “So I assume that by now many students, faculty, and staff think that secret mandates are determining the settlements at their universities, colleges, and technical institutions and that collective bargaining is irrelevant?”

Holmes: “Exactly, Watson. Bargaining is like entering a Valley of Fear. But students, faculty, and staff in Alberta still hope fair agreements can be reached at the bargaining table because that is in the best interests of all, including the larger community. Post-secondary educational institutions can negotiate their agreements without provincial meddling. The PSEA should be scrapped immediately.”

Watson: “Or the UCP government should step up and be transparent about its secret mandates. If the government wants to control post-secondary bargaining, they should come forward and admit that openly and be accountable for the results instead of sneaking around behind everyone’s back like the Sussex Vampire.”

Holmes: “I cannot agree with you more, Watson. So, we must continue this investigation. Come, let us go now, the game’s afoot.”

Watson. “What’s afoot Holmes?”

Holmes: “That’s that funny-shaped thing on the end of your leg.”

(Next week: The Curious Incident of the BoG that Parked in the Night.)



DITCH THE DRAFT: CURRICULUM REFORM MUST SERVE THE PUBLIC INTEREST

By Dougal MacDonald

The United Conservative Party (UCP) government of Alberta has declared that a new K-3 curricula for Language Arts and Math will be introduced to Alberta schools in September. Implementing the new curricula is strongly opposed by educators and others, with an estimated 90 per cent of teachers against it and almost all Alberta school districts refusing to pilot it. Indigenous nations have rejected it.

A September 2021 report by the Alberta Teachers’ Association, citing fourteen specific problems with the draft curriculum, called on the province to stop the implementation plan and review its new curriculum from start to finish.

Alberta curriculum reform is definitely an urgent need, with a number of curricula now well beyond their best-before date. The elementary science curriculum, for example, is 24 years old and the elementary art curriculum is 35 years old.

The UCP is trying to ignore that this ossified state of educational affairs results from the 44 years of Conservative governments from 1971 to 2015. These governments continuously starved education of needed funds in order to subsidize the mostly foreign-owned energy companies which continue to dominate Alberta's economics, politics, and culture.

The real question amid all the turmoil over curriculum is who should the new curriculum serve? Based on the dubious backgrounds of their hand-picked "curriculum advisors," the UCP government obviously thinks it should reflect their neo-liberal ideology which serves the interests of the foreign-owned Alberta energy industry.

In contrast, the people of Alberta want the curriculum to serve the public interest. They want it to include what will help create a society which is humanized in all aspects and where the people can participate in making the decisions that affect their lives.



FEDERAL BUDGET AND POST-SECONDARY EDUCATION: FURTHER CONSOLIDATING PSES AS HANDSERVANTS OF INDUSTRY

By DOUGAL MACDONALD

One of the most striking things about the Federal Budget 2022-23 is how little attention it actually pays to public post-secondary education. While the provinces are constitutionally responsible for education in their own domains, the federal government still plays a role, for example, in providing financial support to each province for operating their PSEs in the form of annual "transfer payments", which have been steadily declining over the years.

Rather than prioritizing post-secondary education, the federal budget focused on "innovation" as a prominent theme. However, instead of supporting innovation through funding universities and technical institutions, the government made clear its intentions to continue to hand over billions to the private sector. Specifically, to boost innovation and attract private sector capital, the federal government proposes establishing a Canada Growth Fund, a new investment vehicle which will reallocate \$15 billion of federal money over five years. The fund is

designed to attract "trillions" in private capital, which would be invested in things such as "low-carbon industries, new technologies and critical supply chains", and help the country "keep pace" with other developed nations, whatever that means.

The federal government also tabled \$1 billion over five years for an innovation and investment agency, designed to boost private sector investments in research and development, and aimed at speeding the uptake of new technologies across Canadian industries. Again, Ottawa has clearly shifted to solving the problem of low spending on research and development by working with the private sector, rather than funding universities. The new innovation and investment agency will also support the weapons sector and boost weapons manufacturing.

Canada's so-called economic "superclusters" (2017) have been rebranded and given a funding boost. Clusters are areas of intense business activity made up of companies, academic institutions and not-for-

profit organizations focused on a particular industry. A Supercluster is a made-in-Canada approach, where five clusters have been given up to approximately \$1 billion in federal government funding, matched dollar-for-dollar by industry. The five networks are now called “global innovation clusters,” and will receive \$750 million over six years. (Note).

