



NEWS

Volume 29 No.1 December 2013

Concordia University Part-time Faculty Association Newsletter

PRESIDENT'S MESSAGE

In scope, this report will be smaller than you have been accustomed to in past years, as my term as President began with the retirement of our long-standing President, Maria Peluso. I know members far and wide join me in expressing once again our heartfelt thanks to Maria for her term of service, her devotion and dedication to our Association and all its members. In taking the reins after her departure I am comforted by the expressions of support many members have offered me, and by the support I have been given by all members of the Executive. Maria built a fine team for the Association, and I am gratified by their continuing dedication to serve you. I am doubly thankful that our former leader has accepted the new role of Past President, and is an ongoing wealth of knowledge and advice for me.

This fall saw not only changes in our Executive, but also in that of the University: our new Provost, Dr. Benoit Bacon, began his term of office in July; Dr. Jorgen Hansen also took up the post of Vice-Provost, Faculty Relations, initiating our much desired return to the fold of Academic oversight after the long and unproductive period when our CA was overseen by HR. The University elected to replace the leadership of its negotiating team, bringing Dr. Hansen on-board and in the process giving their team a majority faculty representation in place of the original team, which regrettably had no faculty representation. These changes are all viewed in positive terms by CUPFA, indeed in some cases, we have argued for some time that changes of this nature were necessary. Our new Provost has been very open and receptive to part-time faculty concerns, and we have initiated a monthly meeting routine so that he and I can discuss issues of mutual concern. Our combined hope is that we can repair past damage and build trust looking into the future. Too much time and energy, to say nothing of money, was lost in

2013-14 CUPFA Executive

President

David Douglas

Vice President, Collective Agreement & Grievance

Patrice Blais

Vice President, Professional Development

Lorraine Oades

Treasurer

June Riley

Secretary

Scott Chlopan

Chair of Communications – Sally Cooke

Chair, External Relations – Francine Tremblay

Chair of Mobilisation – Erwin Regler

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Office Hours

Monday through Thursday

9:00 a.m. – 4:00 p.m.

Grievance Clinic – By appointment

Patrice Blais, Grievance Officer

Michael Pinsonneault Asst. Grievance

Officer

Professional Development Clinic

By appointment

Lorraine Oades

positional bickering over the past years. Our Negotiation team, headed by VP, Grievances, Me Patrice Blais, accompanied by myself, and Executive Secretary Scott Chlopan remain vigilant in our efforts to secure our next Collective Agreement. This winter, as we enter into discussions concerning the monetary phase, we welcome Treasurer June Riley to the nego team.

Looking to our events this fall, I want to signal two specific initiatives which members of the Executive have been responsible for; the first is the Microtalks series, coordinated and hosted by our VP, Professional Development, Lorraine Oades; and the second event was a meeting of CUPFA with FNEEQ and our sister unions on October 27th, coordinated by our External Mobilization Chair Dr. Francine Tremblay . The first event, entitled "Control and Identity" and held on October 22nd was a smash success, and demonstrated the depth and the variety of research that CUPFA members are currently involved in. Both Provost Bacon and VP, Research and Graduate Studies Graham Carr were able to attend and see for themselves the commitment and dedication that our members have toward their research. Future Microtalks are forthcoming on January 21st ("Light and Landscape") and February 25th ("Community and Culture"). I encourage members to come out and support their fellow members and celebrate the achievements of their contributions to the research profile of Concordia.

Our meeting with FNEEQ and sister unions (including McGill, U de M, UQAM, and U of Ottawa) was an important occasion for our Executive and Negotiating team to meet with our counterparts at these other institutions. Our goal was to exchange information and aid one another in our collective efforts to achieve advances in our negotiations. The meeting was the result of tireless weeks of coordination by Dr. Francine Tremblay. Her preparation of the event was excellent, and as a result, all parties felt that useful information was conveyed to each participant, and the commitment to maintain close contacts was affirmed.

In the new year, our Chair of Internal Mobilization, Erwin Regler, will be coordinating a new initiative, entitled "Know Your Reps," which will seek to increase member awareness about their CUPFA representation at the Department and Faculty level. Our goal over time will be to collect and generate a contact list for all members to have, outlining their representation on all these levels. The goal here is to raise your awareness about who is representing you, and where you can go when you have questions, such as curriculum, research aid, etc. Look for more information on this initiative in the new year.

