

IN SESSION

Newsletter for CUPE 4163, Component 3
Canadian Union of Public Employees, Local 4163
University of Victoria's Educational Employees' Union

Summer, 2006

Victory!

After 25 grueling days at the Labour Board, we have a contract.



What the new contract means

Sean Hillman explains the changes to the contract, and what it means for sessionals

Adjusting to the new status

The President of Component 3, Susan Turner, writes about the creation of Continuing and Term categories of Sessionals.

Is one better for you?

Dave McKercher compares and contrasts CUPE's newly created Continuing Sessional category with the Faculty Association's Senior Instructor category

Savings for UVic Sessionals

Why buy Microsoft Office Pro for over \$500, when you can buy it for \$96? Find out how UVic sessionals can save money on plane tickets, software, & cell phones.

Union & Employer cooperation

One outcome of bargaining will mean more representation of sessionals on University committees and more involvement in academic governance.

Adjusting to the new status

Continuing Sessional Corner

PRESIDENT'S MESSAGE



For those of us who qualify for CS status and have taken the annual salary option, there will no doubt be adjustments to our personal economies. For example, back last Christmas, I was looking forward to a full semester in September 06 (I haven't taught 3 courses in a semester for years). I had planned to reduce my Athabasca tutoring load to compensate. But on the annual UVic salary plan, I can't do that since reducing my Athabasca load would reduce my income to a point below which I can manage. So, it looks like another killer semester this fall.

Continuing Sessionals should be able to plan their annual schedules with their department administration well in advance now and ones who feel they are not being given this opportunity should let us know. There have been many calls to the office: many questions; many worries. I hope those of you who have experienced difficulties in sorting out your status are beginning to see light.

Light, in this case, is being a regular employee of the University of Victoria as opposed to being contracted out labour. Term sessionals are still understood as falling in that category but even here, we expect a new brand of sessional to emerge. That sessional is an academically trained scholar but one whose main interest lies in teaching and pedagogical research. Our hope for the future is in creating a career path within Component 3 from Term to Continuing Sessional as well as between Component 3 and the Faculty for academics who wish to dedicate themselves to teaching.

There will be many trials ahead. The University administration and your union executive rested a great deal on faith and trust (ambiguity intended!). There will no doubt be disappointments, misunderstandings and disagreements concerning interpretation. But I am determined to see our vision of the

contract realized and I have been encouraged to believe it is one shared by top university officials.

Currently, Continuing Sessional status is granted on the basis of an existing relationship between particular individuals and the employer. A quasi-list, if you like, which illustrates the employer's recognition of its relationship with these persons. We intend to see even this quasi-list abolished as a concept the next round of bargaining (2010) and replaced by an annual review process.

We all know that a third of sessionals are either passing through or casual teachers. Another third may wish to teach as a career, but do not meet the criteria to become continuing. Thus, the interests of 2/3 of sessional instructors are not necessarily the same as the remaining third: the career university instructors. The university might be able to function with as many sessionals though none in this third category. But if you think you're a better teacher now than you were when you started, then you've got to believe the quality of an undergraduate education would be drastically reduced without the contribution of seasoned teachers. North American academia must stop treating sessionals as embarrassments and acknowledge what is in fact going on. Those of us who desire it must be welcomed as career teachers openly and respectfully; regarded as equal members of the academic community!

Susan M. Turner
President, Component 3, CUPE 4163

Cover Photo: Bargaining team members Susan Turner (right) and Vice-President 1 Christine Wadge (centre) use some of their signing bonus to celebrate the new contract and treat Suze Kilgour (left), our CUPE National Representative, to some Champaign.

IN SESSION

Newsletter for CUPE 4163

University of Victoria's Educational Employees' Union

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Submissions

Please submit letters, comments, ideas and articles for "In Session" to our e-mail address at cupe4163@uvic.ca.

About CUPE 4163

CUPE 4163 is made up of approximately 1500 members and represents: Teaching Assistants, Second Language Instructors, Sessional Instructors, Lab Instructors, Computer User Services employees, Music Performance Instructors, Academic Assistants, Cultural Assistants and others. Together, CUPE 4163 members perform more than two thirds of the instruction at the University of Victoria. The local is made up of three "components." Component One is made up mostly of Teaching Assistants, Lab Instructors, and Computer Lab assistants. Component Two is made up of Second Language Instructors and Cultural Assistants in the English Language Centre and French Language Programme. Component Three is made up Sessional Instructors and Music Performance Instructors.

