

# THE INSTRUCTOR

## Message from your President

*Barb Moore*

Hello Members,

As you will see in the rest of The Instructor, this has been a very busy bargaining year for our three bargaining teams at SMU, Dalhousie, and the Mount. Once our ratification of the Mount agreement has been finalized, we will turn our attention to taking courses and providing workshops for our members to begin preparation for the next round of bargaining, which will begin before we know it.

**I wish to take this opportunity to advise you that we have one vacancy presently on our Executive, and that is for the position of Dalhousie Vice-President for Part-time faculty.**

To be eligible for the position, you must be a part-time faculty member at Dalhousie and according to our by-laws you must be willing to take the appropriate CUPE courses which will train you for

the position. Most of the CUPE courses are conducted on weekends and require no more than 1.5 to 2 days to complete and gain your certification. Local 3912 pays for your training: you are given a per diem and your accommodation and transportation to the course locale is all provided. I find most courses offered are not only helpful for union training but are also very important to learning about trade union laws in Nova Scotia and rules which fall under the Dept. of Labour. On the back page of this Instructor you will find a few of the courses you can sign up for presently and any CUPE 3912 member is welcomed to sign up and attend these courses so don't be shy to sign up. Just contact our office and Renee Dankner will get you registered and make the necessary arrangements for you. (see back page)

## MSVU

### Ratification

Members of CUPE 3912 at the Mount have ratified the recent Collective Agreement unanimously, according to Barb Moore, the President of CUPE 3912. We will be looking for a signing date very soon, at the Mount. Barb Moore wishes to thank those on the MSVU Bargaining Committee, and also to thank Peter Baxter, our Regional Representative from CUPE.

We look forward to good relations with the Administration at the Mount.

*C. Forde*

## Dalhousie Contract Signing

As many of you are aware, the past year has seen the Dalhousie Bargaining Committee, comprised of Michael Earle, Carmel Forde, Christina Behme, and Robert Lanning, hard at work on negotiations for the Dalhousie part-time faculty members, and the large group of teaching assistants who work for Dalhousie faculty during the regular and summer terms. While we came to an agreement recently, the signing of the new contract itself will not take place until Tuesday, October 12, 2010. We are all very pleased that this round of negotiations has led to a new, and strengthened Collective Agreement. Best wishes to all on the committee, and to the fortunate members whom they serve!

*Carmel Forde, Communications*

## A new “back door” to Dal? Navitas

Navitas is a university-education business. The company is suggested to be the largest Australian provider of ESL. By 2008 Navitas held long term agreements which operate as a form of partnership with nine Australian universities. These universities are some of the best established universities in Australia, such as Macquarrie, Griffith, the University of Adelaide.

By 2000 Navitas operated an International Business Technology school at Hertfordshire in Britain, and also one at Brunel.

Other British universities (Anglia Ruskin and Swansea) have cooperated with Navitas to open an IBT school at their institutions.

Navitas is big business financially - by December 2004, the Australian stock exchange listed Navitas with a market

capitalization of \$691,000,000.00.

Because of global reduction in the government based funding of universities, this for-profit group has identified a market for international students as the location not only for its own profit, but for the expansion of income possibilities for those universities who partner with Navitas. Navitas university partnerships operate to provide a service to students whose English language skills are not sufficient to allow them to enter the universities to which they've previously applied. Furthermore the grade point average for these applicants has been below par. Navitas becomes a back door into the regular stream after a year or two of preparation.

*C. Forde Communications*

## “Where from here?”

*by Stephen Cloutier, Recording Secretary*

Tim O'Neill's report to Darrell Dexter and the NDP government has already created controversy. Among the recommendations is the suggestion that tuition fees, already the highest in Nova Scotia, be deregulated. The increased fees would be offset by forcing universities to give a percentage of tuition fees to funding, eliminating the cap on student loans and substantially raising the non-repayable bursary portion of the loans. With so many graduates struggling with debt already, it is difficult to see how increasing debt will help, and debt will rise no matter how much the bursary part is increased. The one recommendation (#5) in the

report that has caused so much initial furor is the suggestion that the government not consider the amalgamation of MSVU with either Dalhousie or SMU and that the Nova Scotia Agricultural College be amalgamated with Dalhousie. The report also recommends that NSCAD merge with another unspecified university or be restructured internally. Two major impacts are job losses and increased class sizes.

The report does not tackle the issue of job losses except to say that tenure would make redundancies difficult to implement. Part-time faculty would bear the brunt of job losses in the short term.

With no job security, CUPE 3912 members would find teaching opportunities vanish as course options narrow. Increased class sizes also affect quality of education - students benefit from personal interactions with lecturers.

Financial reasons are given to justify an ideological shift - one that would see universities become nothing more than placeholders for a compliant workforce. Universities have traditionally been environments where students and faculty engage ideas and confront the major issues of the day. Now they function as places to help you “get a job”.

# University of Manitoba and Navitas

While the governing bodies of both Simon Fraser University and McMaster University were actively involved in discussions about the potential for agreements with Navitas, at the University of Manitoba the Senate and Board of Governors were only notified after the agreement had been signed, according to Brenda Austin-Smith, President of UMFA. The Faculty Association at the University of Manitoba has raised serious concerns that Navitas is not a post-secondary institution, but a corporation that employs its own people to teach ESL and then employs others to teach the pathway courses, guaranteed to lead into admission to the university.

UMFA expressed its opposition to the privatization of education for these international students, on the campus of the University of Manitoba.

In spite of the fact that the U of M department of English had refused to cooperate with Navitas, there is an English introductory course being offered taught by a sessional, under the International College of Manitoba (Navitas' subsidiary) on the U of M campus.

Other initially affected departments are psychology and mathematics. It is not clear whether other departments will be affected in the near future. While the UMFA are obviously opposed, the International College of Manitoba has a website that announces more courses will soon be offered. The U of M has not made the contract with Navitas a public document, and yet the U of M is a publicly funded University.

*C. Forde, Communications*

## *Notice of by-law amendment*

A vote on the following by-law amendment will be held at the next CUPE 3912 General Meeting:

Whereas CUPE 3912's ability to call witnesses and experts during and to have observers at arbitrations and

Whereas the time of those witnesses, experts, and observers is valuable

Be it resolved that Section 13: Committees of the Bylaws be amended to read:

Grievance Committee: This committee shall process all grievances from the initial stage. The Committee shall consist of the President and the Vice-Presidents/Stewards. The Executive shall appoint one VP/Steward as "Chief Steward." The Chief Steward shall be responsible for accumulating documentation from the relevant Vice-President/ Steward and the grievor, and

shall be responsible for consulting with the National Representative.

The Process of grievance filing shall be carried out as follows:

1. The Vice-President/Steward of the relevant bargaining unit will consult with the Chief Steward on the prospective grievance.
2. In consultation, the relevant VP/ Steward and the Chief Steward shall agree on the wording of the grievance, timelines, documentation, and meetings with the relevant university administration; this agreement and the advice of the Chief Steward shall be followed. The Chief Steward shall be obliged to communicate disagreements among Vice-presidents/Stewards to the National Representative for clarification and guidance.

## *Stephen Cloutier*

3. Grievances must be in writing on forms provided by the National Office, be signed by the grievor(s) and by the relevant VP/Steward or the Chief Steward. A copy of the grievance form and all relevant documentation shall be forwarded to the National Representative and the Chief Steward.
4. Grievances not settled at stages prior to the arbitration stage shall be submitted to the executive and to the National Representative for their respective opinions on the likelihood of success at arbitration.

All witnesses, experts, or observers asked by the Union to attend grievance meetings shall be paid per diems at the rate currently approved by the union membership. If the time spent, including travel time, is less than 4 hours in a day, one-half the per diem shall be payable.

CUPE courses offered for the fall term:

1. Assertiveness Training for Women: October 16-17 in New Glasgow
2. Steward Learning Series - Oct. 16-17 (3 modules: Creating an Accommodation Friendly Workplace; Winning without going to Arbitration; and Health and Safety 101) in Halifax
3. Clear Language: Oct 23-24 in Kentville
4. Steward Learning series - Oct 23 to 24 in Sydney (3 modules including Being an Ally for Equality; Conflict Resolution 101; and Mediating Member to Member conflict)
5. Introduction to Pensions - Oct. 30-31 in Halifax
6. Financial Officers - Oct. 30-31 in Halifax
7. Introduction to Stewarding - Nov. 13-15 in Yarmouth
8. Health and Safety - Modules 1 to 5, Nov. 13 to 14 in Sydney
9. Financial Officers - Nov. 20 - 21 in Halifax
10. Steward Learning Series - (3 modules including Handling Grievances; Challenging Racism in the Workplace; and Disability Issues for Stewards) Nov. 20 to 21 in Amherst
11. Public Speaking - Nov. 27 to 28 in Bridgewater
12. Preparing for Bargaining - Nov. 27 to 28 in New Glasgow
13. Parliamentary Procedures - Dec. 4 to 5 in Halifax
14. Face to Face Communications - Dec. 4 to 5 in Port Hawksbury
15. Steward Learning Series - (3 modules including Representing Members in front of Management; Disability Issues for Stewards; What Stewards Need to know about Arbitration) Dec. 11-12 in Halifax
16. Steward Learning Series - (3 modules including Handling Grievances; Challenging Homophobia in the Workplace; and Hot Topics/Current Issues ) Dec 11-12 in Sydney

It is important to have a well-trained membership to fill our annually elected positions on the Executive to better serve the membership. All executive positions are awarded a stipend and any expenses incurred doing the business of CUPE 3912. I hope each of you will give some thought on what part you can play by becoming an educated activist for our union. If you have further questions on this, please contact me through our website: [www.3912.cupe.ca](http://www.3912.cupe.ca) - just click on the Executive button and your representative's email address can be found linked to the university where you work. Until next time, I remain, in solidarity

Barb Moore, CUPE 3912 President and Grievance Officer

## Search for Stewards at MSVU

*J. Dimoff VP MSVU*

We are currently looking for a representative from each department to be a contact between the CUPE VP for the Mount and each department. With our many members it is difficult to know who everyone is and it's sometimes difficult to get information out to everyone. We very much need our members to be involved at various levels of CUPE 3912. Members should be aware that CUPE offers valuable training and the costs of workshops and per diems are covered by our local.

If anyone has any interest please, contact Jennifer Dimoff (VP CUPE 3912, MSVU)  
[jennifer.dimoff@msvu.ca](mailto:jennifer.dimoff@msvu.ca)