

## President's Message

Dear Members

We will be negotiating a new contract this year and we need your input. We have already sent out the first survey and using those results a second survey is being prepared. As soon as the second survey is sent out and time taken to review the results a meeting will be planned to discuss the issues. Both the executive and the negotiating team have been working hard, sometimes giving up their own time gathering information for this round of negotiations. **Your input is important.**

Negotiation Committee members:

- Margaret Esparza-Lee
- Paul Del Motte
- Phil Cormier
- Kellie Mattatall
- Roxie Ibbitson (alternate)

On a last note, I have asked for you to support 1188 and their fight to maintain their seniority rights. I would be truthful in saying that I have been a little disappointed in the response. The fight by Unions for the rights of workers and better working conditions for all workers is an ongoing fight, one that we as workers can never afford to forget. What we take for granted, others have paid the price for; we honour them by staying vigilant. Take a moment to look at this page. [canadianlabour.ca/why-unions/history-labour-canada#ej](http://canadianlabour.ca/why-unions/history-labour-canada#ej)

In Solidarity,

**Roxamy Ibbitson**  
President, Local 3433  
Owens Art Gallery [rbbitson@mta.ca](mailto:rbbitson@mta.ca)

## WELCOME NEW MEMBERS!

We have had a lot of new members join our ranks during the 2016/2017 academic year. We'd like to send a big welcome to all our incoming members:

- **Laura Reid** - Financial Services
- **Mareika Daw** - Registrar's Office
- **Yves Clement** - Computing Services
- **Daniela Fernandez** - Registrar's Office
- **Ashley Mah** - Registrar's Office
- **Alana Green** - Registrar's Office
- **Chris Zaina** - Computing Services
- **Marilyn Cox** - Registrar's Office
- **Justin McKiel** - Registrar's Office
- **Rachel Thornton** - Registrar's Office
- **Greg Tracey** - Psychology
- **David Hunter** - Computing Services
- **Robert Sorba** - Math & Computer Science

- **Laura Graham** - Geography & Environment
- **Amanda Fleiger** - University Advancement
- **Jane Heys** - Library
- **Julie MacBain** - University Advancement
- **Jason MacDonald** - Library
- **Claire Kelly** - International Center
- **Angela Thibodeau** - Classics/Philosophy/Religious Studies
- **Luke Poirier** - Biology
- **Trisha Wilson** - Library
- **Lorise Simon** - Student Life
- **Allison Crinkley** - RJC for Business Studies/Student Life
- **Jasmine Daigle** - Library
- **Robert Cupido** - Library
- **Michelle Cameron** - Student Affairs
- **Catherine Stockall** - Library

On behalf of all the membership, we welcome you and hope to have an opportunity to get to know you all at our next meet and greet .



## Benefits Update

The Benefits Committee have announced changes to the Benefit Rates for 2017. Effective April 1, the rate changes are as follows:

- Health (inc. travel) **UP 5%** (50/50 split)
- Dental **UP 3%** (15/85 split)
- Long Term Disability (employee pay) **1 YEAR PREMIUM HOLIDAY, no payments Apr 1/17—Mar 31/18**
- Basic Life N/C (employer paid)
- Optional Life N/C
- AD&D N/C
- Critical Illness **DOWN 10%**

For a full description of all the changes and effects, see the Health Benefits Bulletin by clicking [HERE](#)

## Annual General Meeting and Elections

This year, our Annual General Meeting will hold elections for the following positions on the Executive:

- Secretary-Treasurer
- Grievance Officer
- Membership Officer
- Communications Officer
- 3 Year TRUSTEE

These positions will be elected to two-year terms, ending in the Spring of 2019,

with the exception of the Trustee, who will serve until the Spring of 2020.

If you would like to nominate a fellow member for a position on the Executive or are interested in letting your name stand, please contact Nicole Comeau at [ncomeau@mta.ca](mailto:ncomeau@mta.ca) to find out how. Nominations will also be taken on the floor during the meeting, members must be present to be nominated for any position.

**Annual General Meeting**  
**Wednesday, May 3,**  
**11:30am - 1:00 pm**  
**Avard-Dixon 118**

### BIRTH ANNOUNCEMENT



Nick [Mailroom] and Alana Estabrooks [Library, CUPE Exec.] are happy to announce the arrival of **Elijah (Eli) Sean Christopher Estabrooks** on Dec. 12, 2016. Welcome Eli!