COCAL comes to Vancouver

Coalition of Contingent Academic Labour conference



COCAL (Coalition of Contingent Academic Labour) is holding their conference in Canada this summer, August 11-13. CO-CAL is a floating conference and a network of North American activists working to improve higher education and the rights of workers in higher education.

The themes of this year's conference are: "Casualization & globalization of labour"; "Academic freedom"; and "Organizing strategies - from the local to the global."

Our local is sending two delegates to the conference: Susan M. Turner and Dave McKercher.

Susan Turner is co-organizing a workshop called "Different Organizing Models", which will explore the different ways 'contingent' academic workers are organized. Some contingents are in their own union, some share that union with other faculty, and some are not organized at all. The workshop will explore the pros and cons of various organizing models with facilitators who represent three of the myriad possibilities.

Susan will also sit on a discussion panel on "Threats Against Academic Freedom." According to the programme: "Panelists will provide a diversity of perspectives on the threats against academic freedom and the ways in which the exploitation of contingent labor promotes this agenda."

In March, CUPE 4163 members voted at the Annual General Meeting to donate \$500 to COCAL VII. We hope that CUPE BC and CUPE National will also donate some funds to the coalition.

We plan to get more involved in COCAL now that bargaining is over. We also plan to budget more money next year to send more delegates to future COCAL conferences.

More information on COCAL and the conference can be found on their website at:

<http://www.caut.ca/cocal/>

MEMBERS IN PROFILE



Paul Mohapel

Sessional Instructor, Psychology & Business
Volunteer

Paul Mohapel recently relocated back to Victoria last autumn, after spending five years working in Sweden as medical researcher and lecturer. Two years ago he decided to change careers and he enrolled himself into the leadership program at Royal Roads University. Paul is originally from Ottawa, where he completed his undergraduate and Master's in psychology at Carleton University. He then journeyed to UVic in 1993 for his doctorate in psychology.

Paul is also a certified facilitator and coach in emotional intelligence and instructional skills. Paul is currently lecturing in psychology and business programs at various Canadian institutions, including UVic.

Paul is currently volunteering on the CUPE 4163 executive, and is a candidate for Recording-Secretary of Component Three.

Is one better?

Comparison between the Continuing Sessional and Senior Instructor categories



Dave McKercher
Vice President CUPE 4163
Component 3

The most recent Collective Agreement for Sessional Lecturers and Music Performance Instructors includes a new category of Continuing Sessional Lecturer for those sessionals who have taught at least half time (a minimum of 7.5 units/year) for at least 3 of the last 5 years (counted as May 1 to April 30). The question for some may be whether it is better to be a Continuing Sessional Lecturer or a Senior Instructor.

Both categories are non-tenured teaching positions at UVic. However, a Senior Instructor appointment is a faculty position while a Continuing Sessional Lecturer appointment is a status

that an individual achieves by holding a series of Term Sessional contracts (minimum 7.5 unit). The following table highlights the differences between these two types of appointment.

Sources of information are the CUPE 4163 Component 3 Collective Agreement and the Framework Agreement (available at <http://web.uvic.ca/vpac/framework/framework.htm>), as well as Institutional Planning and Analysis (<http://www.inst.uvic.ca/>).

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	Continuing Sessional	Senior Instructor
Eligibility	Must have taught at UVic as a Sessional Lecturer at a minimum of 7.5 units per year in at least 3 of the previous 5 years. Reviewed in April 2008 and April 2010.	Open competition. Normally requires a Master's degree or higher, as well as "substantial teaching experience at a university or college" (Framework Agreement).
Initial Appointment	Continuing appointment, as long as eligibility criteria are met and maintained, as reviewed in April 2008 and April 2010.	3 years.
Reappointment	Not relevant.	After initial 3 year appointment, eligible for 4 year reappointment based on "teaching effectiveness" and "other contributions" (See Framework Agreement for definitions and criteria).
Teaching load	15 units = 1.0 F.T.E. Minimum teaching load to maintain CS status is 7.5 units. Teaching load for an individual CS is determined by his or her unit allocation.	12 units.
Committee service	Some departments welcome sessionals to serve on committees. However, there is no remuneration for committee service.	Expected as part of appointment.