To protect federally funded research at Canadian postsecondary institutions from alleged foreign threats, the government has committed \$159.6 million, starting in 2022-23, and \$33.4 million ongoing, to help institutions identify and mitigate potential risks to research security. The allocation will also fund a new research security centre, to advise post-secondary institutions.

Further, the government proposes a new “lab to market” program that will help Canadian academics and graduate students patent their research. The program will cost \$47.8 million over five years beginning in 2023-24 and \$20.1 million ongoing, distributed by Innovation, Science and Economic Development Canada. The agency will assess the government’s previous investments in science and research, and “establish the best path to commercializing post-secondary research”. This raises the question of “commercialization” of research in the arts and humanities; how will this be handled?

The Canada Excellence Research Chairs program received \$38.3 million in funding over four years beginning in 2023-24, with the government stating

this could create 12 to 25 new chair positions (the 2021 election promise was 1,000 new chairs). To support Canadian cybersecurity, the budget gives \$17.7 million over five years and \$5.5 million thereafter until 2031-32 for a “unique research chair program to fund academics to conduct research on cutting-edge technologies” relevant to the Communications Security Establishment. The inaugural chairs will split their time between peer-reviewed and classified research.

Noticeably absent were several additional promises from 2021, including eliminating federal interest on Canada Student Loans; increasing the repayment assistance threshold to \$50,000 for borrowers who are single; creating a new fund to hire mental health professionals at PSEs; and providing major financial support to Indigenous-governed and operated postsecondary institutions.



[Note: the five superclusters are: Digital technology, Protein industries, Advanced manufacturing, Scale artificial intelligence (AI), and Ocean. Each is based in a different part of Canada, with protein industries in the prairie provinces.]

ONTARIO AUDITOR-GENERAL FINDS LAURENTIAN UNIVERSITY MANUFACTURED FINANCIAL CRISIS *(by OCUFA)*

The Auditor General of Ontario’s preliminary report on Laurentian University confirms assertions faculty have been making for more than a year—that the university’s financial crisis resulted from secretive and deficient governance practices and the Ford government’s failure to step in and support the institution when its financial needs became clear. The Auditor General found that the use of the Companies’ Creditors Arrangement Act (CCAA) was inappropriate and unneeded and that, instead, the university should have worked collegially with the Laurentian University Faculty Association to address the institution’s financial challenges.

“The Auditor General’s report makes clear that day-after-day, month-after-month, Laurentian University’s senior administration embraced a flawed and secretive approach to institutional governance and financial planning that lacked the transparency and accountability vital to a healthy university,” said Sue Wurtele, President of the Ontario Confederation of University Faculty Associations (OCUFA). “Once they realized the consequences of their mistakes, instead of coming clean and working with the faculty association to find a path

forward, the senior administration doubled down on secrecy and spent months planning how they would dismantle the university through the CCAA process.”

Among the Auditor General’s findings were numerous problems with the university’s governance practices, including weak oversight and excessive use of in-camera sessions by the Laurentian Board, ill-advised building projects, questionable hiring practices, and an increasingly expensive payroll for senior administrators. When these poor governance practices led to a financial crisis, the senior administration’s abhorrent solution was to spend tens of millions of dollars on lawyers in efforts to cut university programs, faculty, and staff. When the Auditor General was asked to investigate what had occurred, the toxic commitment to secrecy continued, with senior administrators creating a “culture of fear” amongst university workers and implementing “unprecedented restrictions” on access to university documents and staff.

“This is a clear validation of what we have been saying for years,” said Fabrice Colin, President of the Laurentian University Faculty Association (LUFA). “Time and again, the faculty association urged the university administration to be more accountable, come clean about the university’s finances, and work with us to strengthen this important public institution of higher education and its tri-cultural mandate. Time and again, we were ignored.”



National Day of Mourning April 28

On April 28, the National Day of Mourning for Workers Killed and Injured on the Job, CUPE 3911 pays its deepest respects to the families of all those Canadian workers who have died on the job or as a result of job-related diseases and injuries.

