

Meeting Schedule

Our next general meeting, open to all members, will be Saturday, October 29. Details will be sent to all members in advance. Stay tuned.

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CUPE 3911 GRIEVANCE REPORT

OCTOBER UPDATE: CUPE 3911 BARGAINING

Dear Alberta CUPE 3911 Members,

This is a message from the CUPE 3911 Bargaining Committee. CUPE 3911 is deep in the midst of Collective Bargaining with Athabasca University. Monetary proposals have finally been exchanged and it does not look good! For cost-of-living wage increases, our employer proposes: 0 % raise in year one of the new contract, 0% in year two, 1.25% in year three, with a possible further small raise in year four, depending on a government formula and reassessment at that time.

There is also no cost-of-living increase. Not only that, but several claw backs have been tabled by AU, and include an issue that can especially impact members who start their employment at AU while living in Alberta. AU is holding to its current policy of resetting members' course eligibility seniority to "zero" if you move out of Alberta while still working at AU. Losing course eligibility can translate to fewer workload increases and potential lost earnings.

AU also proposed: Shortening the time that a member remains eligible to work in a course after lay-off from 24 months to 12 months and Ending the Professional Development Fund altogether. AU is also inhibiting progress on other CUPE 3911 "asks", i.e., lack of recognition of CUPE 3911 members' Academic Freedom and undermining the research activities and qualifications of CUPE 3911 members

CUPE 3911's Bargaining Committee would like to hear from you. [Please link here](#) and answer a short survey on Issues of Seniority and Out of Province

members. Also, plan, if you can, to come out to one (or both) of our Virtual Town Halls next week to get the latest updates from the Bargaining Committee: **Tuesday, October 18th** On Issues of Seniority and Out of Province members and **Thursday, October 20th** On Issues of Research, Academic Freedom, and the Professional Development Fund. A second short survey will follow on these issues.

SAVE THE DATE! AND WATCH FOR AN EMAIL WITH REGISTRATION DETAILS!



CUPE 3911 TO HOLD ANNUAL GENERAL MEETING AND ELECTIONS NOVEMBER 26, 2022

Election Procedures Notice

There are several ways to nominate. To nominate a person or to self-nominate you must be a member in good standing. Contact Leigh Brownhill at cupe3911.mobilize@gmail.com if you are unsure whether you are a member in good standing.

Before the election date, you may nominate another member or self-nominate for a specific office or position before the date of the election (see list). Send nominations to Evelyn Bolton at: administrator@cupe3911.ca

On election day nominations from the floor will be received. You may also nominate another member or self-nominate for a specific office or position on the day of the election. Election officials will call nominations in turn and members may respond from the floor.

Election Procedures

The committee and Returning Officer will use the “CUPE - A Guide for The Chair” resource to facilitate the election. We will begin the election ensuring that all members standing for election are members in good standing.

The positions available for election are listed below. The positions will be elected in the order they appear on the list. Members will be sent a list of all nominations on or about November 18, 2022. The elections committee will continue to receive nominations until the November 26 meeting. Nominations may also be received from the floor on November 26, 2022.

Need for a Vote

If there is the need for a vote the following procedure will be used: Each candidate will have three for a brief period to confer in a breakout room. minutes to speak about their qualifications for the position. If there is an incumbent, they will speak last. After each candidate has spoken members may ask a. question that is addressed to both candidates. Three questions will be allowed in total, time permitting.

During the elections, the chat room will not be accessible, and all participants will be muted. If someone wishes to speak, they will need permission of the Returning Officer or Chair of the meeting. Use the raise hand feature to ask for permission to speak. If there are technical or procedural issues that need to be addressed, the elections committee reserves the right to recess

If a vote is required, an online Zoom poll will be available for all participants. The Returning Officer and Elections Committee will monitor the voting process.