	Continuing Sessional	Senior Instructor
Research expectations	Not required for achieving or maintaining CS status.	“Senior Instructors are not evaluated on the basis of their research and scholarship. Nevertheless, there is an expectation that they will keep abreast of current developments in their respective fields and they may be evaluated on the basis of contributions to scholarship related to teaching, which is included in the definition of teaching effectiveness” (Framework Agreement).
Affiliation	Component 3 of CUPE 4163, Canadian Union of Public Employees, Local 4163.	UVic Faculty Association, member of CUFA/BC (Confederation of University Faculty Associations of BC) and CAUT (Canadian Association of University Teachers).
Collective Agreement	Collective Agreement between Component 3 (Sessional Lecturers and Music Performance Instructors) and UVic.	Framework Agreement between the UVic Faculty Association and UVic.
Career Progression	Continuing Sessional status continues until resignation, termination for just cause, layoff and severance, or retirement.	Possible promotion to Teaching Professor (with tenure) at the time of, or during, third reappointment.
Leave without Salary	May take personal leave for up to one year with no change to unit allocation on return. However, unit allocation may be affected when recalculated at time of review (April 2008, April 2010).	Considered on a case-by-case basis. There is no entitlement to Leave Without Salary in the Framework Agreement.
Study Leave	None.	Eligible for 4 months Study Leave (with partial salary) after 3 years as Senior Instructor, or 8 months after 6 years.
Salary	<p>May 1, 2006 Salary Schedule Range: \$4328 to \$5704 per 1.5 unit course (\$43280 to \$57040 per year for full time)</p> <p>May 1, 2009 Salary Schedule Range: \$5004 to \$6092 per 1.5 unit course (\$50040 to \$60920 per year for full time)</p>	<p>2006/07 Salary Floor:\$51901 per year</p> <p>2009/10 Salary Floor: \$59065 per year</p>
Number	92 as of May 1, 2006.	54 in 2005/06.

Savings in Numbers

Group plans mean savings for UVic Sessionals



1. Savings on Software. Why buy Microsoft Office Pro for over \$500, when you can get it for \$96? During bargaining, the University confirmed that sessionals are eligible for “site licenses”. The only catch is that you have to use the software for work. Purchases may require the FAST (formerly EASY) code of your Department. For more information, contact our office. For information on prices, contact the UVic Computer Store, or visit their website at: <http://cstore.uvic.ca/>

2. Reduced cell phone rates. During the bitter lockout of Telus workers, CUPE BC severed its ties to Telus and began negotiations with other providers for phone and internet services. In November, CUPE BC reached an agreement with Bell Canada.

Bell is providing a corporate rate plan that’s available to CUPE BC division offices, area offices, locals and members. The plan includes corporate rate for cell phones and data devices (e.g.,

Blackberries) for members and employees. Members can receive the CUPE corporate rate plan by simply visiting Bell stores in BC and presenting a reference number with proof of current membership in CUPE (e.g., a recent pay stub). You can obtain the reference number by contacting our office.

3. West Coast Air Floatplane Programme. UVic’s Purchasing Services has a discount programme with West Coast Air for flights between Victoria and Vancouver. Flights must be for UVic business (e.g., attending a conference, or supervising practicum students). One way fare for Victoria/Vancouver is currently \$83.72. Prepaid tickets can be picked up at the Purchasing Office (Saunders Annex, room 110).

Ask Kathy at Purchasing for the forms (721-8326), but check with your Department first. Forms can also be found online at: <http://web.finance.uvic.ca/uvicprocurement/forms/#Paper>

MEMBERS IN PROFILE



Scott Priestman

Sessional Instructor, Curriculum & Instruction
Volunteer

Scott is in his first year of teaching at UVic, returning to the school after what he calls “a nine-year purgatory” in Vancouver. He is in the department of Curriculum & Instruction, where he teaches courses in Philosophy of Education, Social Foundations of Education and Social Justice Issues in Education.

