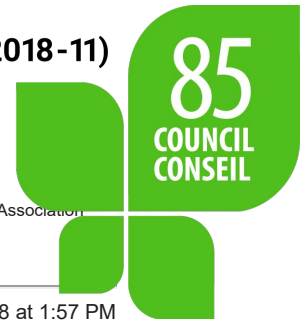


07. (a) Doc 2 (2018-11)
CONCORDIA UNIVERSITY PART-TIME FACULTY ASSOCIATION
APPENDIX 1



10/30/2018 University of Prince Edward Island Mail - CAUT membership application - Concordia University Part-Time Faculty Association
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Ian Rakita <ian.rakita@concordia.ca>
To: Wayne Peters <wpeters@upei.ca>

Tue, Oct 30, 2018 at 1:57 PM

Dear Wayne,

As promised I said I would get back to you with comments regarding CUPFA's application to join CAUT.

In order to be as transparent as possible, I would say that historically, we have not gotten along well with CUPFA since at times, our respective goals tended to be at odds. It has been particularly difficult to promote the rights of each of our member groups without stepping on each other's toes from time to time. Having said this, I would say that more recently we have entered into a period where we interact in a more civil way than we did five to ten years ago. This is not to say that we do not have ongoing issues that have yet to be resolved. For example, there is one longstanding grievance dealing with what we call "Reserve Courses" where CUFA believes that Concordia's administration acted irresponsibly in permitting CUPFA's collective agreement to include an article that would penalize one of our member groups (Limited Term Appointment (LTA) positions) should they teach so-called Reserve Courses. This would prevent them from going back to CUPFA for a certain number of years and thus nullify their accumulated seniority (LTA's are permitted to accept up to three one-year contracts before being forced to take a two-year break from teaching full-time at Concordia). The effect of this is that CUFA's LTA members will not teach a Reserve Course for fear of losing their CUPFA position and seniority and therefore reduce the likelihood of being able to teach an adequate number of courses when they revert to their part-time status at the end of their CUFA period.

CUFA's Executive is concerned that CAUT may, at times, be faced with a conflict of interests when advising both CUFA and CUPFA on a possible list of collective agreement topics.

Apart from this concern, I would restate my earlier comment that relations between the two unions is as good presently as it has been in recent memory. I simply thought that CAUT should be made aware of possible issues of conflict that could arise if CUPFA is invited to join CAUT in the near future.

Yours truly,

Ian Rakita
President, CUFA

From: Wayne Peters <wpeters@upei.ca>
Sent: October-22-18 9:30 AM

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Wayne Peters <wpeters@upei.ca>

Tue, Oct 30, 2018 at 2:40 PM

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10/30/2018

University of Prince Edward Island Mail - CAUT membership application - Concordia University Part-Time Faculty Association

To: ian.rakita@concordia.ca

Thanks for your response, Ian. I want to confirm with you that I will be including your email as part of my report to Council for its review. Can I interpret your response to mean that, notwithstanding the concerns you've raised, you would support the CUPFA's application for membership?

Cheers,
Wayne

Wayne Peters, Ph.D, P.Eng

Associate Professor and

Director of Student Experience

Faculty of Sustainable Design Engineering

University of Prince Edward Island

wpeters@upei.ca 902-566-0495

upei.ca/engineering

The UPEI Faculty of Sustainable Design Engineering is devoted to developing engineers with exceptional design and professional skills combined with a global perspective—engineers who are broadly capable, globally and socially aware, creative, communicative, and entrepreneurial. Our graduates are ready from day one to provide sustainable solutions to meet the challenges of today's and tomorrow's worlds.

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Ian Rakita <ian.rakita@concordia.ca>
To: Wayne Peters <wpeters@upei.ca>

Tue, Oct 30, 2018 at 3:05 PM

Wayne,

That would be correct.

Ian

From: Wayne Peters <wpeters@upei.ca>
Sent: October-30-18 1:40 PM

[Quoted text hidden]

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Wayne Peters <wpeters@upei.ca>
To: ian.rakita@concordia.ca

Tue, Oct 30, 2018 at 3:09 PM

Thanks so much.

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10/30/2018

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Wayne

Wayne Peters, Ph.D, P.Eng

Associate Professor and

Director of Student Experience

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Wayne Peters <wpeters@upei.ca>

CAUT membership application - Concordia University Part-Time Faculty Association

Axel Van den Berg, Prof. <axel.vandenberg@mcgill.ca>
To: Wayne Peters <wpeters@upei.ca>

Thu, Oct 18, 2018 at 3:00 PM

Hi Wayne,

We have no objection to CUPFA joint the CAUT.

Best,

Axel van den Berg

President

MAUT/APBM



From: Wayne Peters [mailto:wpeters@upei.ca]

Sent: October-18-18 11:14 AM

To: Axel Van den Berg, Prof. <axel.vandenberg@mcgill.ca>

Subject: CAUT membership application - Concordia University Part-Time Faculty Association

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