

YOUR LOCAL NEWS

CUPE

On the front line

3913



Caring Is As Caring Does!

Trudi Lorenz, President

As the holiday break approached at the university of Guelph, president Summerlee took the opportunity to bring a Season's Greetings message to alumni, students, and workers on campus. In this video message, Summerlee announced that U of G had been awarded the title of "World's Most Caring University" at an unnamed conference in an unnamed European country. As such, his overview of the past year neglected to mention the numerous and varied acts that call into question the "spirit of caring" demonstrated by this university. A more accurate summary of 2009 should include the following:

1. The cutting of approximately 80 Sessional jobs in the Spring and Fall 2009 semesters, with more anticipated job cuts in 2010.
2. Replacing fired Sessionals with GTAs, but without the pay increases, benefits, seniority, or Right of First Refusal.
3. Hiring markers instead of graders (GTAs) because markers are paid significantly less and are non-unionized.

4. Various violations of the Collective Agreement, and a backlog in the resolution of member grievances.

5. Contemplated changes to workers' pension plans, after the Administration lost workers' hard-earned, deferred wages on the stock market and took irresponsible contribution holidays.

6. Tuition fee increases for both domestic and international students.

7. Forcing international students to pay for health care through the

... his overview of the past year neglected to mention the numerous and varied acts that call into question the "spirit of caring" demonstrated by this university.

To p. 2.../

Computer Virus Alert?

URGENT:
Computer virus affecting job definitions!

Jaime R. Brenes Reyes, Unit 1 Chief Steward

A computer virus has been circulating across campus. Researchers are trying to find out in what department it began to spread. Some believe it originated in the College of Arts. Others think it is part of a larger plan to disrupt the

university's good standing as the most caring academic institution in the world. The virus has been termed 'Confusion'. It enters the hard drive of computers of department chairs. Once established in the system, it changes the distribution of responsibilities of

Undergraduate Teaching Assistants (UTAs) into those of Graduate Teaching Assistants (GTAs). Then, it eliminates the files belonging to Sessional faculty and it assigns those duties to GTAs. 'Confusion' has already resulted in the firing of dozens of Sessionals. GTAs and UTAs are everyday more confused

To p. 2.../

**The Unionized Voice of
SESSIONALS, GTAs, UTAs & GSA-1s**

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Caring Is As Caring Does!

\... From p. 1

discriminatory University Health Insurance Plan (UHIP).

8. Refusal to cut U of G's purchasing relationship with clothing supplier Russell Athletics, even though the company blatantly violated the university's Code of Ethical Conduct by engaging in union-busting and factory closures in Honduras.

9. Elimination of the Women's Studies program, making U of G one of the few universities in Canada without a Women's Studies program.

10. Contemplated cuts to minors, which would make U of G one of the only universities in Ontario without minors.

11. Commitment by president Summerlee to reduce the number of Bachelor of Arts students in upcoming years; slow erosion of programs in the College of Arts.



12. Implementation of the Integrated Plan, which commits to restructuring the university by drastically cutting the budget and, consequently, reducing the quality of the educational experience.

13. Imposing a Faculty hiring freeze and cuts to Sessional jobs while student enrolment increases. This has resulted in TAs being responsible for more and more students while their contract hours remain the same.

14. U of G moving from being a publicly-funded institution to a "publicly assisted" institution. The slide towards privatization of the university continues.

15. Increasing corporate influence over research priorities in order to attract funding, which also contributes to increasing privatization.

As you can see, the past year has been full of difficult times for our members and the wider campus community. The Union is thankful that the university of Guelph is so caring because, otherwise, the above list would be twice as long!

Computer Virus Alert?