We express our firm support for all the injured workers who have to cope with their disabilities as a result of work related injuries or diseases. We salute all those workers who are fighting to uphold health and safety on the job in conditions of impunity for the monopolies. We condemn the governments at various levels for making these workers targets of their anti-social offensives which seek to restructure compensation programs to force workers to rely on private insurance companies which have the aim of getting workers to fend for themselves.

CUPE 3911 calls on Canadians across the country to take part in commemorations and take up the demands of the workers’ movement for justice and an end to attacks on workers’ health and safety. In Canada, there are about 1,000 annual Canadian workplace fatalities. Across Canada, worker compensation boards in 2014 recorded 239,462 lost-time accidents. This represents only 30 per cent of all

disabling injuries and illnesses suffered annually by Canadian workers.

“The number of Canadian workers who die annually through occupational injuries or diseases doesn’t reflect the fact that for every worker who dies, on average 30 workers suffer permanent physical or mental impairments, often lose their employment and many times are pushed to the margins of society,” a press release of the United Steelworkers says.



“Fewer than half of all Canadians with disabilities are employed, compared to 80 per cent of the general population, and those on a social security program receive between 22-30 per cent of the average net income for all employed Canadians.”

The International Labour Organization reported in 2014 that around the world every day, an estimated 6,300 workers die from a work-related accident or disease.

Affirm Workers’ Health and Safety!

Together, Let Us Build a Society Fit for Human Beings!

Mourn for the Dead, Fight for the Living!

MAY DAY: ONE HUMANITY, ONE STRUGGLE!

CUPE 3911 wishes everyone a very happy May Day. Across the country and all over the world, workers are getting together to highlight their own struggles and demands, take stock of the situation they face and how things stand, and make pledges of what they want to achieve in the coming year.

To their credit, the Communist International and workers in the United States gave May Day to the peoples of the world. In 1889, during the founding congress of the Second International in Paris, a resolution was passed to commemorate the strike led by U.S. workers fighting for the eight-hour workday. The strike had started on May 1, 1886 and ended when police launched violent attacks against the gatherings of the workers, such as in Chicago's Haymarket Square on May 4, 1886. May Day was first celebrated on May 1, 1890 to commemorate this fight, 132 years ago.

This May Day finds workers of the world engaged in a life and death struggle to bring in a new world which serves them. The fight is taking place while the COVID-19 pandemic still lingers. One of the main things learned is that ruling elites across the globe are more concerned about maximizing profits than the lives of billions of people. It is up to the working class in all countries to vest sovereign decision-making power in the people. The people must become the makers of history in their own image, with their own aims, which are those of humankind. This is the aim to humanize the natural and social environment and bring in the New on that basis.

One of the greatest battles for a new world is unfolding in India as farmers, workers, women, dalits, students and all the oppressed people rise up against their condition. Another is unfolding in the United States where thanks to relentless protests the murderer of George Floyd and others had to be found guilty. Fourteen months of Biden's presidency have shown that his doctrine is to commit more crimes against peoples of the U.S. and the entire world in the name of "democracy and human rights". To their eternal shame, Canada's ruling circles are participating in this fraud, integrating Canada more and more into the U.S. war economy, and the same

is being done with Mexico and the countries of Central America.

Today, right within the borders of our own country, the working class has become international. Its experience and working conditions have become a matter of global experience and working conditions. The information we share is common to us all and every contribution we are able to make, no matter how small, is important. It will contribute to turning things around in favour of the working class and peoples. As we share our experiences and discuss the problems we face in organizing we can work out solutions concerning how to tackle the serious problems facing the workers and society, as a contribution to setting an agenda based on nation-building, to end nation-wrecking, in a manner which puts the initiative in the hands of the people.



One thing to highlight is that if it were not for the fights the workers are waging, the truth of what is really taking place would be kept hidden. By fighting for what belongs to them by right, workers are able to take control of their lives. Despite the measures taken against them, despite the difficulties they face, they are able to organize in a manner which gets results. It is thanks to the struggles of the workers that Canadians now have a much better idea of Canada's economy, who controls it and who it serves and the need to deprive those who control the decision-making power of their ability to deprive us of what belongs to us by right.

