

Fall 2005

# CUPE 4163 News



## BC Teachers' Federation Strike

On October 17, 2005 CUPE  
4163 members participated  
in a protest to support BC  
Teachers.

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how we got there.

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# BC Teachers' Federation Strike

*Peter Hampton  
President CUPE 4163*

At the CUPE National convention an emergency resolution was passed with respect to the BC Teachers' Federation Strike. For me, this motion had ramifications close to home. Here's what happened from my perspective:

Early in the convention week, an emergency caucus meeting was called for all the delegates from BC. We were informed that the BC Liberal Government had legislated the BC Teachers' Federation (BCTF) back to work despite extended debates against that action by the BC New Democratic Party. The legislation, Bill 12, imposed a contract on the teachers. In response, the teachers decided to defy the legislation that they felt was an injustice. Teachers would not go back to work under those conditions.

Bill 12 was widely perceived as a direct attack on free collective bargaining in this province, so a draft emergency motion was presented to us. The delegates present helped work out the language of the motion that would be brought to the floor of the National Convention, but one thing was clear: the motion would have the words "support the BCTF, up to and including, a General Strike."

I voted for this motion. My reasons were that I knew that our sessional instructors are in bargaining and are

facing the exact same pressure at the bargaining table as the K-12 teachers. The public sector employers are just the government's messengers and all they are permitted to say is "No." I knew in less than a year, the second language instructors and TAs would be hearing the same. University workers

in this province have passed similar motions prior to this emergency situation.

So naturally, it passed at the BC meeting, probably unanimously but I didn't count the votes. It was brought before the national delegates and they passed

it unanimously. It was great to have the support of the national delegates, but I was not satisfied that democracy truly had a say in this decision. I am not the union, you are.

So, we called an emergency meeting that took place after the Thanksgiving long weekend and we asked you, the members of CUPE 4163, to come to this meeting and vote if you were willing to go along with it.

Support of the motion was passed by about 75% of the members in attendance.

I believe the decision to support the BCTF was as democratic as we could have made it. We were the only CUPE union on campus that gave our membership the opportunity to vote on participation. I promise you that the meetings deemed "Emergency Meeting" are emergencies and I encourage all of you to participate in these important decisions. I could not think of a bigger emergency in a union than a looming General Strike.

I would like to thank all of you that protested against Bill 12 and those that supported the protests. I would also like to thank everyone that took part in the meetings regarding the BCTF.



**CUPE members get wet on the protest line Oct 17**

have been legislated back to work in the past and the government is only getting more bold as to how little time they will wait before imposing a contract. This fight was our fight.

**I believe the decision to support the BCTF was as democratic as we could have made it.**

We are an extremely small union compared to the BCTF and if they were to fall, we would have no hope to stand up for ourselves. I also knew that our membership have supported motions such as the "Solidarity Action Plan," where we have agreed to stand up against blatant attacks on the foundations of trade unionism. Other unions

# Sessional Bargaining resumes, but with a catch

Sessionals resumed bargaining with the University on September 28th, following a break for the summer. We met with the University on September 28, October 5, and November 2.

Unfortunately, due to unforeseen circumstances, we are unable to have our bargaining team available for the rest of November. As a result, there are now only two bargaining days left in 2005, December 7 and 14.

When we broke for the summer, we explained to members that the University could not negotiate monetary issues until they receive a financial mandate from the Public Sector Employer's Council (PSEC), and that we were hoping PSEC would determine the new mandate on wage controls at their meeting in September. There was little point to continue meeting over the summer if the University could not talk to us about monetary issues. It is now our understanding that PSEC has not met, and is unlikely to do so until 2006.

This is of great concern to all union locals on campus, because it means the University still has no mandate to discuss monetary issues, including wages and benefits.

Without a mandate, it is unclear what we can accomplish at the bargaining table for the rest of 2005.