A final note to raise with you concerns the introduction of new media into the University. I am speaking here of advances in Moodle and other avenues of the "electronic university" (for lack of a better description). It is not surprising to see new initiatives being tested -what are universities if not crucibles for new thinking, new inventions- and we should not be discouraged by these initiatives. That being said, we must be cautious with the introduction of these projects. We should ask appropriate questions about the value of each, and ask how this new idea will bring benefit to the pedagogical experience of our students. We should hold a reasonable scepticism when we are offered generic explanations of "students want more choice" or "greater convenience" in the delivery of their lectures. Done in the right way, the electronic university can augment the pedagogical mission of the University. Done in the wrong way, it is merely the Taylorisation and dumbing down of a product. As we go forward, it is imperative for CUPFA to be involved at the development stage of new initiatives, and for us to pose those vexing questions which will truly test each new practice. Convenience at the expense of pedagogical soundness is not a virtue.

In closing, let me wish you all a successful end to the fall term and continued success as you begin the winter term. Over the break, I hope you will all find the time to relax, to enjoy time with family, and perhaps get away from media stories on the foibles of Toronto's Mayor.

My best wishes to you all,

David Douglas, Ph.D
President, CUPFA

RED ALERT - Holiday budget planning jeopardized by Concordia

The past practice with the disbursement of funds by the University for a part-time teaching contract during the Fall semester was normally paid over a 15 week period (starting with Labour Day). This represented 13 weeks of teaching and 2 weeks for final exams and grading, based on the average, meaning that every week part time faculty were paid 1/15 of their contract during the fall semester. At some point during the current 2013 fall semester, the Association realized that the funds disbursed no longer followed the normal distribution schedule. It appears that the payment schedule has been changed to start from the first day to the last day of classes. What does all this mean?

While the different disbursements of your pay cheque will not change the total amount of money of your contract, the disbursement schedule will result in a disbursement for the last pay date of December 12th, 2013 in the amount of \$116.31 (gross). This compares to \$1008 for previous years. This has implications for your budget calculations and as well potential Employment Insurance (EI) implications since the number of weeks between winter contracts and the fall contracts will increase. Given Stephen Harper's changes to Employment Insurance, the eligibility of part-time faculty members for EI will be in a more precarious position.

Please note that the different distribution affects only fall course contracts (/2) and that figures are for a standard 3-credit course and do not include the large class stipend. The Association is unsure about how the distribution of salary will be done for the 2014 winter (/4) part-time contracts.

The lack of consultation or information for this important change is without precedent. We were not told. Moreover, the Association is still waiting to receive an explanation or some justification for such a decision. The Association will keep you posted if and when we receive a response or justification for the disbursement schedule from the administration.

YELLOW ALERT - Protect Your Turf

The threat to the number of available part time courses has never been so dire. The last University budget crisis along with the round of cutbacks, have made part-time professors one of the main victims. The latest data obtained by the Association demonstrate that the decrease (or removal) of available courses in the University is from one source – from the pool of part-time courses. If this was not enough, and despite Article 7.28, consider the current practice all kinds of special contracts: post-doctoral fellows, visiting lecturers, retired full-time faculty, etc... all still teaching at Concordia, yet none of their courses are being calculated as reserve courses. The University already has enough reserve courses compared to all other universities in Quebec. We need to protect our turf.

The Association is requesting that you notify us immediately if you notice anyone from outside our bargaining unit teaching part-time courses that are really reserve courses (those given to doctoral fellows, visiting lecturers, retired full-time faculty, etc.). Please let us know so that we can defend your interests to protect available part-time courses and implement the reserve course provisions of our current Collective Agreement.

GENERAL ALERT - State of Negotiations

As Chief Negotiator I am pleased to report on the status of our negotiations. While we have yet to actually close-off on an Article, the Nego Team achieved a major victory when the Employer dismissed/removed most of their negotiating team and formed a new team – finally, with a majority presence of academics. During more than a year that saw no progress, with a University team that were prepared to rescind and go backwards on what we have, the Association rejected whatever their team were attempting to accomplish. We are pleased to see the exit of those characters.

