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### EDITORIAL NOTE

We did not publish newsletters in July or August because the editor and the administrator were kind of burnt out after producing who knows how many consecutive issues. Instead of publishing those summer issues we decided that we both needed a rest. But now we are back, bright-eyed and bushy-tailed and ready to produce even better issues of our publication. And don't forget that we welcome article contributions from our CUPE 3911 members. Cheers, Dougal and Evelyn.

### MEETING SCHEDULE

*Our next general meeting, open to all members, will be September 24.*

*There were no general meetings in July or August. Details of the September meeting will be sent to all members in advance. Stay tuned.*

### SEPTEMBER UPDATE: CUPE 3911 BARGAINING

The CUPE bargaining committee continued to meet with the employer throughout the spring and summer months. We were able to sign off on the majority of the non-monetary proposals and exchanged monetary proposals on August 22.

There are some existing proposals that we are placing high priority on because we know the great impact that they have on our members' working conditions. These include seniority for out of province tutors and academic experts, academic freedom, and articles related to hiring and workload.

Not unexpectedly, our monetary proposals are quite divergent. The employer is still bound by the post-secondary wage increment mandate given by the current provincial government. While we understand this pressure, we also recognize that our members are under-compensated compared to many sessional instructors and graduate students, and that the pace of inflation in Alberta has vastly surpassed the nearly nonexistent change in our pay in the past decade.

We will be calling on our members to share their thoughts and guide us as we continue into bargaining this fall. We urge you to attend our membership meetings, any bargaining-related conversations that we host, and our AGM in November. This is your chance to have your voice is heard. And we rely on your active participation input to ensure that our negotiations at the bargaining table accurately reflect your priorities.

Kind regards,

Glynnis Lieb PhD



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## THE CRITICAL IMPORTANCE OF CUPE 3911'S BARGAINING *(by Mark Dimirsky, co-chair)*

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Fellow 3911 members,

Here are some bargaining facts: Our 370 members holds steady (give or take a few each month) with 76 of this number non-resident in Alberta and new to 3911 and union representation (due to the last collective agreement). We bargain with the Board of Governors of Athabasca University but the AU bargaining team is given monetary instructions by the Government of Alberta (a mandate). We are told AU cannot offer any new money for the first few years of a four-year deal and very modest increases possible after that in a four-year deal. The result is that our bargaining team (lead by Glynnis Lieb) is met with resolute assertions that they must obey their mandate.

My arguments to you are:

1. Bargaining for zeros suck but you should care about bargaining because layoffs, leaves of various sorts, protections from different kinds of abuses, performance expectations, opportunities for self-identified growth, etc. are dealt with in the collective agreement that you will be asked to ratify after the bargaining committee has done its best to get you your best.
2. You have lost buying power from your AU wages because those wages have not kept up with cost of living increases you have experienced. To bring this to the "kitchen table", 15 years ago you bought a dozen eggs but now you can only buy 9; you had \$100 to spend on whatever and now you have \$75 buying power. Our past collective agreements are on our website. Reference them and you will see that we have not gotten cost of living increases.
3. You don't have to do much to help but if you don't then you are voting against your self-interest. What you need to do is come out to a virtual meeting, answer a poll question, talk to whatever audience you have and tell them you care about what you get from bargaining and want to know details before bargaining ends. The employer notes how activist the membership is and that influences our ability to bargain. The more of you who demonstrate interest and willingness to spend energy and time, the greater our likelihood of success at the bargaining table - even in this zero environment.
4. Write now right now! Send an email with the subject as "bargaining" and the text as "I care" to us at: [administrator@cupe3911.ca](mailto:administrator@cupe3911.ca)

We will take next steps in contacting you. We won't bombard you with information you don't want but we will explore with you what level of involvement you would like to have.

Best wishes and in solidarity,  
Mark Dimirsky, co-Chair



## AU ADMINISTRATION STILL TRADING SHOTS WITH UCP

By Dr. Dougal MacDonald, Communications

As mentioned in a previous article, the UCP government fired Athabasca University Board Chair Nancy Laird on May 25, 2022. Laird, a former energy executive with zero background in post-secondary education (PSE), was rammed into power in August 2019 by the UCP when it a blitzkrieg against all of Alberta's PSE boards, replacing 43 sitting chairs and members with their own appointees.