## **Our three meetings this fall have been fairly productive, even without a mandate to discuss monetary issues on the University's part.**

Our three meetings this fall have been fairly productive, even without a mandate to discuss monetary issues on the University's part. We asked the University for data about the sessionals' benefit plans, both in usage rates and costs. We anticipate receiving these reports some time in November, updated for the current year. This information will be extremely useful in helping us determine how to proceed with our benefits proposals.

We also continue to have good discussions with the University around finding ways to get sessionals more involved in decision-making processes at the Faculty and Department levels, especially where those decisions directly affect sessionals. If you have any examples of "best practices" in your department around this

issue, please contact the office. Examples could include sessionals receiving invitations to departmental meetings; actually having a vote at departmental meetings; or being asked to take part in the search for a new Chair.

The University also had a number of questions about our Right of First Refusal proposal. While they continue to assert that these questions do not indicate a willingness on the University to grant Right of First Refusal to sessionals, it is a vast improvement over the previous two rounds of bargaining, where they simply refused to discuss the concept. We are currently investigating other universities where sessionals already have right of first refusal to attempt to answer the University's questions and allay their fears about the potential implementation of such a system. It is clear from our preliminary investigations that there are many different ways to achieve some form of right of first refusal for sessionals. Our bargaining team remains hopeful that we will be able to find a system that will work for UVic. If any of our members have taught at another university where they had right of first refusal, we would appreciate hearing from you about your experiences.

## Thanks to David Millar!

*When David Millar came onto the CUPE 4163 executive, he already had an established career in Labour History, and it was only fitting that he would be the president of our union.*

David was the President of the sessional component, and of the entire local. He represented the local at provincial coordinated bargaining meetings, CUPE conferences, and currently sits on the sessionals' bargaining team.

David pushed the CUPE 4163 to new, broader areas, beyond the immediate issues of the local itself. This included bringing equity and human rights issues to prominence by arranging for joint meetings with other social justice and equity groups. This past year, David has been our liaison with the Coalition of Contingent Academic Labour (COCAL) and the Canadian Association of University Teachers (CAUT). He was also the main force behind organizing the local's first socials and BBQs.



**David Millar**  
**On the line for the HEU**

What David will be remembered for most, however, is his knack for not allowing the 'legalese' and bureaucracy to cloud the fact that we are helping real individuals in need.

## CCGEU Founding Members Resolve to Organize, Include Tuition Fees in Collective Bargaining

Vancouver – Delegates at the inaugural meeting of the Canadian Coalition of Graduate Employee Unions (CCGEU) held August 11-13, 2005, unanimously resolved to organize unorganized academic workers, condemned Alberta's Bill 43 that forbids graduate employees from forming unions, and agreed to work towards the elimination of tuition fees via collective bargaining and other means.

"Access to post-secondary education and a living wage was something we could all support," said Kevin Tilley, who is currently involved in bargaining with his administration as Chair of the Teaching Support Staff Union (TSSU) that represents more than 1500 teaching assistants and sessional instructors at Simon Fraser University.

In addition to wages, benefits, and working conditions, CCGEU delegates discussed the need to organize unorganized workers on their campuses. Delegates noted the existence of opposition to graduate students organizing, particularly in the province of Alberta, and by

the Canadian Association for Graduate Studies, and voted unanimously to lobby their national unions and the Canadian Labour Congress to mount a legal challenge against Alberta's Bill 43, and to demand that provincial governments improve labour laws to allow workers to build and sustain their unions. "As the representative of an organization attempting to form a union of teaching and research assistants, I have seen first-hand how great the opposition by administration is and I am so glad to know we have the support of TAs across the country," said Kelly Hickey, President of the Teaching Assistants Union at Memorial University in Newfoundland (TAUMUN).

The conference ended with a reaffirmation of the commitment of members of the CCGEU to work together to improve the working conditions of graduate student employees across the country.

"Together we are stronger. I am so looking forward to working with everyone this year," said Archana Rampure, Chair of CUPE 3902 representing some



5,500 academic workers at the University of Toronto.

