

CUPE 4207 NEWSLETTER

September 2016

IN BARGAINING!

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 4207 at Brock University

Fighting the power since 1998 representing:

Part Time Instructors, TAs, Lab Demonstrators, Marker/Graders, Course Coordinators, all Instructors and Full Time Coordinators in ESL Services

Greetings from the President

Hello Friends.

My name is Phil Wachel and I have the honour of being the President of the Local.

I hope that your summer has been an enjoyable and safe one. It's hard to believe, but it is almost time to start a new academic year. If you are a current member, welcome back. If you are a new member, welcome to your Union.

The union office is located in the MacKenzie Chown building (MC C 402). Myself and the rest of the Executive would be interested in meeting everyone. The office is open occasionally during the week; kindly stop by and introduce yourself to the Exec member who is in the office. We want to hear from you !

The biggest story of the year for our Union is Bargaining. Two of our three Units are currently involved in bargaining: Unit 1, which represents Teaching Assistants, Sessional Instructors, Lab Demonstrators, Course Coordinators and Markers Graders, as well as Unit 2, which represents Full Time English as a Second Language Coordinators. When you have some time, check out our Bargaining website: cupe4207bargaining.ca/

But, the union is more than Bargaining. The Union is what you make it. Consider getting involved in one of the union committees. Chances are that we have a committee that would interest you ! Check out our website for a list of committees and meeting dates.

A Fall Social is planned, too. Hope you can come out for a couple of hours to chat with your coworkers and have some food and drink on the union.

The best way to have your voice heard is to come out to a General Membership Meeting. Do you have an idea for the Local? Bring that idea to a Membership Meeting !

In Solidarity, Phil

Our very first Bargaining meeting with the employer is on September 1.

The Local hired Membership Mobilizers to help connect members to their union at such an important time.

Our members identified Workload, Job Security, Wages and Benefits as their most important priorities.

See page 7 for list of your Bargaining Team members.

MESSAGE FROM THE CHIEF STEWARD

Hello Fellow Workers,

Well as the summer is winding down and the new academic year begins there are a few words that I would like to share with all Cupe 4207 members. In my term as Chief Steward, I represent Unit 1, Unit 2 and Unit 3 in the grievance procedure. Each Unit has a Vice President, Unit 1 has faculty stewards, Unit 2 has a unit steward and Unit 3 has a unit steward. We all work together with the President and members of the executive to ensure an equitable, harassment free workplace according to our Collective Agreement.

First welcome back if you have not been employed in the summer! Second, let's talk about some of the things as a union member you should be aware of. Our collective agreement is online on our website, please become familiar with it. Many issues leading to grievances stem from not addressing problems right at the beginning. Also of significance is timelines, it is very important that if there is a problem that needs to be addressed you have 15 days from when you became aware of the problem to file a formal grievance. For example, you applied for a position and your seniority date is 2001. You find out that someone else was deemed the successful candidate with a seniority date of 2005. From the time you become aware of this, you only have 15 days for the union to file a grievance. In the meantime, most often we can straighten out the problem at an informal stage, but you need to report this to the union as soon as possible.

Keep track of what positions you have applied for.

If you are wondering whether or not you have been passed over, either by seniority or qualification, please, please, please contact the union office by phone, email or drop in.

What is particularly important is knowing your rights as a Cupe 4207 member. Look at your allocation of hours form to make sure it adds up to the work that you are required to do. We have been successful in modifying these forms with department Chairs to reflect a more realistic end goal.

Harassment, bullying, racism and homophobia

are becoming more prevalent issues at Brock

University. These problems can involve anyone on campus. No one need suffer silently if affected by these negative and hostile ideologies. Come and speak with us. Learn how to handle students in class when confronted with these issues. Know where to go if you have been targeted. No one is exempt from these issues. Members who witness discriminatory and oppressive behaviour towards their co-workers or students, speak up. Feel confident approaching anyone in the union office, your department Chair, do not shrug it off.

2016 is a bargaining year for a new Collective Agreement. Please I urge all Unit 1 members to regularly attend Union meetings. We need to know what you want, we need to represent you as a collective. Come out to the meetings, let us know what is important to you and have input on the decisions of your union.

Let's have a great academic year, you will get a chance to meet most of us during orientation sessions. The breakdown is on our webpage, department stewards will be your main contacts, get to know them, the executive members are also a main contact, get to know us, we love to chat. Please I encourage members to drop by the union office and meet us personally. We work for you, we represent you, this is your union.

In Solidarity

Brigitte Cecckin



The Chief Steward serving Notice to Bargain at 4207 info party in front of the tower on June 16th.

INDIGENOUS SOLIDARITY COALITION @ BROCK

The Indigenous Solidarity Coalition @ Brock is dedicated to providing people in the Brock and Niagara community the opportunity to engage in events that raise awareness and foster activism surrounding Indigenous issues.

Through education, we aim to create a more inclusive and respectful environment toward Indigenous Peoples on campus and the surrounding region. From this standpoint we recognize the importance of bringing attention to, and actively engaging in, efforts to eradicate systemic discrimination against Indigenous Peoples in Canada.

Coming from multiple contexts, we are an open group of Indigenous and non-Indigenous CUPE 4207 workers, students and community members. We stand together in solidarity alongside Indigenous communities and support the spirit of the Truth and Reconciliation Commission of Canada – we are committed to the understanding that reconciliation is a conscientious and active process.

We recognize that the economic condition for Indigenous people is not a homogenous experience. We also recognize that the complexities that exist in Canada for Indigenous populations are fundamentally embedded in all issues of labour. For this reason, the Coalition represents an important building block for our local.

Through solidarity, the coalition creates opportunities for CUPE 4207 to engage in widening its capacity for knowledge building and sharing, elements that are crucial to all labour struggles in Canada.

Fall 2016 / Winter 2017 events for raising awareness and building community include:

- ◆ Truth and Reconciliation Workshop
- ◆ Faceless Dolls Project: Missing and Murdered Aboriginal Women and Girls
- ◆ Sisters in Spirit Film Screening and Panel Discussion
- ◆ Treaty Night – A Panel Event About Treaties in Niagara
- ◆ The Blanket Exercise: Indigenous Rights History we've never been taught!
- ◆ Indigenous Food Sovereignty Education Event
- ◆ Working Together: Indigenous Self Determination and Animal Liberation Panel Event
- ◆ Cultural Resurgence: Looking Toward Youth Workshop
- ◆ December Moon Ceremony/Social Film Screenings

The Coalition is open to everyone. In the spirit of diverse perspectives of collaborative organizing, we come together each with an equal voice to work toward decolonization and social justice for Indigenous Peoples. In keeping with the policies and practices established by CUPE National Aboriginal Council we work on a consensus building model, a culturally appropriate approach to decision making and governance. Focusing on the teachings of peace, friendship and respect, we structure our relationships around the Great Law of Peace and the Two Row Wampum.

If you are interested in joining the Indigenous Solidarity Coalition @ Brock, please visit our website at indigenoussolidaritybrock.wordpress.com/ or email us at IndSolidarityCoalition@gmail.com We have many more great events coming up and would love

for you to get involved with us in any way you can.

OUR SISTERS IN SPIRIT

Forever Loved :

An Evening Honouring Our Missing & Murdered Indigenous Women and Girls

—
SEPTEMBER 20 | 6PM
BROCK UNIVERSITY



A GOOD HABIT OF A CONSCIENTIOUS WORKER IS TO KEEP A WORKLOG

Name _____
 Course _____
 Department _____
 Semester _____

**CUPE 4207
 WORK LOG**

Canadian Union of Public Employees
 Local 4207
 4207.cupe.ca
 x4766
 cupe4207@brocku.ca

Keep a work log of all time spent working for your appointment(s).

Tasks	Pre-semester	WK 1	WK 2	WK 3	WK 4	WK 5	WK 6	WK 7	WK 8	WK 9	WK 10	WK 11	WK 12	Exam Time	Total Hours
Orientation/Training															
Preparation															
Attending Lectures/Lecturing															
Conducting Labs/Seminars															
Grading/Marking															
Student Consultation															
Meetings															
Proctoring															
Setting up/Cleaning up															
Supervising Field trips															
Office Hours															
Coordinating Duties															
Data Entry (incl. inputting/calculating grades)															
Photocopying															
Other Duties															
Total Hours of week															
Cumulative Hours for Semester															

DID YOU KNOW ?

that in 2004 the Bargaining Team of the local managed to secure the implementation of the ALLOCATION OF HOURS FORM to keep reasonable timeframes for completing work, and it took until the next bargaining round in 2010 for Teaching Assistants, Marker/Graders, Lab Demonstrators and Course Coordinators to equalize their nominal workload with their graduate counterparts to 60 hours?

Up to 2010, the non-grad members were expected to do the same work as grad members, but in 12 fewer hours!

THE FOLLOWING CORE DUTIES SHOULD BE CONSIDERED WHILE FILLING OUT THE WORK LOG FORM

This list is descriptive, not prescriptive. It is not exhaustive nor, of course, will all duties listed here apply to all Departments or to all types of positions. The intent of this list is to provide a sample of duties that may be assigned to each employee

Orientation/Training

- ✓ Attending mandatory TA training/orientation sessions
- ✓ Attending Health and Safety training sessions
- ✓ Meetings with supervisor/professor/senior lab demonstrator or course coordinator

Preparation

- ✓ Preparing handouts for seminars
- ✓ Preparing reading lists for seminars • Preparing bibliographies for seminars
- ✓ Reading preparation for lectures/labs/seminars/tutorials
- ✓ Designing and preparing tests/examinations for seminars
- ✓ Preparing assignments/problem sets for seminars
- ✓ Reading assigned texts/manuals/source materials
- ✓ Preparing tutorial/lecture notes
- ✓ Preparing/setting up audiovisual materials and equipment
- ✓ Maintaining course web/webCT site
- ✓ Preparation of syllabus
- ✓ Preparation of marking sheets

Labs/Seminars/Tutorials

- ✓ Conducting tutorials/seminars/practical sessions
- ✓ Conducting special seminars/workshops
- ✓ Demonstrating in laboratory
- ✓ Demonstrating use of equipment

Marking/Grading

- ✓ Language tapes
- ✓ Problem sets
- ✓ Computer programs
- ✓ Data sheets
- ✓ Laboratory reports
- ✓ Checking lab books
- ✓ Book reviews
- ✓ Oral presentations
- ✓ Demonstrations
- ✓ Projects/Journals
- ✓ Essays
- ✓ Quizzes
- ✓ Mid-terms
- ✓ End-of-term tests
- ✓ Examinations
- ✓ Calculating/recording/tabulating grades

Coordinating Duties

- ✓ Coordinating Teaching Assistants, Lab Demonstrators, Marker-Graders
- ✓ Assisting in the preparation of marking schemes
- ✓ Coordinating the marking of course assignments, midterm and final exams
- ✓ Filling out/revising hours of allocation forms

G M M

General Members Meeting is on
THURSDAY September
29th at 5PM
In TARO 403

FALL SOCIAL

STAY TUNED. WE
 YET TO GET THE
 DETAILS
 THIS

OOOPS

HAVE
 ON
 POPULAR
 LOCAL EVENT OF
 THE YEAR!

HEALTH & SAFETY REPORT

Dear Member,

Did you know that you have the responsibility to report incidents AND near misses when they occur? Health and Safety is everyone's responsibility and we all need to work together to create a safer Brock!

If you don't report it, it never happened in the eyes of the employer. If you don't report a near miss the next time around someone could actually get hurt.

We need to foster a culture of reporting ALL hazards, incidents, and injuries

How to report an incident

Incident Report forms are available online at:

<http://4207.cupe.ca/files/2015/05/Injury-Incident-Form.pdf>

You can submit incident forms in 1 of 2 ways:

- 1) Paper Copy – Print off the form, fill it out, submit to your supervisor (Do not forget to ask for a copy for your records).
- 2) Online – Save the form as a PDF and fill it in using ADOBE reader. Send the form to your supervisor and copy on besafe@brocku.ca.

Don't have a direct supervisor? Fill the form out anyway and submit your form directly to besafe@brocku.ca. If you are comfortable let your CUPE 4207 Health and Safety Officers know of your report.



HEALTH and SAFETY Representative

for the MIWSFPA campus
Joint H&S Committee

IF YOU ARE A 4207 MEMBER, WORK at the MIW campus downtown, and are interested to become H&S rep, let Bryan or Jennifer know!

(Your work assignments do not necessarily have to be located at the MIWC to become a H&S rep).

The importance of creating a paper trail

It is important to report incidents as they occur to create a timeline. This puts pressure on the employer to address incidents in a timely manner.

If a worker is injured on the job the Workplace Safety and Insurance Board (WSIB) may need to get involved to provide that worker with the compensation they deserve. WSIB claims have been known to be dismissed or denied if incident reports are not properly filled out or the injury timelines are not well established.

If you are unsure whether or not to report it, REPORT IT!

The Occupational Health and Safety Act states that: Section 50 (1) No Discipline, dismissal, etc. by employer – No employer or person acting on behalf of the employer shall

- (a) dismiss or threaten to dismiss a worker;
- (b) discipline or suspend or threaten to discipline or suspend a worker;
- (c) impose any penalty upon a worker; or
- (d) intimidate or coerce a worker,

because the worker has acted in compliance with this Act or the regulations...has sought the enforcement of this Act or the regulations or has given evidence in a proceeding in respect of the enforcement of this Act...

What does all this legal jargon mean?

You cannot be punished by your supervisor or the employer for filing an incident report form OR calling the Ministry of Labour!

Web Resources

Ministry of Labour Website www.labour.gov.on.ca/english/

Occupational Health and Safety (MOL) Website www.labour.gov.on.ca/english/hs/

Occupational Health and Safety Act eLaw: www.ontario.ca/laws/statute/90o01

Public Services Health and Safety Association Website: <http://www.pshsa.ca/>

Your CUPE 4207 Health and Safety Officers

Two Health and Safety Officers are elected every year at the Annual General Membership meeting in April. The term of office is May 1 to April 30.

Jennifer Smith (Unit 3):
jenniferlynn1982@gmail.com

Bryan Giordano (Unit 1):
bryanvgiordano@gmail.com

Alternate for Joint Health and Safety Committee Meetings
This position is open –jump in!

Coalition of Ontario Academic Locals

Our local proudly participates in COAL, a solidarity based group of sister locals who are also in bargaining this Summer and Fall. There are many issues concerning our working conditions that members of all the locals share. We are learning from each other in order to build stronger locals. Strength and solidarity are of utmost importance to workers around the province in this time of austerity, budget cuts and increasing precarity of working conditions.

UNIT 1 Bargaining Team

Brigitte Cecckin
 Gerry Boily
 Jakob Chapman
 Chris Grawey
 Steph Van Stralen

UNIT 2 Bargaining Team

Phoebe Kang Papple
 Joan Dundas
 Jim Papple

Phil Wachel, the 4207 President, is on both ex officio.

Re: Solidarity pact with other Ontario academic unions

As you may be aware, precarious academic workers from across the province will be bargaining with their respective employers this coming Fall. Many of these workers are members of the Canadian Union of Public Employees – Canada's largest public sector labour union.

