

Meeting Schedule

Our next general meeting, open to all of our members, will be Saturday, November 26. This is our annual general meeting where we sum up our year's work and hold our elections. We encourage every member to attend. Details of the election process are in this newsletter. Additional information will be sent to all members as needed. Stay tuned.

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CUPE 3911 TO HOLD ANNUAL GENERAL MEETING AND ELECTIONS NOVEMBER 26

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 24, 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 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 for a brief period to confer in a breakout room.

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	Term Ending
Co-Chair	2-year	Ronnie Joy Leah	Term Ending – will let name stand
Recording Secretary:	2-year	Vacant	
Secretary Treasurer:	2-year	Vanee Narayanan	Term ends 2023
Grievance Officer:	1-year	Ernie Jacobson	Term Ending – will let name stand
Communications Officer:	1-year	Dougal MacDonald	Term Ending – will let name stand
Communications Officer: Social Media	1-year	Vacant	
Membership Officer: (up to 2)	1-year	Leigh Brownhill	Term Ending – will let name stand
	1-year	Vacant	
Representative Officers (up to 8):	1-year	Ann Reynolds	Term Ending
	1-year	Marlyss Valiant	Term Ending
	1-year	Marie Weingartshofer	Term Ending
	1-year	Gregory Krabes	Term Ending
Trustees:	3-year	Henry Agbogun	Term Ending

	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	Term Ending
	1-year	Ann Reynolds	Term Ending
	1-year	Vanee Narayanan	Self-Nominated
Grievance Committee (4 or more):	1-year	Marlyss Valiant	Term Ending
	1-year	Natalie Sharpe	Term Ending
	1-year	Mark Dimirsky	Term Ending
	1-year	Brenda Kuzio	Term Ending – will let name stand
Bryon Paege Committee (up to 2):	1-year	Rochelle Sato	Term Ending
	1-year	Marie Weingartshofer	Term Ending
First Nations Scholarship Committee	1-year	Melissa Scott	Term Ending
	1-year	Deborah Foster	Term Ending
	1-year	Leigh Brownhill	Term Ending
Bylaw Revision (up to 5):	1-year	Mark Dimirsky	Term Ending
	1-year	Glynnis Lieb	Term Ending – will let name stand
	1-year	Henry Agbogun	Term Ending – will let name stand
	1-year	Vanee Narayanan	Self Nominated
	1-year	Ernie Jacobson	Self Nominated
<u>Representation to AU Committees</u>			
PD Fund Committee (up to 4):	2-year	Deborah Foster	Resigning
	2-year	Edna D’Jokoto-Asem	Term ends 2023
	2-year	Cal Hauserman	Term Ending

	2-year	Leigh Brownhill	Term Ending
	2-year	Kimberley Van Tol	Self Nominated
	2-year	Gregory Krabes	Self-Nominated
Board of Governors	3-year	Liam Connelly	Term ends 2023
Complaint Review Committee (1 and 1 alternate):	1-year	Brenda Kuzio	Term Ending – will let name stand
	1-year	Natalie Sharpe (alternate)	Term Ending
Labour Management Committee (2):	1-year	Ernie Jacobson	Term Ending
	1-year	Brenda Kuzio	Term Ending – will let name stand
OH&S Committee (2 or more):	1-year	Melanie Cook	Term Ending
	1-year	Glynnis Lieb	Term Ending
Health Benefits Committee (2):	1-year	Lorraine Laville	Term Ending – will let name stand
	1-year	Ann Reynolds	Term Ending
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	Term Ending
	1-year	Glynnis Lieb	Term Ending
	1-year	Mark Dimirsky	Term Ending
	1-year	Vanee Narayanan	Term Ending – will let name stand
	1-year	Ronnie Joy Leah	Term Ending
	1-year	Ernie Jacobson	Term Ending

Communications Committee			
	1-year	Vacant	
	1-year	Vacant	



UPDATE: CUPE 3911 BARGAINING REPORT

The bargaining committee has had a busy month. With the help of the Membership Mobilizer, we organized two town halls in late October for members to discuss key bargaining issues such as academic freedom and pay and benefits. The town halls were both well attended, and Membership expressed strong investment in the need to make gains this round of bargaining, not only financial gains, but status and recognition gains as well. Membership expressed clearly that they feel unheard and undervalued. The fight for academic freedom continues to be contentious at the bargaining table. However, Membership quoted 98% in favour of NOT conceding this proposal.