Next year's conference will be in Winnipeg, hosted by CUPE 3909, Teaching Assistants at the University of Manitoba.

"We look forward to meeting everyone again next year and reporting on the ground we have gained in organizing the unorganized and reducing tuition fees in Canada," said Meghan Gallant representative for CUPE 3909, the union of teaching assistants at the University of Manitoba.



## Stewards' Corner

Each department has the right to a steward. If there isn't a steward in your department, CUPE 4163 can help you organize a meeting in your department to elect a steward. The stewards from each department make up the Stewards' Council. This council provides a forum in which representatives have a chance to talk about CUPE work-related problems in their departments and get ideas about possible solutions from people in other places. The council is extremely important because it is here that the

union gathers information about what's going on in the departments. The council meets once monthly. There are several workshops to train CUPE stewards, which the local will pay for.

**To find out if your department has a steward visit our website:**  
[www.cupe4163.ca](http://www.cupe4163.ca)

**The chair of the stewards' council is currently Greg Mulligan from the department of Physical Education.**

# CUPE 4163 members attend CCGEU

*Peter Hampton*  
President CUPE 4163

I attended the CCGEU with two other members of the union, Maryam Minazi and Jane Feng. I found that one of the most important things that we discovered was the necessity to provide information to our International members about their rights regarding their employment in this union. The gathering of this information is not complete and if you have any specific questions, please contact us and we will hopefully be able to find an answer for you.

We also met people from University campuses that did not have unions. These delegates told us about how their current wage is about \$12 per hour and that they have not had a wage increase in 20 years. We heard stories about how faculty would get grad students to do chores for them to receive TA appointments, or in place of TA appointments. They want to form unions so that they can get the level of respect that we all deserve, but only some of us have achieved.

I thought this was a great opportunity, not only to network with grad students from across the country, but to also educate some of our own members on what

we do. Jane Feng writes "As a TA rep, I can say that I learned a lot by attending this conference. I am very delighted to know that some people, though most of us don't even know their names, are out there to help us and fight for our rights and benefits. I also have better understanding of why we should have a union and support the union. Any time in the future, if I can help to support the union, I will."

The next CCGEU conference is in Winnipeg in 2006. It is my hope that we will have funds to allow some regular members to accompany me again.

## COCAL VII planned for Vancouver Summer 2006

*David Millar*  
CUPE Representative to COCAL VII

The coalition of contingent academic labour is a floating conference and a network of North American activists working to improve higher education through collective achievement of job security, livable wages, academic freedom and time and resources for academic research and professional development for contingent academic laborers. COCAL promotes grassroots contingent faculty organizing through events like Campus Equity Week but is not affiliated with any single labor union. To achieve its aims, COCAL dedicates itself to learning about the broader community and about the trends to undermine the tenets of higher education. COCAL stages media events, attempts to improve legislation governing funding, and identifies colleagues at institutions to assist them in forming collective bargaining units and winning strong contracts.

Since May 2005 I have represented CUPE 4163 on the planning committee

for the 7th Conference of Contingent Academic Labor. Delegates are expected from Mexico, many parts of Canada and the US, and possibly Europe. Because they will represent TAs, university sessionals/adjuncts, other university instructors and college teachers – all three components of 4163 should find it worthwhile to attend. A particularly large group is expected from Western US college teachers and sessionals, where organization has shown its muscle in recent years, and who last year argued for a conference site near the Pacific NW and California. Union delegates from Mexico pushed for a BC site, since entry to Canada is much easier for them than into the USA. These two major needs are met by a Vancouver venue.

**The conference will be held at the SFU Harbour Centre 525 Hastings St West, Vancouver, Aug 11-13, 2006.**

Main sessions will have simultaneous translation. On the advice of Maria Peluso of Concordia, who held a previous COCAL in Montreal, there will also

**The theme will be "The Next Five Years." Emphasis will be placed on the casualization of labour, globalization, organizing strategies, and academic freedom.**

be monolingual breakout sessions in the major languages of the conference: English, French, Spanish. We hope pre-conference activities will include a labour tour of Vancouver led by Mark Leier, and meetings with organizers of migrant farm workers in Canada and the US.