Regards, The Election Committee

EXECUTIVE POSITIONS FOR THE 2022 CUPE 3911 ELECTION

<u>Position</u>	<u>Term</u>	<u>Current Executive</u>	<u>Status of Position</u>
<u>Executive Officers</u>			
Co-Chair	2-year	Glynnis Lieb	Term ends 2023
Co-Chair	2-year	Mark Dimirsky	
Co-Chair	2-year	Ronnie Joy Leah	Will let name stand
Recording Secretary:	2-year	Vacant	
Secretary Treasurer:	2-year	Vanee Narayanan	Term ends 2023
Grievance Officer:	1-year	Ernie Jacobson	Will let name stand
Communications Officer:	1-year	Dougal MacDonald	
Communications Officer: Social Media	1-year	Vacant	
Membership Officer: (up to 2)	1-year	Leigh Brownhill	
	1-year	Vacant	
Representative Officers (up to 8):	1-year	Ann Reynolds	
	1-year	Marlyss Valiant	
	1-year	Marie Weingartshofer	
	1-year	Gregory Krabes	
Trustees:	3-year	Henry Agbogun	
	3-year	Evelyn Chernyk	Term ends 2023
	3-Year	Lorraine Laville	Term ends 2024

<u>Permanent Committees</u>	<u>Term</u>	<u>Current Executive</u>	<u>Status of Position</u>
Human Resources Committee (up to 3):	1-year	Natalie Sharpe	
	1-year	Ann Reynolds	

Grievance Committee (4 or more):	1-year	Marlyss Valiant	
	1-year	Natalie Sharpe	
	1-year	Mark Dimirsky	
	1-year	Brenda Kuzio	
Bryon Paege Committee (up to 2):	1-year	Rochelle Sato	
	1-year	Marie Weingartshofer	
First Nations Scholarship Committee	1-year	Melissa Scott	
	1-year	Deborah Foster	
	1-year	Leigh Brownhill	
Bylaw Revision (up to 5):	1-year	Mark Dimirsky	
	1-year	Glynnis Lieb	
	1-year	Henry Agbogun	
<u>Representation to AU Committees</u>			
PD Fund Committee (up to 4):	2-year	Deborah Foster	Term ends 2023
	2-year	Edna D’Jokoto-Asem	Term ends 2023
	2-year	Cal Hauserman	
	2-year	Leigh Brownhill	
Board of Governors	3-year	Liam Connelly	Term ends 2023
Complaint Review Committee (1 and 1 alternate):	1-year	Brenda Kuzio	
	1-year	Natalie Sharpe (alternate)	
Labour Management Committee (2):	1-year	Ernie Jacobson	
	1-year	Brenda Kuzio	

OH&S Committee (2 or more):	1-year	Melanie Cook	
	1-year	Glynnis Lieb	
Health Benefits Committee (2):	1-year	Lorraine Laville	
	1-year	Ann Reynolds	
Bargaining Committee:	1-year	Ronnie Joy Leah	Bargaining Committee in place until next collective agreement ratified.
	1-year	Glynnis Lieb	
	1-year	Cal Hauserman	
	1-year	Mark Dimirsky	
	1-year	Sue Mitchell (Resource)	
	1-year	Ann Reynolds	
Conference Planning	1-year	Natalie Sharpe	
	1-year	Glynnis Lieb	
	1-year	Mark Dimirsky	
	1-year	Vanee Narayanan	
	1-year	Ronnie Joy Leah	
	1-year	Ernie Jacobson	
Communications Committee			
	1-year	Vacant	
	1-year	Vacant	



UCP SHAKES UP AU BOARD OF GOVERNORS. AGAIN.

BY DOUGAL MACDONALD, COMMUNICATIONS

Athabasca University's board of governors has undergone a significant change in its membership, the latest development in an ongoing dispute about where staff of the online university should live. On October 5, the Ministry of Advanced Education announced it had removed four public members from the board via an order in council. Seven new public members were added to the board, one of whom will succeed a sitting board member.

UCP Advanced Education Minister Demetrios Nicolaides says the change is to help the university move forward with a plan to move 500 staff members to the town of Athabasca. "We haven't to date received detailed strategies or concrete commitments that work is being undertaken to achieve those goals. And so we are electing to place some more individuals on the board who have strong, really deep connections to the town and the region to be able to offer more insight to help the executive team deliver on the government's directives," he told Global News.