We bargained for two days in November and have three more days scheduled in December. We have now discussed all but two proposals. And we are hoping to come to consensus on the majority of proposals in December. However, both the employer and the union have recognized that, with an imposed mandate of net zero costs placed on the employer, the monetary proposals seem daunting to discuss.



Our team has expressed that it feels like we are in a “hurry up and present so we can say no” situation. We have had a frank conversation with the employer’s bargaining team about this and they have been receptive and have made definite attempts to find ways to improve our access to existing benefits and make processes simpler and more inclusive.

We have made some exciting gains at the bargaining table. We are on our way to a more inclusive seniority list. We have also improved access to thick and special leave days. We have greatly improved equity for AEs and Graders as well.

We will be hosting a third town hall, in preparation for our AGM. The town hall will take place on Tuesday,

November 22 and will focus on a topic such as the professional development fund and workload changes and reductions.

We invite everybody to attend and to also register to attend the AGM either virtually or in person. We will have some critical vacancies in our executive as of the AGM, and need to ensure that we maintain a strong core team as we face increasing challenges to our working conditions and compensation.

Kind regards,
Glynnis Lieb PhD

5,000 ALBERTA EDUCATION WORKERS AND THEIR ALLIES RALLY FOR PUBLIC EDUCATION

(BY DOUGAL MACDONALD, COMMUNICATIONS)



On Saturday, October, a massive crowd of over 5000 Alberta education workers and their many allies from across the province rallied at the Legislature in Edmonton in support of public education in Alberta. The crowd was so vast it filled the Edmonton Legislature Grounds north of the Legislature steps right to the wall at the end of the grounds, recalling the huge crowd which demonstrated in support of the environment that was addressed by Greta Thunberg in 2019.

The public education rally was organized by the Alberta Teachers Association (ATA) and the Alberta School Councils' Association (ASCA). The rally was addressed by a number of knowledgeable speakers representing various facets of public education, including University of Alberta education professor Carla Peck, ATA President Jason Schilling, and ASCA President Brandi Rae. The demonstrators waved their colourful signs and union flags and shouted slogans along with the rally organizers. Many wore red to capture the militant spirit of the occasion. It was announced at the end of the rally that it was the first of many leading that will be held leading up to the May 2023 Alberta provincial election.

CARETAKERS AT UNIVERSITY OF CALGARY CONTINUE TO FIGHT FOR THEIR RIGHTS

BY PRACHI MISHRA, VICE-CHAIR AUPE 52, U OF CALGARY

Backgrounder: Cuts to caretaking staff threaten the backbone of the campus community



In the most recent round of budget cuts at the University of Calgary, the administration decided to reduce caretaking shifts from four down to two.

This comes after three consecutive years of cuts to caretaking staff, including the abolishment of more than 40 positions and a removal of an overnight shift last year. This drastic change in shifts was done so that the university would no longer have to pay an additional premium of \$2.50 per hour on top of their already low salaries.

The new shifts are happening during peak times of classes. Students, faculty and staff alike will face difficulty moving around campus as caretakers try to clean our classrooms and corridors.

Caretakers are the cleaning staff at the university, who clean thousands of square footage of campus facilities. They are also the lowest paid staff on campus. It is no coincidence that the majority of caretakers are people of colour, women, newcomers to Canada and of lower income status.