The pandemic also has revealed the crisis caused by 30 years of cutbacks and privatization and that current measures are concentrating more and more

economic and political power in fewer and fewer hands. The massive private borrowing governments are doing is going to cause very serious difficulties to the societies that have to pay back these loans over long periods of time with interest.

The working class is becoming more and more aware of the irrationality of bringing one cartel party to power to replace another when it is known they are all part of a system which does not represent the people. It is up to the working class to show what is meant by "the people." By speaking in their own name, they provide a definition which brings that into being. The workers are dealing with their lack of representation by speaking in their own name and this shows the way forward and provides confidence and hope.

Only some 25 per cent of workers in Canada are unionized, which includes the 30 per cent of workers in Quebec. On May Day, we not only salute the unionized workers fighting to defend their members, but also the many organizations across the country that organize workers who have no other voice or representation. These advocacy organizations have valiantly come forward to make sure workers have a voice to express and represent collective demands which they themselves put forward. They are

organizing migrants, minority communities, seniors and of course truckers, gig workers and others who governments have arbitrarily declared do not qualify as workers, for purposes of making sure they have no collective protections and can be tossed around at will.

The meaningful results are thanks to the fight the workers are waging. We can truly say that the fight for lives is the fight for rights. We can also say that the fight for rights is the way out of both the pandemic and the economic and political crises! It is by fighting that we dispel all the dogmas which say that the working class is just an extra-parliamentary pressure group to get good policies passed and divert us from looking at what are the policies being passed, who they serve and how the workers can represent themselves by working out their own reference points. We need to strengthen our own organizing work on an ever-broader basis.

Let us continue organizing to get results! We are one humanity, waging one struggle, and our future and security lie in this struggle for the rights of all. Best wishes in the coming year to all those fighting for a better world by upholding the rights of all! One humanity, one struggle!

SCIENCE CAN BENEFIT FROM INDIGENOUS LAND USER KNOWLEDGE IN BATTLE AGAINST CLIMATE CHANGE

(Rebecca Medel, Windspeaker. Com, April 20, 2022)

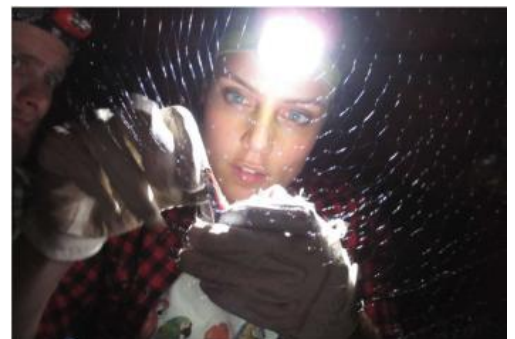
Monitoring and improving animal and plant life cycles and water quality, passing down traditional and spiritual practices, and weaving together Indigenous knowledge and western science are the top concerns presented in a recently published report on how climate change is affecting Indigenous peoples in Canada.

The work took a ground-up approach to conducting workshops, starting in November 2019 with members of Anishinaabe First Nations. Later that work expanded to include voices from across Canada.

“This project really emerged from people on the ground saying we’re concerned about climate change and we want to talk about this more. We want our voices to be heard in these conversations about what’s happening in our lands,” said lead author Dr. Allyson Menzies.

She says there has been a lot of discussion about climate change affecting Arctic regions, but not so much focus on the Great Lakes area.

“But as everyone knows, climate change is happening everywhere. So that was another key factor of this study: a lack of information in the scientific literature about this area.”



Menzies is originally from Manitoba and is Métis. She became interested in traditional ways of knowledge transfer when she was doing her doctoral work in wildlife ecology in the Yukon.

“It was through the experience of being up north that I started to have this dissonance in my mind about how research has been done for a long time, and how scientists tend to be the loudest voice in all conversations about conservation and climate change, but there’s so many people out there who know so much about what’s going on,” she said.

“It was in a lot of conversations with local trappers and harvesters where we’d start talking about something we’d just found out [as scientists] and the land users would say, ‘Yeah, we’ve known that forever’. I was really hit with the fact that I’m learning this for the first time, and it’s new to scientific literature, but that doesn’t mean it’s new knowledge to everyone.”