\... From p. 1

and reports of inactivity against 'Confusion' are being analyzed by researchers. Researchers are worried that 'Confusion' may affect the state-of-the-art computer labs that the University of Guelph uses in its advertisement campaigns. Notwithstanding the current inactivity, it is possible and necessary to take a stand against this situation. Violations to the collective agreement between CUPE and the University of Guelph must not be accepted. When Sessionals are fired and GTAs take their place, it is Unit 2 work. That is, GTAs are doing the work of Sessionals without the benefits and pay that Sessionals are supposed

to get. In the case of UTAs, they are being forced to take the duties of GTAs at a much lower pay and less hours. We must ask, who is now doing the work of the UTAs? I really hope this is a computer virus and not a deliberate decision by various departments across campus. For what can one say then about an educational institution of such repute when funding is allowed for corporate-driven research while jobs are cut and classes overloaded with the excuse of lack of resources. 'Confusion' must be eradicated before UTAs and GTAs start performing the work of tenure-track faculty!

The more things change...

Chris Hubbarde - Communications Rep.

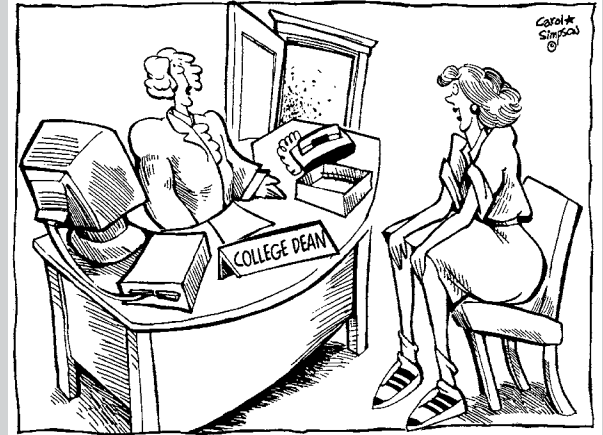
2009 was a year that saw unprecedented cuts at the World's Most Caring University, including in its program offerings. A wide array of degree programs were put on the chopping block this past year, with the most controversial among these being Women's Studies and Organic Agriculture. While these decisions were ostensibly made as cost-cutting measures, the official explanations continually changed as students pointed out the miniscule savings these cuts represented relative to the university's overall deficit.

During the entire process of program cuts, there was a severe lack of transparency and meaningful consultation with students in decision-making. I was present at the senate meeting in April 2009 in which the appeals to overturn these program cuts were denied, and I watched firsthand as students

passionately and respectfully argued for their programs. And I saw firsthand the absolute dismissiveness with which President Summerlee and members of the university's senate treated these concerns.

While a temporary reprieve for Organic Agriculture was achieved, the massive student protest was not enough to save Women's Studies. The university demonstrated loud and clear that night that it hardly cares about what its students have to say.

Shouldn't the Most Caring University be especially attentive to the needs of the vulnerable and marginalized groups on campus? Universities are meant to provide strong academic frameworks that support the study of