While a grad student at UBC, Scott had the opportunity to teach several (20) courses and discovered that a teaching career was the path for him.

Scott is currently volunteering on the CUPE 4163 executive, and is a candidate for Treasurer of Component Three. Scott writes: “Part of my desire to work with others in the union is to continue the process [started by the union] of legitimating our work as a viable career option and to be rewarded appropriately for the valuable service we offer the university.”

New Contract — New Status

Changes to the contract mean more than just a pay raise.



The bargaining team began negotiations in May, 2005. We based our arguments on the results of the previous rounds of negotiations, the grievance and labour-management history between the parties, and a survey of our members conducted in the Spring of 2005. We were finally able to conclude negotiations with the assistance of Mediator Debbie Cameron, and with the assistance of 10 other CUPE locals in coordinated sectoral bargaining at the BC Labour Relations Board in Vancouver. Mediation took almost a month.

WAGES

In the final week of negotiations, the University was able to successfully argue to the government's wage control arm, the Public Sector Employers' Council (PSEC), that sessionals should be included in the "faculty envelope" available for university sector settlements, rather than the lower "staff envelope." As a result, there will be across-the-board increases to the Sessional Lecturer salary grid and the Music Performance Instructor Hourly Rates of 10.41% over 5 years (see table). Because our previous agreement expired April 30, 2005, those who taught between May, 2005 and April 2006 received their first pay increase retroactively.

One of the long-standing goals of CUPE 4163 is that there should be equal pay for work of equal value. As of May 1, 2006, there is no longer a Summer Session Pay Rate Schedule. All Summer Session courses are now paid at the same rates as Winter Session courses — a large raise for those who teach Summer courses.

The previous 8-step salary grid left a large pay gap between new sessionals and those with more experience. The University agreed to reduce this gap by removing the first two steps from the salary grid. On May 1, 2007, the University will drop Step 1 from the Sessional Lecturer salary grid. At this time, all sessionals will be automatically moved up an extra step on the salary grid (except those already at Step 8). On May 1, 2008, the University will drop the current Step 2 from the salary grid. Again, all sessionals below the current Step 8 will move up an extra step at that time.

Each step increase represents approximately 4%, so those sessionals currently at the bottom of the pay scale will receive an extra 8% increase over the life of the agreement, on top of the 10.41% general pay increase.

The University was able to agree to remove Step 1 and Step 2 because they successfully argued to PSEC for a market adjustment for sessionals. Unfortunately, they could not make a similar argument for Music Performance Instructors. As a result, the current 3

Step wage grid for MPIs will remain in place, with the general wage increases noted above.

The Union also used some of the money available to us to obtain benefit improvements, which will be discussed in detail below.

Finally, there is a signing bonus of \$500.00 per 1.5 unit course taught, up to a maximum of \$4,000.00 (less employer & employee statutory deductions), for all sessionals who taught at least one course between May 1, 2005 and April 30, 2006. For the purposes of calculating the signing bonus, the University agreed to consider 12 units as full time, even though we acknowledged that 15 units is full-time under the new Continuing Sessional system.

The entire monetary package we agreed to represents a 14.56% increase in funding over the life of the agreement.

SUMMARY OF WAGE INCREASES

a) General Wage Increases (10.41%) (Sessionals & Music Performance Instructors):

May 1, 2005:	1.5% (retroactive)
May 1, 2006:	2.26%
May 1, 2007:	1.09%
May 1, 2008:	2.02%
May 1, 2009:	3.54%

b) Wage Grid Adjustments (Sessionals only):

May 1, 2006:	remove Summer Session Salary Grid (0.32% of package)
May 1, 2007:	remove Step 1 from Salary Grid; move all sessionals below Step 8 up an extra step (1.63% of package)
May 1, 2008:	remove Step 2 from Salary Grid; move all sessionals below Step 8 up an extra step (1.52% of package)

c) Benefits Adjustments (Sessionals & MPIs):

September 1, 2006:	change cost of MSP, Extended Health & Dental plans from 50% employer - 50% employee paid to 75% employer - 25% employee paid (0.42% of package)
September 1, 2007:	lump sum for sessionals eligible for Health Care Spending Account (0.25% of package)

d) Signing Bonus (Sessionals & MPIs):

\$500.00 per 1.5 unit course taught, up to a maximum of \$4,000.00 (less employer & employee statutory deductions), for all sessionals who taught at least one course between May 1, 2005 and April 30, 2006

JOB SECURITY

The two Long Service Lists will be replaced with the category of Continuing Sessionals. The table below shows the differences between the previous Long-Service One (LS1) and the new Continuing Sessional categories.

