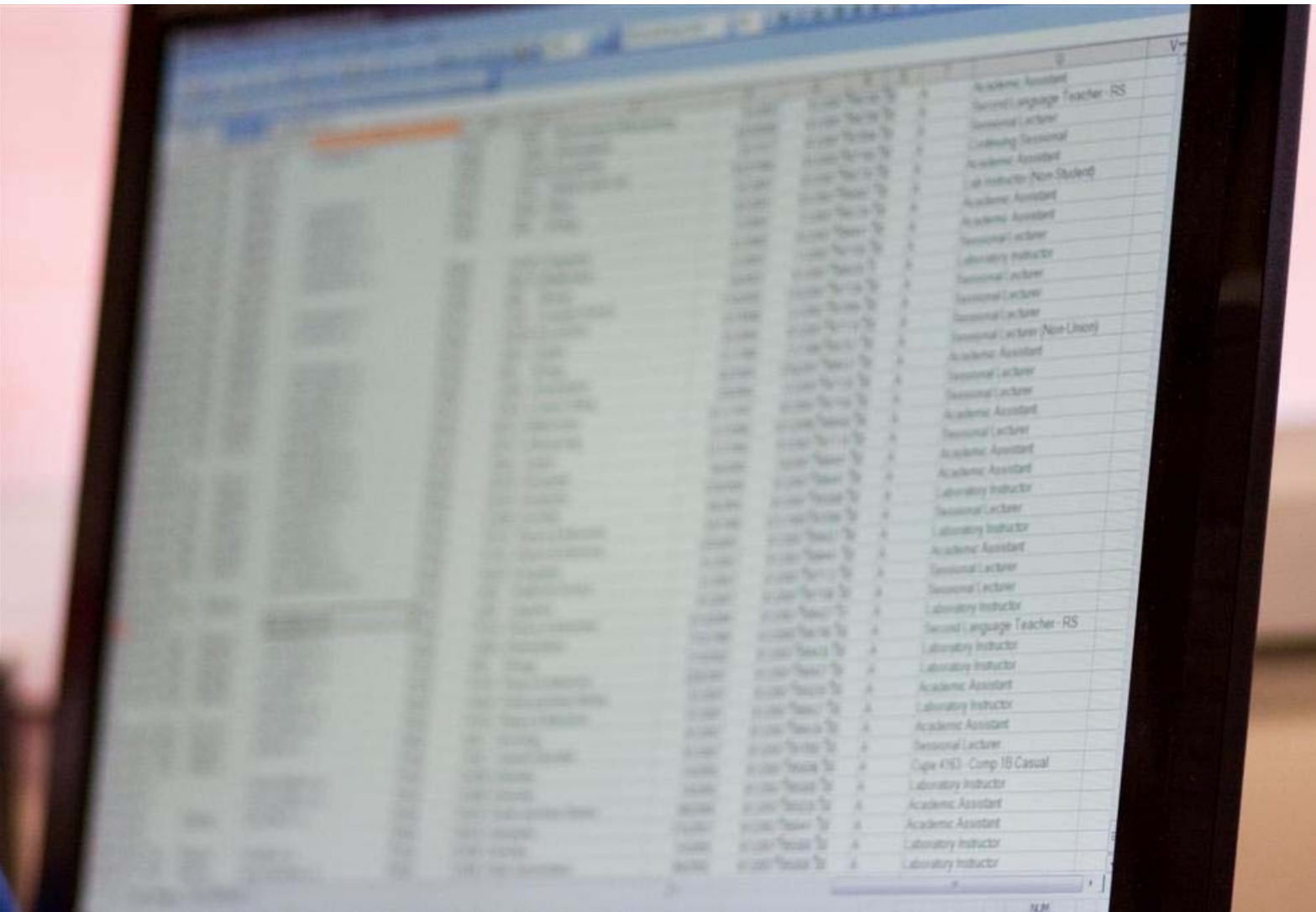


In Session

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

Winter, 2008



Calculating the List

Who makes the Continuing Sessional list
and who doesn't

Not Perfect, But Better

The move from UVic Sessional Lecturer to Trent Limited
Term Professor

Faculty Women's Caucus

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President's Message

What's inside this issue



I'm very pleased to see that we got this issue of *In Session* out in January instead of during inter-session. When our 2007 issue of *In Session* was finally ready last May, I was disappointed that our distribution list was so much smaller than in the regular academic year because many of our members were not affiliated with UVic in May. We made a push to get this issue out at the start of January, and I write this message between December exams.