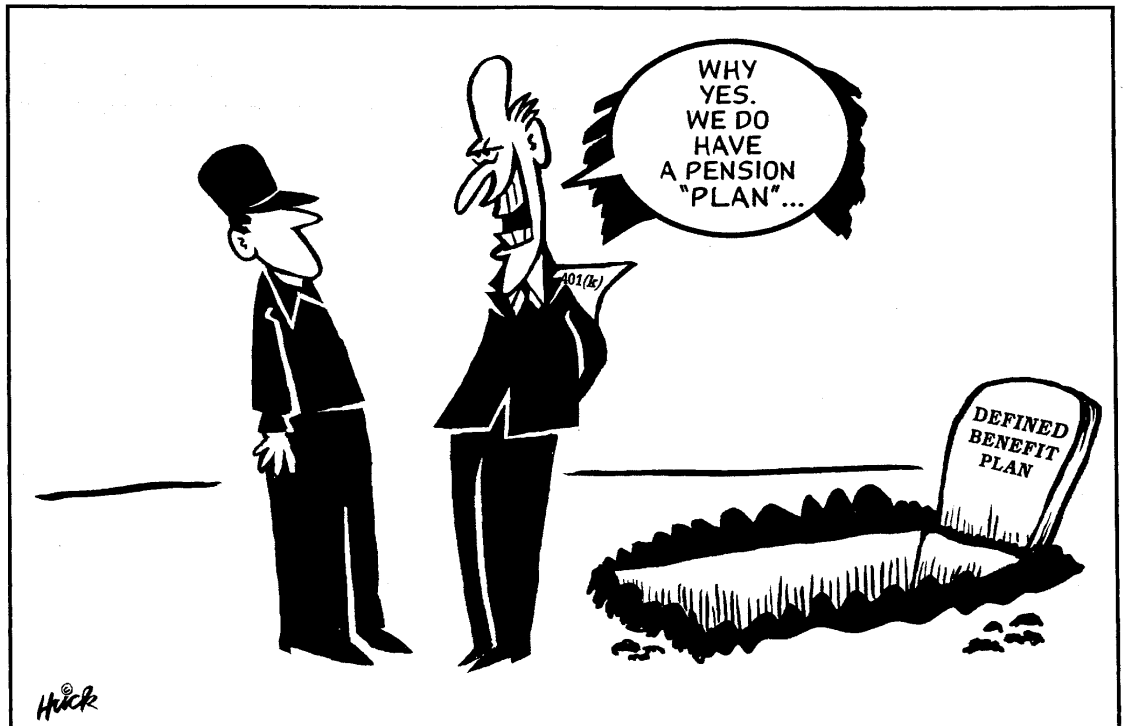
"I want to graduate with a dual major... fiction writing and corporate accounting."

issues of social justice and progress, and yet the cuts that took place in 2009 demonstrate that the University of Guelph will not prioritize these issues if they're not "profitable". The university has proven that, when push comes to shove, it primarily cares for revenue.

MISMANAGEMENT

A pension contribution is an investment into the future. Pensions are deferred wages, part of a worker's total compensation package that is held over until their retirement. The purpose of a pension is to simply provide a person with a source of income when they have stopped working.

Some of U of G's funds (a.k.a. - the workers' money) were affected by what is called a 'pension holiday'. During the years leading up to the most recent recession, the pension plan was doing well and was sufficiently funded, thus the employer did



not make any contributions to the plan. However, this 'holiday'

was brought to an end once the markets fell and the size of the fund had suffered.

To p. 6.../

Marker or Grader? Are they splitting hairs at your expense!

Are you a marker or a grader? Have you ever wondered what the difference is between *marking* an examination and *grading* an examination? Both marking and grading are the same in the sense that both will arrive at an assessment of a student's mastery of course material, yet the university has maintained that there are fundamental differences between the two. In fact it was only as a result of an arbitrated settlement that we managed to arrive at a somewhat clearer definition - a definition that is now enshrined in the Collective Agreement:

"Grader" is defined as an employee assigned to perform teaching related functions. The functions may include meeting with students, responding to student emails, monitoring and/or moderating on-line discussions, deploying professional skills, using knowledge of the subject matter and exercising judgment in evaluating (Unit 1 CA, pp. 3-4).

By this definition, a marker would be an easier role to fill since the marker does not, strictly speaking, even need to know how to read. The understanding is that marking involves a straightforward template that only allows for simple check marks to be ticked. Markers would only be able to 'mark' testing instruments that use multiple choice tick boxes, and/or fill in the blank. Even a "true or false" rubric requires that one be able to read! A marker's task can only employ answer keys and templates; thus markers cannot be required to have any comprehension of the course material whatsoever. Anything else would make the person a grader.

A grader is required to correct a student's work, write comments, and provide feedback. To be a grader, one needs to have some knowledge of the material one is grading. These are the differences that have been agreed to by the University of Guelph when hiring for a marker or grader position. Still, university employees frequently contact the Union stating that they have been mislabeled as a marker when they ought to be a grader. Why do they care? Funny you should ask! Simply put, markers are paid much less (any amount the university thinks it can get away with), are not part of the Union, and therefore are missing out on the same rights, wages, working conditions and benefits as their friends in 3913. What can you do about this? If you believe your department has been misclassifying employees as *markers* when they should be *graders*, please contact the Union office to discuss this urgent issue.