Nicolaides also said that AU missed a June 30 deadline to submit a plan for the relocations. "We didn't get what we were hoping for," the minister said. "I provided more time and some options. Those options that I provided didn't yield any results. So I'm hoping that a refreshed team and a new set of eyes will be able to come up with creative solutions." (Nicolaides had previously threatened to withhold the school's \$3.4-million monthly grant if AU failed to comply.)

In this latest development, the UCP removed board members Sharon Anderson, Sir John Daniel, Andrew Ko and McDonald Madamombe. New members Leo de Bever, Don Gnatiuk, Dan Leckelt, Terry Lovelace, Lori Van Rooijen, Wilfred Willier and Mike Lovsin were added with a one-year term. They represent the business community but are euphemistically referred to as "public members".

De Bever is Chair of Nauticol Energy and was formerly the Chair of AIMCO, the "arms-length" investment arm of the Alberta government. He was recently reappointed as a senior fellow of the corporate propaganda organization, the C. D. Howe Institute. Don Gnatiuk served as CEO of Grande Prairie Regional College from 2007 to 2019. Dan Leckelt is an engineer who is VP of Data Centre Solutions and owner of Silent-Aire Manufacturing. Terry Lovelace is Project Manager at Alberta-Pacific Forest Industries. Lori Van Rooijen is managing principal of Larkspur Consulting and board chair of the Glenbow. Wilfred Willier is a lawyer at Willier and Company, Calgary. Mike Lovsin is the CEO of Freson Market. Ilario "Larry" Spagnolo, first appointed in 2019, was reappointed. He was a UCP constituency association president who served on the UCP leadership election committee this year.

The ongoing conflict between the UCP and Athabasca University, began on May 2022 with the UCP firing of UCP-appointed board chair Nancy Laird. The basis of the fight is allegedly that the UCP wants a significant part of AU's operation in the town of Athabasca, AU's birthplace, while AU wants to continue its project to further digitize the university. This notion of the conflict 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. The heat of battle now seems to have cooled and it appears there is now some room for negotiation between AU and the UCP. A number of possible scenarios present themselves. One is that everything gets smoothed out. Another is that the Minister removes the current president of AU, which he has the power to do, and appoints some kind of interim administrator while AU searches for a new president. A third possibility is that incoming Premier Danielle Smith imposes her own agenda, which might include removing the Minister of

Advanced Education and appointing some else in his place.

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 main goal right now is to get re-elected and continue to pursue their predetermined agenda to slash funding for education. No doubt they are basically hoping their phony support for increasing AU personnel in Athabasca will increase the number of votes they get in the Athabasca-Barrhead-Westlock riding in the 2023 provincial election.

So, overall, we should beware of assuming that the UCP has suddenly become an ally of the faculty and staff in any fight to maintain the university's physical presence in Athabasca. We are not allies of the UCP because none of us have ever been consulted in regard to any of their recent decisions such as the firing and hiring of board members or the threat to withhold funding. As usual we are expected to shut up and just do our jobs and leave the important stuff to upper admin and the UCP. Ultimately, the contradiction between the UCP and the AU administration is merely one more contradiction between those in power and should be treated as such by the rest of us.



CARETAKERS AT UNIVERSITY OF CALGARY FIGHT FOR THEIR RIGHTS (BY AUPE 052, U OF C, OCTOBER 12, 2022)

Word is spreading about the unfair treatment of caretakers by the University of Calgary.

The Non-Academic Staff Association (NASA) at the University of Alberta has written a letter of support to AUPE Local 052, which represents support workers, including about 200 caretakers, at the University of Calgary.

The letter from NASA president Jillian Pratt says: “I was shocked – but sadly, given similar experiences here at the U of A, not surprised – to hear that university leadership has changed the schedules for these essential

workers to avoid paying them much-deserved shift premiums. It is shameful that your institution, like ours, has made the decision to significantly impact the lives of some of the most vulnerable and low-paid workers on campus in their attempt to deal with the provincial government's reckless cuts to post-secondary education.