They rely on second jobs as their university job does not pay them enough. Many are being forced

to choose between two jobs as the new shift times cannot accommodate both. Additionally, many caretakers commute by public transit and will have to commute at dawn or the dead of night, leaving many female workers worried about their safety as they travel alone.

But caretakers aren't taking this change quietly. For the first time ever at an Albertan university, dozens of caretakers rallied in front of the administration building to protest the shift changes and a demand for respect and equity. They wore purple in solidarity with one another and chanted slogans to demonstrate their unity. Emails from supporters went out to university President Ed McCauley demanding the reversal of the shift changes so caretakers could go back to premium-paying shifts.

In response to the backlash, McCauley sent out an email stating that without the shift changes they would have been "forced to eliminate six positions." It brings to question why a \$1.4 billion institution could only come up with two solutions — job losses or shift changes — both of which would bring devastating impacts on its marginalized staff.

Meanwhile, jobs are being lost as caretakers are forced to quit the university or a second job because of the shift changes.

The president also claimed that "the University is committed to an equitable and inclusive campus for all who work at our university."

The Office of Equity, Diversity, and Inclusivity defines inclusion as "a sense of belonging for members of historically underrepresented and disadvantaged groups in all aspects of life" and compels the university to take "proactive measures to transform cultures and relations of power and privilege, resulting in the social exclusion of under-represented groups."

Seemingly, this is the population that would need inclusivity the most in times of austerity. But the

university failed to take this into consideration when they made these cuts.

As historically under-represented groups of workers, caretakers do not see the shift changes implemented in the name of inclusivity. Their lives will be fundamentally changed by a top-down measure to rid them of the little wages they receive at the university. There are no proactive measures to transform cultures and relations of power and privilege, but rather the maintenance of the status quo where they remain at the bottom of the university hierarchy.

I showed many caretakers President McCauley's disappointing response. As one caretaker told me, his response does not give any hope. Hope is what inclusivity demands — hope for a better future. Any proactive measure would demand the university administration of actions that moved beyond the logics of austerity and implement inclusivity in practice, not just lip service.

While the administration is currently not demonstrating its principles of inclusivity, that does not preclude the rest of the university community from doing so.

If you see a caretaker in red and purple, thank them for their service. Write [an email to President McCauley](#) and insist that caretakers get their shifts back.

If the university responds with a template email saying that this was done to protect jobs, push back against their rhetoric and demand more. Show up to our rally on Thursday, April 7, at noon in the Main Quad and use social media to raise awareness on the issue. Use the hashtag #SupportUCalgaryCaretakers. After all, it is the staff, students and faculty who make up the university and the power to determine what inclusivity looks like on campus is ultimately up to us.

ONTARIO GOVERNMENT REPEALS KEEPING STUDENTS IN CLASS ACT

(REPRINTED FROM RENEWAL UPDATE)

On November 14, the Ontario government repealed Bill 28, the *Keeping Students in Class Act, 2022* one week after it had stated it would do so, by passing Bill 35, the *Keeping Students in Class Repeal Act, 2022*. The bill was introduced by the government House Leader, Paul Calandra. There was no debate or discussion, and it passed through the three readings and votes unanimously by the 100 MPPs present out of a total 124 MPPs. Education Minister Stephen Lecce, who had put forward Bill 28, was not present during the passing of Bill 35. The *Keeping Students in Class Repeal Act, 2022* passed Third Reading and is awaiting Royal Assent for it to become law.

Bill 35, the *Keeping Students in Class Repeal Act, 2022* states:

"His Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

"Repeal of Act

1. The *Keeping Students in Class Act, 2022* is repealed and is deemed for all purposes never to have been in force.

"Collective agreements:

2. For greater certainty, the collective agreements that were deemed to be in operation under subsection 5 (1) of the *Keeping Students in Class Act, 2022* are deemed for all purposes never to have come into operation.