I'm also very pleased to announce that our newsletters *In Session* (Component 3) and *The Leaked Memo* (Component 1) received an award at the CUPE National Convention in Toronto last November. This was an award for newsletters serving locals in the 1000 to 3000 member category. Thank you to all our contributors to our newsletters and to our staff members Melissa Moroz and Chris Robinson for creative and technical contributions and for getting the newsletter into print and onto the CUPE 4163 website. Check out our previous newsletters at cupe4163.ca.

In this newsletter you'll find:

A FOLLOW-UP ON LIMITED TERM VERSUS SESSIONAL LECTURER CONTRACTS: Dr. Dave Thomas was our VP II from last October 2006 until August 2007. In the Summer 2007 Newsletter, Dave wrote a position piece on the Limited Term Assistant Professor contracts, and as it turned out, got himself one of those at Trent University in Peterborough. We sure miss Dave on the Joint Executive, and as the one who headed up the Political Action Committee for our local, but of course we wish Dave the best in his new job. Read his article "Not Perfect, But Better" for his follow-up.

DID YOU KNOW? Some useful facts and figures about UVic sessionals, CUPE 4163, and CUPE National.

MORE ON THE PROFESSIONAL DEVELOPMENT FUND FOR CONTINUING SESSIONALS: The next deadline for applications to the fund is January 31st. Dr. Allison Barnes (Philosophy) writes about

how she benefited from the fund, as do I.

INFORMATION ABOUT THE FACULTY WOMEN'S CAUCUS: Dr. Celeste Derksen (English) writes about the inclusion of sessional lecturers in the Faculty Women's Caucus, and Associate Professor of History Lynne Marks points out that the FWC's newsletter *The Purple Prose* is of interest to sessional women. A lunch event in February and a mini-conference in March will also be of interest to sessional women.

A LIST OF YOUR REPRESENTATIVES... AND VACANCIES: The Long Service Sessional Lecturer representative on senate was Sunil Kaplash until December 31, 2007. Thank you, Sunil, for representing us at senate meetings. Susan Turner will take over Sunil's senate seat from January 1 to June 30, 2008. On the back page, you'll find your representatives on various committees. We still have a number of vacancies, so if you are interested and willing to get involved and represent us on a committee, please let us know.

Dave McKercher came to UVic in 1985 for his B.Ed. Degree and stayed on as a biochemistry lab instructor. He completed the French Language Diploma Program, and then an M.A. in Linguistics at UVic. His Ph.D. is from Stanford University, with a focus on polysemy and first language acquisition. He is a Continuing Sessional Lecturer in the Department of Linguistics.

In Session

Newsletter for CUPE 4163
University of Victoria's Educational Employees' Union

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This newsletter was produced with both volunteer and union labour. CUPE 4163 staff are members of the Communications, Energy and Paperworkers, local 467. The newsletter is printed at UVic by CUPE 951 members.

Submissions

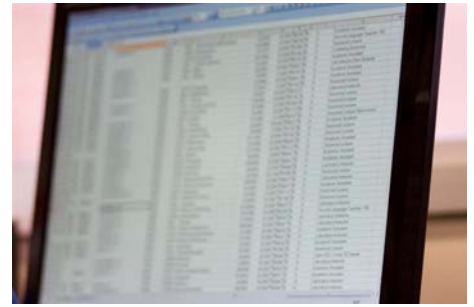
Please submit letters, comments, ideas and articles for "In Session" to our e-mail address at cupe4163@uvic.ca.

About CUPE 4163

CUPE 4163 is made up of approximately 1500 members and represents: Specialist Instructors (Teaching Assistants, Lab Instructors, Computer Lab Assistants, Academic Assistants, Cultural Assistants and others), Second Language Instructors, Sessional Instructors, and Music Performance Instructors. Together, CUPE 4163 members perform about 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. Component Three is made up Sessional Instructors and Music Performance Instructors.