“Like you, we fail to see how policies that will specifically impact a workforce predominantly made up of racialized, immigrant, and newcomer women cannot be viewed as an equity, diversity, and inclusion issue.”

The University of Alberta outsourced the work of cleaning staff in July 2021, in the middle of the COVID-19 pandemic, leading to layoffs for low-income workers, many of whom were women and new Canadians.

Members of AUPE Local 052 continue to push the University of Calgary to reconsider the changes to caretaker shifts, which have resulted in significant hardship for these workers, many of whom are women, immigrants and newcomers to Canada, like the staff from the University of Alberta.

AUPE has asked the U of C if Equity, Diversity and Inclusion (EDI) principles were applied to the decision to change shifts but the university leaders have refused to answer that question.



The shift changes meant the loss of shift premiums of \$2.50 per hour for about half the caretakers. For a full-time caretaker, that means the loss of about \$400 per month, or about \$5,000 per year from an already low annual wage of about \$32,000. Without the shift premium, caretakers earn less than a living wage.

The decision to change shifts, which was made without consultation, also means some caretakers have had to give up their U of C job or other jobs because of a conflict in schedules. They also made it much harder to get to and from work using public transit.

Workers Confront the Fraud of Labour Law

(BY K. C. ADAMS, REPRINTED FROM WORKERS FORUM)

The fraud of labour law in Canada is being exposed in practice with the resistance of workers to the continuing attacks against their rights and just claims on the value they produce. Workers are told they do not have the right to decide their own organizational affairs and dealings with their employers. Throughout the country the state uses its own concocted labour law and legislation to attack workers' right to have their own independent organizations, thinking and agenda. This is particularly evident and exposed with irregular and contract workers.

The current efforts to organize workers in the transportation sector expose labour law as an impediment to organizing and waging a successful campaign for wages, benefits and working conditions suitable to the workers themselves. In the struggle with U.S. companies such as Amazon and Uber, workers even have to fight the irrational view that they are not workers.

Instead of starting from their own reference point as workers with rights, demands, claims and for working conditions suitable to themselves, they are forced to justify a legal position as employed workers within the legal definition of existing

legislation and labour law. The incoherence of the situation underscores the reality that the imperialist class in power has created labour laws and codes to serve the most powerful employers and their private interests in opposition to the rights and claims of the working class and the broad interests of society.

One recent blatant example in Alberta is Amazon workers. Over forty per cent of the 160 "sub-contracted" Amazon drivers in Leduc, Alberta signed cards to join a union and put their bid to the Alberta Labour Relations Board (ALRB) as per labour law. Their application did not even reach the level of a formal hearing as the ALRB dismissed it out of hand "due to lack of evidence they work for Amazon," according to union organizers.

Teamsters' organizer Stacy Tulp says, "I made the application (to the ALRB) as Amazon employees of Amazon Canada. They kicked it out and said you have no evidence that they are Amazon employees."

Tulp says every signed card was from a driver who Amazon says is not employed by it but rather is employed by a third-party Amazon subcontractor called a Delivery Service Partner (DSP).

"The drivers are all under a third-party subcontractor. Amazon supplies everything. Amazon supplies the vans, Amazon even supplies vests. Their only employer is Amazon. So their subcontractor is more of a payroll administrator," Tulp explains.

A DSP is similar to an accounting department within a company in charge of revenue and payroll. Amazon DS Partners act as regional third-party

subcontractors and appear on paper as a driver's employer on behalf of Amazon. Amazon drivers attempting to organize into unions across North America have had their efforts blocked with this deceptive practice. According to Amazon, each DSP can employ 40-100 people and be started with as little as \$15,000. Multiple teams of DSP drivers work out of a single Amazon warehouse.

