



NEWS

Volume 20 No.1 November 2004

Concordia University Part-time Faculty Association Newsletter

CUPFA Celebrates 15th Anniversary with Gala

On October 16, 2004, at the Hilton Bonaventure, CUPFA members and guests celebrated the 15th Anniversary of the Association. It was an opportunity to thank the membership, bring them together with administrators from Concordia and representatives of other part-time faculty unions in the province, to showcase our achievements and the talent of our members in the music department, and to just plain have a great time. The maquettes produced by the four finalists in the Art Competition were displayed, while guests had cocktails and listened to Gary Schwartz' Jazz Trio. The winning submission, by Holly King, will be placed in the new Fine Arts/Engineering and Computer Science building. We are proud it will serve as a lasting legacy for all part-time faculty in full view to the general public.

Members of the Executive served as hosts for the evening, with Leslie Cohen as Master of Ceremonies. Martin Singer, Provost and Vice-President, gave the opening toast, congratulating the Executive on their work, and stressing the value of part-time faculty at Concordia. Similar sentiments were echoed by Me Pierre Descoteaux, MNA Groulx and Parliamentary Assistant to the Minister of Labour. Reminded of his own experience as a university part-time faculty member, he assured part-time faculty of the continued support of the Quebec Government.

Craig Morrison's rock and roll band, Vintage Wine, with Mike Pinsonneault on saxophone, kept everyone dancing late into the evening. Thanks were offered to the budget officers who are so helpful to our members with Professional Development, to Maria Peluso for her many contributions over the years, and to Karen Taillon, who runs the CUPFA office and whose patience and warmth is appreciated by us all.

We hope to have other get-togethers in the years to come, and invite all members to join us.

2002-2005 CUPFA Executive

President

Maria Peluso

Vice-President, Internal

Leslie Cohen

Vice-President, External

Pierre Ouellet

Treasurer

Umanath Tiwari

Secretary

David Vivian

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Office Hours

Monday, Tuesday & Wednesday

9:00 a.m. - 4:00 p.m.

Grievance Clinic - By appointment

Pierre Ouellet, Grievance Officer

Professional Development Clinic

By appointment

Leslie Cohen, Chair PD

President's Message

Maria Peluso

Throughout this 2004-05 academic year, we have the great pleasure, and honor, of celebrating the 15th Anniversary of the Concordia University Part-Time Faculty Association. We are growing in stature and influence within the university and our value is slowly being recognized. We can look back over these 15 years and see how far we've come in terms of our benefits, professional development and salaries. It's even harder to imagine the days when we had no medical drug plan, no tuition waivers, no representation on the Faculty of Commerce (JMSB), Faculty of Engineering and Computer Science or on Advisory Search Committees at any level. We've accomplished a great deal and are still growing stronger.

We kicked off our 15th Anniversary celebrations with a series of events beginning with this year's Concordia Memorial Golf Tournament, the Concordia Shuffle, the CUPFA Art Competition Project and our Gala Banquet held this past October. It was great to see so many members celebrate and support our 15th Anniversary. For those of you who were unable to attend, enclosed you will find the brochure we prepared about the Association for the Anniversary Gala and a small token of our appreciation. The key chain is the best possible symbol of who we are: linked to our Association and working world around us -- a key to our ongoing relationship with the university and our students.

There are a number of other 15th Anniversary events scheduled in the new year. You can participate in Campus Equity Week in the atrium of the McConnell Library Building from Monday, November 22 to Wednesday, November 24, from 10 a.m. to 2 p.m. Here we will be filling-out "Report Cards" about our current working conditions, and launching our next official postcard: "Teacher's Working Conditions are Student's Learning Conditions." Please drop-by to support our Campus Equity Kiosque. We invite you to participate in this initiative so that we can deliver a clear message to the university administration. Fill out the enclosed postcard and return it to our offices at K-340; feel free to pick up more for your students. These postcards help to ensure that our voices are heard in the right places during our current negotiations.

Our negotiations are progressing slowly. We have completed Article 9 on greater mobility for newer members to apply for available posted courses, Article 12 on disciplinary measures, Article 22 about privately run academic programs (the eConcordia.com issue as an example or the Goodman Institute), a new Appendix H (the new application form for teaching), Appendix F-A for Music, Appendix F-B for Theatre, and

Appendix C about course cancellations. We have also completed Article 17 on Professional Development (except for the monetary issue), and are in the process of completing Article 8 (seniority) and Article 11 (course evaluations). We still have a tough road ahead. The essential articles still remaining are Article 10 (hiring) and Article 7 (class enrolments); we hope to start these Articles soon or in the new year.

