



# NEWS

Volume 21 No.1 November 2005

## Concordia University Part-time Faculty Association Newsletter

### President's Message Changes at CUPFA:

Last spring, not long after the Association General Meeting, we found ourselves short-staffed, as one of our new members on the Executive, Roger Tyrrell, resigned. According to our Constitution, the position is filled by another elected Executive Officer, until the next AGM, when an official election may be held. As one of our members-at-large, Marlene Bonneau's portfolio was already in Grievance, and she brings skills such as bilingualism and conflict resolution that are essential to the post, the Executive asked her to replace Roger as Vice President, Collective Agreement and Grievance. All CUPFA representatives were notified by email immediately, and any member who had grievance issues was directed to Marlene. We thank her for stepping up to the plate and doing such a wonderful job as Vice President.

The Executive felt that grievance is one of the most important issues for our members, and that given the current climate in the University, the workload in this area is quite heavy. Indeed, this was the purpose of assigning one of the members-at-large to work with the Grievance Officer. The Executive decided it would be an asset to have someone hired to work as an assistant in the grievance area. Mike Pinsonneault, one of the hiring committee representatives in the Department of Music, agreed to take the position. Mike has been an active member of the Association and is well versed in Article 10 and hiring principles. We are pleased he has come on board.

#### 2005-2008 CUPFA Executive

##### President

Maria Peluso

##### Vice President, Professional Development & Training

Leslie Cohen

##### Vice President, Collective Agreement & Grievance

Marlene Bonneau

##### Treasurer

Umanath Tiwari

##### Secretary

Angela Ford-Rosenthal

##### Members-at-Large

Judith Grad

Pankaj Kamthan

#### CUPFA OFFICE

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

##### Office Hours

Monday, Tuesday & Wednesday

9:00 a.m. – 4:00 p.m.

##### Grievance Clinic - By appointment

Marlene Bonneau

##### Professional Development Clinic

By appointment

Leslie Cohen

In 2004-05 we re-established a subcommittee to review grievance cases. The 2005-06 CUPFA Grievance Committee consists of Marlene Bonneau, Mike Pinsonneault, Maria Peluso and Leslie Cohen. This committee has met on its own, and has had meetings with our Legal Counsel, Philippe Garçeau. We are all encouraged and energized that there is a new team approach where we have better communication with the Executive than has existed in the past. We will continue to work on behalf of our members to try to solve hiring problems.

I encourage all of you to participate in events we plan and to attend our Annual General Meeting on March 15, 2006. An Association is only as strong as the members behind it. We need to see and hear from you. I hope you have all had a successful term and send my very best wishes for a safe and happy holiday season. May labour peace reign for the New Year.

Maria Peluso,  
President

## **Negotiations Up-date**

As the term draws to a close it is important to provide everyone with some information about our current negotiations. Many of you may be wondering what's happening with our negotiations and what's stalling talks for our next Collective Agreement. Although it has been a hellish process, the negotiating team has been fighting hard to represent our members. We hope to have negotiations completed by the spring of 2006.

The University wants to eliminate, or restrict, many of the rights we currently enjoy. We have very little we can afford to give up. If anything, we want to increase the few rights we have. We also want to remove some of the ambiguities in our Collective Agreement. The aim is to have a Collective Agreement that should lead to fewer grievance and arbitration cases.

We are currently discussing Article 10, addressing issues such as criteria for course assignment, the number of reserve courses (i.e., what adjuncts and graduate students are given to teach), etc. As you may already be aware, the University has never been strong on the concept of seniority; they want to consider it as just one of many factors when course assignment is determined. We consider seniority to be the cornerstone of any Collective Agreement. Although we are not suggesting that courses be assigned to those who have no qualifications in the area in question, seniority should always be considered first, and qualifications for a course must be determined carefully.

One of our priorities is job security which we see as tied to class size (see "Accessibility to Education" in this newsletter) and number of contracts for regular part-time faculty. We are also concerned with the classification of non-regular part-time faculty, and how reserve courses are allocated per department and faculty.

The monetary clauses will be the last items to be addressed, and we are not close to discussing them. If the pace of negotiations does not improve, we may have no choice but to move to mediation.