Negotiations started again in October of 2013 with a new team from the University and while yes, we are yet to have an Article actually concluded, we have now negotiated "an agreement in principle" on about half the Articles/issues the Association presented (discussions are limited to 16 issues in addition to outstanding grievances). We remain cautiously optimistic. The upcoming winter semester will see us move (at long last) to monetary issues.

I would like to thank the CUPFA negotiating team: David Douglas, June Riley and Scott Chlopan, as well as Michael Pinsonneault, CUPFA's grievance assistant, and Maria Peluso, our Past President. The invaluable support and working together as a team will lead us towards the next CUPFA Collective Agreement. Best of all, I thank the membership for your continued support – it is ultimately your voice the team brings to the bargaining table.

Me Patrice Blais,
Vice President Grievance and Collective Agreement;
Chief Negotiator

TIPS FROM THE TREASURER

Revenue Canada taking closer look at Employment Expenses

Part-time faculty often do the bulk of their lecture preparation and correcting in a home office and are, therefore, entitled to claim a deduction on their income tax for Employment Expenses under the category "Salaried Employees". I have had a recent report of a CUPFA member being audited for these expenses by the Canada Revenue Agency (CRA). I have received other reports that Employee Expenses are coming under greater scrutiny by the CRA.

You can claim a part of the costs of your home (rent or mortgage excluding interest, electricity, heating, maintenance) as a work-space-in-the-home if you do more than 50% of your work there. CRA *disallows* claims under the category "salaried employees" for driving or parking expenses (that would only apply if Concordia required you to work away from the University). It also disallows claims for computer hardware and bills for internet service because most people would have these anyway regardless of their job. You can claim office supplies but you should not claim anything for which you cannot produce an original receipt. You particularly cannot claim anything for which you are already being reimbursed (such as any Small Claims paid through CUPFA).

Read very carefully CRA Guide T4044 about Employment Expenses for Employees Earning a Salary and Revenue Quebec Guide TPF-59-V.

Orientation on Financial Planning for Retirement

On May 7th we had an orientation for members on Financial Planning for Retirement. Thanks in large part to the invaluable contribution of Jean Freed, President of Financial Vision, the evening was a big success. Jean gave invaluable advice and perspective especially during the lengthy question and answer period. Documentation for that orientation is now uploaded to the CUPFA website, www.cupfa.org. Just go to Publications and select Retirement.

We hope to have an orientation on Retirement Planning and/or Pension about every second year or so, as demand from members dictates. In the meantime, I will be updating our documentation on Retirement Planning and Pension every winter, and every fall I will be emailing the membership with reminders and information about pension and retirement issues.

Check your Pension Statement

To access your pension statements you must login to the *pension@caccess* website: https://concordia.pension.hroffice.com/ms/common/Logon.ASP?LOG_URL=/Default.asp

Alternatively you can go through the MyConcordia portal and under Faculty & Staff Services, click on Annual Pension Statements, where you will also see the link to the Pension@caccess website.

Remember that if you are going to the Pension@ccess link for the first time, it will not recognize your existing netname or password. You must read the User Guide first to know how to sign in and get your statement.

Make sure you are a Contributory Member of the Pension Plan

There are currently 364 part-time faculty who are non-contributory members of the pension plan. Being a contributory, rather than non-contributory member, can mean you will receive nearly double the pension benefit when you retire. You can tell what your contribution status is from the first page of your pension statement. Under Personal Service it will show the number of pensionable years you have under Contributory Service or Non-Contributory Service. If all that is indicated on your statement is non-contributory service, you should change your status to contributory. The necessary form is on the pension@ccess portal and also on the CUPFA website under Publications/Pension. Fill it out and send it to the Pension Services office S-FB-1130. You remain a contributory member even if your workload is reduced in later years. Again, please read our 17-page document about the pension plan on the CUPFA website.

If your beneficiary is your spouse:

You should read pages 8 and 9 of our information document about the Pension Plan on the CUPFA website.

If you are not yet a member of the pension plan:

You will automatically become a non-contributory member once you have worked 3 3-credit courses in a calendar year.

June Riley,
CUPFA Treasurer

Strength Going Forward

I want to thank all CUPFA members who honoured me in so many ways since my departure. Your cards, gifts and kind words were all over the top! We had a great party for good measure!

