



CUPE 4163 Fall News 2004

Canadian Union of Public Employees, Local 4163
University of Victoria's Educational Employees

Teaching and Research Assistants, 2nd Language Instructors, Sessionals, COUS workers, Cultural Assistants, Lab Instructors, Music Performance Instructors

Sessionals gear up for Bargaining! Call for Contract Committee

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The Component Three collective agreement expires on April 30, 2005.

Prior to beginning bargaining next spring, the Contract Committee needs to review the current agreement, determine what issues we need to bring up at the bargaining table, and draft potential collective agreement language. As well, members of the Bargaining Team are usually chosen from among the Contract Committee.

If you would like to be a part of determining how the next collective agreement will look, please volunteer for the Contract Committee. We would like to get a diverse group of sessionals involved, including members from all faculties, long-service, non-long service, new teachers, experienced teachers, music performance instructors, summer session teachers, and members from visible minorities.

If you do not wish to volunteer, or cannot make the time commitment required

for the Contract Committee, we ask that you consider writing a story about your experiences as a sessional at UVic (or comparing these experiences with those at other universities or colleges). We can use these stories to strengthen our position at the bargaining table by providing the University with the real-life experiences of our members.

To volunteer, please contact Sean Hillman, Business Manager, at 472-4778 or email cupe4163@uvic.ca

Support the United Way

As many of you are aware, the United Way of Greater Victoria Campaign 2004 is underway. This campaign supports organizations that provide resources to assist with family stress & breakdown, poverty, violence, isolation & loneliness, and substance abuse.

The B.C. Federation of Labour and the Canadian Labour Congress have worked closely with the United Way over the years.

The partnership between Labour and the United Way is rooted in the shared goals of the two organizations - helping people in their daily lives.

Labour and the United Way share a common vision of building stronger, healthier communities and helping those in need.



Your contribution can make a difference. You can donate by filling out the form that comes to you through campus mail or e-mail "Rebecca Grant" rgrant@uvic.ca to obtain a form.

www.cupe4163.ca

CHECK YOUR CHEQUE!

The rules in the collective agreement mean nothing unless they are enforced. Please check to see that you are being paid properly, on time, and that your pay cheque includes all that you are entitled to (e.g., GTAF, UTAF, 4% vacation, etc). Below are a few common problems that we ask you to check for.

1.28% Pay Increase

Due to the BC Government's insistence that nothing be given to Component 1 non-students, we were unable to win improvements on wages & job security in this year's round of bargaining. However, Component 1 employees who registered onto the Pension Plan should receive a 1.28% wage increase to offset the increase in employee pension contributions. This pay increase was retroactive to January 1, 2004. If you are a Component 1 employee on the Pension Plan, please make sure you received this 1.28% pay

increase.

4% Vacation Pay

Most employees who work less than half time will receive 4% vacation pay on top of their hourly pay, rather than "time in lieu." An exception to this would be where an employee specifically requests to take time off instead of 4% pay, or where the employee is working full time or close to full time. If you did not receive 4% pay, please email us and (important) tell us if you received time off or not. If you did not receive 4% pay, and in addition did not receive time off either, then you are owed money and we may be able to get a reimbursement for you.

Undergraduate pay

If you are an undergrad and are performing the same senior level duties as a grad student, but paid less, then please contact us as soon as possible at cupe4163@uvic.ca. There are no



"undergrad" and "grad" rates of hourly pay, because you are paid for what you do -- not who you are. Please note, this does not mean an undergrad will receive the GTAF. We were unable to win equal fellowships for grads and undergrads.

Positive spaces & inclusiveness: creating a warm climate

Over the last year the executive has been developing an equity plan. We have consulted our members, student organizations, faculty and staff in Equity, Harassment and Human Rights to develop a list of specific actions that put flesh on the bones of the University's policy of inclusiveness and diversity. We have identified a number of key areas, as well as formal and informal ways of working on them. For instance, the university's Resource Centre of Students with a Disability does great work, but some students fall through the cracks. We need joint action by CUPE 4163, sister locals, the faculty association, student government and specialized student advocacy groups. These advocacy groups have been doing great work with students. To improve our equity plan we need more suggestions from every Department. Please give your suggestions or questions to your equity rep or the union office.