"Commencement

3. This Act is deemed to have come into force on November 3, 2022."

No statement was issued by the Premier or Education Minister on the occasion of the repeal of the legislation.

The Canadian Union of Public Employees - Ontario School Board Council of Unions (CUPE-OSBCU) issued a statement which said:

"Today was a win for education workers, students, families and the people of Ontario. While we were happy to be present at the moment Bill 28 was unanimously repealed, what was really missing was each of you -- the workers on the front line who stood bold and brave in the face of a government who imposed a collective agreement and stripped you of your rights. With the Bill gone it's time to focus on achieving a deal that will respect you, your students and the communities you proudly serve."

CUPE OSBCU also informed later in the day that its bargaining team has remained at the table since Bill 28 was repealed. "The government's position has minimally changed since last week. Our commitment remains to achieve a freely negotiated agreement that respects workers, students and families. At the request of the mediator we will not be providing a full update until [November 15]," CUPE OSBCU said.

CUPE Ontario said that the labour movement's historic pushback showed the government that workers are ready to rise up together in the face of injustice and fight for what is right.

President, Karen Brown of the Elementary Teachers' Federation of Ontario (ETFO) said: "The *Keeping Students in Class Act*, Bill 28, was an unprecedented attack on collective bargaining rights, the likes of which had not been seen in Ontario's history. Today, we celebrate the repeal of this oppressive bill, which was accomplished through the courage of CUPE education workers and the collective power of workers and families across Ontario.

"Had the labour community and our allies not stood up in steadfast solidarity to defend workers' constitutional rights, the Ford government would have moved forward with its draconian legislation. The strength, power and unity of the labour movement should never be underestimated. May this serve as a reminder that the workers, united, will never be defeated.

"Premier Ford was pressured into making the right decision to walk back Bill 28. We hope that, after the events of these last few weeks, the Ford government will focus on negotiating fair agreements that protect public schools, and support students, educators, and other education workers.

"ETFO is prepared to sit down at the bargaining table to 'get it done,' but not at the expense of students and educators in this province. We are prepared to fight for our schools and our future.

"ETFO will continue to advocate for investments needed to maintain our high-quality public education system. We need smaller classes, better supports for students with special education needs, and improved mental health supports.

"One thing is clear: when we take action together, we win.

"There's a lot of work ahead of us, but today, let's celebrate this historic victory for our CUPE colleagues and the working people of Ontario."

The Ontario Secondary School Teachers' Federation (OSSTF) said, "Today, Ford is expected to introduce legislation to #RepealBill28! A huge win for labour rights. We have shown the power in our collective voice! And we will continue to defend public ed as we bargain for a fair deal for workers."

Provincial and National Unions and Federations

The Ontario Federation of Labour (OFL) declared: BILL 28 IS OFFICIALLY REPEALED! "Thank you to everyone who showed the Ford government what workers' power looks like. Our work is far from done, but we have seen what is possible when we work together. When we fight, we win."

The president of the Canadian Labour Congress (CLC) who also called on Prime Minister Trudeau to use the police powers of his office and invoke the disallowance clause of the *Constitution Act 1867*, said that "Canada's unions showed up in force when workers' rights were attacked under Ontario's Bill 28. Our voices were heard, and today the bill has officially been repealed. But we'll be standing by, just in case."



ON THE SIGNIFICANCE OF FORD GOVERNMENT'S USE OF THE NOTWITHSTANDING CLAUSE

PAULINE EASTON; REPRINTED FROM WORKERS FORUM

The Ford government is using the notwithstanding clause contained in the 1982 Constitution to violate the rights of Ontario workers and prevent any court challenges to its back-to-work legislation against education workers. What this means is that far from the law being found unconstitutional if it were challenged in court, the very inclusion of the notwithstanding clause in the Constitution shows that the attacks on the rights of the education workers would be found constitutional by the courts. What this means is that the constitutional arrangements are not what most Canadians consider to be of a democracy but, on the contrary, they are

precisely there to protect governments of police powers.