My role is now one of providing some wise counsel and some history when needed. CUPFA is still after all in the throes of negotiations! How fortunate we are to have Patrice Blais as our chief negotiator. No point trying to pull the wool over his eyes!

Much more than this, I was pleased to be a member among you on some amazing events: the Retirement/Pension Meeting organized by June Riley, our trusted Treasurer, and Dave Douglas, CUPFA's President. I know that Dave is pushing forward CUPFA's motion he presented to have a PT representative on the important Board of Governors' Health and Pension Committee.

I worked on CUPFA's message with Dave and with Sally Cook, CUPFA's Communications Chair, on the infamous "Quebec Charter on Secularism" - a needed message that the CUPFA Executive took leadership on. I am so pleased to be a part of the leadership team our Association is known for. The "Micro Talks" put together by Lorraine Oades was a CUPFA first to highlight in a meaningful way the research of members across the disciplines. Neat.

As if this was not enough, working with Francine Tremblay on Campus Equity Week and with the COCAL conference continued our commitment to building our alliances with outside part-time faculty groups and associations.

All of CUPFA's activities were enhanced with the mobilisation efforts of Erwin Regler, through his expert eye with posters, messages, and tools that demonstrated our worth as faculty. I am

pleased to be a part of the CUPFA team at events such as the Concordia Shuffle, the Memorial Golf Tournament, and the Centraide campaign, for which Scott Chlopan has strengthened our support and visibility. I can't help but feel how much I am valued as a member by the Executive we have.

The CUPFA team continues to move forward stronger than ever!

Maria E. Peluso,
Past President

Important Notice - Professional Development Deadlines

In order to conform to the University's fiscal year, the April 15th Professional Development deadline has been changed to April 1st. Please note this does not effect the other 2 dates which will remain January 15th and October 15.

Excellence in Part-time Faculty

Last October, as part of Campus Equity Week, CUPFA launched the first of three MicroTalk evenings entitled **Control and Identity**. Coordinated by Donna Nebenzahl, this event addressed the often invisible forces of power we face everyday as twenty-first century global citizens living in a rapidly shifting and often uncertain terrain. Ten part-time faculty members from areas as diverse as Sociology, Painting and Drawing, Religion, Urban Planning and Business Technology Management each presented six-minute talks that explored mechanisms of control, how they shape us as individuals and circumscribe our future. These fast paced, energized talks ranged in topic from messianic leaders, data mining, aesthetic control, electronic surveillance, gay urban planning and more.

The MicroTalk series is this year's CUPFA Special Project, aimed at showcasing excellence in part-time faculty members and the University seems to be noticing. **Control and Identity** was attended by close to 100 people. Included in the audience were our new Provost Benoit-Antoine Bacon, Vice-Provost Catherine Bolton, Concordia's VP of Research Graham Carr and CUPFA's past-President Maria Peluso. President Alan Shepard sent his congratulations and hopes to attend future talks.

The series was conceived of as a forum for promoting part-time faculty by highlighting their research and as an opportunity to forge interdisciplinary conversations with one another and the University at large. The evening was a great success because it provided energetic snapshots of our members in an engaging and performative manner. The talks were informative, entertaining, thought provoking and diverse and they generated a lively question and answer period afterwards. Faculty from different Departments and Faculties got to know each other, share ideas and be inspired and motivated by their colleagues' research.

Two more MicroTalk evenings will take place in the winter term. **Light and Landscape**, coordinated by Alison Loader, will be held on Tuesday, January 21st and **Community and Culture**, coordinated by myself, will take place on Tuesday, February 25th. Both events will be located in the Department of Design and Computation Arts, 1515 Saint Catherine Street West, 6th floor, EV6.720. Make sure you mark those dates in your calendar and don't forget to tell your students, friends and colleagues about them. If you teach Tuesday evenings and are interested in bringing your class, just let us know so we can guarantee seating.

The MicroTalks are just one way CUPFA hopes to promote part-time faculty by showcasing their research/creation activities. This series will enhance the visibility of an already active membership, who each year represent Concordia University locally, nationally, and internationally by presenting papers at conferences; creating and exhibiting artworks and multimedia events; producing music CDs, concerts, dance performances; putting on theatrical events and participating in workshops. All of these activities not only put Concordia University in the spotlight in Montreal and around the world, they also feed back directly into the classroom.