On the other hand, we have made gains in some areas where our team and the University have worked effectively in everyone's best interests. We have a better course cancellation clause, a new part-time application form, a clearer succession clause for the University's private

programs, improvements in Professional Development, completion of both Appendix F-A (Music), and F-B (Theatre). We are also making significant progress with our benefits, tuition, short-term disability, and pension clauses. At the very least, we are requesting some form of parity with what part-time faculty receive at our sister universities. Where necessary, we are updating articles to conform to new federal and provincial legislation.

You should note that there have been changes in the University that affect us all. We have seen (again) the dismantling of the Office of Academic Relations. We have seen a new Provost, a new Director of Employee Relations, and Michael DiGrappa incorporating the Human Resources/Employee Relations portfolio into his current mandate as Vice President, Services. We have also seen the recent installation of a new President, Dr. Claude Lajeunesse. Two new Deans have joined the ranks, David Graham in Arts and Science, and Catherine Wild, the new Dean of Fine Arts. All of these changes in some ways affect the pace of negotiations. New administrators have to be introduced to our current Collective Agreement and any proposed changes to it.

It's been a frustrating exercise; nevertheless, we are determined to remain steadfast to principles we will not relinquish.

CUPFA Negotiating Team,  
Maria Peluso, Leslie Cohen, Marlene Bonneau

**Call for Nominations**  
**Election of CUPFA VP Collective Agreement and Grievance**  
**and one Member-at-Large**  
**Deadline Tuesday, January 10<sup>th</sup>, 2006 before 12 noon**

Regular part-time faculty members in good standing are notified of the call for nominations for election of the Association's Vice President Collective Agreement and Grievance as well as the election of one member-at-large. Members wishing to stand for an elected office, for elections taking place at the Association's General Meeting, are advised to follow procedures outlined in the CUPFA Constitution. Terms of office for these two positions are for a two-year period ending in March 2008. Obtain nomination forms by calling the CUPFA offices at 848-2424 ext. 3691. All duly completed nomination forms should be addressed to the Chief Returning Officer, Me Philippe Garceau and received in S-K 340 before 12 noon, Tuesday, January 10<sup>th</sup>, 2006. No nominations will be accepted after 12 noon on Tuesday, January 10<sup>th</sup>, 2006.

## **Accessibility to Education**

As many of you are aware, there has been a lowering of academic standards to increase student enrolments – most notably in the Faculty of Engineering and Computer Science and in the John Molson School of Business. The University has taken the position of admitting students with lower GPAs and lower language proficiency scores. This means we get more students. It also means Concordia ensures a greater access to a University education for more students. While many of us question how any of this leads to excellence, having students with a poorer academic background does not mean we abandon academic standards. The problem does not lie with a lowering of entrance requirements. Students who have lower academic standards will need proper support. Class sizes should stay relatively small and there should be more remedial programs to prevent greater failure rates and increase retention. You may well ask what the University is doing in accepting lower admission standards?

The Association's position is quite clear. One of the important features of job security for us is very much linked to the question of class size. Larger classes: fewer courses. Class size is also linked to pedagogical soundness. Our profession is teaching and we are committed to educating young people. You cannot have lower academic admission standards while increasing class size and expect to ensure accessibility to a university education. All the educational studies that we are aware of draw strong correlations with lower academic standards, class size, failure and retention rates.

Some courses may be more conducive to teaching larger classes. However, the fact remains that most courses are not pedagogically suited to larger classes. What needs to be addressed here is the confusion about pedagogical standards within the University that are not consistent across the academy, or even within the Faculties themselves.

Excellence cannot be achieved: with the enrolment of students with lower academic standards; no remedial efforts; and larger classes. Nor can these concerns be addressed with "on-line" remedial assistance. Again, research indicates that poorer students are helped the most when actual teacher contact time is increased - not decreased. In most courses, contact with students is best in the smallest classes. This helps explain the reason why smaller seminar classes at the graduate level are such a success.

We are currently negotiating the class size issue at the negotiating table. We are not opposed to the lowering of academic standards and are pleased Concordia is opening opportunities to provide a chance to those students who can succeed. We are vehemently opposed however to accepting lower academic standards while dramatically increasing the size of our classes. When the University does this, it renders accessibility to a university education meaningless. Sounds a bit like all those employment and pay equity programs governments had in place that all ended up in court. Providing greater accessibility to education is one of our values, but not if it means we abandon those students who are accepted, not if it means fewer courses and more graduate teaching assistants who would also be abused.