Far from the democratic arrangements and institutions keeping police powers in check, the *Charter of Rights and Freedoms* contains the conception of "reasonable limits" so that governments can do what the Ford government is now doing: declaring the claims of teachers and education workers unreasonable because they allegedly violate students' rights. According to the Ford government, the notwithstanding clause is necessary to "protect against legal challenges,

which may create destabilizing uncertainty for students and families."

The government has resorted to using police powers against the teachers and education workers based on the underlying supposition that their claims are unreasonable. It will not discuss. It does not take into account what the teachers and education workers and their unions say and relegates them to a category of self-serving individuals who harm society's interests, and it is therefore alright to penalize and punish them. It is doing and will do the same thing against all members of society in order to impose its anti-worker, anti-national and anti-people agenda as well as to legalize the theft of Indigenous resources and violate their territories and hereditary rights.

This means that addressing the situation is not a matter of applying labour law to resolve a specific dispute. It is a political matter which concerns the polity itself and it is up to the people themselves to settle the matter by taking their own decision as to whose demands are reasonable. Teachers and education workers' working conditions are students' learning conditions and families can only achieve

peace of mind for their children's health and safety if they support the just claims of the teachers and education workers for the wages and working conditions they say they require.

The post-pandemic conditions must be set by the workers of Ontario, not the rich and governments in their service. Do not permit the Ford government to cross this line! Uphold the just claims of teachers and education workers for the wages and working conditions they are fighting for. All out to uphold the rights of all!



1500 Education Workers Out on Strike at Dalhousie University

(CUPE NATIONAL)

Teaching assistants, part-time academics, markers, and demonstrators at Dalhousie University (Dal) in Halifax went on strike the morning of October 19, 2022. Approximately 1500 members of CUPE 3912 at Dal have been in collective bargaining with the employer since November 2020.

The main issue is wages. For many years, wage increases have not kept up with the cost of living. The employer is offering a wage increase that is well below inflation, and CUPE 3912 members will not accept a pay cut.

Wage parity is an issue for teaching assistants who are some of the lowest paid in the U15 (Canada's top research universities.) There is also a large disparity between wages for part-time academics here and at other universities in Canada. The university is taking advantage of markers and demonstrators by asking them to perform the function of TAs but only paying them two-thirds of what TAs are paid.

On October 18 the employer walked away from the table and gave notice of intent to lockout union members within 48 hours.

"We urge students, members of other unions on campus, and the general public to join us in calling on Dalhousie to return to the bargaining table and offer us fair wages."

The previous collective agreement expired in August 2020. A tentative agreement was reached in April 2022, however union members voted to reject it in June 2022.



UNIVERSITY OF ALBERTA'S SYSTEM OF GOVERNANCE UNDER THREAT (BY CAROLYN SALE, FORMER PRESIDENT AASUA)

In the last few years, the University of Alberta has faced twin attacks that pose a threat to its future as one of Canada's top research universities. It has had hundreds of millions of dollars lopped out of its budget by Alberta's UCP government. These cuts have been devastating. But equally troubling internal developments are threatening the university's system of governance.

When the university was incorporated under The University Act of 1906, it had only one governing body, with members appointed by the government. But in response to the recommendations of the Flavelle Commission, which sought to prevent political interference in public universities, the university joined all other universities in Canada in embracing a bicameral model of governance under which the senior academic body of the university has responsibility for academic affairs and the board of governors has responsibility for financial and administrative matters.

This was formalized in the revision to The University Act in 1910 and has been a cornerstone of all revisions since. The current law specifies that the university's general faculties council (GFC), "subject to the authority of the board, ... is

responsible for the academic affairs of the university."

to fulfill its statutory role is being undermined. On his first official day on the job in 2020, President Bill Flanagan announced he had laid off the person responsible for safeguarding the university's governance processes, university secretary Marion Haggarty-France. Across the fall of 2020, the GFC faced considerable obstacles to it playing something that resembled its proper statutory role even as the university community experienced a shallow consultation process about the radical restructuring forced by the UCP's cuts.