While Professional Development provides faculty with important resources to develop our particular areas of expertise, providing funding and overseeing the PD budget is just one aspect of my role as Vice President of PD. It is equally important for me to get to know each of you and to share your research activities with others. In order to do this more effectively, CUPFA is currently undertaking a pilot project that we hope you will participate in. We are in the process of developing a prototype for ePD, an electronic PD newsletter that will be sent to members via email. ePD will include an archive of events that have taken place over the year and information about what members have been doing with their PD grants. It will have a compelling visual format, provide short biographies of members and include information about art exhibitions, concerts, lectures and other professional activities.

In addition to the newsletter, members are always encouraged to send us notices of your events so we can include them on our website. We want to spread the word about your accomplishments.

Speaking of part-time faculty achievements, each year the University honours faculty members with awards for teaching excellence. Last year Ted Obuchowicz received the part-time faculty teaching award from Engineering and Computer Science, and Matthew Hays from Cinema received the Dean's Award for Teaching Excellence. If you are interested in being considered for a teaching award, please contact CUPFA and we will help you with the nomination process.

Ultimately, promoting excellence in part-time faculty is made possible thanks to the impressive research/creation activities of the CUPFA membership. I would like to thank all of you for your continued investment in professional development activities and particularly express my deep gratitude to the thirty faculty members who made the MicroTalk series a reality by responding to our call for submissions.

Lorraine Oades,
Vice President, Professional Development

Mark your calendar, next Microtalk.....Tuesday, January 21st

Call for Nominations
Election of CUPFA Executive Steering Committee
Deadline Friday, January 10th, 2014 before 12 noon

Part-time faculty members in good standing are notified of the call for nominations for election of the Association's Executive Committee. 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 all positions are for a three-year period ending in March 2017. 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 Tetiana Gerych and received in S-K 340 before 12 noon, Friday, January 10, 2014. No nominations will be accepted after 12 noon on Friday, January 10, 2014.

Wisdom and humility in the modern age of communication

It was nineteen years ago next year that I was welcomed into the Concordia family. I became an undergraduate student here in 1994. Something significant happened in those first days of orientation. The Rector, speaking in a welcome address, told the audience of fresh faced, eager students that, at Concordia above all else, we would learn humility. He explained himself quickly to the slightly puzzled group. We would emerge from our studies, he said, more knowledgeable than before, but with the realization that we could never conquer the breadth of knowledge that was available to us. A wise soul to offer such guidance, I thought. I have never forgotten it.

Fast forward twenty years and the 'Information Age' defines our lives. You tube, Twitter, Skype, Facebook, instant messaging. You name it and it beckons us, whether we like it or not. It is difficult not to be swept up in the tsunami of information that comes at us. We relish it for the tantalizing control it offers. It fulfills the need to connect. A need made perhaps all the greater because we are so busy connecting in the virtual world instead of communing together and finding soul-filling fellowship. Yet, the bombardment is time consuming, unrelenting and at times overwhelming. Yes, lots of useful tools, but are we not left gasping for air?

The Rector's wisdom of twenty years ago, reminding us of the need to remain humble, is now just half the story. In light of our mass communication network we need to balance humility with a skill set to manage that communication.

Ponder then the wisdom proffered by Ralph Waldo Emerson, who said "There are many things of which a wise man might wish to be ignorant". He lived in another era, before the communication maelstrom of today's world. Living as we do in an environment where communication has reached such intensity, it is hard to imagine the slow paced world he lived in a century ago, let alone the blissful ignorance of the human race a millennium ago. Quite amazing then that his words resonate and may offer us some guidance now.

Emerson's thought suggests that we need to be selective with our time, so as to discern what is truly useful and important. It is not enough to be humble. We need to be prudent and actively choose what we read, or listen to, or watch, rather than be swept along in the massive tidal wave of technology. If I was to offer some guidance for how to take care of yourself as a Cupfa member, so that you are informed and can benefit from opportunities and protect yourself, I would suggest the following:

- 1) Use the website to stay in touch and find out what you need to know.
- 2) Find out who are your Cupfa department reps, your hiring rep and your curriculum rep. Make sure you have a way to contact them and that they know how to reach you.
- 3) Read the news about how the negotiations are going.
- 4) Learn about your pension rights and become a contributory member.
- 5) Come along to the AGM.