The great advantage to this new system is that Continuing Sessionals will finally be considered regular, continuing employees of UVic. As a result, Continuing Sessionals will be entitled to become more involved in the operations of the institution. Although we were not able to negotiate all of the benefits for Continuing Sessional status that we wanted, this change represents an important base from which we can negotiate further improvements for those sessionals to whom teaching at UVic forms all or at least a major part of their career. We anticipate that when we negotiate the next collective agreement, we will be able to go from renewing the list every 2 years to simply refreshing it each year.

However, before agreeing to this eliminate the long service lists, the union made it clear to the university that we were not prepared to take away any existing rights currently held by sessionals. The University agreed to grandparent in existing LS1 sessionals, who did not achieve Continuing status, as Continuing Sessionals for the life of the new agreement. As well, existing LS2 sessionals who do not meet the Continuing criteria, are grandparented at the same rights and benefits they enjoyed in the 2002-2005 collective agreement, including their respective average unit value (these will be recalculated based on the 2002-2006 teaching years). After significant pressure by the Union, the University also finally agreed to renew the LS1 and LS2 lists, based on teaching history up to April 30, 2006. These new sessionals will enjoy the rights and

benefits of LS1 or LS2 status (except severance pay) until the Continuing Sessional category is renewed in May 2008.

As a result of the status, Continuing Sessionals are now subject to the mandatory retirement. Although sessionals may continue to teach courses beyond age 65, they will no longer be eligible for benefits, and will lose their Continuing Sessional status as of June 30 of the year in which they turn 65. The Union expressed significant concern over accepting mandatory retirement, especially since some provinces banned mandatory retirement as discriminatory. The University provided us with a letter confirming that should the laws similarly change in BC, they will follow any new legislation that bans mandatory retirement.

We have a certain amount of trepidation with the new system. To help allay our concerns, the University agreed to create a number of processes that are designed to ensure transparency. The University is arranging a meeting for members of the Union and University bargaining teams to meet with Vice-President Academic, Jamie Cassels, to discuss this new relationship and where the University envisions this relationship growing in the future.

Two new Labour Management processes will also be set up to ensure transparency. Each term, we will meet with the University (including two Chairs) to review all the sessional appointments for that term. This will allow us to monitor these appointments to ensure that Continuing Sessionals are receiving their unit allocations, and also that any sessional approaching Continuing status will not suddenly have their work disappear just before they achieve that status.

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	Long-Service One	Continuing Sessional
Years counted towards qualification	4 of previous 6	3 of previous 5
Minimum units per year to qualify	6.0	7.5
Salary structure	Monthly salary paid per course taught	Annual salary based on unit allocation; per course payment for additional courses
Benefits Eligibility	Not attached to LS status – must still meet qualification criteria	All CS are eligible for all benefits as long as they remain a CS
Benefits payments	Must pay 100% in terms with no appointment	Maintain 75% employer paid year round
Renewal of list	Only at end of each round of bargaining	After 2 years
Number of sessionals	71	Approx. 80
Library cards; AREC pass; etc.	Only in terms where teaching	Continuous
Retirement	None	No CS status or benefits after June 30 of age 65 year
Leave of Absence	Negotiated on case-by-case basis	Available to all Continuing Sessionals for up to one year, retain unit allocation on return

MEMBERS IN PROFILE



Dave McKercher

Continuing Instructor, Linguistics
Vice-President of Component 3

Dave McKercher has a B.Sc. in Biochemistry from the University of Calgary. He moved to Victoria in 1985 to be an Education student in the Post-Degree Professional Program. After completing his B.Ed. degree in May, 1987, he was hired as Laboratory Instructor in the Department of Biochemistry and Microbiology and taught a biochemistry lab techniques course for six years. During this time, Dave took courses in Linguistics at UVic and discovered a passion for the study of language structure and patterns. He completed an M.A. at UVic in 1996 and went on to complete a Ph.D. degree at Stanford University in 2001. Dave's first academic job was at UVic as a Limited Term Assistant Professor in the Department of Linguistics, followed by a stint as a sessional at Simon Fraser University, then a year as an Assistant Professor at University of Toronto.