Sara Lacarte - Women's Council Chair

Hate Crimes on UoG Campus

Since this past September, there have been numerous incidents of hate crimes on campus, particularly the anti-Semitic and homophobic graffiti that have been found at the UC, South Residence building and the library. Although these hateful acts may not be unique to only our campus, they are not any less disturbing.

As the Chair of the GBLTT Council, I find it incredibly difficult to think of the University of Guelph as "the Most Caring University in the World" when such horrendous acts are happening across our

campus. While the University did release one safety bulletin for two of the four hateful offenses, very little is being done to curb such ignorance. It is the responsibility of the University to tackle these deeper issues in order to promote more than just tolerance, but appreciation.

The University should increase students' knowledge of other cultures, religions and identities and encourage sensitivity when interacting with others. As a community, we should celebrate diversity and continue to speak out against acts of hate.

If you, or someone you know has been a victim of hate, there is support and assistance available.

Please contact:

Human Rights and Equity Office - X. 53000;
Guelph Resource Centre for Gender Empowerment and Diversity - X. 58559;
CSA Human Rights Office - X. 52629;
The Wellness Centre - X. 53327;
OUTline - 519.836.4550;
UoG Campus Police - X. 2000.

Jessica Maurice - GBLTT Chair

Donate to Haiti Earthquake Relief

As we're sure you know, on January 12th a devastating earthquake hit the island nation of Haiti, leaving upwards of 50,000 dead and millions more injured or homeless.

We are accepting donations in the office to support earthquake relief work done by organizations that already have a presence on the ground in Haiti.

We will also be bringing a donation motion to the GMM on the 28th of January. For more information please drop by the office or go to our website.

Cheaper Hurts

Hello fellow CUPE members,

Just before the winter break, President Alastair Summerlee released an online "Season's Greetings" in which he informed viewers that the University of Guelph had been named the "World's Most Caring University". Indeed, this is quite the accolade. But it makes me wonder who was consulted regarding this title. Certainly, I find it hard to believe that for example, the people working for Russell Athletics within the sweatshops of Honduras would support this designation, especially given U of G's ongoing support of Russell Athletics through the purchasing of their uniforms to dress our athletes and merchandise to sell to our students and fans. Furthermore, did givers of this award—and Summerlee himself—forget the military coup which took place in Honduras, within which Russell Athletics was likely implicated?

Some individuals might say that it is unfair to continue to criticize Russell Athletics, especially after the company came to an "unprecedented" agreement with their workers, who are now back on the production line after a lengthy labour dispute. How quickly we

forget the certain difficulty these workers and their families must have faced leading up to and during the labour dispute, and perhaps even still. How much does the university

taking advantage of cheaper corporate prices in what is ultimately an effort to save expenses on the backs of exploited workers.

The University of Guelph has congratulated itself for its role in forcing Russell Athletics to abide by the employment standards set out in its Code of Ethical Conduct for Suppliers and Subcontractors. However, the truth of the matter is that Russell Athletics' new-found compliance was achieved because unlike at the U of G, other universities in both Canada and the United States cut their purchasing



"15 yard penalty for wearing a uniform made in a sweatshop"

administration CARE about these people? What surprises me is that the "World's Most Caring University" was so quick to renew its merchandising contract with Russell Athletics during the height of the labour dispute (months before it reopened the Jerzees de Honduras factory) without seeking out other equitable, locally produced, and perhaps fairly traded grassroots suppliers. Rather, U of G continues to deal with a major corporation,

relationship in order to put pressure on Russell to comply!

I'm not trying to take away from all of the other truly caring endeavours in which numerous individuals around campus continue to partake. However, it is important to maintain a critical perspective on what U of G is involved in beyond our so-called "caring" campus borders.

In Solidarity, Craig Bentham

Human Rights and Equity Rep.

The pewter hand shake!

Shortly before the holiday break, CUPE 3913 finally reached a settlement with regards to the job cuts experienced by many of our Sessional members in the College of Arts and the College of Management and Economics during the Spring '09 and Fall '09 semesters. After close to eight months of meetings with Management, a Labour Relations Board hearing, and a Save Sessional Jobs campaign, the Union was able to win some compensatory measures for our Sessional members.

Obviously, this settlement and resolution are not all that we

wanted on behalf of our members, nor all that was deserved from an institution that these individuals have diligently worked for and dedicated themselves to for a number of years. Having said that, we hope that it provides some help in compensating members for the job losses they have experienced.

The resolution arrived at between the Union and Management includes a full and final settlement to the "Bargaining in Bad Faith" complaint that was filed at the Ontario Labour Relations Board, as well as all grievances

and issues pertaining to 4.04(a) in the Collective Agreement. This section outlines Management's responsibility to provide advance notice to the Union when it plans to significantly reduce the number of appointments in either of the Bargaining Units.

No matter what arguments we made, the university would not budge on its condition that in order to qualify for anything, a Sessional had to have worked for the university for at least 4 consecutive and continuous years and lost jobs in Spring '09 and/or Fall '09. For those who do not fall within this

categorical condition, and have lost all of their jobs, the Union has extended their Union Benefits coverage for up to \$400 for an extra 4 months. It is the least and the best we could do under the circumstances.

As for the Sessionals who do fall within the above conditions, their Right of First Refusal will be extended, which means that they will be deemed to have successfully taught the course where their job was lost. If that course comes up for Sessional teaching during the Right of Refusal period, they will be

To p. 7.../

But look, the caring is priceless!

In these difficult economic times, everybody is struggling with money issues. But, the situation for those who have the least will be more difficult than for those who are more fortunate. Regrettably, with the high and increasing cost of tuition fees, many international students are finding themselves in a very tenuous financial situation. Making a comparison among other well known Universities in Canada, we find that the University of Guelph has one of the highest fees, especially for international students in full-time programs.

University	International Student Fees	Domestic Fees
University of Toronto	\$14,587/year	\$6,366/year
University of British Columbia	\$7,200/year	\$4,098.30/year
Université Laval	\$10,966/year	\$1,768.20/year
University of Guelph	\$5,572.17/term	\$2,524.17/term

Because U of G's Fees are shown per term, we have to consider that most graduate students register for 3 terms per year. This results in a total of **\$16,716.51 for international students** and **\$7,572.51 for domestic students**.

We have to remember that recently the University of Guelph has been recognized as the "World's Most Caring University". How do these fees show care for international students? Furthermore, it's not only tuition fees that international students have to pay. They also have to fork over money for the University Health Insurance Plan, better known as UHIP. This is compounded by the difficulties students face trying to acquire funding through university scholarships. This year it is practically impossible to apply for scholarships, as almost all of them are either unavailable or under review.

This is the situation that many international students have to face in order to complete their programs and obtain a Canadian graduate degree. In contrast to what the University of Guelph professes, its treatment of international students doesn't seem very caring or very fair.

Argentina Alanis - ITA Rep

MISMANAGEMENT

\... From p. 3

Now the university is claiming a substantial deficit in their pension plans! They are thinking of asking the government to double the usual period of time that they are normally allowed to make their required contributions.

The *University of Guelph Retirees Association* describes U of G retirees as the "most poorly protected retirees among all of Ontario's universities." Some pensions are 'indexed' to increase with the cost of living, while others are not. U of G retirees have no protection against inflation,

meaning that once retired, the pension remains static despite increases in the cost of living.

A large number of former University of Guelph employees rely on a pension as their primary source of income, like many of us will some day. Although pensions may not be on the minds of many of our members, it is a good idea for all of us to take some time and learn about different pension plans and how Unions can work to protect and strengthen them for the good of all.

Andrew Poeta – Finance Officer & Health & Safety Rep.

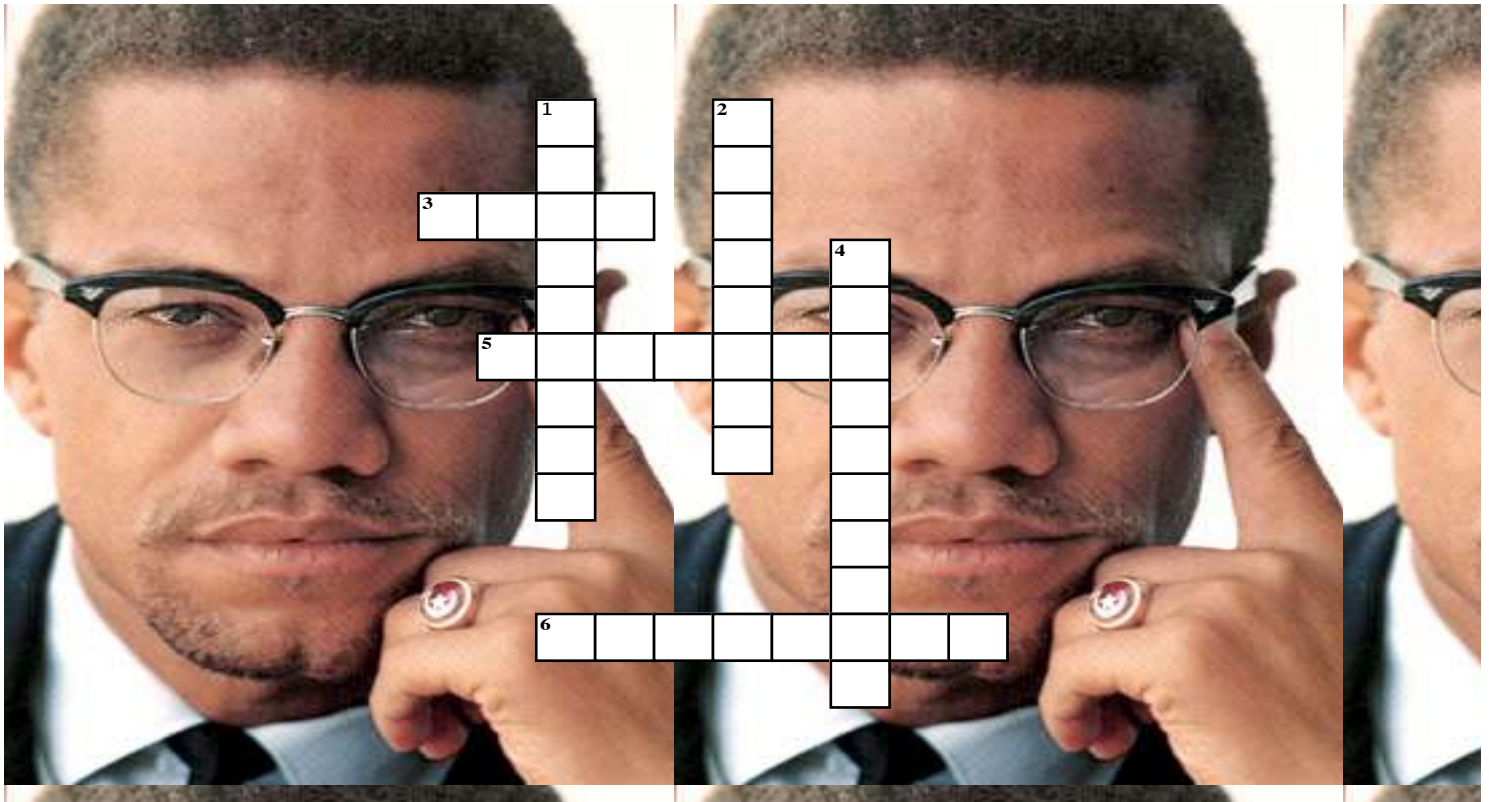
DEFEND WORKERS' RIGHTS HERE AND ABROAD



Fill out the Union Crossword Puzzle and bring it with you to the GMM!