Tulp says this deception obscures the issues the drivers want settled including high quotas and heavy workloads. He explains: "Let's say you have to deliver these 160 packages in a 10-hour timeline. You don't deliver those packages in that timeline, you are disciplined by your subcontractor and the subcontractor is disciplined by Amazon. But if you were able to do about 160 packages, next week you get 180 packages."

Through their own efforts and struggles to organize and defend their rights, claims and demands for working conditions suitable to themselves, workers are exposing the fraud of labour law as a state dictate of the most powerful employers serving their narrow private interests.

The working class is developing its own independent practice and thinking as to how to defend itself under the current conditions and in doing so open a path to its emancipation from the outmoded system of workers selling their capacity to work to a class of exploiters. Workers and youth who uphold the rights of all should take up the work to organize and advocate for the working class independently of the employer state and its agenda and reference point.



The Swearing in of Danielle Smith

On October 6, Alberta's United Conservative Party (UCP) elected Danielle Smith as its new leader. She was sworn in as Alberta's 19th Premier on October 11. She does not have a seat in the legislature; the MLA for Brooks-Medicine Hat, Michaela Frey, has resigned, and Smith has announced that she will run for the seat in a by-election. Smith declined to run in the vacant seat in Calgary-Elbow, and announced there will not be a by-election in that riding which will remain without an MLA until the spring election, an indication that the UCP does not consider the riding a safe seat.

Smith replaces Jason Kenney who announced that he would resign last May after receiving only 51.4 per cent support in a leadership review. In making the announcement, Kenney stated, "While 51 per cent of the vote passes the constitutional threshold of a majority, it clearly is not adequate support to continue on as leader."

Danielle Smith was elected on the sixth ballot with 53.77 per cent of the vote, beating Kenney's preferred successor, former finance minister Travis Toews, who got 46.23 per cent. It is clear that Kenney's resignation and Smith's election have done nothing to create a "United Conservative Party."

There were seven candidates in the race, including four former members of Jason Kenney's cabinet, with Smith declared front-runner soon after she announced her candidacy. The UCP reported that 84,593 votes were cast, with 123,915 eligible to vote, for a turnout of 68 per cent. This means that Smith was selected as Premier by about 1.6 per cent of registered voters in Alberta, and was the first choice of fewer than that. The crisis of legitimacy of not only the rule of the UCP in Alberta but of the democratic institutions themselves that can bring a premier to power on such a basis therefore deepens and, with the inability of the democratic institutions to appear to be representative, the constitutional crisis also deepens.

The Angus Reid Institute released a poll on September 30 in which Smith received the most negative assessment of the three front-runners, with 55 per cent of Albertans viewing Smith as "bad" or "terrible" for the province. Despite this, when elected Smith declared "the big Conservative family is all together in one room, united and strong." In fact, the dysfunction of the UCP, like the PCs before it, shows the crisis of the cartel party system and inability to sort out its contradictions.

No leader of the Progressive Conservatives, which governed Alberta for 44 years, or of the United Conservative Party, has left office willingly since Ralph Klein whose government acted as a proving ground for the anti-social offensive. With the exception of Jim Prentice, who was defeated by the NDP, all of the PC/UCP leaders since that time have been forced to resign by their own caucus or Party without completing one term in office after winning the provincial election.[1]

The ugly dog-fight for the leadership of the UCP has only deepened the crisis of legitimacy of the "democratic institutions" and Westminster system. The cartel party system exists to keep the people from exercising their right to govern themselves, and in no way does the polity accept that Smith has a mandate to rule over them.



INSTANT RUN-OFF VOTING (BY HILARY LEBLANC, JOURNALIST)

In the election conducted by the United Conservative Party (UCP) to choose a new leader, it used a method called "instant run-off voting." Wikipedia explains it as follows:

"Instant-runoff voting (IRV) is a type of ranked preferential voting method. It uses a majority voting rule in single-winner elections where there are more than two candidates. [...]"