According to an April 4, 2022, letter to Advanced Education Minister Demetrios Nicolaides, made public by the *Tyee*, Laird provoked UCP ire when she told Nicolaides that the AU board would not be following his directive to increase the number of staff in Athabasca to bolster its economic development. Such insubordination cannot go unpunished!

Supposedly, then, the specific reason Laird was fired was that the UCP wants to keep a significant part of AU's operation in the town of Athabasca, AU's birthplace. This of course flies in the face of the well-known fact that the UCP has proven over and over that the only post-secondary education principle it really adheres to is that the PSEs should be the handservant of the corporations. They should be job training institutions and nothing more, wherever they are.

Athabasca University President Peter Scott then released a statement which did not mention Laird but basically reiterated that Athabasca was aiming toward becoming a totally digital university (Imagine!) and thus there were no current plans to increase the number of employees in Athabasca. Scott also pointed out that it was not the job of the government to tell a university where its employees should live.

The battle continued with Nicolaides issuing what amounted to an ultimatum. He declared publicly that AU must increase the number of employees in Athabasca or the UCP government would withhold the institution's monthly operating grant of \$34 million. This seemed a rather ludicrous threat since

as everyone knows the UCP has already cut funding for AU and other universities in Alberta and will do so again anytime it wants. Also, just the general notion that the government would threaten a university did not sit well with many.

Laird's replacement as chair of the Board of Governors, is Calgary corporate lawyer and UCP follower Byron W. Nelson has so far said little or nothing about the Athabasca residency issue. So far, he's a decoration, not a functioning entity. Like Laird, Nelson has a long Conservative Party history and tight UCP connections but, like Laird, has no post-secondary education experience. He was clearly appointed because of his political ideology.

The heat of battle now seems to have cooled. Nicolaides' next statement was a little less hot and suggested there was room for negotiation. Scott also cooled his jets and agreed negotiation was a possibility. Interestingly, Scott also recently announced that Dr. Ken Coates has been hired to help AU "to develop a land use and real estate plan for our buildings and property in Athabasca...to maximize the potential of AU's location in Athabasca and northern Alberta, aligning with the university's mandate." We await further news on this.

We certainly agree that AU should maintain a strong presence in Athabasca but the townspeople should stay alert to the fact that the UCP could really care less about the future of Athabasca. Their only goal at this time (and in the future) is to get re-elected and continue to pursue their predetermined sell-out agenda. No doubt they are basically hoping their phony support for Athabasca will increase the number of votes they get in the Athabasca-Barrhead-Westlock riding in the 2023 election.

So, overall, we should beware of assuming that the UCP has suddenly become an ally of the faculty and staff in the fight to maintain the university's physical presence in Athabasca. For one thing, we can't be allies because none of us have ever been consulted. Yes, there is the phony notion that the university is governed in general by the Board of Governors on financial matters and by the faculty on academic matters. However, everyone knows that this is a misrepresentation and that in the end the Board has the hammer and the views of the

faculty and staff on anything are basically irrelevant.

Ultimately, the UCP vs AU upper administration is a contradiction among those in power. The UCP has ultimate power over education because it doles out money to the PSEs and appoints the Board members. It is wielding that power; hiring and then firing Laird highlighted that. Threatening to withhold funding also highlighted that. The other relevant players are the local AU Board members who essentially want the university to stay in Athabasca so their businesses can thrive. Fair enough.

One thing that is clear from this little tiff is there is still no evidence that the UCP will at some point start acting in the interests of improving post-secondary education in Alberta. As already noted, it has shown over and over that it is hell-bent on simply making our universities the handservants of

industry, as per its *Alberta 2030* plan. At the same time, while the UCP are in power they also want to remind everyone that since they are the government they will decide everything to do with the PSE sector and everyone else should just shut up and follow orders.



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## **FURTHER SUBORDINATION OF POST-SECONDARY EDUCATION TO CORPORATE NEEDS: THE PREMIER'S COUNCIL ON SKILLS** (by Dr. Dougal MacDonald)

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The UCP has recently hatched another so-called advisory council for post-secondary education (PSE), this one known as the “Premier’s Council on Skills”. The aim of the council is no secret: “Members will provide advice to align post-secondary programming with industry needs, helping post-secondary graduates attain the skills they need to succeed in Alberta’s evolving economy”. The rhetoric shows clearly that the Premier’s Council on Skills is another step toward the UCP’s goal of implementing its *Alberta 2030* plan to totally subordinate PSE to the interests of business.