Equity Contacts:

Anthropology	Soma Morse
History	David Millar
History in Art	Eva Bapoula
Philosophy	Susan Turner
Sociology	Rachel Westfall

15 minute Health & Safety Survey

Last winter we posted an online H&S survey which identified an urgent air quality problem. We urge every member to fill it out. It will take only 15 minutes of your time, and may save your health or that of a co-worker. The questions cover workload, stress, and other areas that may affect our safety. If you have any urgent concerns, contact the union office, or Matt Guenther email: mguenthe@engr.uvic.ca, CUPE 4163's rep on the university-wide H&S committee. We will be happy to do the necessary checking and research for you.

CUPE4163

Stewards & Contacts

For contact info visit www.cupe4163.ca

Component One

Anthropology	Soma Morse
Anthropology	Liz Woodward
Biochemistry	Teresa Francescutti
Biology	Sarah Minnery
Chemistry	Max Buchmann
Child and Youth Care	Erika Antl
Computer Science	Mark Weston
COUS	Christel Bodenbender
COUS	Mike Cave
Earth and Ocean Sciences	Shannon McCallum
Economics	Ted Noakes
Electrical Engineering	Peter Hampton
English	Patrick Sullivan
English	Shiri Pasternak
Geography	Roger Stephen
Greek and Roman Studies	Richard Kavadas
History	Tim Percival
History	John Gow
History	Dan Bullard
History in Art	Angie Mallhi
Math	Bethany Smith
Mechanical Engineering	Jeff Wishart
Music	Nicole Anaka
PHED	Greg Mulligan
PHED	Rachel Blacklock
Philosophy	Stefano Mingarelli
Physics	Tayfun Ince
Political Science	Peter Henderson
Psychology	Allison Bielak
Public Admin	Adria Fradley
Sociology	Theresa Vladicka
Sociology	Jill Adams
Visual Arts	Megan Anderson

Component Two

English Language Centre	Mark Pomeroy
English Language Centre	Greg Melnechuk

Component Three

French	Michelle Couture
History	David Millar
History in Art	Dennine Dudley
Sociology	Phillip Vonnini
Philosophy	Susan Turner
Theatre	Juliana Saxton



Asbestos Poisoning?

Rumours have been flying over the work being done in the northwest corner of Clearihue. If you look up, way up the walls of the stairwells, you will notice little plaques warning whoever reads them not to disturb the stucco covered ceilings due to the risk of asbestos contamination. Naturally, Clearihue users inferred from recent signs of a protective zone around the worksite some such disturbance was occurring. But not so, says Andrew Rippin, Dean of Humanities. There is no risk of asbestos contamination in Clearihue from the current job. This work involved the removal of old floor tiles and the laying of new ones. The protected stairwell area has been used for carting the old tiles out of the building. Dean Rippin also assures Clearihue users there is no asbestos in the internal walls of the building so holes or gouges caused by hanging items in offices, etc., are not putting anyone at risk of asbestos poisoning.

Health and Safety Reps:

History	David Millar
Mechanical Engineering	Matthew Guenther
Sociology	Ken Hatt
Philosophy	Susan Turner
Theatre	Leslie D. Bland
Visual Arts	Konrad Kordoski





Long-Service Sessionals gain seat on UVic Senate

At its meeting on October 1, 2004, the University of Victoria Senate passed a motion allowing the creation of a Senate seat specifically for a Long-Service Sessional. This came as a result of consultations in the spring, between sessionals and the University regarding governance issues at UVic.

The University will conduct the election for the new Senate position in the near future. UVic Senate positions are for three year terms, and you must be half-time or more (Long-Service Sessional 1) to be eligible to hold the position.