**Please contact the union office if you are interested in helping with organizing the conference or if you want to attend next summer.**

**For more information on the Coalition of Contingent Academic Labour Conference:**  
[caut.ca/cocal/](http://caut.ca/cocal/)

# Everything You Always Wanted to Know about EI, but were Too Confused to Ask

*Most CUPE 4163 members are hired on a term-by-term basis. As a result, we get a number of questions around whether our members are eligible to receive Employment Insurance (EI) if they are not rehired for a term.*

## Am I eligible to receive EI?

If you are not rehired after your current term of appointment ends, you may be eligible for EI. In order to receive EI, you must have worked at least the required insurable hours in the 52 weeks prior to the termination of your employment. The insurable hours required are based on the unemployment rates in the region in which you live. Currently, for the Victoria region (including all of the Capital Regional District), the qualifying number is 700 hours. Please note, if you live outside of the CRD, the qualifying number may be different.

If you are not reappointed for the next term, you will receive a Record of Employment (ROE) from the University. The ROE will show the number of insurable hours you have in the previous 53 weeks, as well as your earnings for the most recent 27 weeks prior to the termination of your employment. Note that if you are fired for just cause or if you quit, you are not usually eligible for EI benefits.

## How do I determine my insurable hours?

### Component One (TAs, COUS, RAs)

Calculating your hours is simple for Component One members, as your appointment is normally for a specific number of hours. For COUS employees who are on timesheets, the number of hours will be the actual number of hours you work during your term of appointment, based on what your timesheets report. If you are a student, the limitation on the number of hours you can work (a maximum of 14

hours per week) means that you will not meet the qualifying requirement, and will not be eligible for EI. However, if you work off campus you can count both appointments towards your eligibility.



### Component Two (2nd Language Instructors, Cultural Assistants)

English Language Centre instructors teaching in full-time programs, including both ELPI and short-term programs, are credited with 38.5 hours per week. Elective teachers in the ELC are credited with 3.85 hours for each elective taught (2 contact hours per elective, times 1.925 hours for preparation and other non-classroom duties).

French Language Program instructors in La Maison Française summer program are credited with 38.5 hours per week. Other full-time instructors in the FLP are credited with 35 hours per week. Part-time instructors in the FLP receive 1.75 hours prep for each hour of contact time.

Cultural Assistants, like TAs, are appointed to a specific number of hours for the term of their appointment.

### Component Three (Sessionals)

For the Winter Session (Fall and Spring terms), a full-time workload for sessionals is considered to be 4.5 units per term. A sessional working a full-time workload is credited with 36 hours per week towards EI qualification. Each 1.5 unit course dur-

ing the Winter Session is equal to 12 hours per week for EI purposes. In the Summer Session, the number of hours will depend on the length of the course. For “A”, “J”, “P”, and “Q” courses (approximately 3.5 weeks), a 1.5 unit course is considered full-time, equaling 36 hours per week. For “M” and “R” courses (approximately 7 weeks), 1.5 units is considered half-time, or 18 hours per week. “K” courses are treated like their counterparts in the Winter Session.

## How much EI will I receive?

Generally, EI benefits are 55% of your average weekly earnings for the most recent 26 weeks prior to the termination of your employment, up to a maximum of \$413 per week. Please note, in certain parts of the province outside of Victoria and Vancouver, there is a pilot project that uses your best 14 weeks out of the last 52, rather than simply looking at your most recent 26 weeks. This pilot could be very important for sessionals, who often have wide fluctuations in the number of courses they teach in different terms.

The length of time for which you can receive EI benefits varies, depending on your region and the number of insurable hours you have. For example, in Victoria, you can receive benefits for a minimum of 14 weeks (for 700 insurable hours) to a maximum of 36 weeks (more than 1820 insurable hours). Of course, if you find a new job, your EI benefits will cease when you start working again.