"Voters in IRV elections rank the candidates in order of preference. Ballots are initially counted for each voter's top choice. If a candidate has more than half of the first-choice votes, that candidate wins. If not, then the candidate with the fewest votes is eliminated, and the voters who selected the defeated candidate as a first choice then have their votes added to the totals of their next choice. This process continues until a candidate has more than half of the votes. When the field is reduced to two, it has become an 'instant runoff' that allows a comparison of the top two candidates head-to-head. IRV is not a proportional voting system but rather a 'winner takes all' method, as it elects only one winner in an election (in one district).

"IRV is usually used where first-past-the-post voting (FPTP) was abandoned, and to be better in line with the (absolute) majority rule in single-winner elections. Where there are more than two candidates and none wins a majority, IRV prevents a candidate with the most votes but not a majority from winning by default."

We are to believe that such a method is more democratic which covers up the point that the fundamental nature of the exercise is anti-people and anti-democratic. Using such methods does nothing to address the crisis of legitimacy of the Westminster system of government and so-called democratic institutions.

But the question remains as to why the UCP membership decided on Smith as the winner? Why her and not one of the others? Certainly, it does not help their cause that she lacks a seat. One analysis by

Lisa Young, Professor of Political Science at the University of Calgary says:

"The party's membership is predominantly located outside Calgary and Edmonton. Unlike many other parties' rules for electing a leader, there was no weighting of votes by electoral district to ensure the new leader has support from across the province...Each vote was counted equally. Anti-establishment populist sentiment is strong in rural Alberta."

Is this really how things pose themselves? How do votes get weighted equally when it is not possible to know what the person who votes actually wants? The words "anti-establishment populist sentiment" do not tell us anything about what it means to be "anti-establishment" or why people in rural Alberta are "anti-establishment" or said to be "anti-establishment." If the people of rural Alberta are "anti-establishment" does that make the people of Calgary and Edmonton "pro-establishment?"

One thing seems obvious -- Canadians can now expect that the election of Danielle Smith as leader of the UCP and therefore Premier of Alberta will be used as fodder for certain forces to slander and make spurious claims about Albertans being reactionary. It seems obvious that the workers will be called on to preserve the liberal democratic institutions from the danger posed to them by anti-establishment populist Albertans who, it is claimed, are represented by Danielle Smith, all evidence to the contrary.

What the developments nonetheless reveal is the urgency with which the workers and the youth should heed the call to get together to discuss the crisis in which the democratic institutions are mired and how this affects their lives and what they can do to turn things around in their favour. They must not accept to have discussion reduced to choosing voting methods in a manner which covers up the content of the rule imposed on them. The aim must be to empower the workers and people politically so that they can participate in making the decisions which affect their lives.

Methods used to divide the people spread disinformation about their concerns, beliefs, desires, aspirations, experiences and perceptions. They are promoted by the narrow private interests which direct the cartel parties and their followers, who are either unwilling or incapable of renewing the democracy in a manner that humanizes the natural and social environment and brings in a new coherence which is so much needed at this point in time. An important starting point is to take a firm stand that the crisis Alberta finds herself in is not caused by so-called anti-establishment rural Albertans who we are to believe are profoundly reactionary and dangerous. The situation is much more complicated than that.



ALGOMA UNIVERSITY SESSIONALS WIN NEW CONTRACT

(BY OCUFA)

In mid-August, part-time contract faculty at Algoma University, represented by OPSEU Local 685, reached a new three-year agreement after a process that took several months.

Negotiating after the end of the moderation period imposed by Bill 124, members gained Across-The-Board (ATB) increases of three per cent effective July 1st, 2022, 2.5 per cent effective September 1st, 2023, and 2.5 per cent effective September 1st, 2024. In addition, a one-time wage increase of seven per cent will be applied to instructors' wage grid salary rates on January 1st, 2023 to coincide with changes to Marking and Grading and Distance Education compensation.

Effective January 1st, 2023, there will be an increase in the marking and grading assistance from the current rate of \$250 for classes of over 42 students plus \$10 per student over 50 to \$95 per student over 40; this will apply to every mode of delivery, including Distance Education, (with the exception of reading courses) and will replace the current distance education stipend. For classes of 100 or more students, the University reserves the right to assign paid marking/grading assistance.