The lack of cooperation between scientists and Indigenous knowledge keepers led to one of the outcomes of the project. That was figuring out how to work better together and understanding what meaningful relationships look like, and moving on from just discussing climate change to building respectful relationships.

Based on conversations from the workshops, project coordinators learned that the Indigenous community is eager to work with scientists to develop solutions to climate change. There is an acknowledgement that if something doesn’t change, traditional ways of life will not be able to be passed down to future generations because the environment has been altered so much.

“All of the participants understand the benefits of western science, especially that you sometimes need modern tools to solve modern problems and that some traditional knowledge isn’t applicable in every situation.

“But the desire is to have Indigenous knowledge and values help guide where the science is going as opposed to being seen as second rate or inferior to science.”

Menzies sees a resolve amongst First Nations people to have their young populations involved and working alongside the scientific community.

“It’s not black and white. It’s not just knowledge or science. It’s having all of the ways to figure out what’s going on,” Menzies said.

“We are continuing to work on specific questions related to wildlife and are working with communities to build environmental monitoring programs. A really big step forward would be to link this research with actual policies and outcomes.”

(Nine contributors, including Dr. Jesse Popp, a member of Wiikwemkoong Unceded Territory and Canada research Chair in Indigenous Environmental Science undertook the project and authored the “I see my culture starting to disappear” report.)

RANDOM THOUGHTS: Back in August 1971, the Peter Lougheed-led Progressive Conservatives swept to power, winning 49 of 75 seats, defeating the ruling Social Credit Party and ending its existence. The Socreds had ruled so long that fire hydrants and bales of hay were running for them and getting elected to the legislature. Peter Lougheed was no working-class hero. In fact, he passed a lot of anti-union legislation including taking away public workers’ right to strike. Really Lougheed was just another salesman for the energy monopolies. His brother Don was an Imperial Oil VP. His grandfather, Senator James Lougheed, partnered with future prime minister R. B. Bennett in Calgary Petroleum Products which eventually became part of Rockefeller-owned Imperial Oil. Peter appeared “progressive” because he used oil money to open up opportunities for local capitalists like the Mannixes (who groomed him), the Southern of Atco, Calgary oilmen like the Seamans, the McCaigs of Trimac, and so on. But what was also instructive was his 1971 election strategy. Peter and his crew did not waste time picking holes in what the Socreds were doing: “Shoulda given another ten million to (insert name of cause)”. In fact, they ignored the Socreds’ very existence. Instead they put together a comprehensive party platform of their own and spent their electioneering time promoting that platform. A lot of people bought it and the rest is history. Perhaps there’s a lesson there for Alberta parties of our time.

CUPE 3911 MONTHLY GRIEVANCE SUMMARY REPORT

By Ernie Jacobson, 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 APRIL 2022

Summary of activity:

- Employer dismissed grievance re termination at step two. An offer was made by employer, and rejected by member, so this grievance is continued to adjudication.
- Grievance meeting on April 5 with employer, grievance committee members Jacobson and Kuzio and member re termination at step two. Awaiting decision from AU.
- Request received April 19 from HR Labour Relations Manager Arnaout for extension of their investigation into two harassment grievances. Granted this request with commitment from HR they would update CUPE each Friday on progress.
- Hearing with Dean with member re SME contract and academic opinion. Grievance arising from hearing filed at step 1 on April 20. We learned that the previous separation of SME contracts from tutor/AE work no longer seems to be the case.
- Meeting with CUPE Administrator Evelyn Bolton on April 21 to work on populating grievance information on software Grievance Ware. This work will continue next week with another meeting.

The union currently has 5 active grievances, 1 -2 grievances going to arbitration, and several areas of discussion with the employer. The CUPE3911 Grievance committee will meet Thursday, April 28 500-630 PM to discuss current activity.

Respectfully submitted, Ernie Jacobson, CUPE3911 Grievance Officer, April 22.

ANNOUNCEMENTS

CUPE 3911 Monthly General Meeting. Saturday, May 28, 2022, 930 AM.

Day of Mourning. April 28. Contact your local labour council for details.

Alberta Federation of Labour Midterm Forum. April 29-30, 2022.

May Day. Sunday, May 1, 2022

COCAL 14. Queretaro, Mexico, August 4-7, 2022.

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