Besides offering EI benefits for people who are out of work, there are also EI programs for Maternity, Parental or Sickness benefits, and for Compassionate Care benefits. For more information, or to fill out a claim for EI benefits, contact your local Service Canada Centre (federal government offices), or check out the Department of Human Resources and Skills Development website:

[www.hrsdc.gc.ca](http://www.hrsdc.gc.ca)

# GTAF & UTAF

## Plagued by Problems

The local is discussing with the University whether and how many fellowships were calculated incorrectly this term. This latest problem is one of a string of administrative problems plaguing the GTAF and UTAF, including delays and incorrect amounts caused by errors in processing.

There is an easy solution to the problem: replace the fellowships with real wage increases. Unfortunately, the BC Government does not understand the need for flexibility in the public sector, as the PSEC (Public Sector Employers' Council) mandate forbids wage increases even when the BC Government

does not foot the bill for those increases. It will take an exception to the one-size-fits-all rule imposed by the PSEC to win real wage increases.

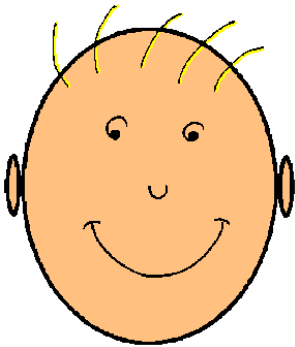
Some Teaching Assistants have found the BC Government's inflexibility especially insulting, given UVic President David Turpin's 45% pay increase, making his base salary \$290,000.

Turpin also receives a \$40,000 annual housing allowance, \$10,000 annual car allowance and other perks.



**There is an easy solution to the problem: Replace the fellowships with real wage increases.**

## Happy Ending for Long Service Employees in Biology



As we reported in the Summer Newsletter, we negotiated the reclassification of over 20 employees from our union to the Professional Employees Association (PEA). Prior to that, these non-student employees in Component One had been working at the University for over 10 years without adequate job security or benefits. We ended the Summer article on an unhappy note: Biology had still not reclassified their members to the PEA, even though other employees were reclassified in January.

At the time, we were assured by the University that once the Biology employees are reclassified, they would enjoy retroactive pay increases to January. Alas, the University reneged and refused to provide retro-pay for two of the members in Biology, who, through no fault of their own, were reclassified late.

We originally asked the PEA to grieve the University's refusal, given that the employees were legally no longer CUPE members, that the pay was PEA pay, and that the PEA would be the ones receiving union dues on the retroactive pay. The PEA declined, leaving us in a difficult legal position of grieving something that did not violate our contract, on behalf of people who were not members, for pay that was not on the CUPE pay scale. But an injustice is an injustice, and we took on the case anyway.

The Biology Department wrote a letter to Human Resources arguing that the

members should be paid, and CUPE 4163 wrote a grievance based on the legal principle of "estoppel."

In the end, the members were paid. A special thanks goes to Paul Lisson, of Biology, who headed the talks to reclassify all the long service employees into the PEA, not just the ones in Biology. Thanks also goes to Janice Gough of the Biology Department for her caring advocacy on behalf of her employees, and to Dr. Hintz, the Chair of Biology, for approving and signing the letter of support.

The move does not come without a cost. The CUPE 4163 Budget Committee calculates that the loss of the long service employees amounts to roughly \$6000 less in dues to CUPE 4163 per year. But the benefits to the individuals outweigh the loss in dues to our local.

# CUPE National Convention: Woman Vice-Presidents

Peter Hampton

President CUPE 4163

*I had the honour of being the representative of this union at the CUPE National Convention in Winnipeg, Manitoba. Many important resolutions were passed at this convention. Here, I would like to discuss an important resolution regarding women and the CUPE National Executive Board.*



## Woman Vice-Presidents

The CUPE National Executive wanted to add 5 Woman Vice-President (VP) positions to the current list of 5 Regional VPs, 16 General VPs, 1 Diversity

VP, 1 Aboriginal VP. This was proposed because it was expected that only 3 women would hold VP positions on the CUPE National Executive out of the 23. These 5 positions would bring the current executive to 8 women and 20 men, not including the President and Treasurer. These 5 Woman VPs would also have the task of finding the barriers that are keeping women from obtaining gender parity on the executive.

I wanted to present this particular motion to you, my fellow member of CUPE 4163, because it was a motion that I spoke to in front of 1800 delegates, and particularly because I spoke against it. I believe that in the long term, such a motion would itself create a barrier to gender parity on the executive. I talked the delegation through the three possibilities of how elections would be carried out: Women VPs chosen before, concurrently and after the regular VP positions. In each case, there are clear reasons why women would naturally gravitate to those 5 seats and why it would become easier for men to win the other 23. It was a difficult speech to

give, particularly since it was my first time at convention. But I was glad that I gave it, because some people (including some that originally argued for it) told me that they had never considered the possibility that the Women VP seats could become the only VP seats for women.

I am pleased to report that this motion failed and democratically chosen segregation was avoided. Further, there was a woman, Margaret Templeton, who was unexpectedly nominated for a General VP position which she won. Also the election for Trustee was also won by a woman. There were no other elections, all other positions were acclaimed by the person that offered their service to the respective position.

I am also happy to report that a later motion formed the task force to determine the barriers to participation by women on the CUPE National Executive. Their recommendations will hopefully level the playing field and obtain gender parity the right way.

## CUPE: The wider union

Every two years, CUPE local unions elect delegates to attend the CUPE national convention. At this week-long event, CUPE members from across the country determine priorities, set policy for the union and elect leaders.

CUPE has two full-time elected officers – a National President and a National Secretary-Treasurer. They ensure CUPE's voice is heard on the national stage, and direct the union's staff and resources to meet members' needs.

The top officers, together with five general vice-presidents, 14 regional vice-presidents, and two diversity vice-presidents, form CUPE's 23-member National Executive Board. The Board ensures members' decisions at national convention are put into practice.

As well, there are provincial divisions and in some cases district or bargaining councils that help coordinate CUPE's efforts within a province, community or sector.

In addition, CUPE members from across the country serve on national committees and working groups. These activists provide input and valuable feedback on CUPE campaigns and actions on a wide variety of issues – contracting out and privatization; women's equality; health and safety; anti-racism; the environment; pensions; rights for lesbian, gay, bisexual and transgendered workers; Aboriginal concerns; workers with disabilities; child care; health care; and young workers.

# CUPE 4163 creates Social Justice Fund

Peter Hampton  
President CUPE 4163

At the Semi-Annual General Meeting (SAGM) on October 26th, the membership approved a plan where 1 dollar will be deducted from each member's pay cheque in the month of November. The money generated from this will be the foundation of the CUPE 4163 Social Justice Fund. The intent of this fund is to help those in need in the global community. The membership is encouraged to bring forward their ideas on what charities should be the beneficiary of this fund. A single beneficiary will be chosen by vote at each Annual General Meeting (AGM) in March and SAGM in October.

The members chose the Stephen Lewis Foundation as the first beneficiary of the Social Justice Fund. CUPE 4163 previously donated 1 dollar per member to the Stephen Lewis Foundation in 2004. The mission of this foundation is threefold and can be found on their website:

[www.stephenlewisfoundation.org](http://www.stephenlewisfoundation.org)

First, "to provide care at community level to women who are dying, so that their last weeks, days, hours are free from pain, humiliation and indignity." I had the opportunity to hear Stephen Lewis give a talk about his foundation at a CUPE BC convention. He told the

delegation of a time that he went to a hospital ward in Africa that cared for women afflicted with AIDS. Not only were all the hospital beds full, but there were women that had to suffer through their last days under each hospital bed.