In case the above “vision” is not clear, the Alberta government web page (<https://www.alberta.ca/premiers-council-on-skills.aspx>) then goes on to state: “The Premier’s Council on Skills will help facilitate input from select strategic industries and provide advice regarding the alignment of current and planned future programming in Alberta’s adult learning system with industry needs. This work will help more students develop the job-ready skills they need to be successful in Alberta’s evolving economy. The creation of a Premier’s Council on Skills fulfills a platform commitment and a recommendation of the Skills for Jobs Task Force.”

Further, it is reported that at the photo op where the Premier’s Council was announced, Jason Kenney “railed against university liberal arts programs.” He claimed that such programs “had modest or very poor employment outcomes”. This shows once again his allegiance to the corporations and his anti-people orientation. In contrast, the people of Alberta want students to be educated so they can serve the public interest. They want student education to include what will help create a society which is humanized in all respects and where the people can participate in making the decisions that affect their lives.

At first glance aligning PSE with the needs of the economy may sound logical. But there is at least one major problem to consider, besides what is mentioned in the previous paragraph. That is, that it glosses over the question of how decisions about the economy are made. In Alberta, they are ultimately made by the private foreign energy monopolies, with no say by the people of Alberta. So, aligning with the needs of the economy actually means aligning with the needs of the energy monopolies and the other main corporate players.



Who are the eleven members of this mighty task force that will further destroy public post-secondary education, Let's have a look. First, thing to note is that only two of them are women. Second is that none of them are indigenous. Again, as I read their biographies, I kept thinking about what kinds of vastly superior appointees I would have liked to have seen in their places. Like maybe Dr. Pam Palmater, for one?

### **Dennis Perrin, chair**

Dennis Perrin is Alberta and Prairies Director with the Christian Labour Association of Canada (CLAC) and also manages CLAC's activities in the Northwest Territories and Nunavut. CLAC is a pariah in the trade union movement because it makes backroom deals with employers at the expense of its members. In 2008, Perrin relocated to the Fort McMurray office where he represented CLAC members working in the oil sands industry. *Comment: He's a member of a fake trade union that makes sweetheart deals with the oil sands monopolies.*

### **Dr. Glenn Feltham, vice chair**

Dr. Glenn Feltham is an accountant currently serving as Interim City Manager, City of Medicine Hat. Previously he was President and CEO of the Northern Alberta Institute of Technology (NAIT) from 2011 to 2019, Dean for the I. H. Asper School of Business at the University of Manitoba, and Interim, President and CEO of Grande Prairie Regional College. He was former Chair of Polytechnics Canada and former Chair of the Council of Post-Secondary Presidents of Alberta. *Comment: Just what post-secondary education needs; another bean counter.*

### **Brent Allison**

Brent Allison is the CEO of Long View Systems, an information technology support service. He is a member of both the Special Olympics Alberta board and the Alberta Business Council. He served as chair of the Alberta Science & Technology Leadership Foundation, chair of TELUS Spark – the Science Centre, and a member of both TRTech (technology commercialization) and the Lift Auto Group (collision repair). *Comment: His business is business.*

### **Ken Gibson**

Ken Gibson has been Executive Director of the Alberta Construction Association (ACA) since 2002. The ACA leads Alberta's non-residential construction industry through government advocacy, industry standard practices, and promotion of a skilled workforce. Prior to this role, he served as Project Manager of Trade UP Alberta - Careers in Construction for approximately 14 years. *Comment: Exemplifies the notion that the role of post-secondary education is to train workers for industries, like construction.*

### **Ron Koslowsky**

Ron Koslowsky has been the Vice President, Manitoba Division of the Canadian Manufacturers & Exporters (CME) since April 2007. Prior to that, he spent over 21 years at Palliser Furniture including as Vice President of Human Resources. He has extensive experience in manufacturing, construction, insurance and business consulting as well as serving on various boards, including 15 years on the CME board. *Another person whose business is business.*

### **Jason Krips**

Jason Krips is currently the President and CEO with the Alberta Forest Products Association. He has held many senior roles within the Alberta Public Service under Alberta's Conservative governments, including Deputy Minister, Assistant Deputy Minister, and Minister's Chief of Staff with several different ministries spanning over 20 years. *Comment: An industry CEO who also made policy for the Cons. Surprise, surprise.*