Calculating the List

Who makes the Continuing Sessional list and who doesn't



In the 2002-2005 Collective Agreement between UVic and CUPE 4163, Component 3, there are two lists of individuals. Appendix A is the Long Service One List: Sessional Lecturers (SLs) and Music Performance Instructors (MPIs) who had taught at least 6 units per assignment year (May 1 to April 30) in at least 4 of the 6 years ending April 30, 2003. Appendix B is the Long Service Two List: SLs and MPIs who had taught at least 3 units per assignment year in 5 out of 6 years ending April 30, 2003. Appendices A and B were lists of individuals, lists that were “frozen” for the duration of the contract.

The current Collective Agreement (May 1, 2005 to April 30, 2010) did away with frozen lists and modified the idea of Long Service SLs/MPIs to “Continuing Sessionals” (seemingly an oxymoron to have continuous sessional work, but it’s just a label). Instead of a list of individuals named in the contract, Continuing Sessional (CS) is a designation that individuals acquired for teaching a minimum of 7.5 units per assignment year in 3 out of the 5 years ending April 30, 2006.

Why the increase from 6 to 7.5 units? This followed from the notion of “half-time sessional” and the determination that 15 units (ten 1.5 unit courses/year) is full-time sessional work. The trade-off of the increase to 7.5 units was a decrease in the minimum length of time it took to acquire the designation, from 4 years to 3 years. It does not need to be 3 consecutive years (May 1 to April 30) since the window is 5 years.

The other change in moving from the LS concept to the CS concept was that the CS list would be “thawed” and individuals would either lose their CS status (due to a teaching load decrease), acquire CS status (by meeting the criteria of 7.5 units/year in 3 of 5 years ending April 30, 2008), or keep their CS status.

And this is the point where we are now. Some sessionals will receive a letter from Human Resources this spring explaining that they met the criteria and have the option of accepting a “Continuing” designation. CS status means a regularized semi-monthly salary and continuing benefits, even in terms in which you don’t teach. It also means you can’t apply for EI because there is no layoff. If you decline CS status, it means things stay as they were – you apply for posted sessional work and your salary is based on number of courses per term.

Other sessionals will lose their designation because they either retired, took severance, or were not re-appointed to teach half-time in the last 5 years.

There is an exception to this, though! Those sessionals/MPIs who were on the Long Service One list in the 2002-05 Collective Agreement and who met the old Long Service One criteria but not the new CS criteria were grand-parented until April 30, 2010. For those individuals, increasing the teaching load to half-time (7.5 units, or five 1.5 unit courses, per year) is needed to maintain CS status beyond 2010, assuming this designation and associated criteria are maintained in our next Collective Agreement.

There is another group of sessionals who would like to achieve the “Continuing” designation (or perhaps expect it) but who won’t meet the current criteria. This is for a variety of reasons including maternity leaves, sick leaves, or a lack of courses available for term sessionals. These hard cases are important for us and we’d like to hear from you.

What about the rest of the sessionals? Sessionals who are not “career” or “career-track” sessionals make up a diverse group: “articling” sessionals – grad students and newly

minted Ph.D.’s who want some teaching experience before moving on to other jobs in academia or elsewhere; “hobby” sessionals – professionals such as doctors, lawyers, speech pathologists, and business people who teach a course or two; “professor” sessionals – retired professors from UVic or elsewhere who choose to keep on teaching; and practicum supervisors – teachers who supervise student-teaching practica and are in our component. This is a diverse group, so if there are things you’d like to see in the next Collective Agreement, we’d like to hear from you and see you get involved.



DID YOU KNOW?

In 2006, CUPE renewed some 950 collective agreements. On six occasions we had to hit the picket lines. This amounts to a 99.4% renewal rate without having to resort to strike action.



Faculty Women's Caucus

Encouraging More Active Presence of Sessional Members

A few words from Celeste Derksen

Faculty Women's Caucus Steering Committee
Continuing Sessional Department of English

Lynne Marks (Department of History) has indicated that one of her priorities as new Chair of UVic's Faculty Women's Caucus is to facilitate a more active presence of sessional members in the Women's Caucus, and to better identify and address the concerns of its sessional membership.