Then, when GFC, responsive to the strong message it had heard from the university community, did not agree to recommend that the board create new senior administrators called "college deans," President Flanagan refused to represent the GFC's position to the board.

The outcry from the university community at his choice to "recuse" himself from the board's decision-making was tremendous. Formal expressions of concern included a letter from department chairs claiming a breach of trust and the establishment of an ad hoc committee of GFC to

review what had happened. That committee's final report in March 2022, declared that “[t]he events of fall 2020 demonstrated the need to reinvigorate bicameral governance at the University of Alberta and to take seriously the role of GFC as the body responsible for the academic affairs of the university.”

Despite these developments, just three months later the university community had to learn from a student reporter's tweets that the president had decided to bypass GFC altogether and take his recommendation for how these new college deans are to be selected straight to the board.

Nothing could possibly have more impact on the academic affairs of the university over the next five years than the work of the college deans who will be appointed under the new selection procedure, but GFC could not make a recommendation in regard to a proposed policy item about which it was kept in the dark.

At its September meeting, the board chair informed GFC that the board had “pressured” the president to bring the recommendation straight to the board. Both she and the president are now claiming that the board has an “exclusive jurisdiction” over the appointment of senior academic officers that allows them to circumvent GFC’s right under Section 26.1(o) of the Postsecondary Learning Act to make recommendations to the board on any matter.

To ensure GFC could exercise that statutory right, the president was advised a motion would be

brought to the next GFC meeting calling on the president and provost to notify GFC in advance of any policies they were planning to bring to the board. At the Oct. 3rd meeting of the GFC executive, the president declared he would rule any such motion out of order. He added that if someone wishes to take the matter to judicial review he will be happy to see them in court.

It is a very sorry day for a treasured public institution in which generations of faculty, students, alumni, and taxpayers have invested for its president to seek to defeat the GFC’s statutory right to play its proper role in the development of policies relating to the academic affairs of the university.

Perhaps it is time for a 21st century successor to the Flavelle Commission. An independent investigation of what has been occurring could be the opportunity for recommendations to strengthen the bicameral system of governance not just at the University of Alberta, but across Canada.



POST-SECONDARY EDUCATION WORKERS CREATE VALUE FOR THE PROVINCE AND PEOPLE

(WITH FILES FROM K.C. ADAMS, ECONOMIST)

During the so-called collective bargaining process occurring between the post-secondary educational institutions (PSEs) and their workers, it has been revealed that Alberta’s government has decreed that all Alberta PSEs workers must settle for a UCP-dictated compensatory wage package of 0, 0, 0, and 1% over the next four years. The decree was first implemented by the UCP in 2021 when strikes at Concordia University (Edmonton) and the University of Lethbridge were forced to take the “deal”. The UCP decree, which directly attacks the wages of Alberta’s education workers, is now imposing a strict cap on compensation for all affected workers.

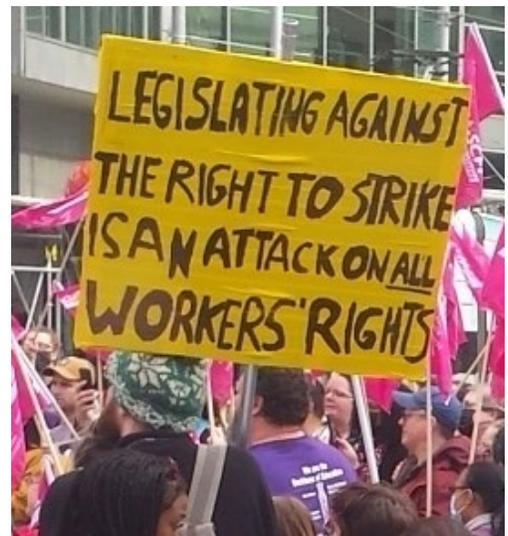
The UCP assault on the wages of the working class is also an attack on social services, including health care and education. Social services are labour intensive, meaning an attack on the workers who provide the services is an attack on the services themselves. This truth is clearly evident in the Alberta health care system, which is in crisis, and in the many problems faced by educators and students. One example, is the UCP's substandard "new" school curriculum which has been mocked and resoundingly rejected by educators across Alberta.