### **Gurpreet Lail**

Gurpreet Lail is the President and CEO of Petroleum Services Association of Canada and Principal of Lail Consulting. "Throughout her career, Gurpreet has been a staunch advocate for Canadian energy." Her career

includes more than 20 years in policy accomplishments and government advocacy across Western Canada and at national levels from roles at the Fraser Institute and the Manning Center. *Comment: As is well-known, the Fraser Institute and Manning Centre are corporate-financed propaganda centres for the energy and other industries.*

### **Tara Lockyer**

Tara Lockyer is the Chief People, Culture, Brand and Communications Officer with ATB Financial. Prior to joining ATB, Tara was the Head of Enterprise Business Engagement and Implementation for Global HR at Canadian Imperial Bank of Commerce, and the Global Head of Talent, Leadership and Organizational Effectiveness for Manulife Financial. *Comment: Her business is banking.*

### **Terry Parker**

Terry Parker is the Executive Director of Building Trades Alberta. Prior to that, he was the Executive Director of the Saskatchewan Building Trades Council for 12 years. He worked as a Business Agent for the International Union of Painters and Allied Trades. *Comment: Gotta have one trade unionist in there to make it look good; he'll always be outvoted.*

### **Darren Reeder**

Darren Reeder is the President and CEO with the Tourism Industry Association of Alberta and Principal of 2thePOINT Public Relations. He is the past Executive Director of the Banff & Lake Louise Hospitality Association, Executive Director of the Calgary Destination Marketing Fund & Calgary Hotel Association and CEO of the Alberta Chambers of Commerce. *Comment: CEO of the Alberta Chambers of Commerce—nuff said.*

### **Dr. Tom Snell**

Dr. Tom Snell is the President and Chair of the Board of Directors of Columbia College Calgary, a private vocational school that he founded. He holds a Master's degree in Educational Leadership and Administration from Gonzaga University (Spokane), a Doctorate in Education/Higher Education from Nova Southeastern University (private university in Florida), and a Bachelor of Education degree from the University of Lethbridge. *Comment: Finally, the token post-secondary educator, with heavy connections to private education, mainly in the U.S.*

The selection of the members of the Premier's Council on Skills reinforces that the UCP will continue on its path to further turn Alberta's post-secondary education system into the handservant of industry, an aim well documented in the *Alberta 2030* report. For those who wish to further research the committee and its members and draw their own conclusions, full biographies are available at <https://www.alberta.ca/premiers-council-on-skills.aspx>. Also, helpful for the big picture would be to review the *Alberta 2030* document and/or the analysis in the June 2021 issue of *The Outsider*.



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## SHOULD WE FORGIVE STUDENT DEBT?

(by Erika Shaker, National Director Canadian Centre for Policy Alternatives; reprinted from *Alberta Views*, January 1, 2022)

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The cost of tuition shouldn't be an entrance fee to a decent life. Most jobs that pay a good salary require at least an undergraduate degree. But average annual undergraduate tuition in Canada is now \$6,700, more than 20 per cent higher than a decade ago—and this doesn't include compulsory fees, which are largely unregulated. About half of Canadian students owe money on government or non-government loans upon graduation. In 2018, graduates with a bachelor's degree left school with \$20,004 in median student debt. Professional-degree earners carried student debt of \$60,287. This has long-term ramifications. Extrapolating from Ontario's 2018 numbers, an estimated 22,000 graduates across Canada annually file for insolvency, in large part because of student debt.

With governments providing less and less operational funding, post-secondary institutions are relying more on tuition fees. Federal and provincial governments have shifted focus to targeted income-based grants and more student loans. While grants are helpful, loans merely postpone the problem. A better solution would be the elimination of tuition and cancellation of student debt.

Why? Ironically, a post-secondary education—long the ticket to socio-economic mobility—can now exacerbate wealth inequality. Graduating with a mountain of debt creates drag both on the economy and on graduates. Major life experiences are delayed, such as marriage, starting a family, purchasing a home or travelling. New graduates unable to land good jobs in their field often end up in unrelated low-wage work, serving tables or packing boxes to make ends meet and pay down their debt. It becomes hard to exit this cycle, and the longer it continues, the more difficult it can be for

graduates to pursue long-term career goals and realize their full potential.

As students who incur debts are often women and people of colour, the existing post-secondary funding model runs counter to a just recovery from the economic impacts of COVID-19. At the same time, Canadians aged 15–24 were the first to lose their jobs during the pandemic, and only began to recover to pre-COVID employment levels last fall.