To this end, the Chair hosted two information-gathering lunches in October and November, which were attended by women sessionals from different departments who answered her open invitation.

The lunches yielded a number of initiatives. The Caucus plans to set up a separate listserv to further encourage dialogue among sessional women members of different departments. One subject that was broached at the lunches, and

which may be a topic of discussion on the listserv, is the name "Faculty Women's Caucus" itself. **The Caucus is considering a possible name change as a step towards becoming more inclusive, and the Steering Committee is interested in hearing suggested alternatives.** The Caucus will also host a day of workshops for women in spring, to coincide with International Women's Day. There are plans to include combined workshops for both regular faculty and sessional members, as well as separate workshops which would address more specific group needs and concerns.

I would like to add a line of appreciation to Dr. Marks for her commitment to inclusiveness – and for lunch.

...and from Lynne Marks Chair of the Faculty Women's Caucus

I very much enjoyed meeting with sessional women at two lunches over the past term. For information about the discussions at the lunches please see the Nov/Dec issue of Purple Prose. If you are not on the mailing list, please feel free to contact me at LSMARKS@uvic.ca.

Next term **in early February we are planning a lunch forum on work/ family issues** which will feature speakers discussing the tensions facing academic women who juggle work and family. One of the speakers will be Kristin Semmens, a sessional instructor in the History department.

On March 7th we will also have a mini conference titled "Recognizing Difference/Building Community", which will include workshops on a range of issues of concern to academic women. One of the workshops will focus on the concerns of sessional instructors.

DID YOU KNOW?

In Canada, women still only make 71 cents for every dollar earned by a man, racialized women only 64 cents and Aboriginal women only 46 cents.

Women make up 60% of continuing sessional lecturers at UVic.

CUPE has been instrumental in pushing for legislation on child care. However, Canada still does not have a National Child Care strategy that supports universal access to quality non-profit child care. Large, corporate for-profit child care firms (e.g., ABC) are expanding to fill this vacuum.

CUPE is the largest labour union in BC with a total of 110,000 members. Main sectors: health, municipalities, libraries, school boards, post-secondary, paramedics, social services and transportation.

Not Perfect, But Better

The Move from UVic Sessional Lecturer to Trent Limited Term Professor

Dave Thomas is a past CUPE 4163 executive member. He moved to Peterborough in August to take a Limited Term Assistant Professor Contract at Trent University.

Last Spring I wrote an article for *In Session* pondering the question of why UVic chooses not to hire many Assistant Professors on Limited Term Contracts (LTCs), but rather fills the bulk of its teaching vacancies with sessional instructors. In lamenting this sad fact I also urged CUPE 4163 workers to become more mobilized in order to pressure the University on this issue. At the time, I was working as a sessional instructor in the Political Science Department at UVic. I am now at Trent University in the International Development Studies (IDS) Department working on a 9-month LTC. This short piece will serve as a follow-up to the previous article, and hopefully provide some insight into the impact of this move from sessional to LTC.

First, it is important to note that my teaching load is lighter at Trent than at UVic (five courses this year, six last year), yet my compensation is much higher. I earned roughly \$30,000 at



UVIC (about \$5K per course), and this year my salary is \$54,000. The only added responsibility I have at Trent is a very minimal commitment to administrative duties for the Department. Second, every con-

tract faculty member at Trent receives research funds for books, conference travel, etc. of approximately \$700 per year. As you may or may not know, only continuing sessionals at UVic are entitled to even *apply* for professional development money, and there is no guarantee you will receive anything.

Third, I have a full package of benefits, 100% paid for by Trent. This includes dental, physiotherapy, naturopath, chiropractic, massage therapy, vision, etc. In addition, I can also include my common-law spouse on the benefits plan. That's right, a *real* benefit plan for both of us, 100% paid for by the University.

MEMBERS IN PROFILE



Paul Mohapel

Sessional Lecturer, Psychology
Recording Secretary

Paul Mohapel 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. He then spent five years in Sweden working as a medical researcher and lecturer before returning to Victoria.