These issues have become paramount for us as an Association. Given the comfort of their salaries and overall working conditions, perhaps full-time faculty are not as concerned with the issue of class size and pedagogical standards. We are in a different position – with no job security, poorer working conditions, and a commitment to a better education for our students. We are not just members of a labour union but members of an academic community. We are

also as teachers, professional and, as citizens, taxpayers. We have plenty to be concerned about with the issue of larger classes, while accepting students with lower admission standards.

While it is impossible to reiterate everything that gets expressed in meeting after meeting in our negotiations, it is important for members to be aware of the kinds of serious discussions we are currently having. Class size is one of those areas we are trying to advance at a time when the University is seemingly unconcerned about pedagogical excellence and improving the quality of teaching offered to the young people we serve.

Maria Peluso,  
President

## **An Introduction to the CUPFA Website**

The CUPFA website, which can be accessed at <http://www.cupfa.org/>, has been in operation since 2001. It went through a major overhaul in the Fall of 2003.

The goal of our website is to provide news and information that could be relevant to CUPFA members. Thus, a user-oriented approach is central to the website architecture. The website attempts to be minimalist: it assumes (by current standards) only a basic computing environment on the part of the user.

The website has several sections. The best way to navigate through the sections is to use the Site Map. Some frequently used sections are: the Home Page announcing pertinent news, archived on a regular basis, and sections where members can access the CUPFA Constitution and the CUPFA Collective Agreement. The CUPFA Newsletter that is mailed periodically to the members is also available in electronic form. The forms pertaining to teaching and professional development are kept up-to-date and can be downloaded. The "Member Contributions" section highlights notable work that many members are doing at the University and elsewhere, such as

organizing conferences, producing art work, and much more. The "Knowledge Base" is a compendium of annotated links on matters of education, labour, and so forth, that might be useful. Finally, the "Contact Us" section lists different ways for members to contact CUPFA, along with its operating schedule during the year.

The website will continue to evolve. Among future plans is further expansion of the "Member Contribution" section on special projects done by CUPFA members.

A project such as this - that intends to serve a broad community - is not maintained in isolation. We welcome questions and suggestions for improvement from members. Please feel free to let us know if a certain aspect on the CUPFA website needs further clarification or if you spot an error, or think that a certain link would add value to the "Knowledge Base", or if you just have an idea for improving the website's architecture!

Pankaj Kamthan,  
Member-at-Large

## Make CUPFA your Home Page:

Stay up to date with the latest developments and important deadlines by making us your home page. Go to [www.cupfa.org](http://www.cupfa.org) and follow the instructions.

## Employee Assistance Program (EAP)

We have statistics to show that full-time faculty does take advantage of the Employee Assistance Program (EAP). We have statistics to show that the Part-Time faculty **does not** take advantage of the EAP program. What we don't have are studies that could indicate to us why this is so. Do we have fewer everyday problems than our full-time counterparts? I don't think so and have no evidence to suggest that it is so. We are busy people, often juggling two or three sources of revenue along with family obligations, travelling back and forth (both physically and mentally) between here and there.

Are we so afraid that we will be branded as neurotic? We need to step into the 21<sup>st</sup> century and accept that we are human like the rest. Of course we're neurotic; so you know anyone who isn't?

Are we not aware that such a program exists? Or could it be that we ignore the stuff we get in our mailboxes at Concordia? This is probably true, as I have talked to part-timers who say they check their mail and have not seen it. Well, I have seen it and it is delivered but, like most of us, we take a perfunctory glance to see how high up on the list of priorities it ranks; and then we throw it away.

The one thing that I do know is that we are under-utilizing this excellent resource that has been provided for us.

What is the Employee Assistance Program? you might ask. The EAP is a confidential counselling service that is administered by an outside (the University) company that specializes in providing short-term help. Strictly confidential counselling services are provided off the university campus to get us through the trials and tribulations of everyday life. Have a problem with a colleague, boss, spouse, your kids, and your teddy bear? Trained, proficient counsellors are a phone call away. You will not be branded or ostracized, and no one but yourself will know.

The EAP program also has lunch seminars that have gotten rave reviews. Stop smoking, living with stress, and other programs are offered. Go ahead, call, and make your day!