Dave returned to UVic in September 2003 as a Sessional Lecturer in Linguistics and this is where he has remained. When he recognized the importance of the Educational Employee's Union (CUPE 4163) in raising the profile of sessionals at UVic and in improving their employment situation, he joined the executive.

MEMBERS IN PROFILE



Susan M. Turner

Continuing Instructor, Philosophy
President of Component 3

Susan is a single mom of three grown children. She received two of her graduate degrees from the University of Alberta where she studied philosophy from 1989 to 1995. She taught at the University of Lethbridge for a year before coming to the Philosophy Department here under a Limited Term Visiting appointment in 1996. Susan basically just hung on after that having moved to Victoria partly because of one of her daughter's health.

In the summer of 1998, Susan investigated other sources of income as well as taking a second Masters Degree here at UVic. She was asked back to the Philosophy Department in 2000 and she now also works for Athabasca University and Thompson Rivers University as a tutor and course author.

Susan has published two books and numerous articles while at UVic and has been an active member of the Canadian Philosophical Association. She joined the CUPE 4163 Component 3 executive in April 2004 and became President of the Component in October 2005.

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More importantly, we will also meet with the University (including Associate VP Academic Jim Anglin) in April of each year. At this meeting, we will review the anticipated sessional appointments for the upcoming year to ensure that all the Continuing Sessionals receive their unit allocations, and that those nearing Continuing status will have enough work to attain that status in the future.

These two processes are important, because many of our members, fearing potential retribution by their department, decline to come forward when they are not rehired. These new Labour Management processes will allow the union to monitor workloads anonymously, and fix problems before they occur.

BENEFITS

The shift to Continuing Sessional status required a change in how the parties define “part-time”, which is traditionally the measure of benefit eligibility at UVic. Previously, sessionals who taught 6.0 units per year were eligible for MSP, Extended Health & Dental, Pension and Life Insurance. Under the new system, the eligibility requirement moves to 7.5 units per year. All Continuing Sessionals are eligible for the benefit plans, by virtue of their continuing status. Sessionals not in the Continuing category (now called “Term Sessionals”) must meet the eligibility requirements annually, as all sessionals had to do in the previous agreement.

Participation is obligatory for Continuing Sessionals under the new system. However, if you have a better benefit plan through a spouse/partner, or other employment, you will be able to opt out of the benefit plans. This is a one-time choice, and must be made within 60 days of ratification of the new collective agreement.

Because of our insistence that the new system could not negatively impact the existing rights and benefits of sessionals, the University agreed that for the term of this agreement, the previous 6.0 unit qualification requirement will remain in effect. This 6.0 unit qualification applies to all Term sessionals, including those hired after the new agreement comes into effect.

The Union was also able to negotiate a change in the cost of the MSP, Extended Health Benefits and Dental Plan. Previously, these costs were shared 50-50 by the individual sessional and the university. In the new collective agreement, the University pays 75% of the premiums for these benefits, while the sessional only pays 25%.

One of the major goals for the Union prior to bargaining was to obtain some level of health care benefits for those sessionals who do not qualify for the University’s Extended Health and Dental Plans. Although we were unable to put a new system in place immediately, the parties agreed to establish a committee to study the concept of Health Care Spending Accounts. Under an HCSA, the university would put an agreed-upon amount

Call for Volunteers

Without committees the union would not run. It's extremely important that members from a diverse group of departments participate on committees. Committees are where the 'participation' in participatory democracy happens! Lack of skills or experience need not inhibit anyone from joining a committee, as there is free training available.

Communications Committee

Members on this committee create posters, newsletters, websites, emails, press releases and more.

Equity Committee

The Equity Committee and various sub-committees sit with other members of the University and deal with various University-wide policies and procedures involving fairness and equity.