Paul frequently designs courses and lectures for psychology, leadership and business programs at various Canadian and international universities. He also consults in the areas of leadership development, organizational effectiveness, and is a certified facilitator and coach in emotional intelligence and instructional skills.

Paul is serving his second year on the Joint Executive and is currently the Recording-Secretary for Component Three.

Professional Development

For Continuing Sessional Lecturers at UVic

The deadline for submitting a Pro-D Application is January 31, 4:00 PM, HHB 126

This is a new fund to support the professional development of Continuing Sessionals at UVic. Deadlines are twice per year. Guidelines and application forms can be found online:

<http://lrc.uvic.ca/scholarships/ltgrants.php>

Report from Dave McKercher

I applied for funds from the Professional Development Fund in order to attend The Biennial Meeting of the Society for Research in Child Development in Boston last March. This conference brings together a diverse group of researchers, including those who work on first language acquisition, cognitive development, and relations between them. There were over 8000 participants, with 14 poster sessions of 220 posters each, and 25-30 paper symposia in any given time block (3 to 5 time blocks per day). With a couple of colleagues from the University of Virginia, I presented a poster on children's acquisition of English irregular morphology.

The conference helped my teaching in that I learned some of the latest developments in topics related to the psycholinguistics course I teach. In addition, I met with one of the editors of the text I use for LING 110 (Language and Thought). Since the conference, we've exchanged course outlines and, therefore, ideas on the scope and sequence of topics.

The conference also helped me on the research front. The positive feedback we got on our poster led us to write up the results for publication. After a few back-and-forths

with the journal *Child Development*, our paper has been accepted and will appear in the journal in 2008. Though research is neither supported nor expected of Sessional Lecturers, it does contribute to one's teaching by allowing the incorporation of first-hand research experience in lectures. Overall, I believe the Pro-D Fund contributed greatly to my teaching (and I got to see Boston for the first time).

Report from Allison Barnes

The Pro-D application form is straight forward. You are asked to briefly explain the way in which your proposed event/conference will "translate directly into your teaching and contribute to your students' learning". I received funding to present a paper at a conference in Budapest, Hungary last summer. I wrote a paragraph arguing that participation at the conference would help me to improve content and content delivery for *Minds and Machines*, a course I teach in the Philosophy department.

The material in the course has to do with philosophical/methodological problems associated with research in artificial intelligence and cognitive science. The course is interdisciplinary; the pre-requisite is three credits in philosophy, psychology, biology or computer science. Teaching-wise, it is challenging to deliver content to such a variety of students.

Toward a Science of Consciousness is organized annually, last year by the Hungarian Cognitive Science Foundation. My presentation was on the topic of mental state ascription. I enjoyed attending workshops within as well as outside of my area of expertise.



Did you know?

Some facts and figures about sessionals

1. There is a total of **68** Sessional Lecturers and Music Performance Instructors with “**Continuing**” status and about 30 Grand-parented Long Service II Sessionals (see Letter of Understanding #5 in the current Collective Agreement).
2. The **number of Continuing Sessional** Lecturers will **change on May 1, 2008**. Some will lose their Continuing status because they didn’t teach enough and were not grand-parented for 4 years (See the article “Calculating the List” on page 3).
3. The **total number of Component 3** members changes term-by-term. In October, 2007, we had about 480 members. These include graduate students who teach courses, retired UVic professors who come back to teach courses, retired professors from other universities who retire to Victoria and teach courses, professionals (lawyers, doctors, artists, etc.) who teach courses, recent Ph.D. graduates who take sessional lecturer positions as a first job, and those who make sessional lecturing their careers and return year after year to teach courses.
4. At one time sessionals were informally part of the Faculty Association, but the result of a vote of **Faculty Association** members in the 1990s meant the **exclusion of sessionals** in the Association. The sessionals joined CUPE 4163 in 1999 as a separate component within the local.
5. There are about a **dozen CUPE locals** that represent **sessionals**, including 3287 (University of Saskatchewan), 3902 (University of Toronto), 3906 (McMaster University), 3908 (Trent University), 3909 (University of Manitoba), 3912 (three universities in Halifax), and 3913 (University of Guelph).
6. You can check your **pay stubs in uSource** and ensure that the university is contributing to your “wages in the future” (i.e., **your pension plan**).
7. Sessionals do not have **Long Term Disability (LTD)** as a benefit. If you are concerned that a critical illness will lead to economic hardship, you should consider buying private LTD, critical illness, or mortgage insurance. Also, if you feel strongly that the bargaining team should work for LTD benefits in the next contract (2010), then make yourself heard or, better yet, get involved in bargaining!