You can get more info at <http://eap.concordia.ca/>

With tongue in cheek, and respectfully,  
Z. Harry Galina, Ph.D. (Psychology)  
Part-time Representative, Employee Assistance Program

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## OFFICE EXPENSE CLAIMS FORMS

Members are reminded to send a letter (do not call or email) to Suzanne Downs, Co-ordinator, Academic Administrative Unit, L-AD-221 to obtain your Office Expense Claim Forms for income tax purposes. Please ensure your request is sent as early as possible, in January 2006. Do not wait until tax time. Suzanne Downs cannot respond to requests at the very last minute and no one is obliged to help you then.

## Getting To Know Your Collective Agreement

### Deferred Salary Leave Article 14.20 (b)

Did you know that regular part-time faculty members who have acquired at least seventy-five (75) credits of university seniority can be eligible to apply for deferred salary for the purposes of taking a deferred salary leave? **Yes, they can.** And do they earn seniority credits while on leave? **Yes, they do.** Here are a few important points to remember if you should be considering this option some day.

- 1) A written application must be submitted to the Department Chair/Unit Head no later than March 1. The letter shall include a request for the University to defer 25% of the member's gross salary, for a period of three consecutive years in which the member is hired; the exact dates for which the deferred salary leave begins and ends; and an agreement not to teach part-time faculty courses at Concordia during the dates of the deferred salary leave.
- 2) A regular part-time faculty member on deferred salary leave shall earn seniority credits calculated as the average from the last three years in which the member taught. Said seniority credits will be entered on seniority lists by February 1 of the year the deferred salary leave takes place.
- 3) The deferred salary leave begins in the fourth year and is for a one year duration.
- 4) Members are responsible for applying for part-time courses posted prior to the completion of their deferred salary leave, to ensure their entitled course allotments can be provided upon their return.

There are many different kinds of **Leaves** available to part-time faculty members. Included are "Maternity, Parental and Adoption Leaves", "Bereavement Leaves", "Jury Duty", "Compassionate Leaves", "Conference Leaves", "Leaves Without Pay" and "Academic Faculty Exchanges". While you may not require to take a leave now, you might at some time in the future. Remember that along with your responsibility to notify your Department Chair and other personnel at the University, you need to be under contract to request a leave.

Marlene Bonneau,  
VP Collective Agreement and Grievance

## Grievance Up Date

During the past year our association has dealt with a number of grievances. I am pleased to present members with a brief report about the nature of these grievances. In so doing I hope to show how the Collective Agreement gets interpreted in grievance hearings and arbitrations. Moreover it is also important for members sitting on Part-time Hiring Committees to be aware of how to deal with various issues and decisions that are not always clear-cut.

We lost grievances in the Departments of Marketing, Communication Studies and the General Studies Unit in the Faculty of Engineering. All these grievances turned on the qualifications of the member who had applied for courses but was refused. The main argument put forth by the University in winning these grievances was that our Department representatives on the Part-time Hiring Committees all voted in unanimity alongside the Chair and the Department full-time faculty members. In situations where there is some doubt or question about the member's qualifications, you can refrain from voting and abstain. Keep in mind that a "No" vote is not an abstention. Grievances are often lost because a well-informed vote was not taken.

Other grievances lost this year involved the Departments of Classics, Modern Languages and Linguistics (CMLL) and the Department of Sociology and Anthropology. These grievances dealt with the classification of a new hire, who in addition was not a Canadian citizen. CUPFA argued that the individual was an Adjunct and not a regular member. The Association will be going to arbitration with the case in CMLL based on a Letter of Agreement signed by the then Provost, Dr. Jack Lightstone, about the classification of members. The University is currently ignoring this Letter of Agreement which states that both parties must be in agreement about someone's classification.

If you are a representative on a part-time hiring committee, please be vigilant about applications coming from outside Canada. Article 10.01 (a) states that "...all things being equal, [Canadian candidates] shall be given priority." You should be concerned that no other qualified person in your Department is being overlooked before an applicant from outside the country is considered.

We are awaiting decisions regarding two arbitration cases over salary issues (Article 18). One case involves the University's claim that they need not provide us with the highest salary between Université de Montréal and UQAM. The second case involves the salary received by full time faculty for teaching extra part-time courses. A difference of approximately \$1,000 exists between our salary for a 3-credit course and a full-timer's salary for teaching the same course. This is not acceptable.

To all hiring reps, I would like to reinforce the following: take minutes at the part-time hiring meetings (these are key in grievance hearings); and, examine all applications well before the date of the hiring meeting, in order to assist members in making corrections on their forms if needed.