Other gains include an increase in the tuition fee waiver from one three-credit course to two three-credit courses for every three-credit course taught; an increase to \$36 per hour (previously \$34) inclusive of vacation pay for Joint Health and Safety Committee (JHSC) responsibilities and mandatory work assignments (prorated in 15 min. increments); and increased time to file grievances. The preamble to the collective agreement will now contain a land acknowledgement.

ONTARIO EDUCATION WORKERS VOTE 96.5% YES FOR STRIKE MANDATE! *(FILES FROM OSBCU)*

The results are in for the late September/early October voting by the Ontario Education Workers and it's a supermajority in favour of striking! 45,433 OSBCU members or 82.6% of all members participated in the OSBCU Central Strike Vote. As a result of the vote the workers gave the OSBCU Central Bargaining Committee a 96.5% Yes Vote for the Strike Mandate!

OSBCU reported: "It is clear that not only is worker power growing in our workplaces throughout the province, but that workers are clearly saying YES to a government and the employers who continue to say NO!"

The education workers' proposals for Student Success and Good Jobs, are:

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 cuts

In September and October 2021, 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 recently summarized what 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."

OSBCU will now return to the bargaining table with a very strong mandate!



RCMP REFUSES TO RESPOND, CONTINUES SURVEILLANCE AND HARASSMENT OF LAND DEFENDER (YINTAH ACCESS, SEPTEMBER 21, 2022)

It has been three months since we filed our lawsuit suing the RCMP and C-IRG [Community-Industry Response Group], Minister of Justice for BC, Coastal GasLink Pipeline Ltd., and private security contractor Forsythe for loss and damages.

Over these three months, the RCMP have refused to respond to our lawsuit. So, our lawyers have provided legal notice that we intend to apply for a default decision against the RCMP.

Coastal GasLink and Forsythe have responded to our lawsuit, basically denying their violence and refusing to provide any justification for their constant surveillance and harassment on the *Yintah*.

In the colonial legal system, a lawsuit for loss or damages caused to another person or another person's property is known as a civil claim. In June 2022, Janet Williams and Lawrence Bazil on behalf of themselves, and Molly Wickham on behalf of herself as well as the Gidimt'en Clan of the Wet'suwet'en Nation filed a notice of claim in BC's Supreme Court to start the civil legal action. In this lawsuit, we are holding the RCMP and C-IRG, Minister of Justice for BC, Coastal GasLink, and Forsythe accountable for invading our privacy, intimidation, intentional infliction of mental distress, malicious and wilful misconduct, assault and battery, false arrest, trespass, violations of the *Charter*, and more.

We know that this legal system is not built for us. But because we are right and our ancestors are with us, we have won in their courts before. The authority of the Wet'suwet'en hereditary house and clan system was verified in the historic *Delgamuukw* and *Red Top* court decisions. Our Hereditary Chiefs have maintained their use and occupancy of their lands and hereditary governance system despite generations of colonial policies and big industries that aim to remove us from this land, assimilate our people, annihilate our culture, and ban our governing system.

We will not let the RCMP and C-IRG, BC, Coastal GasLink, and Forsythe go unchallenged in their attempts to clear the lands for this pipeline project and their capitalist, colonial extraction. Every day, the government, industry, and police are invading our *Yintah*. Coastal GasLink's equipment is currently in a position to drill beneath the sacred headwaters of Wedzin Kwa.

It is the resistance of our people and our many allies that has delayed the pipeline construction for the past several years. Under '*Anuc niwh'it'en* (Wet'suwet'en law) all Hereditary Chiefs of the five clans of the Wet'suwet'en have unanimously opposed all pipeline proposals and have not provided free, prior, and informed consent to Coastal GasLink to drill on unceded and surrendered Wet'suwet'en lands. They are trying to drill under the Wedzin Kwa river, the sacred headwaters that feeds all of Wet'suwet'en territory and gives life to our nation. The pipeline, spanning 670 kilometres, will transport fracked gas to the proposed LNG Canada processing plant, which is the largest single private sector infrastructure project and one of the largest energy investments in Canadian history.