In the coming months, I will work to connect with you through the website and I hope to meet you in person. I don't want to forget, however, that communication is about listening as well as speaking. I encourage you, therefore, to write to me if you have ideas, suggestions, comments, or feedback. Together, as Cupfa members, we are stronger. Let's increase our strength and stay in touch, while striving to be humble and wise!

Sally Cooke,
Chair of Communications

Happy Holidays

Meilleurs Voeux

OFFICE EXPENSE CLAIMS FORMS

Members are reminded to send a letter (do not call or email) to Suzanne Downs, Co-ordinator, Provost's Office, Academic Administration, S-GM 806-05 to obtain your Office Expense Claim Forms for income tax purposes. Please ensure your request is sent as early as possible, in January 2014. 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.

Stay Active...Keep in Touch

CUPFA is looking back on a year of uncertainties and a very difficult phase in the negotiations for a new Collective Agreement. A year ago we obtained an unlimited strike mandate, which implied the possibility of a full-fledged labour conflict. Although a strike was not declared, all our activities were to be perceived as preparations for the eventuality of a walk out. It was important to show strength and for us this meant that our members participate in large numbers. In mobilising for events such as the Annual General Meeting, the Council of Representatives and the Pension Plan meeting in October, I have been relying on the support of our Department Representatives. CUPFA plays a role in University Governance through those of us who serve on Part-Time Faculty Hiring Committees, Curriculum Committees, Department and Faculty Councils, Senate and a range of other university bodies. The colleagues who represent Part-Time Faculty are also the ones who pass on information and ensure participation. They are the most active individuals within the large and diverse group that forms our association. I would like to take this opportunity to thank all of them for helping me with the task of mobilisation.

It seems that the employer has abandoned its hardline strategies in negotiations, and we can be cautiously optimistic. But the negotiations are far from completed. We have to expect set backs and bumps in the road. In anticipation of that, I want to appeal to all members, and to the Representatives in particular, to remain active and vigilant. It is important that we communicate with each other to uphold a certain level of camaraderie and resolve. Please visit the CUPFA web site (<http://www.cupfa.org/>) to stay tuned in with our activities.

Solidarity!

Erwin Regler,
Chair of Internal Mobilisation

NOTICE OF MEETING - AGM

All part-time faculty members are invited to attend the
CUPFA Annual General Meeting
on
Thursday, March 13, 2014
Hall Building H -767
4:45 p.m.

Report from the Executive Secretary

A bit of a crazy semester this has been! Much of my time has been taken up with duties in the many committees on which I represent CUPFA. And of course, the most pressing work has been as a member of the Association's Negotiating Team. I will leave it to Patrice Blais, our chief negotiator, to report on this. But I will say that I once heard that you know negotiations are winding down when both sides of the table are sick of each other. With the employer's old team, I can say that our side had long since reached that point, and we hadn't made a stitch of progress! Their change in personnel was certainly a welcomed one.

What I will report on here is part of what my mandate is as Executive Secretary, namely heading up CUPFA's presence at various events. I am very happy about our exposure as a supporter of Concordia's annual *Memorial Golf Tourney*. For the first time this year, we were a "hole-sponsor" (actually we are the only one!). This meant that we could put up a sign on the tee-box and a banner behind the green. And our team continues to improve – by one shot a year. We may win the thing in another decade or so! For the annual *Shuffle* event, we had a stronger presence by having a table at the kick-off and post-picnic and gave out CUPFA hats, buttons, and t-shirts. We did have a few more members participate this year, but I'm always thinking about ways to improve our role at these things. For next year, we may sponsor any participating part-time faculty with a modest amount. One last event I'll mention is the *Centraide* campaign. As an "Ambassador" for this, I get actively involved with selling raffle tickets and serving at the pasta lunches. I don't think that our specific efforts here need rethinking; I just encourage all to donate a little through signing up for payroll deductions, buying raffle tickets, and/or coming out for one of the pasta lunches. I would like to relate how on numerous occasions, I have had people in the community make an unsolicited comment that "you part-time faculty are everywhere". I like that!

Have a great holiday and see you in 2014.