In the interim, the University is busy with new strategic plans for Concordia's future. Some of the news we hear is disheartening. Consider the following disconnected information put forward by some administrators: "Part-time faculty do not do research." "Part-time faculty are not available to see students." And this one: "Part-time faculty do not participate or get involved on committees." Our response to this is clear and accurate. To the first comment, we'd like to point out that while we are pleased to conduct research, we can only do it with more professional development funding and remind the commentators that part-time faculty are ineligible for many funding agencies. Secondly, if we had decent and fully equipped offices, we could see our students instead of meeting in coffee shops. Lastly, we must counter the accusation of lack of participation by pointing out that part-time faculty have had to fight for every place on every committee where they now sit. We are still trying to obtain voting rights for all our representatives in Senate; we were denied representation on the Search Committee for the Vice President Advancement and we are often advised about department meetings without consultation about our availability.

We are painfully aware of the collusion between universities in Quebec and the provincial government, who wish to re-engineer the educational portfolio with greater privatization of programs and greater fragmentation of our current teaching responsibilities. Notwithstanding the cloud of uncertainty hanging over our future, the Association is looking ahead with determination. Whether in grievances, through our negotiations, and with university and government policies, the Association remains vigilant about changes that will affect the employment of part-time faculty. We respond to issues immediately, even in the current corporate environment, which is not the most conducive to obtaining immediate benefits. Increasing and safeguarding our rights is taking more time than ever, but we are there and making gains. Rest assured, the coming months will offer new opportunities to raise awareness in the university community-at-large and to put forward our demands.

I look forward to seeing many of you during Campus Equity Week events, and I urge you to respond to our postcard campaign. Please make every effort to attend the next Annual General Meeting scheduled for Thursday, March 17, 2005. We need your voices. Together, we can build on our achievements.

VICE-PRESIDENT, INTERNAL

Leslie Cohen

It has been a busy time at CUPFA but the work has never been more rewarding. I want to thank members who have been supportive of our efforts to celebrate the 15th Anniversary of the Association and our sponsorship of events that promote growth and well-being at the university. We need to show that we are an important constituency at Concordia. We are not, as some have stated, a transient group unavailable to students and not involved in our departments or faculties. We have made a commitment to our students and the institution. Indeed, looking at the long-standing service awards we can see people who have established roots at the university. The seniority lists also show many who are relatively new to the university and in our training sessions with "new" members we have seen your enthusiasm and caring about pedagogy. Thanks are owed to Judith Grad (Applied Human Sciences), our representative working with Olivia Rovinescu and the Centre for Teaching and Learning Services, who, together, have arranged these workshops. Anyone who has been at Concordia for less than three years, has not taken part in the training sessions, and would like to do so or obtain information, please contact CUPFA and we will put you in touch with Judith.

Please check our website periodically for announcements. Pankaj Kamthan (Computer Science) is in the process of posting some pictures from the Gala. Thanks to Sam Clement (Management) for many of these photos and to Pankaj for maintaining the website. If you would like to see the other thumbnails or receive an email copy of a photo, please contact me.

We also encourage you to view photos at the university's site for the Shuffle. You can see some of the participants wearing the CUPFA logo water bottle holders across their chests. We had a lot of fun for a good cause.

On other fronts, we are aware that things do not always run smoothly at the University. Pierre Ouellet, in his Grievance Report in this newsletter alerts you to some of the problems we have encountered lately. As well, I would like to remind representatives on committees, especially part-time hiring committees, that we are there to uphold the Collective Agreement and to represent the rights of members. It is not always a simple matter to serve on these committees and we want members to know that some of your representatives have been placed in difficult positions when faced with defending your rights. If any representatives have questions or concerns, we encourage you to contact us (i.e., Pierre, Maria or myself). We want to provide you with whatever information is needed as well as emotional support. It is also important for us to see if patterns are emerging across departments. Come the spring, we will again be organizing training sessions for our representatives and hope to arrange a meeting of the Council of Representatives earlier in the winter term.

Please note that I have added a new email address that you should use in place of the old pubnix account. Please contact me at yipcupfa@yahoo.com. As this account can be accessed from anywhere, it will help me to respond to your requests more efficiently; don't hesitate to contact me.

Call for Nominations Election of CUPFA Executive Officers and Three Members-at-Large Deadline Tuesday, January 11, 2005 before 12 noon

Regular part-time faculty members in good standing, are notified of the Call for Nominations for election of the Association's Executive Officers and positions for three members-at-large. Members wishing to stand for an elected office for elections taking place at the Association General Meeting are well advised to follow procedures outlined in the CUPFA Constitution. Obtain nomination forms by calling the CUPFA offices at 848-2424 ext. 3691. All nomination forms must be duly completed and received on or before 12 noon, Tuesday, January 11, 2005. Completed forms sent to S-K-340 are to be addressed and received by our Chief Returning Officer, Me Philippe Garceau. No nominations will be accepted after 12 noon on Tuesday, January 11, 2005.

