

Program



Thank You to Our Contributors

We would not be here without your support!



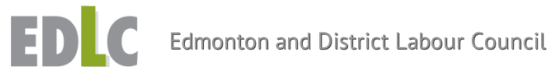
Office of the Provost and Vice-President



National Office



Grant MacEwan University
Faculty Association



University of Winnipeg Faculty Association

Unifor 1087

Coalition of Contingent Academic Labour

Conference Program

Lister Centre, University of Alberta

Contents

Welcome from CUPE 3911 Host Committee.....	1
Wi-Fi.....	1
COCAL XII Google Site.....	1
Host Committee.....	1
Interpreters.....	1
Keynote Speaker: Dr. Pam Palmater.....	2
August 5 th Fort Edmonton Park Banquet.....	2
Program Details:	
Thursday, August 4 th	3
Friday, August 5 th	3
Saturday, August 6 th	5
Sunday, August 7 th	7

Welcome to COCAL XII

Empowering Precarious Academic Workers In Perilous Times

On behalf of the Canadian Union of Public Employees (CUPE) Local 3911, the part-time academic staff at Athabasca University and the 2016 Coalition of Contingent Academic Labour (COCAL) host committee, we would like to welcome you to Edmonton, Alberta, and to COCAL XII. This conference is an exceptional opportunity to bring together precarious academic workers from across Canada, the U.S., and Mexico and to strategize for an improved future for higher education in North America.

The COCAL XII program is intended to not only give you the opportunity to hear from knowledgeable speakers but also to share **your** knowledge during our interactive breakout sessions that follow each panel discussion. We hope this year's program gives you valuable information you can take back to your unions and associations and that you make new connections with colleagues who share your passion for better working conditions for precarious academic staff.

CUPE 3911 acknowledges that during COCAL XII we are located on Treaty 6 territory, and respects the history, languages, and cultures of the First Nations, Métis, Inuit, and all First Peoples of Canada, whose presence continues to enrich this institution.

In Solidarity,
CUPE Local 3911, Host Committee

General Information

Wi-Fi

Free Wi-Fi is available via the "Guest@UofA" Wi-Fi Network. To connect you must select this network and then open your preferred internet browser to accept the Terms & Conditions.

COCAL XII Google Site— <https://sites.google.com/site/cocalxii/>

To make sharing information from all of our sessions easier, we have created a COCAL XII Google Site. All delegates can access this site and copy and paste their notes or resources into the designated documents the site provides links to.

Host Committee

If you require assistance or have questions about the COCAL XII program or venue, look for a COCAL XII host committee member wearing a red COCAL XII T-shirt or visit the registration desk near the elevators.

COCAL XII Host Committee: Dougal MacDonald, Glynnis Lieb, Ronnie Joy Leah, Natalie Sharpe, Brenda Kuzio, Teresa Bosse, Mary Morley, Kristy Burke

Interpreters

We are very happy to welcome several delegates from Mexico to COCAL XII and to offer interpretation services throughout the conference. Delegates will have an earpiece for simultaneous interpretation for activities scheduled in the Maple Leaf room. We have no special equipment in breakout rooms but interpreters (also in red) will be available to assist as required. We remind delegates and presenters to speak at a pace that allows for interpretation.

Lead Interpreters: David Schmidt and Rick Kisséll Volunteer Interpreters: Cristina Buendia, Rael Gonzalez, Susana Gabriela Najar de Lima, Francisco Jimenez, Carolina Lara, Alejandro Eufracio, Jazmin Salazar, Emma Quiles-Fernandez, Issac Reyes, Alexandra Rodriguez Dimitrescu, David Rojas

Keynote Speaker—Dr. Pam Palmater

Dr. Pam Palmater is a Mi'kmaw lawyer, author, social justice activist, and Chair in Indigenous Governance at Ryerson University, from Eel River Bar First Nation in New Brunswick. Her degrees include a BA from St. Thomas in Native Studies; an LLB from UNB, and her Masters and Doctorate in Law from Dalhousie University specializing in Indigenous law.



Pam has been volunteering and working in First Nation issues for over 25 years on a wide range of issues like poverty, housing, education, Aboriginal and treaty rights, and legislation impacting First Nations. She came in second in the Assembly of First Nations election for National Chief in 2012 and was one of the spokespeople and public educators for the Idle No More movement in 2012-13. She has been recognized with many awards for her social justice advocacy on behalf of First Nations generally, and Indigenous women and children specifically, including but not limited to the 2012 Women's Courage Award in Social Justice, and Canadian Lawyer Magazine's 2013 Top 5 Most Influential Lawyer in the Human Rights category, Canada's Top Visionary Women Leaders 2014, and the 2015 UNB Alumni Award of Distinction.

Her recent book, *Indigenous Nationhood* is available to purchase August 5th. This book is a selection of Pam's blog posts and offers critical legal and political commentary and analysis on legislation, Aboriginal rights, Canadian politics, First Nations politics and social issues such as murdered and missing Indigenous women, poverty, economics, identity and culture. Her writing tackles myths and stereotypes about Indigenous peoples head-on, discusses Indigenous nationhood and nation building, examines treaty rights and provides an accessible, critical analysis of laws and government policies being imposed on Indigenous peoples.

August 5th Fort Edmonton Park Banquet

Our Fort Edmonton Park Banquet is included in your registration fee. Additional guests must have been confirmed via the guest ticket sales that were available for sale during our conference registration period. ***This is a casual networking event with a cash bar.***

We will be providing a shuttle bus service between Lister Centre and Fort Edmonton Park as follows:

5:45— 6:30 pm—Bus 1 and 2 depart Lister at 5:45 pm/Bus 3 departs at 6:15 pm/Bus 4 departs at 6:30 pm

6:00—7:00 pm—Reception hour at Fort Edmonton Park Blatchford Hanger (enter via main entrance of park)

7:00—7:30 pm—Formal Program

Honorable Ricardo Miranda, Alberta Minister of Culture and Tourism

Alain May, Associate Vice-President, Student and Academic Services, Athabasca University

Marle Roberts, President of CUPE Alberta

Siobhan Vipond, Secretary-Treasurer of Alberta Federation of Labour

Carloyn Sale, President of Association of Academic Staff University of Alberta

7:30 pm—Dinner

8:45—9:45 pm—Optional guided walk through park or wagon ride

9:30—11:00 pm—Bus back to Lister Centre leaving at approximately 30 minute intervals.

Program Details

Thursday, August 4th

4:00—6:00 pm Optional early registration at Lister Centre

Friday, August 5th

8:00—9:00 am Registration at Lister Centre—Light refreshments available

8:15—8:45 am Optional Orientation to COCAL Session—Joe Berry, AFT 2121, City College of San Francisco, US
Prairie Room

9:00—9:35 am Opening Remarks

Maple Leaf Room

- ◆ Dougal MacDonald & Natalie Sharpe, COCAL Host Committee
- ◆ Calvin Bruneau, Chief of Papaschase First Nation
- ◆ Michael Phair, Chair of University of Alberta Board of Governors
- ◆ Honorable Marlin Schmidt, Alberta Minister of Advanced Education

9:35—10:25 am **Panel I: Organizing and Reorganizing**

Maple Leaf Room In order to be effective, contract staff must be organized, either in their own organization or as part of a larger faculty organization. It is also necessary to reorganize internally on a constant basis.

Moderator: Ronnie Joy Leah, CUPE 3911 Co-Chair, CA

- ◆ Winston Gereluk, Former Instructor at Athabasca University, CA
Union Not Wanted! - Except by Contingent Academic Workers
- ◆ Jack Longmate, Adjunct English Instructor at Olympic College, US
Goals of the Contingent Faculty Movement
- ◆ Lilia Abarca, Journalist and Professor at the SEP, MX
Call for International Solidarity for the Freedom of Political Prisoners, Reinstatement of Dismissed Teachers, and the end of the “Educational Reform”
- ◆ Angel Balderas, Professor at Autonomous University of Queretaro, MX
Educational Reform in Mexico: To Permanent Insecurity in the Public Education Sector

10:25—10:40 am Refreshment Break

10:40—11:40 am **Concurrent Sessions**

Aurora Room WILDCARD

Prairie Room **Bargaining Units for Full and Part-Time: Together or Apart?**
Facilitators: Glynnis Lieb, CUPE 3911 Co-Chair, Instructor at Athabasca University, CA
Jasmine French, Executive Director of Grant MacEwan Faculty Association, CA

Glacier Room **Member Mobilization**
Facilitators: Ernie Jacobson, Instructor at Athabasca University, CA
Brenda Kuzio, Instructor at Athabasca University, Labour Lawyer, CA

Wild Rose Room **Working in Larger Organizations: Implementing the Inside/Outside strategy**
Panel: Richard Gomes, Chair of American Association of University Professors National Committee on Contingency / Judy Olson, Chair of National Education Association Contingent Faculty Caucus, Chair of Board for New Faculty Majority / Anne Wiegard, United University Professions Executive Board Member, New Faculty Majority Board Member
Facilitators: Joe Berry, AFT 2121, City College of San Francisco, US
Ronnie Joy Leah, CUPE 3911 Co-Chair, CA

11:40—12:05 pm **Reporting Back: Sharing Key Discussion Points from Concurrent Sessions**
Maple Leaf Room

12:05—1:15 pm Maple Leaf Room	Lunch
1:15—2:00 pm Maple Leaf Room	Keynote Speaker: Pam Palmater , Mi'kmaw lawyer, author, social justice activist, and Chair in Indigenous Governance at Ryerson University, from Eel River Bar First Nation in New Brunswick, CN.
2:00—2:50 pm	<p>Panel II: Diversity, Equity, and Human Rights</p> <p>Discussions around diversity, equity, and human rights are becoming increasingly important in higher education as more institutions opt to hire on a per course or limited basis, creating numerous disparities for contract academic staff.</p> <p>Moderator: Rochelle Sato, Instructor at Athabasca University, CA</p> <ul style="list-style-type: none"> ◆ Anna Beukes, President of Alberta Colleges and Institutes Faculty Association (ACIFA), CA Responses to ACIFA's members to the Challenges of an Increasingly Precariat Academic Workforce ◆ Chris Cruz-Boone, Lecturer, Bakersfield College & CSU, California Faculty Association Board of Directors, US Are you my Mother? A Discussion about the Barriers faced by Contingent Faculty Parents ◆ Ernesto Ortiz, Secretary of Labour Conflicts, Academic of Trade Union Workers of National Autonomous University of Mexico, MX The Commodification of Mexican Public Universities Has Caused the Casualization of Work
2:50—3:10 pm	Refreshment Break
3:10—4:10 pm	Concurrent Sessions
Aurora Room	<p>Strategies for Part-time to Full-time</p> <p>Facilitators: Dougal MacDonald, CUPE 3911 Co-Chair, Instructor at Athabasca University, CA TBA</p>
Prairie Room	<p>How to Learn a Language in One Day (Or Slightly Longer)</p> <p>Facilitators: David Schmidt, Interpreter/Translator, Author, US Glynnis Lieb, CUPE 3911 Co-Chair, Instructor at Athabasca University, CA</p>
Glacier Room	<p>The Right to Academic Freedom</p> <p>Facilitators: Sarika Bose, Contract Faculty at University of British Columbia, CA Natalie Sharpe, Instructor at Athabasca University, CA</p>
Wild Rose Room	<p>The Devaluation of Teaching in Higher Education: Pro-Rata Compensation as a Negotiating Strategy to End Adjunct Teaching</p> <p>Facilitators: Richard Aberle, Adjunct Lecturer at State University of New York, US Brenda Kuzio, Instructor at Athabasca University, Labour Lawyer, CA</p>
4:10—4:40 pm Maple Leaf Room	Reporting Back: Sharing Key Discussion Points from Concurrent Sessions
4:45 pm	END of Day 1
	Transportation to Fort Edmonton Park:
5:45—6:30 pm	Shuttle Buses Leave Lister Centre to Fort Edmonton Park at 5:45, 6:15, and 6:30
9:30—11:00 pm	Return Shuttle Buses Leave Fort Edmonton Park to Lister Centre at 9:30, 10:00, 10:30, and 11:00
	Note: There will be a guided walk option from the conference to Fort Edmonton Park. Please listen for further instructions. This is approximately a 1 hour walk.

Saturday, August 6th

8:30—9:00 am	Light refreshments available
9:00—9:15 am	Opening Remarks
Maple Leaf Room	♦ Glynnis Lieb, CUPE 3911 Co-Chair, Instructor at Athabasca University
9:15—10:05 am	Panel III: Job Security
Maple Leaf Room	Repeated surveys of contract academic labourers reveal that their number one concern is job security. How can such security be obtained when academic work is continually being casualized at institutions across North America?
	Moderator: Natalie Sharpe, Instructor at Athabasca University, CN
	♦ Andrew Candela, Vancouver Community College Faculty Association, Non-regular Rep., CA The Vancouver Model: Using Collective Agreement Language for Better Job Security
	♦ Jonathan Karpf, California Faculty Association Associate VP of Lecturers-North, US Bargaining Job Security for Contingent Faculty in the California State University: The CFA Approach
	♦ Horacio Saavedra, Professor at National Autonomous University of Mexico, MX Entrepreneurs, Freelancers and Baby Doctors: When Being a Professor is not Enough
	♦ Sócrates Galicia, Lecturer, Secretary of Foreign Affairs for Union of Academic Workers of Chapingo Autonomous University, MX Approval or Equality of Work Conditions in Higher Education
10:05—10:25 am	Refreshment Break
10:25—11:25 am	Concurrent Sessions
Aurora Room	Bargaining for a Multiyear Contract for 14,000 Contingents: Difficulties in Bargaining for a Change Facilitators: Susan Di Raimo, Vice-President of Professional Staff Congress City University of New York, US Marcia Newfield, Former Vice-President of Part-Time Personnel at Professional Staff Congress, US
Prairie Room	Online Teaching: The Good, the Bad, and the Ugly Facilitators: Jeffrey Baker, Adjunct Professor at Monroe Community College, US Natalie Sharpe, Instructor at Athabasca University, CA
Glacier Room	Impacts of Labour Legislation on Job Security Facilitators: Brenda Kuzio, Instructor at Athabasca University, Labour Lawyer, CA Glynnis Lieb, CUPE 3911 Co-Chair, Instructor at Athabasca University, CA
Wild Rose Room	More about the California Faculty Association Bargaining Approach Facilitators: Jonathan Karpf, California Faculty Association Associate VP of Lecturers-North, US Dougal MacDonald, CUPE 3911 Co-Chair, Instructor at Athabasca University, CA
11:25—11:50 pm	Reporting Back: Sharing Key Discussion Points from Concurrent Sessions
Maple Leaf Room	

11:50—1:15 pm Maple Leaf Room	Lunch
1:15—2:05 pm Maple Leaf Room	<p>Panel IV: Living Well in a Precarious World</p> <p>Maintenance of personal well-being and mental health can be extremely difficult for contract academic staff who are often exposed to precarious work conditions with irregular hours and income. Paired with reduced benefits and resources, this is a serious obstacle for many workers.</p> <p>Moderator: Mark Dimirsky, Instructor at Athabasca University, CA</p> <ul style="list-style-type: none"> ◆ Troy Winters, Senior Health and Safety Officer for Canadian Union of Public Employees, CA Health and Safety in Canada as it Applies to Mental Health ◆ Judy Olson, Chair of National Education Association Contingent Faculty Caucus, Chair of Board for New Faculty Majority, US Hidden Disabilities and Contingency, or, Living Well is the Best Revenge ◆ Martha Cruz, Professor at the Open and Distance University of Mexico, MX What does it Mean to be a Teacher in Mexico's Private Educational Sector? ◆ Rosa Almazan, Hourly Faculty at National Polytechnic Institute, MX The Casualization of Teaching Staff of the National Polytechnic Institute's School of Economics
2:05—2:25 pm	Refreshment Break
2:25—3:25 pm	Concurrent Sessions
Aurora Room	WILDCARD
Prairie Room	<p>Higher Education Reform Agendas</p> <p>Facilitators: Keith Johnson, Sociologist and Independent Scholar, US Teresa Bosse, Instructor at Athabasca University, CA</p>
Glacier Room	<p>Building Girl Power in a Precarious Work World: Where are the Guerilla Girls Today?</p> <p>Facilitators: Natalie Sharpe, Instructor at Athabasca University, CA Glynnis Lieb, CUPE 3911 Co-Chair, Instructor at Athabasca University, CA</p>
Wild Rose Room	<p>Helping Employers Think about Mental Injuries the Same Way as Physical Injuries</p> <p>Facilitators: Troy Winters, Senior Health and Safety Officer for Canadian Union of Public Employees, CA Brenda Kuzio, Instructor at Athabasca University, Labour Lawyer, CA</p>
Evergreen Room	<p>Guided Walk and Yoga Session (outdoors if weather permits)</p> <p>Instructors: Daisy Raphael & Chenoa Sly</p>
3:25—3:50pm Maple Leaf Room	Reporting Back: Sharing Key Discussion Points from Concurrent Sessions
4:00 pm	END of Day 2
	Free Evening

Sunday, August 7th

8:30am—9:00 am	Light refreshments available
9:00 am—9:15 am	Opening Remarks
Maple Leaf Room	♦ <i>Ronnie Joy Leah, CUPE 3911 Co-Chair, Instructor at Athabasca University</i>
9:15 am—10:05 am	Panel V: What is to be Done?
Maple Leaf Room	To move forward or to even stay where we are, CAL's must continue to organize and take action. This must be action, not just for its own sake, but action with analysis that will improve the situation. Moderator: Maria Peluso, Past President of Concordia Part-time Faculty Association, CA ♦ <i>Dougal MacDonald, CUPE 3911 Co-Chair, Instructor at Athabasca University, CA</i> Public Disclosure as a Strategy ♦ <i>Robin Sowards, Organizer and Researcher, United Steel Workers, Vice-President of New Faculty Majority, US</i> Bargaining for Power: Why long-term contracts should not be our goal ♦ <i>Maria-Teresa Lechuga, Hourly Faculty at National Autonomous University of Mexico, MX</i> ♦ <i>Arturo Ramos, Retired Professor, author, former President of Chapingo Union of Academic Workers</i> Organizing for an Equitable Workplace in Academia: Moving towards the Repoliticization of Academic Workers in Mexico
10:05—10:25 am	Refreshment Break
10:25—11:25 am	Concurrent Sessions
Aurora Room	Broader Implications of the Corporatization of Higher Education <i>Facilitators: Glynnis Lieb, CUPE 3911, Co-Chair, Instructor at Athabasca University, CA</i> <i>Ronnie Joy Leah, Co-Char, Instructor at Athabasca University, CA</i>
Prairie Room	Deficit Thinking Framework and the Adjunct Professoriate/ The Incivility of contingency and how to be a Good Ally <i>Facilitators: Chris Cruz-Boone, Lecturer, Bakersfield College & CSU, California Faculty Association</i> <i>Board of Directors, US</i> <i>Judy Olson, Chair of National Education Association Contingent Faculty Caucus, Chair of Board for New Faculty Majority</i>
Glacier Room	The Fight for Job Insecure Faculty <i>Facilitators: Shirlee Geiger, Grievance Officer, Portland Community College Federation for Faculty and Academic Professionals</i> <i>Heidi Edwards, Executive Vice-President for Part-Time Faculty, Portland Community College Federation for Faculty and Academic Professionals</i>
Wild Rose Room	Concrete Strategies for Local, Provincial, and National Levels in Canada <i>Facilitators: Maria Peluso, Past President of Concordia Part-time Faculty Association, CA</i> <i>Dougal MacDonald, CUPE 3911 Co-Chair, Instructor at Athabasca University, CA</i>
Maple Leaf Room	Organizing for an Equitable Workplace in Academia: A continued discussion <i>Facilitators: Maria-Teresa Lechuga, Hourly Faculty at National Autonomous University of Mexico, MX</i> <i>Arturo Ramos, Retired Professor, author, former President of Chapingo Union of Academic Workers</i>
11:25—12:15 pm	Reporting Back: Sharing Key Discussion Points from Concurrent Sessions
Maple Leaf Room	Wrap UP—END of Conference

NOTES:

[illegible]

Thank you for attending COCAL XII



Host Committee:
CUPE Local 3911
1200, 10011-109 St.
Edmonton, AB T5J 3S8

cupe3911@gmail.com
www.cupe3911.com

Next COCAL – 2018 – Mexico

Learn more about COCAL at www.cocalinternational.org