The cost to eliminate student debt isn't the boogeyman critics make it out to be. Ending tuition and forgiving existing debt would cost \$16-billion in year one, then roughly \$10-billion annually, according to the Parliamentary Budget Officer in 2019. A small wealth tax (1–3 per cent) on the top 1 per cent of Canadians could net \$28-billion in year one and \$363-billion over a decade, according to CCPA's Alex Hemingway—enough to pay for free tuition and more.

A one-off debt cancellation wouldn't address the core issue of high education costs. But ending debt *and* tuition fees would make the long-term benefits of post-secondary accessible to all, allowing students to focus on gaining careers and living fulfilling lives. Let's give the next generation room to grow.



## TOWN HALL LETDOWN

By Rick Wilson, P.Eng., Instructor, NAIT (*reprinted from the NASA Newsletter*)

I always get a little excited with anticipation for a NAIT “Town Hall”. The image it conjures up is a healthy discussion with stakeholders and powerholders finding out about each other’s concerns. I always come away disappointed. I expect a meal and get a lettuce sandwich.

I’ve been thinking a lot about it since the June 1 town hall. Why am I disappointed? Did I expect fireworks? I could have spoken at the meeting but I wasn’t sure I could articulate my issues off the cuff. I think about the May 2022 NAIT Pulse Check results and the recent scores for the executive team which are well below the benchmark.

“Overall, I am satisfied with how decisions are made at NAIT” – result 54 (benchmark 66), and “I have confidence in the executive leadership team” – result 55 (benchmark 71). These are the worst scores on the survey. I watch the executive team during a town hall, and all seem smart, articulate and confident in their stewardship of the institution.

Here’s why their score is so poor. Their idea of a town hall is more like an information session. In a 90-minute meeting, 70 minutes was spent telling us what their problems were and how they used their big brains to bring everything in line and prepare for the coming government OKG’s or DDC’s or KPI’s or whatever they were called. They congratulated each other, shared some inside jokes and then checked the box for “employee communication”.

The part where they listened to our issues (which are usually directly related to student issues) was a mere hurried 20 minutes. The pages of questions and concerns that the moderator held in her hand was filtered and didn’t begin to scratch the surface of our concerns. No time for that; “we’ll get back to you” was all we got.

In the last 2-3 years, we haven’t had any meaningful communication with executive or management. As an instructor, I have 4 levels between myself and the Dean. It used to be one – the chair. Now we have all upward communication filtered by the firewall that is the Department Head position. No need to talk to the instructors now, they say, we can just ask the DH what we need on the front line.

As instructors, we know our industries, we know our students, we know the problems firsthand; we are an awesome resource for new ideas and problem solving. If enrollment and retention are a problem, why not ask us? Every instructor thinks about this kind of thing daily, just ask.

I’m not suggesting the servers and dishwashers should be running the restaurant. It’s just that the customers are walking out and we feel powerless. We might be able to help suggest something other than lettuce sandwiches.





## Ontario Education Workers Prepare to Fight *(by CUPE -OSBCU Ontario, August 23, 2022)*

Over the weekend more than 250 education workers, representing their 55,000 coworkers across the province, met to reconfirm their commitment to fight for decent wages, increased services for students, and a reinvestment in public education after a decade of government cuts to education funding.

During the conference, delegates unanimously endorsed the OSBCU (Ontario School Board Council of Unions) bargaining team's recommendation to call a strike vote as a demonstration of workers' resolve to achieve their reasonable, necessary, and affordable proposal for improving working and learning conditions in Ontario's schools in the face of high inflation and a callously disrespectful offer from the Ford government.

Education workers' proposals for Student Success and Good Jobs, if accepted would:

1. Guarantee increased services for students;
2. Protect service levels against cuts;
3. Help solve school boards' problems retaining and recruiting workers;
4. Increase government funding for children's education after 10 years of real cuts



CUPE National Secretary-Treasurer Candace Rennick attended the meeting and spoke to the importance of negotiating wage and staffing increases in light of years of government-enforced wage stagnation and soaring inflation rates. "Our members can't afford to lose any more purchasing power. Our members—especially those at the bottom end of the pay scale—need a major wage boost up," Rennick said. "Our members can't keep

working in harmful conditions caused by chronic underfunding and inadequate staffing levels."

In September and October 2021, CUPE-OSBCU education workers completed a survey on how being paid low wages affects their lives. 51.4% of respondents said they had to work at least one additional job to make ends meet. 91% said they have faced at least one form of financial hardship because of their low wages. 60% are laid off every summer with the majority needing unemployment insurance to survive (even in the best-case EI only replaces 55% of eligible earning).