To all members, remember the following: late applications will not be accepted; and, applications to Departments sent electronically (by email or fax) will be rejected. PLEASE send a hard copy of your application to CUPFA (we cannot unfortunately handle a large volume of emails and faxes). Keep a copy in your own files.

Lastly, I would like to advise members to apply for posted courses on February 1, May 1, and October 1. There is no need to apply for courses in between the posting dates, if you indicated on your application form that you were interested in teaching courses that become available. However, if courses get posted on the official posting dates (February 1, May 1, October 1) you must apply.

In closing, please know that both myself and Mike Pinsonneault, CUPFA's grievance assistant, are available to help members who are having difficulties, who need information about applying for courses or who need clarification on issues concerning the Collective Agreement. We are committed to our membership and will ensure that the Collective Agreement and all Letters of Agreement get implemented. In this way we can continue to defend and represent your interests fairly.

Marlene Bonneau,  
VP Collective Agreement and Grievance

## **Your New 2006 Calendar!**

This past year has been a busy one for CUPFA. My role as member-at-large is to help mobilise and reach out to the membership and by extension, reach out to the University community at large. We had a kiosk in the atrium of the McConnell Library as part of Campus Equity Week. Many of you may have noticed the poster we developed to emphasise our poor working conditions, "Welcome to My Office", and several other posters that highlight outstanding part-time faculty members who teach at Concordia.

As part of our efforts to reach out to members and mobilise on issues, you will be pleased to find along with your copy of CUPFA News, a 2006 magnetic calendar. CUPFA is happy to present these handy little calendars to help start you off on the right foot in the New Year. It contains information on how to contact CUPFA as well as significant deadlines, marked in red, important to you as a CUPFA member. We hope you will find this calendar useful and a handy reminder of those important deadlines contained in our Collective Agreement.

Judith Grad,  
Member-at-Large

## **NOTICE OF MEETING**

All regular part-time faculty members are invited to attend the  
CUPFA Association General Meeting  
on  
Wednesday, March 15, 2006  
Hall Building H-767  
4:45 p.m.

## ***Long Service Recognition***

Every May the University acknowledges all employees who have worked in the University for 20 years or more of service. Thanks to Nancy Marrelli (Director of Archives) we have been able to trace the history of the Long Service Recognition Awards. They were first initiated by Sir George Williams University in 1963 to recognise the years of service of faculty and staff. After the merge in 1974, the awards included service to Sir George Williams, Loyola and Concordia University. Although the first awards were given in 1963, the numbering became somewhat disrupted because there were no awards ceremonies in 1969, 1971 and 1973. Because of these three missed years the fortieth (40<sup>th</sup>) Long Service Awards was celebrated this year in May, 2005.

There have been other unusual glitches affecting part-time faculty. First of all, some have received two awards – one already when either Sir George Williams University or Loyola existed as separate entities and another award (again) under Concordia University. In the past, some part-time faculty received awards, other years they did not. As well, human resource records were not computerised until 1991 and current University records may not be accurate. Lastly, awards are given starting with 20 years of service and every five years of service after that, however only when the actual years have been completed for consecutive service to the University. If you left for a couple of years and then came back, consecutive years of service can obviously not be counted. In some cases, the University (Human Resources who produces the list) must manually check dusty boxes of records not recorded by computer. All around, it's a daunting exercise.

In an attempt to provide equity for part-time faculty, the Association made concerted efforts starting in 1999 to ensure that the University recognise the service of all its part-time faculty. Our efforts were a success. There may be the odd member who is forgotten or missed, but generally the University has been very cooperative in searching records to include as many members who have served the University. As mentioned it's a daunting task. No one is trying to ignore us. Remember as well that our Association did not come into existence until September 1989 and the University has been doing its utmost to respond to our requests for members who served in prior years. If you have been missed and are certain about your years of continued, completed, and consecutive service please contact us at CUPFA at the end of January when lists are starting to be compiled. We will be happy to check things out for you.

This year's long service reception celebrated the following part-time faculty members for their commitment to the University over the years. The Association recognises your value and contribution to your students and to your profession. We congratulate this year's CUPFA members who have served the University as ardent part-time faculty.