### MARRIAGE ANNOUNCEMENT

Mary (Richards) Phinney [Financial Services] and Scott Phinney of Sackville are pleased to announce their marriage on Sept 10, 2016. Congratulations!

### MOUNT ALLISON STAFF ASSOCIATION AWARD RECIPIENTS

The MASA Award (two of \$1,000 each) is awarded every year to any applicant who is a full-time student at MtA and a member of CUPE 3433 or part of a member's immediate family (i.e. children, grandchildren, spouse or siblings). This year, we are please to award \$1,000 each to **Shaelyn Carroll** (daughter of **Tracey Carroll** [Bookstore]) and **Dylan Estabrooks** (son of Alison Estabrooks [Social Sciences]).

### PRECARIOUS WORK TOWN HALL, MARCH 18<sup>TH</sup>

By: Kellie Mattatall

For many years now, precarious work has been on the rise on university and college campuses across the country. This rising precarity is hard on workers, personally and professionally. Academic workers and support workers are passionately committed to delivering high quality education and services for students, but they need fair and decent working conditions to make that happen. Precarious work hurts post-secondary education twice: it hurts workers, and it diminishes the quality of education that students receive. Precarious employment affects post-secondary instructors, custodians, food service workers, admin workers and tech support workers, to name a few. "The post-secondary sector is one of (CUPE National's) sectors that has the highest number of precarious workers," said Chandra Pasma, a researcher for CUPE National.

Our local 3433 teamed up with CUPE National recently to present a Precarious Work town hall on March 18th in Tweedie Hall. One of several presented across Canada. A solid turnout included representation from multiple Sackville locals, members of Mount Allison's administration, CUPE NB president Danny Legere, Patrick Colford President of the

N.B. Federation of Labour and Nan McFadgen of CUPE National's Executive Board. Also in attendance were PSE workers from across PEI, Nova Scotia and New Brunswick. Live feed of the event brought in another 50 viewers from across the region.

This town hall has started an all - important conversation with multiple stakeholders about the future of PSE work across the country. Touching base with other maritime PSE workers has also allowed us to begin building essential support networks.

Special thanks to Toni Roberts for moderating the event, and to our amazing panelists:

Local 3433 member Claire Kelly acting MtA International Student Advisor; Carol Ferguson Research Representative CUPE Atlantic Region; Geordie Miller Contract Academic Faculty member at Dalhousie and EAL tutor at Mount Allison's writing center and Karen Foster Canada Research Chair in Sustainable Rural Futures for Atlantic Canada and Assistant Professor in the Department of Sociology and Social Anthropology at Dalhousie University.

### By-Law Amendments

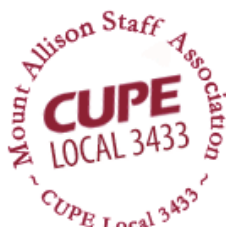
At our Annual General Meeting on May 3, CUPE 3433 will be considering and voting on a set of By-Law Amendments.

A PDF of the final proposal with the changes turned off and a Word file that will allow you to look at the version that highlights the changes had been sent to the membership via e-mail on Thursday, April 13.

This is the conclusion of a major project to update our by-laws at the request of CUPE National, which has examined our by-laws in light of changes in the National CUPE Constitution. As you will see, in some cases we have made marginal comments on the changes. Most of them will be uncontroversial and there are a few changes that we plan on discussing verbally at the meeting. I urge you to have a look at these and bring your questions and comments.

Thanks to all members who helped on this large project. If you require these documents to be resent, please contact any member of the Executive or the By-Law Committee

- Matt Thompson (mthompson@mta.ca)
- Nicole Comeau (ncomeau@mta.ca)
- Geoff Martin, Chair (gmartin@mta.ca)



### Important Dates

**Annual General Meeting  
Wednesday, May 3, 2017  
11:30a.m.-1:00 p.m.,  
Avard-Dixon 118**

**University Convocation  
Monday, May 15, 2017**

**Reduced Hours for Summer  
Session begins  
Tuesday, May 23, 2017**

**Story Ideas?  
Special Announcements?  
Want to Volunteer?  
Contact us at mthompson@mta.ca**