Scholarships / Internships

Component Two members have proposed that our local consider funding a scholarship for an international student, to show our commitment to a welcoming, inclusive and diverse community of learning. Some Component Three members propose a parallel internship, open to any one of our members, that would finance their participation in postgraduate volun-

Of Importance to Sessionals

Check your seniority and benefits

Our staff have discovered that UVic Human Resources database has many mistakes. Check your seniority and benefits with the administrator of your Department. If this does not square with your record of courses taught over the past six years, or you are unsure of the benefits for which you are eligible, contact our staff at the union office so they can correct the official record. You do not have to do this on your own.

Do you have the wrong ID card?

Many sessionals were issued "Affiliate" instead of "Faculty" cards by mistake. This can cause serious problems, such as library privileges cut off at the end of a contract, just when you need them for research and course prep, loss of recreation admission, etc. Call the union office if you have an "Affiliate" card and we will arrange a batch of the proper cards with the ID centre.

Department contact people needed, one hour a month

We are seeking three volunteers in each Department, to keep time to a minimum. (1) a *contact* person for that Department, to pass on colleagues' concerns to our office (if they are shy about doing this themselves), and emergency messages from the union executive. (2) an *equity* rep to help us create a "warm climate" for an increasingly diverse community, and to check that the University is fulfilling its legal duty of accommodation – adjusting the workplace and workload for those who are pregnant, ill, injured or disabled (this includes invisible disabilities such as tension and chronic illness). (3) a health & safety rep to check up on colleagues' workplace equipment, overcrowded classrooms, safety at night, etc. This may include issues such as repetitive wrist injury on computers, lack of ergonomic chairs or workstations, chemicals or mould, workload, stress, threats, bullying and harassment, childcare, and health benefits. The H&S rep would report both to the union office and to building committees but would not have to attend formal meetings.

ter work, local or international. Many non-governmental organizations seek such interns, but require that those chosen raise their own funds. Such an internship would allow a member to do important, socially useful work related to their discipline, and greatly increase their future employability. Our executive is looking at the best ways of administering these plans and judging applications – preferably through existing UVic scholarship committees, NOT by adding to the workload of our staff or executive. We welcome your suggestions to C2

president Greg Melnechuk
gregchuk@uvic.ca or C3 president
David Millar dmillar@uvic.ca.



FALL 2004 Grievance Committee Report

A grievance occurs when part of the contract is violated, or when a member's legal rights are violated. Members of the Grievance Committee (GC) review cases to determine the best course of action for the members, and sign off on any resolutions. Over 90% of the cases handled reach resolution in the informal stages, and do not progress to a formal grievance or to arbitration.

The GC is currently working on just under 30 active cases, involving a much larger number of members who are seeking possible redress. The vast majority of the cases are in Component One and involve people who were either not hired or who received fewer hours than expected.

Component One

In Component One, most of the cases have involved disputes over appointment procedures. With rising tuition, competition for TAships is increasing, yet the number of graduate students

has increased more than the number of TA positions. Consequently, not everyone who wants a TAship is receiving one. The GC is investigating cases where members with higher priority were not hired over other members with lower priority. The other cases in Component One are: working more hours than paid; not receiving 4% vacation pay; late paycheques; and failure to follow proper disciplinary procedures.

Component Two

Component Two has been quiet this Fall term, with only a couple cases where the union is ensuring that the rights of those who are under performance reviews are respected by management.

Component Three

Component Three has also been relatively quiet so far this fall. We are working with two departments regard-

ing sessionals' access to the resources required for teaching effectively. We continue to receive questions regarding the benefits eligibility rules for sessionals. It is apparent that the current rules create a lot of confusion and difficulties for our members. Hopefully, this will be something that the Contract Committee investigates further as it prepares for bargaining in 2005. Recently, we negotiated with the University to achieve the first severance agreement for a Long-Service Sessional. We also worked successfully with the University to ensure the Unit Allocations for two Long-Service Sessionals remained intact, despite the fact that courses previously taught by the sessionals became unavailable. In both instances, teaching in other departments will be counted towards the individual sessional's Unit Allocation requirements.