Second "to assist orphans and other AIDS-affected children, in every possible way, from the payment of school fees to the provision of food." Stephen Lewis went on to discuss how there are villages where the population is grandparents and grandchildren and no one in between. Some children have the fortune to still have grandparents that can raise them. But in other cases, the oldest child has taken the responsibility of being the head of the family. They try to provide food and shelter for their younger siblings. It may be easy to vision this happening when the child is in their mid to late teens, but in many cases the oldest child is no more than 8, and in some cases as young as 6.

Third "to support associations of people living with HIV/AIDS, so that the courageous men and women who have openly declared their status can educate themselves and share information with the broader community on prevention, treatment, care and the elimination of stigma." The prevention of more cases of HIV through education may be the best method to end this AIDS pandemic. As was once said by Nelson Mandela, "Education is the most powerful weapon which you can use to change the world."

Further, Stephen Lewis is the U.N. Secretary General's Special Envoy on HIV/AIDS in Africa and lobbies world governments to relax the patents for AIDS medicines in order to allow international pharmaceutical companies to produce affordable, if not free, medicines for the exclusive use of fighting the African AIDS pandemic.

*If you wish to contribute more to this foundation, we would be happy to add your donation to the CUPE 4163 Social Justice fund. However, if you wish to receive a tax credit for a large donation, you may donate directly to the Stephen Lewis Foundation.*

## Components One and Two Collective Agreement Expires August 31st, 2006

**Contract Committee Members Needed to prepare for bargaining...**

Members of the Contract Committee review the existing collective agreements, identify areas that need attention, and come up with proposals for

bargaining. This committee is important because they assist us in improving our contracts. The committee is open to all members. Bargaining team members are usually chosen from the Contract Committee. Please contact the union office if you are interested.



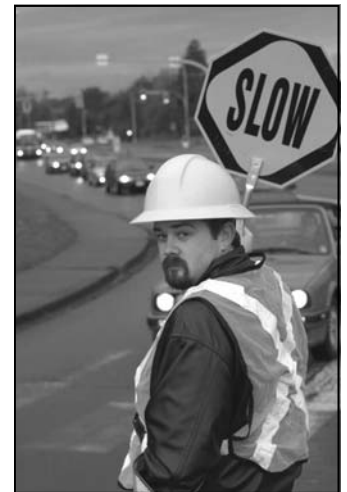
# CUPE 4163 Elects New Executive

The Joint Executive has the important role of overseeing all union business between general membership meetings (e.g., grievance reports, financial business, political action, etc.). The Joint Executive is elected each year at the Semi-Annual General Meeting in October. Each component has a president, two vice-presidents, a recording secretary, a treasurer and members at large.

**Component One** represents Teaching Assistants, Research Assistants and COUS employees  
**Component Two** represents Second Language Instructors and Cultural Assistants  
**Component Three** represents Sessionals and Music Performance Instructors

**Want to contact an executive member?**  
**www.cupe4163.ca**

<b>Component One</b>	<b>Component Two</b>	<b>Component Three</b>
President Peter Hampton	President Greg Melnechuk	President Susan Turner
Vice President 1 Brian Moss	Vice President 1 Alix Harvey	Vice President 1 Christine Wadge
Vice President 2 Lindsay McDonough	Vice President 2 Maj-Britt Marttala	Vice President 2 Dave McKercher
Recording Secretary Elizabeth Woodward	Recording Secretary Amber Gerhart	Recording Secretary Vacant
Treasurer Aydin Culhaci	Treasurer Kathleen Terrio	Treasurer Vacant
Members at Large Bethany Smith Sean Kennedy	Members at Large Christina Blake Lizel Empey Trustee Gerry Luton	Trustees David Millar Karen Potts



*Peter Hampton from Component One was elected President of CUPE 4163.*

*Peter is a Teaching Assistant from the department of Electrical Engineering.*

If you are a Sessional or a Music Performance Instructor, and are interested in one of the vacant executive positions, please contact the union office.



**www.cupe4163.ca**

Do you want to write something for the CUPE 4163 newsletter? Please email your submission to [cupe4163@uvic.ca](mailto:cupe4163@uvic.ca)

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