PROFESSIONAL DEVELOPMENT REPORT

Leslie Cohen

The CUPFA Professional Development Committee was pleased to support the CUPFA art competition with a \$4000 grant awarded to Holly King (see www.cupfa.org to view the maquettes of the four finalists). The fund offers grants to support research, training and development, conference presentations, the preparation of art and music, etc. Regular part-time faculty members with 24 or more credits of seniority are eligible for Professional Development grants. More information is available at the CUPFA website and in Article 17 of the Collective Agreement.

The next deadline for applications is **January 15, 2005**. This will be the last round for the 2004-2005 academic year. **Any projects with start dates from January 16 to as late as May or June should use this deadline.** Please note that the application form has changed in the last year. Please download the latest forms, get them from the bulletin board outside the CUPFA office, or ask us to send them to you.

In an effort to make the fund accessible to as many members as possible, we created a "small claims" process whereby eligible members may receive reimbursement for academic memberships, books, and software relevant to their teaching/department, and office supplies. Some restrictions apply, for example, we do not fund for hardware. Enclosed with the newsletter, you will find an application form. We have to use a two-stage process where members first apply for a "place in line" and then a second stage where we process your receipts. Although we have allocated a portion of the fund for small claims, we cannot determine how much each individual may receive until we get some estimate of how many people want to make claims from the total pool. For this reason, we are asking that you complete an application form, where you request a part of the small claims budget. We will then be able to notify applicants as to the maximum amount that may be processed. Small claims are then processed over a few months and will likely start in February and end by April 1.

Some of you have asked why claims are only processed at this time of the year and why they

must be processed by April. Several factors play a role: 1) the committee needs to ensure that funding is available for the larger grants; it waits to see the final round of applications, January 15, before estimating how much money can be allocated to annual reimbursements, 2) the budget officers are processing receipts for full-time faculty as well and cannot accommodate everyone at once, so we all spread the paperwork over a few months, and 3) the budget year ends in May, but this reflects processing of receipts three stages beyond our office (i.e., CUPFA, Faculty Budget Office, Financial Services, etc.), so ideally the forms must reach budget officers in early April.

Please keep in mind that we aid in the processing for the University, but that we and the faculty budget officers must answer to the auditors. We can only process **original** receipts in the name of the member. Any books or software purchases must include the title and must be relevant to the department in which the member teaches. We are available to guide you through the process and help in any way we can.

Once again, we are pleased to support our members in Engineering and Computer Science who are required to take Quebec or Ontario examinations and to pay fees to be licensed as professional engineers. Those who have less than 24 credits of seniority will have expenses covered by the Dean, and should contact the faculty directly. Those eligible for Professional Development should process their claims through CUPFA. As these fees have already been guaranteed through an agreement between the Association and Dean Esmail, persons making these claims do not have to wait for the small claims time of the year. Whenever you pay for exams or licensing, please contact us and we will expedite the reimbursement of your expenses.

If you need any further information regarding Professional Development, please do not hesitate to contact me at vipcupfa@yahoo.com or through the CUPFA office (x3691).

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GRIEVANCE REPORT

Pierre Ouellet, Grievance Officer

We reported in the last few editions of the CUPFA News that labour relations at Concordia were relatively peaceful. So much in fact, that the number of Association or individual grievances filed against the University, were at an all time low. With a dozen or so, we were quite far from the years when over 30 grievances were regularly filed. It appears that we are now back to the "good old days." There is one major difference this time: the attacks against our members are sneaky and pernicious. Department Chairs, probably encouraged by the dinosaurs in place in the Office of Labour/Academic Relations, are going out of their ways to circumvent our Collective Agreement. Fundamental rights such as seniority are under attack. Letters of reprimand are sent to members without valid reasons. There really seems to be a climate of intimidation in place that is simply not acceptable. That is why the Association continues to be vigilant, informing, training, and assisting committee representatives in the implementation of the Collective Agreement. Until the not-so-friendly Barneys realize that there is more to labour relations than grievances and arbitrations, the Association will continue to support, as much as possible and within its rights, every member who is prejudiced by the wrongful application of the Collective Agreement.