FALL 2004 Labour Management Committee Report

While the Grievance Committee deals with individual grievances, the Labour Management Committee (LMC) deals with the administration of the collective agreement at a policy level. Resolutions come in the form of "Letters of Understanding" and "Letters of Agreement," which can be worked out in non-bargaining years.

Currently, Component One's LMC is working on issues of interpreting the Appointment Priority, including possible improvements to the wording for the next round of bargaining. A subcommittee called the "Variance on Appointment Priority Policy A" (VAPPA) will be reactivated after the summer to work with Departments who are requesting exceptions to the main Appointment Priority policy. A third issue the volunteers on LMC 1 are working on is the reclassification

of several non-student long-service employees into professional positions with job security, better pay, and benefits.

Soon, the LMC 1 will work on Job Classifications for all the positions within Component One. A clear set of job classifications will help prevent contracting out, more clearly define job duties, and help provide job security to long service employees holding unique positions.

The Component Two LMC is currently working with the English Language Centre to determine when a substitute teacher becomes the regular teacher for a course. This occurs when the original regular teacher is on sick leave for a lengthy period.

In Component Three, members of the

LMC met in the spring with Vice-President Academic and Provost, Jim Anglin, regarding issues of sessional involvement in University governance. As a result of these meetings, the Vice-President Academic, Jamie Casseles, forwarded a number of recommendations to UVic President David Turpin. This included the recommendation to create a seat on the UVic Senate for a Long-Service Sessional.

As well, CUPE 4163 President David Millar has been meeting with sessionals in individual departments to discuss issues of governance, equity, health & safety, and other issues important to sessionals. If your department has not scheduled an orientation with CUPE 4163, please ask them to contact our Communications Director, Melissa Moroz, at 472-4778.

Coalition of Graduate Employee Unions Report

By Shiri Pasternak

New York City. Columbia U was hosting the annual CGEU (Coalition of Graduate Employee Unions) meeting and nobody else on the executive of CUPE 4163 could go. Although I had only just joined the executive, the other members encouraged me to attend, explaining that I would learn much about union organizing and meet great people from across the continent. And so I went to New York to find out what I shared in common, if anything, with other graduate student employees from across North America.

The conference was held at Columbia University, an impressive school with stone shouldered gates and a prestigious campus estate bordering Harlem and the Upper West Side. Late to the first morning of introductions I slipped into the lecture hall expecting a din of grave speculation and strategy. The somber news that the National Labour Relations Board (NLRB) had banned students at private universities from organizing unions had been predicted to dominate the meeting. What I found was a packed auditorium with a line-up of people roping around the room waiting for their turn on the microphone. One by one, representatives from each union present stepped up to the front of the room, introduced themselves and announced the

struggles, victories, and losses their union experienced over the past year. Some of the graduate student employees had been fighting 10 years or more to even unionize their campuses: they had no health care, no benefits, no contracts, and no job security, but they were not giving up. Almost everyone ended on the note that the NLRB's decision would be defeated by the spirit of the unions. The crowd sent everyone off with supportive rallying and punctuated stories with either excited cries of congratulation, or sympathy when members had been had by the administration.

I attended several workshops over the next few days, including two great ones on contract negotiations and research campaign strategies. In the smoking section outside of the building I learned almost as much as I did inside the conference. Students from universities all over the States told me about how the Republican-dominated labour board reversed a decision that had determined that graduate student employees at private universities were classified as "workers." Now that they were no longer "workers" they have no rights to organize unions, demand fair wages, health care, benefits, or make any impact on the governance of the university. We even went down to the National Labour Relations Board on Wall Street and protested in the pouring rain at a tall gray building. The action was useless, I felt, especially as building employees crossed our picket lines without a second thought, and men in suits barged recklessly through, deliberately brisk. But every time a New York City fire-truck or utility vehicle drove by and honked their horns in support, I felt the glow of solidarity, the unusual delight of being more than the bodies immediately present, and it gave me the energy to squeeze out a few more drenched rounds of "Solidarity For-

ever." It was on this picket line that I learned from the Dalhousie students that Alberta recently introduced similar legislation to the NLRB's.