CUPE locals representing **25,000 precarious academic workers at 9 Ontario universities** have formed a solidarity pact around priority issues to bring to the bargaining table this Fall. Those locals are:

- CUPE Local 2626, University of Ottawa
- CUPE Local 3902, University of Toronto
- CUPE Local 3903, York University
- CUPE Local 3906, McMaster University
- CUPE Local 3908, Trent University
- CUPE Local 3913, University of Guelph
- CUPE Local 4207, Brock University
- CUPE Local 4580, University of Windsor
- CUPE Local 4600, Carleton University

This group of locals is committed to negotiating around the following priority issues:

- Job Security and Precarious Work
- Class Sizes and Teaching Ratios
- Equity and Mental Health

We are committed to supporting one another during upcoming collective bargaining. As a demonstration of our collective solidarity we have all submitted this letter to our respective University counterparts to let them know that we're committed to productive, fair, and professional discussions at negotiating tables across the province.

In solidarity,

Xavier Laberge, CUPE Local 2626
 Président du comité de négociation

Jen Cypher, CUPE Local 3903
 President

Diane Therrien, CUPE Local 3908
 President

Phil Wachel, CUPE Local 4207
 President

Kevin Partridge, CUPE Local 4600
 President

Ryan Culpepper, CUPE Local 3902
 Chair

Chandra Kavanagh, CUPE Local 3906
 President

Ashley Wilson, CUPE Local 3913
 President

Srila Perine, CUPE Local 4580
 President



Take Back the Night

Thursday September 15th, 2016



Please join us at the St. Catharines Central Library courtyard at 6:30pm

Candlelight walk and guest speakers from Brock University, Emma Christie, & slam poetry by Alicia

Music by sisterLune, womEnchant and Broadband, sound by Vox Violins

Thank you to our supporting sponsors:



Every year, our Local participates in **TAKE BACK THE NIGHT**
 Join us on **September 15 2016, 6:30 pm** Public Library courtyard off James Street, St. Catharines (address: Central Library 54 Church St.)

4207 WORKSHOP UNION SUPERVISORS IN THE WORKPLACE

For all but especially Sessional Instructors and Units 2 & 3.

September 30—October 1
 Brock University place TBA

For details and to register go to cupe.ca/workshops/union-supervisors-workplace-0

Members of our Local elected at the AGM for the term May 1 2016—April 30 2017

The Executive Committee

President - Phil Wachel
president@cupe4207.org

Vice Presidents:

Unit 1 - Rob Paugh
VP1@cupe4207.org

Unit 2 - Phoebe Kang Papple
VP2@cupe4207.org

Unit 3 - Glenn Ewing
VP3@cupe4207.org

Recording Secretary - Nathan Cecckin
recordingsecretary@cupe4207.org

Chief Steward - Brigitte Cecckin
chiefsteward@cupe4207.org

Treasurer - Ian Wood
treasurer@cupe4207.org

Membership Outreach Officer - Karen Hofman
moo@cupe4207.org

Equity Officer - Sam MacAndrew
equity@cupe4207.org

Trustees

Term ending **April 2017** - Joan Dundas
Joan.dundas@gmail.com
April 2018 - Jennifer Smith
jenniferlynns1982@gmail.com
April 2019 - Jun Du
dujun@gmail.com

Stewards

Steward Unit 2 vacant—to be elected at September GMM

Steward Unit 3 - Eric Olmedo McInerney
ericstewardunit3@gmail.com

Social Sciences - Charly Cecckin
tcecckin@gmail.com

Mathematics and Science - Bryan Giordano
bryanvgiordano@gmail.com

Education - Stephanie Piovesan
spiovesan1@gmail.com

Applied Health Sciences - Jeffrey Cornelissen
Jeffrey.cornelissen@gmail.com

Business - Elizabeth D'Angelo
edangelo1@cogeco.ca

Humanities - Darrin Sunstrum
sun4034@gmail.com

International Steward - Firoz Alam
alamiub@gmail.com

Part-time Instructor Steward - vacant -

Health and Safety Officers

Bryan Giordano (Unit 1)
bryanvgiordano@gmail.com

Jennifer Smith (Unit 3)
jenniferlynns1982@gmail.com

MIWSFPA campus— to be filled!
Alternate: vacant



@CUPE4207

cupe4207@brocku.ca



905-688-5550 x 4766

OFFICE: MC C 402



www.4207.cupe.ca

cupe4207bargaining.ca