DATES TO REMEMBER

November 2004
22,23& 24 Campus Equity Week

January 2005
15 Professional Development deadline
17 Small Claims deadline

February 2005
1 Summer courses posted
15 Summer Application deadline

March 2005
17 Association General Meeting

CAMPUS EQUITY WEEK

Pierre Ouellet, Vice President, External

While we are on the subject of defending our rights, dozens of Associations and organizations across America are once again planning different activities as part of the "Campus Equity Week" campaign. Known as "Fair Employment Week" elsewhere in the country, CEW's mandate is to sensitize campus populations to inequality in the work place, be it among faculty members or staff personnel. In recent years, the Association has held information booths in various downtown buildings. We have met hundreds of CUPFA members, students and staff. All shared our concerns. Through "post card" campaigns, we managed to get some of our concerns to many Concordia administrators.

That is why we are soliciting your support again this year. It is important to show solidarity amongst ourselves. We are all united in this constant battle for the protection and safeguard of our rights. Come visit us on November 22, 23, and 24 at the Atrium in the McConnell-Library Building from 10:00 a.m. to 2:00 p.m.

Office Expense Income Tax Forms

Members are reminded to send a letter (do not call or email) to Suzanne Downs, Co-ordinator, OAR, ER-601 to obtain your office expense claim forms for the 2004 taxation year. Please make your requests early (January 2005) as otherwise it may be impossible to process these forms before the tax-filing deadline.

LONG SERVICE RECOGNITION

Every May the University acknowledges employees who have worked at Concordia for 20 years or more. This year's long service reception celebrated the following part-time faculty members for their commitment to the University. The Association recognises your value and contribution to your students and to your profession, congratulations.

25 Years of Service *Dave Clark, Roch Deslauriers, Valerie Kinslow, Christian Knudsen, Gary Schwartz, Jean St. Onge, John Winiarz, Alex P. Zinegyi*

20 Years of Service *Adele Beaudry, Joseph Belempe, Howard Campbell, Sahadeo Niki Debirashad, Michele Delisle, John S. Donahue, Mahmood Karimpour-Moghaddam, Holly King, Lise H. Larin, Celine Laurin-Anctil, David Moscovitz, Karl Raudsepp, Marc D. Rotsein, Barbara Ruttenberg, Louise Samson, Susan Scott, Ahmad Shafaat, Michael M Sotiron, Anna Szpilberg, Eleonora Turovsky*

NOTICE OF MEETING

all regular part-time faculty members are invited to attend the
CUPFA Association General Meeting
and
Election of CUPFA Executive
on
Thursday, March 17, 2005, 4:45 p.m.
Hall Building - Faculty Club - H-767

Some News About Benefits . . .

Short-term Disability (Salary Insurance)

Once you sign your teaching contract, you are entitled to short-term disability (or salary insurance). You must have a valid medical certificate that provides the following: diagnosis, prognosis, expected date of return, and any restrictions when returning to work. You are entitled to 100% of your salary for the first month, and 85% of your salary for the remaining part of your contract. The University's Insurance carrier for the disability insurance is Canada Life and if any information is incomplete or vague, the University or/and Canada Life have the right to refuse your short-term disability benefits or request additional medical information from you. As mentioned, please ensure your medical certificate from your own doctor is as complete as possible (no hand-written vague diagnosis will do). You will need, like all other leaves, to first inform your Chair and then deal with the Benefits Unit in Human Resources to submit your request to actually receive short-term disability funds (in ER-500).

Employment Insurance

Each course you teach for Employment Insurance purposes is calculated as being worth 225 hours in preparation hours. This is an important gain for part-time faculty as we may need up to 700+ hours (it varies from year to year and from city to city), to be able to collect Employment Insurance. See Article 18.02 of the Collective Agreement for more information.

Employee Assistance Program

Little known to members is the availability of free services and programs under the University's Employee Assistance Program (EAP). Harry Galina (Psychology) has been appointed PT representative on the EAP Committee and will report on any developments in future editions of the CUPFA News. Good news here is that CUPFA succeeded in acquiring the services offered by EAP for all part-time faculty members. EAP provides the services of outside counselling in the form of psychological therapy, weight-watchers, fitness groups, time management workshops and other services. Call the EAP offices at extension 3667 for more information.

LA VOIX FRANÇAISE

Au cours de l'année 2004-05 nous aurons l'occasion de célébrer à plusieurs reprises le 15^{ième} anniversaire de l'APTPUC. Plusieurs activités ont déjà eu lieu et ont été couronnés de succès. Nous vous invitons à vous joindre à nous lors de la semaine "Campus Equity Week" qui aura lieu du 22 au 24 novembre prochain au Pavillon McConnell. Nous lancerons alors notre plus récente campagne de cartes postales et vous demanderons aussi de remplir le "Bulletin scolaire de l'Université Concordia" que nous remettrons directement aux gens concernés.