There were Canadian students at the

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www.cgeu.org

conference from the University of Toronto, Dalhousie University, Simon Fraser, UBC, and me, from UVic. This Canadian caucus met and decided we had unique Canadian issues that the CGEU couldn't address. For example, how could we coordinate better with other unions within Canada? How do we make alliances with non-unionized universities? What are the implications of the Albert case to ban unions? Next year, the first ever CCGEU (Canadian Coalition of Graduate Employees Union), is tentatively scheduled for Winnipeg. The conference will be held for the purpose of strengthening our organizing base and sharing skills across Canada. The next CGEU, though, will be in Madison, Wisconsin. Just two more reasons to run for office.



How to calculate the GTAF and UTAF?



In January 2004, CUPE 4163 won Graduate Teaching Assistance Fellowships (GTAF) and Undergraduate Teaching Assistance Fellowships (UTAF) for Component One members enrolled as students in a degree granting programme. Although, the GTAFs and UTAFs are related to the number of hours members work, they are also capped at a certain level and are rounded off to the tenth decimal place. Please note, the GTAF and UTAF money is in addition to your hourly pay rate of pay and any scholarship money (e.g., GTF) you may be receiving. The GTAFs will be paid as a lump sum at the end of January and September and in July for the Summer session. The UTAF may be paid either at the same time or (as in COUS) when the final hourly allotment is calculated at the end of the term.

Here is how to calculate the amount of GTAF you'll receive:

as of September 1, 2004:

FTE (Full Time Equivalent) divided by 0.35 times \$482.46 per term, to a maximum fellowship value of \$550.00 per term.

Here is how to calculate the amount of UTAF you'll receive:

as of September 1, 2004:

FTE (Full Time Equivalent) divided by 0.35 times \$122.50 per term, to a maximum fellowship value of \$140.00 per term.

How to Calculate Full Time Equivalent:

1. Multiply the number of weeks in your appointment (usually 14) by 35 to determine the number of hours in a full time appointment (1.0 FTE).
2. Divide the number of hours in your appointment by the result in step 1 to determine your FTE (round to two decimal places).

A Welcome to International Students

International students come to UVic as ESL, undergraduate, graduate and co-op students. The university makes a huge profit on fees from several of these categories, and also benefits from worldwide alumni networks. As a union of UVic instructors, we welcome these visitors, and together with our sister CUPE locals of staff, food, housing and maintenance we are planning some international days on campus. In the long run, we hope to persuade UVic to create an international center where Canadian and other students can meet, similar to the First Nations' Big House.

UVic is big business - A few economic facts

Employing 4287 people, UVic is the 4th largest employer in Victoria. There are 701 regular continuing faculty, 468 sessional instructors, 806 specialist/instructional staff, 1598 staff. About 70% of the instruction at UVic is done by CUPE 4163 members, receiving less than half the pay and (even long-service members) few of the benefits of regular continuing faculty. The student enrolment is 18,415, including 2359 graduate students. UVic's annual revenue is 299 million dollars. President David Turpin recently received a 60% pay raise. Teaching Assistants received a zero percent wage increase. To see a list of faculty members earning over \$100,000 go to the union website.

Union education

CUPE provides free courses for union activists. Aboriginal members will be interested in a province-wide effort by CUPE. Travel funds are available for the second aboriginal conference to take place in 2005, and it is a superb way to develop leadership skills and networking. A course in conflict resolution (in workplace, family and personal relations) is being offered in Victoria in November. Other courses may be taken at Parksville in November, and Naramata in February. For fuller details, see our website www.cupe4163.ca and contact the office if you are interested.

[www.CUPE 4163.ca](http://www.CUPE4163.ca)

Want to know if you have a shop steward in your department? **Contact Shannon McCallum**
sdmccall@uvic.ca

Do you want to write something for the CUPE 4163 newsletter?
Please email your submission to Melissa at
talk4163@uvic.ca

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Please send to: