

UOITFA Express

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HAPPY HOLIDAYS from your UOITFA

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Senior Editor:
Hannah Scott

As always, at this time of year we like to take the time to thank each and every Member of our association. It is because of you we have had the successes we have had. We can only serve because we have your support. It is truly the Membership that makes all of our successes possible.

We would also like to thank several others who have worked very hard in 2011. First, thanks goes out to our bargaining team (Marnie Ham, Maurice DiGiuseppe, and Ann LeSage) for their outstanding efforts in this year and all the planning that lead to this second Collective Agreement. In addition, we would like to thank Andrea Slane and Peter Berg (Senior and Junior Grievance Officers) for all their hard work this year helping our Membership get through various hardships. As always, they have done a stellar job. A heartfelt thanks is extended to the Faculty Representatives (Franco Gaspari, Mike Eklund, Bill Goodman, Sean Bullock, John Samis, Mathew Kaye, and Wesley Crichlow), who mobilized people when we really needed mobilization, and who helped in making this Collective Agreement such a success. They kept informed, listened to the Membership, worked together to make sure that people knew what the issues were, and answered many questions. Last, but certainly not least, we would like to thank the Senior Executive (Hannah Scott, Sue Coffey, Shirley VanNuland and [again] Maurice DiGiuseppe), whose tireless efforts make the work that the FA does appear seamless.

We wish each and every one of you a joyous holiday season and a fabulous 2012!**

Discounted Via Rail tickets now available for UOIT employees *Continued on page 2.*

UOIT employees can now purchase discounted train tickets from Via Rail. The discount offers 10 per cent off the best available fare at the time of booking or purchase of a train ticket (excluding travel passes and Bizpaks). The discount applies to tickets purchased by any UOIT employee for business or leisure travel, in any class of service, and can include up to three additional passengers travelling on the same train and date.

Tickets can be purchased at any Via Rail ticket counter, online or by calling 1.888.VIA.RAIL (1.888.842.7245) or TTY 1.800.268.9503 for the hearing impaired.

If you purchase tickets at a Via Rail ticket counter, you must provide either UOIT's corporate discount code 710600 or UOIT employee identification.

On-line reservations can be made online at www.viarail.ca/en/

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VIA Discount...

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[fares/business-travel/corporate-fares/uoit](#) (please bookmark this page). You must create a profile under the **My Via Profile** tab found at the top navigation bar on the website. Once your profile is created, please complete the following steps:

- ♣ Select edit under the **Passenger preferences** section.
- ♣ Select Adult under the **Passenger type** drop down menu.
- ♣ Select Corporate rate under the **Discount type** drop down menu.
- ♣ Enter the **discount code 710600**.
- ♣ Save your profile.

By completing the steps above, the discount code will be stored and applied to future purchases made using your profile.

Once your profile settings are complete, you can then continue to book your trip. The discounted price will be applied upon final checkout. Please note: Photo ID will be required for ticket pickup at the train station.

If you purchase tickets by telephone, you will need to provide the corporate discount code 710600 and valid photo ID for ticket pickup at the train station. **



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Grievance Update

By Andrea Slane, Senior
Grievance Officer, UOITFA

The grievance process has not substantially changed in the new collective agreement other than to impose some stricter timelines (see the new article 11). As always, this means that time is of the essence and whenever a Member has an issue or problem, it should be brought to the Faculty Association's attention as soon as possible. If you wait more than 20 working days, you will likely lose the option of grieving the matter as a violation of the collective agreement. We may still be able to help you reach some sort of resolution, but the grievance process won't be part of the process and so you will have lost a significant amount of leverage. Nonetheless, we still want to hear about problems you have had, even if

the timeline is past – it may be that there is a pattern of violations that we can bring forward as a group or policy grievance even if the time limit for an individual grievance has passed.

The sequence of the grievance process has not changed, but is worth reiterating since not everyone is aware of it. When a Member comes to us with an issue, we first assess whether the issue is addressed in the collective agreement (CA), and if so, if the issue is one where the Member's rights under the CA have been violated. If the problem is outside the scope of the CA, the FA may still have a role to play in helping you work out a solution, but it will not be through the grievance process. Some problems, even though they involve unfairness or administrative mishandling, may still not lie within the scope of our rights under the CA, or may lie within the acceptable range of actions open to the administration under its management rights. These situations can be frustrating, though we will still generally try to talk it out with you to figure out if there are other avenues to pursue to address the problem, and if appropriate we bring the complaint to the attention of the administration.

If the issue does qualify as a violation of the CA, we are obligated by the CA to first attempt informal resolution of any issues that an individual Member or group of Members has. Most issues are indeed resolved at the informal stage. We have resolved issues about compensation, work environment, medical leave and a Member's rights while on research leave this way.

If there is no resolution at the informal stage we can file a formal grievance. We would generally get advice from CAUT about the strength of our arguments to determine if we are likely to win at arbitration if it comes to that. So far, we have not filed any formal grievances for individual members, though we are in the process of collecting information for a couple of potential group grievances involving work load, the employers duty to provide facilities to enable Members to carry out their duties, and problems with group benefits.

In any case, we strongly encourage everyone to tell us about any problems they are experiencing in the workplace. Often we are able to help get you a satisfactory solution. And even where we can't, we need to know about the issues so that they can potentially be addressed in the next round of bargaining. **



CAUT: Perimeter agreement raises privacy and civil liberties concerns

(Ottawa – December 8, 2011) The Canadian Association of University Teachers is warning the new Canada-U.S. Perimeter, Security and Economic Competitiveness Agreement announced yesterday poses serious risks to the privacy rights and civil liberties of Canadians.

“The agreement will see the creation of a vast database of information that will allow authorities on both sides of the border to track Canadians when they leave the country, to follow where they are travelling, and to identify who they are travelling with,” said CAUT executive director James Turk. “This amounts to an unprecedented transfer of enormous amounts of personal information about Canadians to U.S. authorities.”

Under the agreement, the Government of Canada will require airlines to provide passenger lists for all flights leaving the country, and will share these lists with U.S. officials. Canada has also agreed to increase the screening of foreign visitors, even requiring those from countries who currently do not need a visa to fill out a new form to be shared with authorities in the United States.

New tracking measures will also be put in place at land borders where authorities will begin first by collecting information on foreign visitors and landed immigrants, and then by 2014 tracking all citizens crossing the border.

“Canada will have absolutely no control over how this information will be used by American authorities,” Turk warned. “Given the recent history of innocent people singled out as security threats by the U.S., Canadians have good reason to be very concerned.”

CAUT is calling on the Government of Canada to modify the agreement so that the privacy rights and civil liberties of Canadians are not put at risk.

For more about this and other stories, please visit the CAUT website at <http://caut.ca/>. **

CAUT: Canadian Association of University Teachers launches campaign to Save Library and Archives Canada

(OTTAWA: November 2, 2011) - The Canadian Association of University Teachers today unveiled a national campaign to protect Library and Archives Canada (LAC).

The “Save Library and Archives Canada” is being launched by CAUT in response to funding cuts and internal managerial decisions that are threatening the quality and integrity of Canada’s only national public library and archives.

“Badly conceived restructuring, a narrowing of its mandate, and financial cutbacks are undermining LAC’s ability to acquire, preserve and make publicly available Canada’s full documentary heritage,” James L. Turk, executive director of the Canadian Association of University Teachers said at a news conference in Ottawa today.

These changes, Turk added, have already led to a reduction in the number of specialist archivists and librarians, reduced public access and services, and the loss of rare and important materials. Liam McGahern, president of the Antiquarian Booksellers of Canada, said a growing number of Canadian materials are not being collected by LAC because of reduced funding and a change in its acquisitions policy.

“Canadians recently lost a unique and irreplaceable set of journals chronicling late 19th Century stories of settlers and First Nations people of the Gulf of St. Lawrence and Labrador Coast. This is just one of many examples,” McGahern explained. “Rare military documents, sheet music, and literature that would otherwise have gone to Library and Archives Canada are quietly all slipping away.” CAUT is calling on the federal government to amend the LAC Act to ensure its mandate includes developing a comprehensive, not selective, collection of Canadian material.

“Our nation’s artistic, historical, and cultural heritage is at stake,” said Turk. “Genealogists, historians, researchers, graduate students, Aboriginal communities, and the general public are all affected by what is happening at LAC.”

The Canadian Association of University Teachers is the national voice of 66,000 academic and general staff at 120 universities and colleges across the country. More information on the campaign can be found at www.savelibraryarchives.ca. **