Parlant de "Campus Equity Week", saviez-vous que la grande majorité des syndicats et associations en Amérique du Nord participent à cette campagne de sensibilisation? En effet, nos collègues de la FNEEQ, de même que ceux et celles de CAUT et CUPE organisent eux aussi des activités dans le but de promouvoir les droits des chargé(e)s de cours. Nos collègues Américains aussi y sont très actifs. Cette campagne aux saveurs très locales se déroule de façon générale pendant les mois d'octobre et novembre. Depuis sa création à l'automne 2001, cette semaine d'activité ne cesse de connaître du succès. Passez le message à vos collègues ainsi qu'à vos étudiant(e)s.

Quelques nouvelles de nos négociations maintenant. Malheureusement elles progressent à pas de tortue. L'attitude de l'employeur y est pour beaucoup dans la lenteur de celles-ci. De plus, il est quelque peu désolant d'entendre les administrateurs de l'Université nous critiquer et remettre en question nos compétences professionnelles et académiques. Espérons une plus grande ouverture d'esprit de leur part dans les mois à venir.

Nous aimerions remercier tout particulièrement la contribution de plusieurs de nos membres et autres employé(e)s de l'Université à certains de nos projets. Sans leur aide, nous ne pourrions pas vous offrir les services que vous obtenez de la part de votre Association. Un gros merci donc à Pankaj Kamthan, Judith Grad, Olivia Rovinescu, Sam Clement, et Harry Galina pour le temps qu'ils et elles nous ont consacré dernièrement.

Le comité du fond de perfectionnement de l'APTPUC a récemment remis une bourse de l'ordre de \$4,000.00 à Holly King, gagnante du concours d'art de l'APTPUC. Cette pièce d'oeuvre sera exposée en permanence dans un nouveau pavillon qui sera construit au coin des rues Guy et Maisonneuve. Nous tenons par le fait même à vous souligner que la prochaine date limite pour remettre votre demande de fond de perfectionnement est le 15 janvier 2005. Pour plus d'information, n'hésitez pas à communiquer avec Leslie Cohen ou Karen Taillon au #3691.

Enfin, le temps est déjà venu de préparer les prochaines élections de l'APTPUC. Elles auront lieu lors de l'Assemblée Générale Annuelle du jeudi, 17 mars 2005 prochain. La rencontre se tiendra à la salle 767 du Pavillon Hall. Pour ceux et celles intéressé(e)s, vous devez nous faire parvenir vos candidatures au plus tard le mardi, 11 janvier 2005 à midi. Toutes les candidatures devront être validées par Me Philippe Garceau, conseiller légal de l'APTPUC et Directeur Général des Élections. Les cinq postes de l'exécutif sont ouverts, de même que trois nouveaux postes d'officiers généraux.

SPECIAL RATES TO CUPFA MEMBERS
PLEASE ENSURE YOU PRESENT YOUR CUPFA MEMBERSHIP CARD

HOME AND CAR INSURANCE. Essor Insurance (merged with the old Lewis Apedaile & Hansen Inc).

Members wishing 30-40% reductions in home or automobile insurance can contact 1080 Beaverhall Hill, Montréal, QC, H2Z 1X9, QC Phone: 514-878-9373.

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FLORIST - Fleuristes Mayfair Florists, 5155 Cotes des Neiges, Montréal, Quebec

Exquisite floral arrangements for all occasions, dried arrangements, specialty baskets, plants etc. 10% off for Cupfa members upon presentation of a valid CUPFA membership card.

Call: (514) 738-1179

MUSIC - Gary Schwartz - Jazz and R&B

Jazz and R&B music available for receptions, parties and group events. Contact Gary Schwartz at (514) 484-2378 or email at gary@vax2.concordia.ca

- *Vintage Wine Band*

Vintage Wine is a versatile, professional band with a repertoire of some of the most popular music ever made: the party songs from the 1950s to the 1980s. The band plays rock and roll, R&B, surf, Motown, soul, British Invasion, classic rock, blues, country, disco, standards and social dances. Visit www.vintagewinemusic.com or call Craig Morrison (CUPFA member-Music Department) at (514) 272-0367.

TRAVEL - Superior Travel Agency Inc.

Members looking for special packages or reduced fares for their personal travel can contact Eirini Demetlan, Agences de Voyages Supérieur Inc./**Superior Travel Agency Inc.** Place Beaumont - 590 avenue Beaumont, Montréal, QC, H3N 1T7 Phone: 514-277-8677 Fax: 514- 277-2542.