When we rise up to defend the *Yintah*, we are criminalized. For many months and many years, we have faced militarized raids of our village sites on the *Yintah*. In three large-scale police actions in January 2019, February 2020, and November 2021, a total of 74 people were arrested and detained, including legal observers and members of the media. Since February 2022, RCMP and C-IRG have entered our village sites and home sites multiple times a day — hundreds of times in total. RCMP and C-IRG have continuously harassed and intimidated our people and our guests and disrupted our cultural practices and ceremonies. This affects our rights to hunt, trap, fish, gather, and conduct ceremony on our *Yintah*. They have shone high beams and spotlights into our residential buildings and

awakened sleeping residents. The RCMP and C-IRG have also demanded our identification and arrested us, including with the use of pepper spray. The RCMP and C-IRG have illegally seized and destroyed our Gidimt'en property. They have committed assault and battery and prohibited and blocked our movement on our own lands.

This is a 24/7 campaign of surveillance and terror. The very creation and mandate of C-IRG in this province is to protect corporate resource and energy sectors by quashing and criminalizing Indigenous resistance. But we will never stop defending our *Yintah*. We live out our laws and cultural

practices on our lands. Our medicines, our berries, our food, the animals, our water, our culture are all here since time immemorial. We will never allow our sovereignty to be violated.



Random Thoughts: The recent Quebec election which returned Francois Legault's Coalition Avenir Quebec (CAQ) party to power with a clear majority is supposedly an example of Canada's shining system of "representative democracy" in action. All well and good but there do seem to be some rather fishy underpinnings to that claim. First, Legault's CAQ party won their majority even though 73.3 per cent of Quebec electors did not vote for the CAQ. In other words, the majority of Quebecers did not vote for the majority government! Seems a bit contradictory. Second, the CAQ won an absolute majority of the seats in the National Assembly, 90 of the 125 seats (72% of the seats). But that majority was won with the votes of only 27 per cent of eligible Quebec voters. So getting 27% of the votes somehow gets CAQ 72% of the seats. The above being the case it would be difficult to argue that Legault's majority is any kind of legitimate majority and that his party, as politicians like Legault are fond of saying, now has a mandate from the majority of the people of Quebec to do whatever they damn well please. Except they usually just whisper the last five words under their breath.

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 OCTOBER 2022

Summary of Activity for the Past Month

- Discussions via phone and email with two members who were not successful in obtaining acting coordinator positions in their respective subject areas. After consultation with other Grievance Committee members, determination was made that this did not reach threshold for filing a grievance. However, it identified gaps in HR procedures in notifying and informing members of such positions as well as the communication of regrets when member was not the successful candidate. Informal discussions will take place with HR Labour Relations Officer to inform AU and try to convince AU to improve their processes in this regard.
- Supported a member in a meeting with HR. This member was absent from tutoring/AE duties for a time in September and did not provide notification of their absence to their supervisor. Decision of HR in this matter is awaited at this time. Will support the member when the ruling is made by HR.
- Grievance for member who returned to work and is seeking restoration of their prior full workload is proceeding and will likely go to arbitration. Discussions with this member are ongoing.

The union currently has one active grievance and two grievances which have gone to arbitration. Date for one of these arbitration hearings has been set, with the other one not set at this point. Arbitration is the best opportunity for the case to be heard by an independent party rather than having the investigation being done entirely by the employer.

Respectfully submitted

Ernie Jacobson, CUPE3911 Grievance Officer, October 14, 2022

ANNOUNCEMENTS

CUPE 3911 Monthly General Meeting. Saturday, October 29, 2022, 930 AM.

CUPE 3911 Townhall on OOPS, Tuesday October 18.

CUPE 3911 Townhall on Professional Development, Thursday October 20.

Hallowe'en. October 31.

CUPE 3911 Annual General Meeting and Elections. Saturday November 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



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.