The first correctly answered puzzle drawn out of a hat will win the \$50 prize!

Good of the Union #5 - Chance to win \$50



Across

3. The shameful "University Health Insurance Plan" specifically for International Students (4)
5. You can apply for, and hold as many of these in as many departments as you are qualified for and can handle (7)
6. "... by any means necessary" is one of his most famous statements (8)

Down

1. The legal term for "complaint" in the Collective Agreement (9)
2. Article XIX of the Collective Agreement
4. In class, these sisters and brothers do the same work as Faculty, but without the same remuneration or the same recognition (10)

The pewter handshake!

\... From p. 5

notified of the job posting by e-mail. Upon request, they will be provided with a reference letter from the Chair of the department in which they were employed.

Those who fall within the above category will also receive one seniority point for each work assignment lost, as well as retain access to Campus Resources for the period of extended Right of First Refusal. Furthermore, if Sessionals were enrolled in the University/Union benefits

plans in Fall '08, Winter '09 or Spring '09, they will be eligible to re-enroll in applicable benefits upon rehire to a work assignment during the extended first-right-of-refusal period. Finally, Sessionals will receive a one-time lump sum payment of \$1000 (less applicable deductions) for each work assignment lost in Spring '09 and/or Fall '09. At the request of the Union, union dues shall not be deducted from these payments.

Trudi Lorenz, President

On behalf of the Executive, I want to extend my thanks to you for your support and patience during these grueling months. It is our hope that cuts to Sessional jobs will not continue but, given the "caring" nature of this university's administration, it is imperative that we be prepared for more difficult struggles ahead. The more solidarity we show as a Union, the more capable we will be to fight these budget cuts and keep our jobs.

Sessionals, GTAs, UTAs & GSAs

Posted January 18, '10



General Membership
Thursday
January 28, 2010
UC 442
 Please note change of venue!
5:30 p.m.
Meeting

Agenda:

- | | |
|--------------------------------------|---|
| 1. Equity Statement | 7. Staff Reports |
| 2. Approval of Agenda | 8. Sessional Job Cuts Settlement |
| 3. Minutes from the last meeting | 9. Bylaw Amendments |
| 4. Matters arising from Minutes | 10. Election of Chief Electoral Officer |
| 5. Election of Chief Steward/s | 11. New Business, \$50 Prize Draw |
| 6. Executive Reports & Budget Update | 12. Adjournment; Social |

Please don't forget to fill out the Union Crossword and bring to the GMM for the draw

Check out www.cupe3913.on.ca to find out more

Social - Free Food & "Beverage" - Child Care Reimbursed on Request
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The Good of the Union -- Your chance to win \$50

Fill out the Union Crossword Puzzle - see Newsletter (hard copy or website)
 And bring it with you to the GMM!

The first correctly answered puzzle drawn out of a hat at the GMM will win the \$50 prize!

Thoughtfully Global, Thankfully Local

With the advent of fair trade and ethical purchasing policies in the last decade, there has been a growing awareness of labour rights in a global context. While it is vital to show our solidarity with workers' struggles abroad, it is also important to examine labour rights in our own communities. Come and learn more about the fight for fair and safe working conditions in our own backyard, and how local and global struggles for workers' rights are interconnected.

Featuring:

- Sid Ryan** President, Ontario Federation of Labour
Former President, CUPE Ontario
- Edgar Godoy** President, CUPE Local 2591
Former Chair, CUPE National Global Justice Committee
- Janice Folk-Dawson** President, CUPE Local 1334
Chair, CUPE Ontario University Workers Coordinating Committee
- Ryan White** Labour Lawyer
University of Guelph alumnus

Wed. January 27th
11:30 - UC Courtyard