### ***20 Years of Service***

Michel Choquette  
Marjorie Ewing  
Louli Farah-Herbert  
Pierre Gauthier  
Jack J. Hirschberg  
Dennis Kalogeropoulos  
Mia Lobel  
Hany Moustapha  
Virginia Nixon  
Dan Oxley  
Marc Picard  
Joanabbey Sack

### ***30 Years of Service***

Richard Bisailon  
Marie Bouchard  
Lakshmi S. Dube  
Ralph Germinario  
Rosalyn Hailpern  
Robert Murray

### ***25 Years of Service***

Annie Bergey  
Joyce Borenstein  
Craig Buchanan  
Renée Desrosiers de Lanauze  
Sadegh Ghaderpanah  
Marlene Gross  
Robert Hecht  
Laurence Jourde  
Juliette Laplante-L'Hérault  
Abubakr Joel Lauzière  
Stan Mroz  
Vladimir Pavlicik  
Jean Yves Richard  
Yaron Ross  
Maurice Rossin-Arthiat  
André Roy  
Robert Saks

### ***40 Years of Service***

David Franklin

## La Voix française

Au cours de cette année nous avons vécu plusieurs changements à l'APTPUC. Avec la démission de Roger Tyrrell on a dû trouver rapidement un(e) remplaçant(e) pour remplir la position d'agent des griefs. Heureusement Marlène Bonneau qui travaillait déjà dans le domaine des griefs pour le compte de l'Association a pu nous venir en aide. En tant que vice-présidente et agente des griefs, elle a été très occupée pendant l'été et en automne avec les griefs et les négociations. Son assistant est Mike Pinsonneault.

En ce qui concerne les négociations de notre nouveau contrat, le chemin n'a pas été facile. De plus, l'Université aimerait éliminer ou restreindre les droits que nous avons déjà acquis. Les problèmes principaux concernent les critères pour l'allocation des cours, le nombre de cours en réserve et la question d'ancienneté. Un autre problème qui nous préoccupe en ce moment est le nombre d'étudiants inscrits aux cours. Étant donné que l'Université propose de l'augmenter, nous craignons une diminution dans le nombre de cours offerts à nos membres. L'Université a baissé ses exigences d'admission et nous appréhendons des difficultés majeures d'ordre pédagogique si le nombre d'étudiants inscrits à chaque cours augmente aussi.

Parmi nos gains se trouve l'obtention d'une nouvelle clause concernant l'annulation de cours et un nouveau formulaire de demande d'emploi. Nous faisons des progrès aussi dans les domaines des avantages, des prestations d'invalidité à court terme et des pensions.

Par ailleurs, Pankaj Kamthan, membre du comité exécutif, a travaillé cet automne afin d'améliorer notre site Internet. Nous vous invitons à y accéder. Si vous avez des questions ou des suggestions veuillez contacter Pankaj.

Notre campagne d'équité de travail du mois d'octobre a bien réussi grâce aux efforts de Judith Grad et d'autres membres. C'est une campagne de sensibilisation à nos conditions de travail que nous menons chaque année sur le campus.

Pour terminer, nous vous invitons à vous joindre à nous le 15 mars 2006 pour notre assemblée générale. Venez rencontrer vos collègues et exercez votre droit de vote en même temps.

**Important Notice  
Professional Development**

Small Claims Form is included in this newsletter.

Deadline: February 1, 2006

The next deadlines for Professional Development (large grants) are:

January 15, 2006

April 15, 2006

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

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

Members wanting 30-40% reductions in home or automobile insurance can call (514) 878-9373. The office is conveniently located at 1080 Beaverhall Hill, Montreal, Quebec, H2Z 1X9.

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**FINANCIAL SERVICES, TAX RETURNS - J. Freed**

THERE IS NO FREEDOM WITHOUT FINANCIAL FREEDOM - LA LIBERTÉ PERSONNELLE PASSE PAR LA LIBERTÉ FINANCIÈRE. Financial services for individuals and small businesses; budgeting, debt management, investments, future planning, personal taxes done quickly, wealth enhancement strategies. Special rates for CUPFA members.

Call J. Freed (514) 483-5130 or email: [jfreed@videotron.ca](mailto:jfreed@videotron.ca)

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**FLORIST - Fleuristes Mayfair Florists, 5155 Cote des Neiges, Montreal, 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

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**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](mailto: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](http://www.vintagewinemusic.com) or call Craig Morrison (CUPFA member-Music Department) at (514) 272-0367.

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**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, Montreal, Quebec, H3N 1T7. Phone: (514) 277-8677. Fax: (514) 277-2542.

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