The UCP government launched its attack on the wages of the post-secondary workers using a thoroughly unscientific thesis. It asserts that the wages of public sector workers are a negative cost to the government and a drain on the provincial treasury. The thesis is based on the absurd notion that public sector workers do not produce value for the province and people.

In fact, the vast majority of public sector workers through their work-time produce enormous value in ways such as producing educated and healthy workers. The value workers in the health care and education sectors produce becomes embedded in the capacity to work of educated and healthy people. Through their subsequent work-time, working people transfer this embedded value into the goods and services they produce.

The wages and benefits of public sector workers are the price they receive in return for selling their capacity to work to their employer. Workers then reproduce this payment as part of the new value they produce. The value they produce through their work includes the social value from social programs embedded in them and reproduced in the goods and services they create.

Spreading the lie that public sector wages are a "cost" allows the UCP government to falsely claim that restrictions on public sector wages are a positive measure and therefore should be supported. The UCP declares in the most self-serving manner that billions of dollars are being saved. This in turn means that the government does not have to pay the stolen value in wages and could use it in other ways, for example, giving it to the global energy monopolies in pay-the-rich schemes as it has done time and time again.



The UCP decree to limit wage increases in the post-secondary sector directly attacks the rights and well-being of all the public sector workers. It also denigrates the public services and social programs such as health care and education that the people and society rely on for their existence.

Workers cannot tolerate this attack on their rights and the social fabric of their society. Their action demanding wage increases agreeable to the workers who do the work directly challenges the UCP decree. Higher wages and better working conditions ensure social services are constantly improved and receive the positive attention they deserve which benefits the whole society. Let us together fight for wages agreeable to ourselves, not those dictated by government!

Random Thoughts: The Edmonton Police Commission (EPC) has decided to lobby the Alberta government to add a person's race to their government-issued identification. First, the very idea of "race" is a myth. As the American Society of Human Genetics, the largest professional organization of scientists in the field, explained in an essay: "The science of genetics demonstrates that humans cannot be divided into biologically distinct subcategories"; and it "challenges the traditional concept of different races of humans as biologically separate and distinct. This is validated by many decades of research." In other words, "race itself is a social construct," with no biological basis. The second point about the EPC's proposal is that any plan to add race to an identification of a human being is a violation of any and all Equity, Diversity, and Inclusion (EDI) guidelines and an insidious form of stealthy profiling. Such a proposal should be rejected out of hand.

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 NOVEMBER 2022

Summary of Activity for the past month:

Grievance for member who returned to work and is seeking restoration of their prior full workload is proceeding and may go to arbitration. Discussions with this member have taken place this month to discuss the possibility of obtaining an addition to their workload as a way of resolving this grievance.

Member with visual disability was contacted and discussions took place advising the member to obtain a medical certificate to excuse the member from electronic exam marking. Regrettably, the member has decided to resign from AU after email communications from the administration were received that indicated this work would need to be done by the member despite the visual disability.

Continuing discussions with members re not obtaining acting coordinator positions and email exchanges about further initiatives to hold AU to account with regard to this issue.

The union currently has 1 active grievance and 3 grievances which have gone to arbitration. Dates for two of these arbitration hearings have 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.

Ernie Jacobson, CUPE3911 Grievance Officer

November 16, 2022

ANNOUNCEMENTS

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.