Scott Chlopan,
Executive Secretary

Long Service Recognition 2013

20 Years

Jean Claude Danis
Martin Duckworth
Krzysztof Dzieciolowski
Helene Gagne
Hagop Kassabian
David Michel
Francois Miron
Francine Potvin
Aminu Said
Shirley Walker
Harlan Johnson (21 years)

25 Years

Renee Baert
Bonnie Jean Baxter
Michael Berard
Liliana Berezowsky
Carlos Del Burgo
Angela Ford Rosenthal
Bernard Gamoy
Stephen J. Laing
Martine Leprince
Kathleen MacDonald
Brian Smalridge
Joseph Snyder
Giuseppe Spacagna
Harry Standjofski
Zsolt Szigetvari

30 Years

George Bogardi
Jean Paul Lauly
Christine Petcoff
Carlos Luis Santana

35 Years

John McAuley

La Voix Française

L'année 2013 se termine avec un changement important au sein de notre association voir le départ de Madame Maria Peluso comme présidente. Après vingt et une années de service et une année 2012 éprouvante sur le plan personnel – décès de sa sœur et de son époux - Mme Peluso remet les rênes à Dave Douglas. Mme Peluso quitte la présidence mais n'en demeure pas moins une présence indispensable au sein de notre association. Le comité de négociations est maintenant formé de Me Patrice Blais à la tête de l'équipe, Dave Douglas, président, Scott Chlopan, secrétaire, ainsi que June Riley, trésorière.

Cette infolettre contient des renseignements importants. Mme Riley invite les membres à devenir membre contributif du fonds de pension afin de doubler leurs prestations à la retraite. De plus notre trésorière nous recommande de bien nous renseigner au sujet des dépenses admises par Revenue Canada notamment celles reliés au travail à la maison. Me Blais nous informe d'un changement dans la répartition salariale – même montant en bout de ligne mais répartis en treize semaines et non quinze. Lorraine Oades, VP Recherche et Développement Professionnel, a organisé des minis présentations (Micro-Talks). Encore une fois Mme Oades a fait preuve d'originalité et cet évènement fut un grand succès. En effet, des présentations devant une salle bien remplie avec dans l'assistance Dr. Catherine Bolton, Dr. Benoit-Antoine Bacon et Dr. Graham Carr. Finalement il est important de souligner l'arrivée de Sally Cooke aux communications au sein de l'exécutif de l'association et qui nous signe son premier billet dans cette lettre d'information.

Encore une fois toute l'équipe tient à vous rappeler que nous sommes toujours en négociations et que toutes nos voix son importantes. L'Association est consciente que pour certains membres le contexte économique, jumelé au manque d'éthique qui règne dans certains départements rendent les relations avec ces derniers difficiles voir parfois même impossible. En accord avec Me Blais, responsable des membres mandatés aux départements, Erwin et Francine entameront en hiver 2014 une tournée dans le but de rencontrer les membres siégeant sur les comités d'embauche. Préparez vos commentaires, vos questions vos craintes et ce que vous considérez comme les points forts de notre Association.

Appel de nominations
Élections CUPFA – comité exécutif
Échéance vendredi 10 janvier 2014 avant 12 :00

Des membres souhaitant se présenter pour un poste sont conseillés de suivre des procédures décrites dans la constitution de CUPFA. Les élections auront lieu lors de la réunion générale de l'association soit le 13 mars 2014. Les périodes d'activité pour toutes les positions sont de trois ans soit 2014-2017. Obtenez les formulaires de nominations en appelant à CUPFA 848-2424 poste 3691. Tous les formulaires dûment complétés devraient être adressés à la directrice de scrutin, Me Tetiana Gerych, et être reçus au S-K 340 avant 12 :00 le vendredi 10 janvier 2014. Aucune nomination ne sera acceptée après 12:00 vendredi 10 janvier 2014.

Venez nous rencontrer à l'Assemblée générale : jeudi le 13 mars 2014 à 16 :45 dans le Hall Building H -767

À l'occasion des Fêtes, toute l'équipe vous souhaite un joyeux temps des fêtes et une très bonne et heureuse année 2014.



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Visit www.vintagewinemusic.com or call Craig Morrison (CUPFA member-Music Department) at (514) 272-0367.

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