MEMBERS IN PROFILE



James Rowe

Sessional Lecturer, Environmental Studies
2nd Vice President

James Rowe is a PhD Candidate in Politics at the University of California, Santa Cruz. He completed his undergraduate degree at UVIC and is pleased being back in Victoria teaching in the School of Environmental Studies while finishing his dissertation.

While in California James worked for the Service Employees International Union and was active in the TA union at UC – the United Auto Workers. James is currently the 2nd Vice-President of Component 3. James also volunteers for the Victoria Street Newz.

Born and raised in Edmonton, he remains amazed at how amazing the Oilers remain even while losing with abandon.

CUPE 4163 Social Justice Fund Members' Choice: "Our Place"

At the CUPE 4163 Semi Annual General Meeting in October, members voted that the recipient of the CUPE 4163 Social Justice Fund be "Our Place". (See www.ourplacesociety.com)

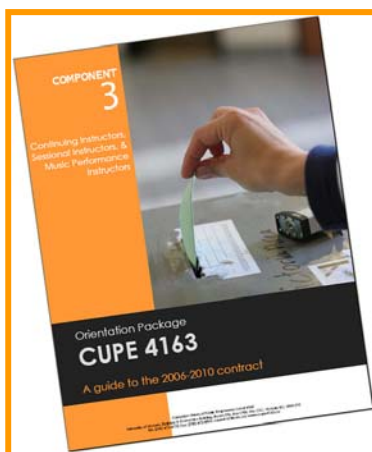
Once a year CUPE 4163 members donate \$1 from their pay cheques. This fund is used to donate to groups working around the world that pursue goals that members deem important. Past beneficiaries include: The Stephen Lewis Foundation (twice), the Mustard Seed, Save The Children Foundation, and Haliburton Farm.

Send the union an email with your suggestions for the next recipient. Members will choose the next recipient in March.

Workshops for CUPE Members

CUPE is happy to bring a series of workshops to UVic. Workshops are held at the University Club. We'll pay for your registration and buy you lunch. Topics include: "Basic Stewarding" on January 21 and 22; "Duty to Accommodate" on February 25; "Representing Members at Meetings" on March 10; "Union Supervisors in the workplace" on April 14; "Worksite Harassment" on April 28; "Financial Officers" on May 26 and 27. For course descriptions: www.cupe4163.ca Please email the office for more information and to sign up!

CUPE *education*
where the **action** is!



Get Oriented!

The Component 3 Orientation Package is your guide to the 2006-2010 contract. It simplifies the contract into one page, and explains how the union works.

You can download a colour pdf copy from our website or email us for a B&W printed copy.

Committee Representatives... and Vacancies!

University Committees

Senate: Susan Turner (to June 30, 2008)

University Safety Committee: Dave McKercher, Tina Sagert (alternate)

Employment Equity: VACANT (meets 3rd Tuesdays, 2:30 to 4:00 p.m.)

Educational Equity: Susan Turner

Joint UVic/CUPE 4163 Committees

Pro-D: Paul Mohapel, Susan Turner, Dave McKercher (alternate)

Health Care Spending Account: Scott Priestman

CUPE 4163 Local Committees

We need members for the **Communications Committee**. Members on this committee create posters, newsletters, websites, emails, press releases, and more.

We also need members on the **Political Action Committee**. Members of the Political Action Committee work on larger political campaigns. With the Joint Executive, the Political Action Committee decides which campaigns will receive attention and implements strategies for action on these issues.

Please let us know if you're willing to serve. See our website for a full list of standing committees and their descriptions.

www.cupe4163.ca

Please mail to: