

CUPE QUARTERLY

Volume 1 Issue 2



Hamilton 101

Some of the awesome things in your town

Also Featuring:

Government Imposed Chill

Province attempts an across-the-board compensation freeze

How to HOW

Demystifying your Hours of Work form

Creative Corner

Photos & Poetry from 3906 members

Letter From the President

Dear Members:

Welcome to a new year as a union member! As a member of local 3906, you are joined by 3000 Teaching Assistants, Research Assistants, Sessional Faculty and Postdoctoral Fellows at McMaster. As a member of CUPE, you are joined by approximately 600 000 public sector workers across the country and over 20 000 academic and support workers in Ontario that comprise the Ontario University Workers' Coordinating Committee. As a union member at McMaster, you are joined by over 6000 workers at the university.

In this issue, you will find pieces that cover everything from Sessional Faculty bargaining and the public sector wage freeze fight back to the poetic and photographic expressions of the membership. It is our particular aim to give you a glimpse of the creativity of some of the talented and inspired academic workers in your midst!

If you like what you see in this issue (or even if you don't!) we encourage you to get involved in the communications committee. Our local operates on democratic principles that demand member participation and input. There are many ways to get involved in the union: if newsletters aren't your thing, try your hand at contract rights on the grievance or stewards' committees. Help benefits run more smoothly on our benefits committee. Fight for social and environmental justice and workers' rights on our equity action and political action committees. Getting involved can even be as simple as attending one of our monthly general membership meetings. Contact your committee chairs—your fellow TAs, RAs, Sessionals and Postdocs—for more information.

Your union is your place to explore your rights and to discover what a just university and society looks like. We hope that you enjoy the issue, and have a safe and rewarding academic year.

In solidarity,
Mary Ellen Campbell
President
CUPE 3906

CUPE 3906 Equity Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents union members from working together to strengthen the union and its initiatives.

As unionists we aim to achieve mutual respect, cooperation and understanding throughout our membership. We neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

A hostile or offensive environment includes discriminatory speech or conduct, which is racist, sexist, transphobic or homophobic and/or discrimination based on (in)ability, age, class, religion, language and ethnic origin. A hostile and intimidating environment also includes attempts to de-voice other members by ignoring GMM speaking practices or by talking over, yelling, rolling eyes at or shutting down contributions made by others.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate others. Harassment will not be perceived or treated as frivolous behaviour. The uneasiness and resentment that harassment creates hinder the growth of the union by hampering our capacity to work together on shared concerns such as decent wages, safe working conditions and justice in the workplace, society and in our union.

The above-mentioned components of a hostile environment hurt and divide the union and compromise CUPE's policies and commitments to equality. Members, staff and elected officers must be mindful that all members deserve dignity, equality and respect.

CUPE QUARTERLY



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Rebecca Strung, Malissa Phung, Nick Longaphy

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How to HOW

Demystifying your Hours of Work form

Nick Longaphy

Communications Officer

Department of History

The first week of the new academic year can be a time of anxiety, especially for new Teaching and Research Assistants (TAs and RAs). Many TAs and RAs are also new Master's or PhD students. They are unsure of what to expect from their departments and supervisors and are nervous about the added workload of being a TA or RA, often for the first time. Although undergraduate TAs are not usually newcomers to McMaster or their respective departments, they may worry about the new leadership role they will be taking on (often among their own peers) and how they will balance their new responsibilities with the demands of upper-year coursework.

Over the next few days, graduate students will be invited to take part in a number of discussions that will go a long way to relieving any apprehension. Departmental meetings give a clearer picture of administrative and academic expectations. Sitting down with an academic supervisor for the first time is a chance to discuss your research and get advice on how to best pursue your goals. Undergraduate TAs, on the other hand, may be invited to take part in some type of departmental socials but may not have as much direct interaction with faculty as graduate students enjoy.

After all the welcome week activities are over, both graduate and undergraduate TAs and RAs in lieu will attend an important meeting: a meeting with your TA/RA supervisor to discuss your hours of work (HOW) form. This meeting will often include other people with the same TA or RA appointment. Although many graduate students have attended departmental functions and meetings with academic supervisors, allowing them to feel comfortable about the encounter, this is not always the case with the meeting designed to discuss the Hours of Work forms, or HOW forms. For undergraduate TAs, this

meeting can be especially intimidating – not only are they meeting a faculty member in a completely new capacity for the first time, they may also be confronting a room full of graduate students.

Like departmental meetings or academic gatherings, HOW meetings are opportunity to engage with your supervisor and come to a reasonable consensus regarding workload and expectations. The initial meeting between TAs or RAs and their supervisors is an opportunity for instructors to discuss the course outline, assignments, and responsibilities. However, TAs must keep in mind that this meeting should not be a one-way conversation. New TAs and RAs should be prepared to ask questions, and even experienced graduate students should carefully review the content of the HOW forms. Here are some typical elements of the HOW form that you should look for:

- For TAs with full or half appointments, the HOW form will normally add up to 130 hours¹. However, you might have a compressed appointment (normally 260 hours) or a partial appointment (worth less than 130 hours). Make sure you understand the type of TA or RAship you have and how many hours you have been contracted to work.

1. A full TA/RA is 260 hours. It normally consists of two 130 hour appointments: one in the Fall term and one in the Winter term. You can also might also have a "compressed" appointment (in which you work all 260 hours in one term) or a "partial" appointment worth less than 260 hours. TA or RAs with a half TA/RAship normally work one 130 hour appointment in one of the Fall, Winter or Summer terms. TAs or RAs with normal (not compressed) full and half appointments will have HOW forms that add up to 130 hours. TA/RAs with full compressed TA/RAships will normally have HOW forms that add up to 260 hours. TAs/RAs with less than half appointments will have HOW forms that add up to less than 130 hours.

- If not already completed, Health and Safety Training should be included as part of the hours of work enumerated on the form.
- If your supervisor plans on having regular or end-of-term meetings with their TAs, be sure that these are included as part of your 130 hours.
- If you have concerns with the amount of time your supervisor has allotted to mark individual assignments, bring this to the attention of your supervisor. It is not uncommon for those new to marking to take a bit longer to mark assignments, or to need a bit of practice before they can fit each paper into the amount of time allowed.
- Examine closely the total number of hours you are given to correspond with students and keep this time in mind throughout the semester. While the number of hours is generally adequate, keeping up to date with email correspondence is becoming increasingly difficult.
- It is also worth remembering that your supervisor might be new to TA supervision, or even new to McMaster so being prepared to discuss the HOW form can prevent oversights.

At the conclusion of the meeting you will be asked to sign-off on your HOW form so that it can be processed by your department and passed on to the Union. All TAs and RAs should take adequate time to review the form before signing. If you are uncertain that the HOW form has been filled out properly or you are not satisfied that the assigned workload is reasonable given the total number of hours in your TA or RAship, bring a copy of the HOW form to

the Union Office (located on-campus in Wentworth House). The CUPE 3906 staff can answer questions about the form or even discuss concerns you might have about your responsibilities. You may feel uncomfortable because your TA/RA supervisor is also your academic supervisor, you may feel your supervisor has not given your concerns regarding the HOW form due consideration, or you may simply want to speak confidentially with Union staff regarding your obligations as a TA. Problems with HOW forms can also arise during the semester. For instance, what should you do if you are quickly approaching your total number of hours but you have a sizable workload remaining? A good general rule is to bring the issue up with your supervisor, or if you are not comfortable doing so, with one of the staff members at the union. This particular issue of overwork is also dealt with in detail in another article in this magazine.

As this new academic year begins, we hope you are well prepared to take on the responsibility of TA/RA work. The first meeting with your TA/RA supervisor remains an excellent place to discuss your newly assigned work and voice any questions or concerns. However, if you feel after the meeting that some things remain unclear, you notice a problem with your total hours or how they are allotted, or perhaps you just feel uncomfortable signing-off on your HOW form without one of your Union representatives giving it a quick look, then please stop off and see us any time. The CUPE 3906 staff is always glad to hear from our members and are happy to assist you as you begin what we all hope is a rewarding and exciting academic experience.

CUPE 3906 denounces patriarchy in Hamilton courtroom

Alex Diceanu - Grievance Officer - Department of Political Science

On Thursday August 26, The Sexual Assault Centre of Hamilton and Area (SACHA) organized a protest outside the Hamilton Court House after a rape trial was stopped and the accused was set free. CUPE 3906 members joined a lively crowd of around 40 people, including steelworkers from USW 1005, members of the Immigrant Women's Centre and the Hamilton Coalition Against the G20, to denounce the actions of Justice Kim Carpenter-Gunn and defense attorney, Peter Boushy and to demand that the legal system stop blaming survivors of sexual assault.

According to the Hamilton Spectator article that broke the story, the trial was stayed after the defense attorney questioned the credibility of the alleged victim because she had made new allegations against another man. According to Boushy, this "raised the spectre of fabrication."

Judge Carpenter-Gunn agreed, telling the prosecuting attorney that if they continued with the trial she would have to warn the jury about the credibility of the woman's testimony. The judge went on to say "I think the evidence that I heard yesterday, particularly from the complainant - and this is a credibility case - was quite unbelievable. The demeanor of (the woman) was off the wall ... I don't know whether that was because she was strung out on drugs. She certainly had that appearance, but I'm not an expert on that."

According to a press release put out by SACHA, the judge's and defense lawyer's comments amount to saying that "because the woman alleged she had been raped more than once, she is less worthy of belief" and that "there is a 'right' and 'wrong' way to react to being raped." Further, their comments imply that "if you use a substance, you cannot be believed."



Government-Union Wage-Freeze Talks are a Trap

Ajamu Nangwaya

Chair - External, CUPE 3907

As a trade union member who works in the broader public sector and would be affected by the proposed wage-freeze, I have been strongly opposed to labour unions meeting with the McGuinty Liberals. The only logical purpose behind these government-initiated meetings is to strike deals with labour bureaucrats at the table in exchange for agreeing to wage-cuts for unionized members.

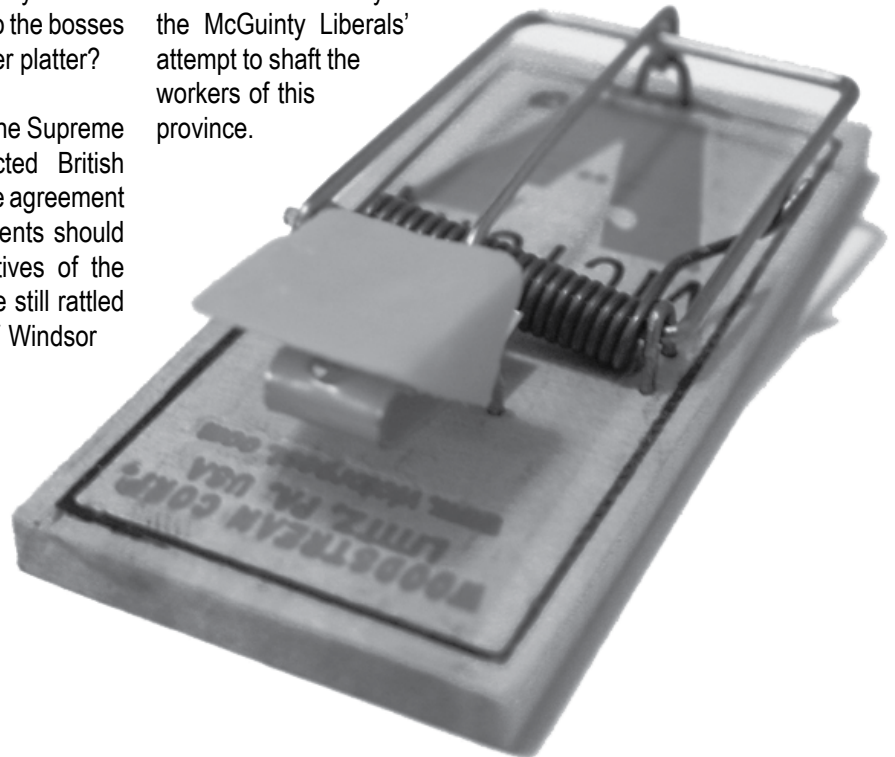
There is a collective bargaining process through which the working-class attempts to extract wages and benefits for the contribution that it makes to the creation of wealth in this society. Why would labour leaders even agree to negotiate with the McGuinty Liberals when the strategic objective of the state is the delivery to the bosses of the worker's material interests on the proverbial silver platter?

Were these labour leaders spooked by the implication the Supreme Court's BC Health Services decision which rejected British Columbia's unilateral removal of clauses in the collective agreement of public sector workers, and stipulated that governments should negotiate in good faith with the elected representatives of the workers? Is it possible that some of these leaders are still rattled by public reaction to the recent strikes in the cities of Windsor and Toronto and at York University?

The working-class and labour bureaucrats cannot face the employer with fear in their eyes and minds. As workers, we need to take a broad look at the general attack by the government and private sector actors on all of us who sell our labour, have no real control over the organizing of worklife and little say in the distribution of the fruit of, or profit from, collective labour.

Therefore, we should take the \$4.6 billion tax-cut, the attack on the special diet allowance and the postponement of the \$4 billion Metrolinx investment in transportation infrastructure as assaults on the working-class of this province. If the labour movement had mobilized its material resources and members when these attacks were advanced in the March 2010 budget, it would have greater credibility with the public that its refusal to take a wage-freeze is about all workers earning a livable wage.

Organized labour must educate, mobilize and organize its members through a power and democracy from below strategy so as to effectively resist the McGuinty Liberals' attempt to shaft the workers of this province.



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Hamilton 101

Some of the awesome things in your new town

To our new and returning CUPE 3906 members, we would like to welcome you to Hamilton. Here at CUPE Quarterly, we understand how long it takes to feel at home in a new city. We have thus compiled a guide to popular places in Hamilton to help new members with their transition. For members who are already familiar with Hamilton, we hope this guide gives you some new ideas or just reminds you of all the great things our city has to offer.

Every academic has to buy groceries, but where does one begin? If you're new to the province or the country, you might not think a place called **Metro** would sell bread or veggies and you even might ask, "Who's **Fortino's**?" Hamilton has a range of grocery stores. Though more expensive supermarket chains, **Metro** (King and Longwood) and **Fortino's** (Dundurn Plaza) should be able to provide you with all of the ingredients to make your comfort foods. If you're more concerned with saving money, try discount chains like **No Frills** (Main East near Wentworth) or **Food Basics** (Barton Street East & Mary) instead. All of these chain stores have other locations around the city as well.

There are also a few Asian and European grocery stores for those hard to find ingredients. Stores specializing in Chinese and South-East Asian food include: **T & T Supermarket** on Park St. N at Cannon and **B & T Market** on Queen St. N at York Blvd. B & T just recently opened and is attached to **Tung Hing Cafe & Sweets**, a small pastry shop where you can buy tasty \$3 Vietnamese subs. **Grace Food Market** on Inchbury St. at York Blvd. specializes in Chinese, Korean, and Japanese groceries. Hamilton is also home to one of the best European grocery stores in Southern Ontario. **Denninger's Foods of the World** stocks a range of European meats, cheeses, spices and gourmet foods. Denninger's has several locations including: Jackson's Square, King St. E near Wentworth, and (if you have a car) Upper James near the 403. You can also find Asian, Caribbean, Latin American, Indian, African, and European foods at the Hamilton Farmer's market (see below).

If you're into fresh local vegetables and fruits, check out one of Hamilton's several farmer's markets. The **Hamilton Farmer's Market** in Jackson's Square (Tuesday, Thursday, Friday and Saturday to 6 p.m.) and the **Ottawa Street Farmers Market** (Friday and Saturday 7 a.m. to 3 p.m. at 204 Ottawa Street) are open year round. The Ottawa Market is a typical farmer's market. The Hamilton Market is more like Toronto's Kensington Market without the vintage clothing. In addition to local produce and meats, you will also find tropical fruits and vegetables, an array of ethnic specialty foods and excellent deals on slightly blemished or ripe produce.

Until the end of October, you can also check out the **Locke Street Farmers' Market** (211 Locke Street on Thursday from 3-7) and **The Dundas Farmers Market** (behind the Dundas public library on Thursday from 3-7). Seasonal mini-markets with a couple of vendors include: the new **McMaster Farmer's Market** on Thursday from 11am to 11:30 to 5:30 near the **Willy Dog** stand, the **Westdale Farmers Market** (Saturday 8 a.m. to 1 p.m. in front of **My Dog Joe**) Finally, there's the **Community Shared Agriculture (CSA)** program--as a CSA shareholder, you get a fresh crop of produce delivered to various spots in Hamilton (e.g. Locke St.) every week.

Whether you can't find the time to cook for yourself or you just need a night out, every academic needs to know a few good places to eat out. Rather than pointing you to the big chain restaurants you can find anywhere in southern Ontario, we've listed a some popular local eateries:

- **ASIAN:**

Pho Bo on 145 Barton St. E (their cheap Vietnamese food is the best in the city), Dragon Court Cafe on 988 King St. W (a little pricey but super tasty Cantonese and Szechuan food), Affinity on 87 John St. S (amazing moderately priced Asian fusion vegetarian/vegan food; they have \$10 lunch buffets till 3pm), Thai Memory on 25 King William St. (yummy Thai food; they also have

cheap lunch buffets), My Thai on John Street N near King (excellent Thai for a reasonable price), Kampai on 236 King St. W (expensive but sushi aficionados swear by it; great vegetarian options), Modern Indian Buffet on 163 Main St. W (delicious cheap "Indian" food, not sure about the authenticity, but lots of vegetarian options)

- **MIDDLE EASTERN:**

La Luna on King St. W & Queen St. S (nice Lebanese restaurant that makes awesome grilled falafels and shwarmas) and Montfort on 1019 King St. W (more of a Mediterranean restaurant chain but they're open till 3 or 4 in the morning)

- **ITALIAN:**

Maccheroni on 1560 Main St. W (reasonably priced), Bronzie's Place on 201 James St. S, and Valentino's on 824 King St. W--you can get gelato here!

- **PUBS:**

Hamilton has some excellent pubs. Some of our favourites include: the Rebel Rock on King E near Tisdale (import/micro-brewery beer selection and homemade Irish food); the Corktown (an Irish style pub with good import beer selection, homemade kettle chips and live music) on 175 Young Street; One Duke (a little expensive, but top-notch food and interesting beer selection) on Duke at James S; the Winchester Arms on King Street in Dundas (excellent British beer selection and typical pub grub). Closer to Mac, there's the Snooty Fox and the West End pub on Emerson.

- **OTHER YUMMY SPOTS:**

There are lots of Latin American eateries to try, but we can attest to MEX I CAN on 107 James St. The Black Forest Inn at 255 King Street East is the place to go for German comfort food and beer. It's always packed so come early. They also have great German beer. If you're into Ethiopian food, WASS just opened on 207 James St. S. Breakfast places to try would be Maple Leaf on 1520 Main St. W, Steve's Open Kitchen on 149 James St. N and Williams on 1309 Main St. W (both of which have all day breakfast), and the Harbour Diner on 486 James St. N--they also have a great lunch and dinner menu; but if you're a late riser, they do all day breakfast as well.

If you are like some of us and you can't seem to get any work done at home or at the library, there are plenty of coffee shops around to camp out. For those who prefer to work in the evenings, try the **Second Cup** on 1004 King St. W (open till midnight) and **Williams** on 1309 Main St. W (open till 11:30pm). If you prefer the ambience and quirky character of local coffee shops over the big chains, try: **My Dog Joe** on 1020 King St. W, the **Mulberry Street Coffeehouse** on James St. N and Mulberry St. (gorgeous newly opened renovated space located in the old Hotel Hamilton building; has lots of plug-ins for laptops), and the **Bad Dog Cafe** on 229 Locke St. S. There is **Starbucks** on 158 Locke St. S, but it gets pretty packed there throughout the day.

For those seeking some fresh air, the city is also full of wonderful scenic spots to enjoy. Wheelchair accessible, the Bayfront Park has plenty of smooth trails and paths along the waterfront for folks of all abilities to explore. Watching the sun rise above the bay is an awe-inspiring way to start the day. One of Hamilton's more unique features is the Niagara Escarpment. This cliff cuts right through the city, creating around 120 waterfalls. Aside from community

organized weekend waterfall walks, one can enjoy these natural wonders by hiking sections of the Bruce Trail, which stretches over 800 km of central and south Ontario and runs right along the southern edge of downtown Hamilton at the base of the escarpment. A great place to access the Bruce is at the southern end of Dundurn St. (look for the signs near the stairs). Here you can also access the Radial Trail, a wide, well groomed walking/bike trail that climbs up to the top of the Niagara escarpment (running parallel to the Bruce for a few kilometres).

Be sure to check out a city park near you. Victoria Park (west end of Hamilton) has a public swimming pool, baseball diamond, and free tennis courts. Gage Park (east end of Hamilton) has an immense public area with beautiful gardens, recreational facilities, and usually hosts cultural festivals in the summer. 245 Darnall Road is the largest most securely fenced-in leash-free dog park in Hamilton (located right next to the Hamilton SPCA).

At a first glance, Hamilton may not seem like it has much of a club scene, but it is, after all, a university town. If you're into club hopping, **Hess Village** offers a variety of club scenes to choose from. There are more cozy low key pubs to check out, like **the Doors** on 56 Hess St. S or **Chester's** on 60 King St. E (a great old fashioned atmosphere where you can try different beers from around the world). Queer and trans folks also have the option of the **Embassy** on 54 King St. E or the **Werx** on 121 Hughson St. N (which may soon be changing its name to the **Gravity Club**).

For LGBTQ folks and their straight allies looking to get involved in the community, there are several organizations in Hamilton that do amazing community and social justice work. The **Well**, Hamilton's LGBTQ wellness centre, offers all sorts of peer support and social groups for community members. The **Woman and Liminal Committee** (WLC) has put on women and trans- oriented activities during PRIDE Week. On McMaster campus, there is also the **Queer Students Community Centre** (QSCC), which is supported by the undergraduate students' union and located in the McMaster University Student Centre (MUSC).

As for the culture and arts scene in Hamilton, some places to begin would be: the **McMaster Museum of Art** (free admission and located near Mills Library), the **Art Gallery of Hamilton** (which has free admission on the first Friday of each month), **The Factory** (Hamilton's media arts centre, which provides access to facilities and resources to visual artists and filmmakers), the **Workers Arts and Heritage Centre** (a really cool museum showcasing the culture and history of all working peoples), and the **SKY Dragon Centre** (a community and social activist hub for local creative and transformative initiatives but currently under threat of closure). On the second Friday of every month, the galleries and stores on James street north open their doors to the public for the **James Street North Art Crawl**. The **Art Crawl** starts on King William St. and goes past Barton St. for a couple blocks. It usually goes until 10 or 11pm.

Whether you are a new or returning union member, we hope you find this guide to popular Hamilton spots useful and informative. Please feel free to send us some suggestions that we might have left out. We are always looking for fun social activities to organize for our membership. On behalf of CUPE 3906's staff and executive committee, CUPE Quarterly wishes you a warm welcome back!



Government-Imposed Chill

Province attempts to freeze compensation across the board

Dave Hauch

Staff Representative

On March 25th, the provincial government introduced compensation restraint legislation as part of the 2010 Budget. This legislation, The Public Sector Compensation Restraint to Protect Public Services Act, froze the compensation (wages, benefits, etc) of non-unionized public sector workers for two years. Legal opinions sought by CUPE and other unions were quite clear that the legislation did not apply to unionized workers.

At the same time, the government made it clear to Employers that there was an “expectation” that they would enforce the restraint policy by bargaining collective agreements that included a two-year compensation freeze. Although the media has dubbed this policy a “wage freeze”, in reality the Province expects employers to go much further and bargain agreements with no monetary increases whatsoever. Not only will wages be frozen, but things like benefits funds will not even keep pace with inflation. CUPE later confirmed that the Province had no plans to claw back funding of institutions that reached agreements outside of this framework, but other questions about its expectations persisted.

On July 20th, Ontario Finance Minister Dwight Duncan called a closed-door meeting with union leaders and employer representatives in an attempt to clarify the province’s position. The Minister re-iterated the province’s “expectation” around compensation, and requested that all public-sector bargaining be “paused” while the province undertook a “consultation process” with the stakeholders involved.

The first phase of these “consultations” began on August 9th with unions including the Canadian Autoworkers (CAW), Service Employees International Union (SEIU) and University Faculty represented by the Ontario Confederation of University Faculty Associations (OCUFA) and the Canadian Association of University Teachers (CAUT). While the discussions have taken place under a gag order, it is publically known at this point that all unions involved in the first phase of discussions have walked away from the table.

CUPE’s position on these “consultations” has been clear since they were announced: they are not provincial bargaining sessions, nor can they be a replacement for bargaining at the local level. At numerous points over the last month, CUPE has brought together elected leadership from locals to meet (both within the University sector and provincially) to give direction about the position that CUPE should be taking in these “consultations.”

At a meeting on August 25th and 26th, delegates from across Ontario unanimously approved a resolution that clearly states CUPE’s opposition to any and all moves by the McGuinty government to impose conditions or legislation that erode workers’ collective bargaining rights, including a mandated compensation freeze. On Aug 30th, with this direction from the membership, representatives from across CUPE sat down with the government in the second phase of “consultations.” As this publication was printed, these discussions were still ongoing and subject to a gag order. Watch the CUPE 3906 website for any updates as they become available.

Member Profile

In the coming months CUPE will work with coalition partners across the labour movement in a campaign to put forward an alternative economic vision: one that recognizes the value of public services in our society, and shows that investing in services, and the people that make them possible, is a better way out of this economic downturn.

The Impact on Unit 2 Bargaining

Sessional Faculty and Sessional Music Faculty, members of Unit 2, have been in bargaining for a new contract since April. While significant progress was made on numerous issues in negotiations, at the end of June the Employer requested a No Board Report. That report set a strike/lockout deadline of 12:01am on August 11th.

Both sides met on with the provincially-appointed mediator on August 9th. After some discussion, the parties agreed that it would be very difficult to reach a deal before the August 11th strike/lockout deadline given the uncertainty surrounding the Province's compensation restraint expectations. As a result, the parties signed an agreement to suspend bargaining until early November. This agreement also ensures that the collective agreement, which would have ceased to operate at 12:01 on August 11th, remains enforced until November.

The main points of the agreement are as follows:

- The previous Collective Agreement will remain in operation until November 15th
- The Employer cannot lockout members, and the union cannot go on strike, prior to 12:01am on November 16th
- The parties will meet again in mediation on November 1st and 2nd
- The deadlines can be extended with mutual agreement
- The University will advance the funds for benefits and professional development for the upcoming year
- Matters already agreed to in bargaining will remain so
- Any alleged violation of this agreement can be referred to the Labour Relations Board

For more information, and detailed updates about bargaining, click the Unit 2 Bargaining button at <http://www.cupe3906.org>.

Name: Zachary Horn
Department: Sociology
Dissertation Topic: Ontario Christian Rock Musicians
Hometown: Greater Hamilton

The Free Cotton Candy People is composed predominantly of the oft late though seldom great Zachary Horn. Born in Hamilton and raised in the area (code 0.5 416 --> 905), Zachary began attempting to entertain people with his voice stylings and Bob Barker impression at a young age thanks to a spayed microphone. In his teens he acquired his first electric guitar badly and by the age of 17 was delusional enough to form his first band: the noise rock/folk/experimental ensemble known as EKASAT.

Having completed his Honours B.A. in History and Sociology at WLU, he began an MA in Sociology at the neighbouring University of Waterloo. While marooned with no bandmembers and a 4 track cassette recorder Zachary formed the Free Cotton Candy People as a songwriting and recording experiment exercise. Utilizing the sophistication of analogue recording methods, a slight understanding of stringed and cheap keyboard(ed) instruments, and a limited understanding of song structures, the Free Cotton Candy People have recorded a number of CD-R's including: Dying For Yr Sins (2005), If You Might EP (2005), Mythologie (2008), and the Unfinished X-Musical (a musical about the X-Men). Songs centre on questions of memory, isolation, God, and class warfare. With the commencement of his sociological doctoral studies in 2006, Zachary began frequenting the Hamilton Open Mic circuit. Live the FCCP tend towards stringed instruments (acoustic guitar, electric guitar, banjo, mandolin, ukelele) and can veer anywhere from originals, to improvised noise pieces to covers of various kinds (from Young Marble Giants to Cheap Trick).

Zachary's dissertation research looks at Christian Rock Music and questions of identity, authenticity and subculture. The research includes over 30 interviews and participant observations of Christian Rock events. In part the research is drawn from Zachary's life experience growing up listening to old school Christian rock and not understanding what the big deal/conundrum was. By interviewing local Christian Rock Musicians Zachary hopes to understand the subjective links between their music and their faith.

Though a member of CUPE 3906 Unit 1 since 2006, Zachary was not actively involved in union activities until 2009 when he became a unit 1 steward for the sociology department. Subsequently he has made a greater effort to get involved in union activities including his new role as Trustee.



Want to be profiled?

We're looking for members who are interested in having their research and/or other projects profiled in a future issue of the magazine. If you're interested please email magazine@cupe3906.org

Creative Corner

Memory I: Creekside Trail

by Paul Huebener

Like days and nights the cadence of his legs creates the sense
of a steady rhythm but never quite repeats,
his feet landing more or less one half of one second
ahead of gravity, coaxing;

in the perfect slipperiness of leaves
moist on wood, a dark but well-worn patch
hooks his step in an irresistible tangent –
his diaphragm punches a clenched exhalation as gravity
catches up and he remembers the same sickening swoop
of weightlessness last night when his mattress vanished
under the sudden memory of time spent with her.



“Cradle” by Jeff Douglas



“Repose” by Jeff Douglas

Contributors

Phanuel Antwi is a son, a lucky brother of two handsome, loving sisters, Agnes and Clara, and a blessed uncle to a beautiful boy, Ezekiel. In addition, he is a poet, dancer, activist, aesthete as well as a Ph.D. candidate in the Department of English and Cultural Studies at McMaster University. He has been politically active in organizing around a range of issues, including anti-immigration laws and practices, anti-racism and anti-capitalism, sex workers' rights, labour rights within CUPE 3906, leadership opportunities for marginalized youth, and housing security for many racialized communities in the Greater Toronto Area and in the city of Guelph, Ontario. Phanuel is a founding member of Hamiltonians Against Neighbourhood Displacement (HAND), an anti-gentrification group in Hamilton, Ontario. His artistic endeavours explore questions of desire, the poetics of identity and the politics of everyday living.

Because **Jeff Douglas's** dissertation examines waste material as found objects situated in rural locales/landscapes, his intention is to photograph anomalous juxtapositions of old and new technologies—or new arrangements and configurations of old technologies—as well as the remnants of commodity culture as it appears within a modern pastoral, as opposed to urban, backdrop. His objective is to determine how what might be viewed as superfluous waste material—the decay of old and new technologies/structures, ephemeral assemblages, etc.—might be regarded as examples of the (post)modern picturesque. Some of his photographs have been exhibited at the University of Western Ontario GES conference, McMaster's Archives and the Everyday symposium, and at Hamilton Artists Inc. as part of the Archives and Everyday Life conference. His project is also available online at <http://ruralart.bsedit.com>.

Paul Huebener is a PhD candidate in English and Cultural Studies at McMaster University, where he is researching the cultural and literary construction of time in Canada. His poetry has appeared or is forthcoming in *Rampike*, *Prairie Fire*, *Canadian Literature*, and *The Saving Bannister*.

On Conversation with Mugs

by Phanael Antwi

can I come asked it
where to asked I
to warm you said it
why not said I

let's go said it
grumble less go with *him* said I
why's that asked it
far better fate said I

hands that'll love'ya said I
which way asked it
ways you can't account but know
you'll beg to be out on wear said I
hymn-him more said it

his fingers trespass their daily prints to hear pleas dropped out of sight

lips will pondyouthirstily in one fell swoop
you'll pledge never to leave yourself empty said I
ohh tell me more said it
Mornings yield to life his unyielding appetites
tea:bag. c/aged leaves slip strolling to join honey left by bees
coffee .swindled by stubbles fending off the cold. tongues mouth's sugar
like manna his bubblingmilk overflowsAid I

won't such flow wear him-me out
an ache maybe I said
a woe so soft ache must pause to drink
a pause it asked
an honest pause
 slow. so sure – a
 two. three
so sweet. suppose it's a deal said it

right there here we go

now to him who doubt what's good that's left of him
worn from lumps of illusions and a world full-of longings
here's a friend you once said you wanted
a careless friend
who will stir even steer everything still in you

so here sit
something .if only temporarily. to offer you a cup of warmth



OVERWORK!!!

What you can do to deal with work beyond your contract

Teaching & Research Assistants

The Unit 1 collective agreement protects TAs and RAs (in lieu) from working extra hours without compensation. A TA/RA experiencing overwork is entitled to meet with his or her supervisor to negotiate a workload reduction and/or compensation for extra hours worked.

You may be overworked if:

- You frequently spend more than ten hours of work per week on TA/RA duties.
- You often exceed the time allotted for a task on the hours of work form.
- You are on track to exceed 130 hours this term (or for partial or compressed appointments, the total number of hours of work in your contract this term).

Steps to Take:

- 1) Request a meeting with your supervisor
- 2) In the meantime, calculate (or estimate) how many hours you have worked so far this term. If you have not already been doing so, start keeping track of the hours you work. This is important because of the new University policy explained below.
- 3) Negotiate an acceptable solution with your supervisor. This will normally be an amendment to your hours of work that reduces your workload or approval to work extra hours at your regular wage.
- 4) If you cannot reach an agreement with your supervisor, contact the union.

NEW University Admin Policy states that TAs/RAs should STOP working when they reach their maximum number of hours

If you have informed your supervisor about your overwork situation but are awaiting a meeting or a decision, you should STOP working when you reach the total number of hours you were contracted to work this term.

Not sure if you're being overworked? Here's an easy way to figure it out:

- 1) Keep track how much time you spend on each of your TA/RA duties for the next week or so.
- 2) Compare the time you spend on each task to the time allotted for it on the hours of work form. If you routinely exceeding the time allotted for each task, you are being overworked.

Sessional Faculty & Sessional Music Faculty

The Unit 2 collective agreement addresses overwork in two ways:

- 1) **Class Size Stipends.** In classes that exceed 75 students, Sessional Faculty/Music Faculty are entitled to a stipend of \$5.75 per student (3 unit course) or \$11.50 per student (6 unit course). The stipend is paid as a lump sum and calculated based on the official class size.
- 2) **Extra remuneration for work performed after the date your contract officially ends.** If your employment supervisor requests that you do work after the date your contract ends, you are entitled be paid for this work on at a per diem rate of \$59.00 / hour.

How to exercise these rights:

You can exercise these rights by bringing them the the attention of your employment supervisor. If this does not resolve the issue, contact the union.

Post Doctoral Fellows

The Unit 3 collective agreement protects post doctoral fellows from:

- working more than 60 hours in one week
- working more than 176 hours in any two consecutive bi-weekly pay periods without advance written notice from his/her employment supervisor

You can exercise these rights by bringing them the the attention of your employment supervisor. If this does not resolve the issue, contact the union.

If you work more than 176 hours in a bi-weekly pay period, the collective agreement also entitles you to compensating time off (CTO). CTO is calculated at 1.5 hours for every hour worked.

How to claim your CTO:

- 1) Under the collective agreement, you must submit the number of hours you worked in the previous week on Monday (or Friday if Monday is a holiday). If you do not submit your hours it is assumed that you worked 35 hours.
- 2) Meet with your supervisor to arrange a mutually convenient time to take your CTO. You must take your CTO within three months of accruing it.

Questions about overwork and/or your rights? Contact one of our union staff members or the grievance officer.