41% have been late making a bill payment because their wages are insufficient to meet their needs. 21% confirmed struggling to pay for gas or public transit (before the recent spike in gas prices). 27% of respondents reported having to cut back on food (also before the explosion of inflation in 2022).

OSBCU President Laura Walton reiterated that a strike vote, while not a guarantee that education workers will withdraw their labour, should be a signal to the provincial government and school boards that the status quo and concessions are not what students, Ontario families, or workers deserve.

Walton summarized what OSBCU members are prepared to strike for: "We're fighting for enough library workers to make sure school libraries are open and reading opportunities are available to kids all the time.

We're fighting for every four and five-year-old to get the play-based learning support that's so necessary, support that would come from having an early childhood educator in every kindergarten classroom.

We're fighting for adequate staffing of secretaries in school offices and enough lunchroom supervisors to keep students safe.

We're fighting for more custodians, maintenance workers, and tradespeople to keep your schools clean and begin to tackle the 16.3 billion dollar repair backlog."

Strike votes for OSBCU members across Ontario will take place from Sept. 23 to Oct. 2.

## **NO TO RCMP RAIDS – RESPECT OUR ABORIGINAL AND TREATY RIGHTS!**

*(by Samson First Nation)*

On September 1st, 2022, the RCMP carried out a raid on Burnin Grass, an Indigenous cannabis dispensary on Samson First Nation territory. The RCMP officers stole over \$150,000 in lights and power generation equipment along with an undetermined amount of medicine.

We call upon the RCMP to immediately cease and desist raiding Indigenous medicinal cannabis dispensaries, to drop all charges against anyone they charged, and to return all the medicines and property that they took.

We further call upon the Leadership of Samson First Nation to inform the RCMP that they are not to violate our people's constitutionally protected

Treaty and Aboriginal rights to grow, consume, and sell cannabis on our own lands in order to provide medicine and economic benefit to our people.

If the RCMP is not willing to return the materials they stole in violation of our rights, we call for them to be banned from our territory.



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**RANDOM THOUGHTS:** With the upcoming election for the new leader of the UCP and the just completed election of the new leader of the federal Conservative Party, the pollsters have once again been hard at work. We are inundated by news releases that claim that this person has 10.2% of the upcoming vote, that person has 28.9 %, and someone else has 43.1%. But are polls really what they seem? Supposedly they are a way of finding out what public opinion thinks about the candidates for an election. Possibly. But one thing that was made clear by the 2012 Alberta election where the polls erroneously predicted a “tight race” between the PCs and Wildrose is that polls are often wrong. The result was PCs 61, Wildrose 17; definitely not a tight race. Which raises all sorts of interesting questions that can also be asked about today’s polls. How reliable are the polls? Who pays for the polls? How are the polls conducted? Who chooses and releases the results and to what purposes? Finally, how do poll results affect the election results? For example, did the polls in 2012 that raised an alarm about a Wildrose win and the need to stop it affect the fact that the PC’s won another big majority? And in regard to today’s UCP leadership race, what effect will the claim that “Danielle Smith is leading” or, most recently, that “Brian Jean is leading” have on the actual results? All things considered, it seems more likely that the real purpose of polls is not to find out public opinion but to create it.

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## **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 SEPTEMBER 2022**

### **Summary of Activity for the past month:**

- Employer denied two grievances re termination at step 2. An offer was made by employer and was rejected by member in both cases so both grievances are continued to arbitration. Dates are firmly set for one of these grievances and tentatively set for the other grievance, both in 2023.
- Grievance re posting of a position and issue of seniority and hiring criteria has been settled and is completed.
- Harassment grievance for member at step two denied; member has decided to resign from their position at Athabasca University.
- Accommodation for a member with a vision issue is under investigation.
- Grievance for a member returning to work and seeking restoration of workload is proceeding and will likely go to arbitration.

The union currently has two active grievances and two grievances which have gone to arbitration. It is regrettable that two grievances which were denied at step two in recent months have resulted in resignation of the CUPE member rather than taking these to arbitration. Arbitration is the best opportunity for the case to be heard by an independent party rather than being done entirely by the employer.

Respectfully submitted,

Ernie Jacobson, CUPE 3911 Grievance officer



### **ANNOUNCEMENTS**

**CUPE 3911 Monthly General Meeting.** Saturday, September 24, 2022, 930 AM.

**Hallowe'en.** October 31.

**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)

### **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.