Education Committee

Members of the Education Committee keep 4163 members up-to-date on union training, conferences, and educational opportunities.

Health and Safety

Members sit on the University's Health and Safety Committee and investigate claims.

Labour Management Committees (LMC)

The LMCs for each component deal with the administration of the collective agreement at a policy level. Members on the Labour Management Committee are paid a stipend of \$17.49 for every hour they sit with management.

Political Action Committee (PAC)

In recent years this committee has worked on tuition fee reduction, anti-poverty, and the CUPE BC Solidarity Action Plan.

Stewards' Council

Stewards represent their departments to the union, and the union to their departments. Stewards who work on grievances are paid \$17.49 for every hour they sit with management. There are several free workshops to train CUPE stewards.

Other committees

There are various *ad hoc* committees that run throughout the year dealing with various issues (benefits, Pro-D, accommodation, etc.). Please contact us for a current list.



Members of the bargaining team in caucus: Ian Cameron (left), David Millar (centre) Susan Turner (right) and Suze Kilgour (facing opposite).

into a special account for individuals to access. This account may be used to cover medical expenses that are tax deductible under the Income Tax Act, including treatments not covered by MSP (e.g. chiropractor, naturopath, etc.), dental expenses, or extended health care coverage.

PROFESSIONAL DEVELOPMENT

In 2004, the University created a small Pro-D fund (\$5,000) for Long Service sessionals, following the recommendations of the Sessional Lecturers Advisory Group. However, the Union had no input into the rules governing the fund, which resulted in numerous problems. We were able to improve Pro-D opportunities for sessionals in this round of bargaining.

The new Pro-D fund is similar to the one in place for the Professional Employees' Association. The new Fund is for all Continuing Sessionals and those grandparented into the LS1 and LS2 lists. A joint committee will determine how to allocate funds to individual sessionals. Pro-D monies may be used for conferences, tuition for courses, and equipment purchases (e.g., software and hardware, books and journals) that are related to your teaching. In 2006, the Fund will increase to \$10,000. In 2007 and 2008, an additional \$5,000 will be added to the Fund, so that by 2008 and 2009, the Fund will total \$20,000. Any surpluses are carried over into the next year.

OTHER CHANGES

Although stipends for Directed Studies and Course Challenges have existed since the first agreement in 1999, these stipends were rarely paid because the language only called for payment where the department "required" a sessional to do the work.

Often, Chairs or Directors would point out that there was no money available to pay the stipend, but that they would really appreciate if the sessional did the work for free. We finally got the University to agree to change the language so that those stipends are paid "where the unit administrator requests and the sessional lecturer accepts" a course challenge or directed study.

The Union can now participate in the Learning and Teaching Centre orientations for new sessionals. The University refused to allow the Union to conduct orientations on a departmental basis, but we will attempt to conduct our own departmental meetings, without the University's assistance.

We also made a small change to the Academic Freedom article, to prevent departments from dictating all the materials used in teaching courses. The new language allows a department to require certain materials be used, but they can no longer specify all the materials.

Another small change requires the unit administrator (Chair, Director or Dean) to provide sessionals with a course schedule (where it is known) at the time of appointment.

Finally, the University, after significant pressure and a strong legal argument, finally agreed to provide the Union with the home phone numbers of our members.

TERM OF CONTRACT

In December, 2005, the provincial government announced that they would pursue longer term collective agreements in order to achieve labour peace through the 2010 Winter Olympics. For our local, this would require a 5-year deal. Our position was that we should continue the tradition of 3-year terms, but that the University could "buy" a longer term through greater improvements to the agreement. Because of the new Continuing Sessional system, and the above average monetary package, the bargaining team agreed to a 5-year term. This agreement will run from May 1, 2005 to April 30, 2010.

IMPORTANT NOTICE

If you are a Continuing Sessional, it is important to note that your pension contribution levels are based on your unit allocation, and set for each year on this basis. This means that if you are appointed to teach one course or more beyond your unit allocation, the University will not provide any matching funds beyond the level required by your unit allocation.

However, if you are teaching extra courses, you are always eligible to make voluntary contributions to the pension plan, up to your annual RRSP allowance.

CUPE 4163 encourages all sessionals, Continuing and Term, who are eligible for the UVic Money Purchase Pension Plan to take part in the plan. The UVic Plan is very well-managed and usually provides a rate of return much higher than private RRSP plans. As well, the University's contributions are more than double what you contribute, so your pension fund can grow rapidly.

Union & Employer Cooperation

CUPE 4163 and UVic building new cooperative relationship



One of the side results of the Continuing Sessional system under the new collective agreement is the acknowledgement by the University that sessionals are members of the university community, and that their input is both valuable and necessary to ensure that UVic meets its Strategic Plan. Although language to this effect was not included in the agreement itself, we agreed to establish a number of ways to increase participation by both the Union and individual sessionals.

Some of these processes and procedures will take place over the next few years, as we look to build our relationship. These include the new Sessional Professional Development Joint Committee and an expanded Labour Management Committee. Two of these relationship-building exercises have already taken place.

Each year the VP Academic convenes a number of fora for the Deans and Chairs of the University. On May 3, Dr. Susan M. Turner (Philosophy, President C3 CUPE 4163) and Dr. Dave McKercher (Linguistics, Vice President 2 of C3 CUPE 4163) were invited by Dr. Jaime Cassels to participate in a 40 minute panel discussion of the new sessional contract, specifically the new Continuing category. Dr. Turner and Dr. McKercher each spoke briefly on this topic from the sessional point of view. Dean of Humanities Andrew Rippin and Associate VP Academic Jim Anglin also contributed to the discussion. Dr. Anglin set up the panel with a few words describing the mandate and achievements of the Sessional Lecturers Advisory Group which ran over the summer of 2004 and on which Dr. Turner served. Dr. Turner also discussed her impressions, after bargaining, of the good prospects for future development of Continuing Sessionals as, in the words of Dr. Cassels, UVic's teaching faculty.

The panel continued with a discussion on 'best practices'. Dr. McKercher spoke illuminatingly about the healthy, democratic relationship between sessionals and department administration in Linguistics where he has been teaching for three years. All Linguistics sessionals are invited, for example, to department meetings and may vote on many of the issues that arise. Andrew Rippin discussed 'worst practices' in an entertaining presentation illustrating how not to treat your sessionals based on his experience as Dean sorting out a variety of departmental crises. There was time for two questions both of which expressed the faculty member's sense of injustice regarding how sessionals have been treated in the past and their optimism, apparently shared by all present, for the future based on 'the new relationship'.

For the first time, Human Resources and the Union co-presented

workshops to senior administrative staff within the departments (Chairs, Directors and Administrative Officers), introducing the Collective Agreement changes. In the past, the University has presented these workshops, and the Union merely sent a representative to attend. If the Union rep heard something they thought was incorrect, they could only comment to HR after the presentation.

This year, our Business Manager, Sean Hillman, worked directly with Steve Gorham, Coordinator, Labour Relations, to create and present the workshops. In all, we put on 5 workshops to ensure that as many Chairs and Admin Officers could attend a session. Approximately 10-15 administrators attended each session, so most of the departments which employ sessionals were able to send at least one person to learn the details about the new collective agreement. These presentations focused on the bigger changes to the agreement, particularly the new Continuing Sessional system, while also explaining all the minor changes. We also informed the various departments that both the Union and the University intended to build their relationship, and that the departments would play an important role in that process.

Looking to the future, we will expand the role of the existing Labour Management Committee. Starting with the Summer 2006 session, the Union will meet with the University each term to review all sessional appointments. We will also meet each spring to look forward to the next year's anticipated sessional appointments. These two processes should allow the Union to discover potential problem areas before they actually affect any individual members' workloads.

Finally, we will soon create the Sessional Professional Development Joint Committee. This group, with two representatives of CUPE 4163 and two from the University, will review applications to the Sessional Pro-D Fund and determine the recipients of money from the fund. Currently, the Learning and Teaching Centre handles all disbursements from the Sessional Pro-D Fund, with no input from the Union or any of our members. The new Joint Committee will create greater transparency, and allow sessionals to have opportunity to provide feedback on the Fund itself. Stay tuned for an information package about Pro-D in the Fall term.