

FAST FACTS



JANUARY 18, 2019

Hi everyone,

Below you'll find news items and UMFA related information that we hope you'll find helpful. If you have information or an event that you'd like to share in an upcoming issue, please email the item to umfa-communications@umfa.ca for consideration.

IMPORTANT TO NOTE

UMFA Board Meeting - Open to all Members

January 30 at 4:00 p.m.

Is your department currently without representation? Do you have an issue you'd like to raise with your UMFA colleagues? Just want to see how UMFA conducts business? Come to the Association's first Board meeting of the year – January 30, 4:00pm at 29 Dysart Road.

While only Board Members can table motions and vote, Board meetings are open to all Members of the Association.



Board members at work

Know Your CA: Discrimination, Harassment, and Sexual Assault

You're entitled to a safe and healthy workplace, one free of discrimination, harassment, and violence. If you experience workplace discrimination, harassment, sexual assault or other violence, the administration must act to stop it and remedy the harm done.

Suffering harassment, discrimination, or assault can be demeaning, embarrassing, and disempowering. The Association is here to offer you confidential advice, support, and advocacy based on how you want to respond to a problem and the available formal and informal legal tools.

If you have special needs – whether they are temporary or long term, physical or psychological – the administration has a duty to accommodate those needs. A union representative will help advocate for an accommodation plan that works for you.

There are multiple ways to seek redress for a problem or report an incident. Arranging a confidential consultation with a union representative will help you decide the best way to go about redressing a

problem, and union representatives will offer support and advocacy.

A detailed explanation of the relevant articles of the Collective Agreement that cover these topics will appear in the next edition of Fast Facts.

CAUT request for volunteers

Following a request from the Higher Education Commission of Pakistan, CAUT has entered into a partnership to assist with the design and delivery of a faculty professional development program. The first stage of this initiative will focus on the creation of an instructional/pedagogical workshop and training program for academic staff in Pakistan. CAUT is seeking your assistance in identifying and recruiting volunteers for this project.

The faculty professional development program is intended to assist academic staff in Pakistan to: improve their pedagogical skills and competences; understand and put into practice key teaching and learning theories and concepts; facilitate the use of digital technologies where appropriate; develop course content; plan and deliver lessons; understand and implement fair assessments of student performance; and promote understanding of academic freedom and professional responsibilities.

CAUT volunteers will be asked to work with the Commission in designing and delivering workshops in Pakistan and in Canada. All travel and accommodation costs will be covered. Unfortunately, we are not able to offer honoraria.

Those wishing to volunteer with this project are asked to submit a statement of interest to the attention of the CAUT Executive Director (robinson@caut.ca) by **January 25, 2019**. The statement should indicate any expertise or experience with pedagogical training. Please note that the working language of the project will be English.

NEWS YOU CAN USE

Labour History



Jean-Claude Parrot, president of the Canadian Union of Postal Workers, is sent to prison for defying a back-to-work law

On January 29, 1980, Jean-Claude Parrot started serving a three-month prison term for defying Parliament after it imposed back-to-work legislation on his members, who had walked off the job in frustration after 18 months of fruitless bargaining and employer shenanigans.

Labour relations between Canada Post and the workers who sort and deliver the mail for people have rarely been good. Between 1965 and 1978, there were seven strikes. A number of those strikes were illegal. In 1974, for example, an illegal strike was what it took to get fair wages for women who operated coder machines, a job dominated by women classified as low pay.

In 1977, the Canadian Union of Postal Workers (CUPW) was ready to negotiate a new collective agreement and was seeking to address a number of issues: the conversion of part-time and overtime hours into full-time jobs, the impact of technological change, working hours and maternity leave. The employer (the federal government), rather than negotiate in good faith, responded with political interference, misinformation and confrontation.

Remember: at this time, Canada Post operated as a department of the federal government, controlled by Parliament and, more directly, by Cabinet and the Minister responsible (the Postmaster-General). It was not until 1981 that it became a Crown Corporation – another longstanding demand of the CUPW – and governed by the Canada Labour Code.

In the summer of 1977, leaked government documents revealed the Trudeau government was working hard to subvert the union by dealing with postal workers directly (divide and conquer!). Workplace union meetings and the distribution of union literature – as allowed in the collective agreement – were banned (the ban was later overturned by an arbitration ruling). Antiquated public sector bargaining rules were reinstated to remove issues from bargaining, including items already in the collective agreement. Under a system where the employer had the power to make, change, and enforce the rules as it pleased, Canada's postal workers became very frustrated and jaded about their chances of reaching a fair and just collective agreement.

Finally, on October 17, 1978, after 18 months of frustrated negotiations, postal workers across the country walked off the job to start a legal strike. The federal government responded by introducing and passing back-to-work legislation in the House of Commons that same day, ordering an end to the strike. When the law received Royal Assent the following afternoon, the workers refused to comply. CUPW's president, Jean-Claude Parrot, and the union's national executive chose to ignore what they saw as an unjust law and refused to order an end to the strike.

Within a week, on October 25, while the union was in meetings with the federal Minister of Labour, the RCMP conducted a raid on CUPW's offices. Canada Post then declared that it would fire workers who did not return to their jobs, arguing they had abandoned their posts. In order to protect the jobs of its members, the union ended the strike that day, telling workers to return with their heads held high, as negotiations would continue.

Nevertheless, the government had other plans. Two days later, they rounded up the entire CUPW national executive and placed them under arrest. Bail conditions set for Parrot included requiring him to declare an end to the strike that had already ended. In March 1979, a new collective agreement was imposed on postal workers. The next month, after a seven-day trial, a federally appointed judge sentenced Jean-Claude Parrot to three months in jail and 18 months' probation for defying Parliament.

Parrot reported to jail the following January to begin serving his time – missing the federal election that saw the politicians responsible for his fate returned to power, after having been defeated at the polls shortly after he was sentenced. In jail, Parrot received more than a thousand letters of support from all across Canada, some written by children.

Years later, Parrot would become an Executive Vice-President of the Canadian Labour Congress, representing Canadian workers nationally and internationally as a representative to the International Labour Organization. Since his retirement in 2002, Parrot continues to stand up for the rights of working people. He published his memoirs, *My Union, My Life*, in 2005.

From the Canadian Labour Congress

<http://canadianlabour.ca/twlh-jan-5#>

New on the UMFA website: [Labour and education in the news](#). This is a daily compilation of news articles on education and labour issues.

MEETINGS & EVENTS 



JOIN US

**JANUARY 19, 2019 // 11 A.M.
MANITOBA LEGISLATIVE BUILDING**

• ELDER BLESSING • SPEAKERS • MARCH •

**MARCH WITH US.
STAND IN SOLIDARITY.**

#WOMENUNITED

LETS LEAN IN AND TALK

Women's March is open to people of all genders, races, abilities, religious communities, political affiliation and sexual orientations.



bit.ly/womensmarchwinnipeg (RSVP)



[womensmarchwinnipeg](https://www.instagram.com/womensmarchwinnipeg)



[wmc_winnipeg](https://twitter.com/wmc_winnipeg)

ALL ARE WELCOME

ALL ARE WELCOME

Women's March Canada - Winnipeg

January 19, 2019

11:00 a.m.

Manitoba Legislative Building

For a list of upcoming UMFA meetings, please visit our website:

<http://www.umfa.ca/news/meetings-events>.

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We make **UofM** happen

UNIVERSITY OF MANITOBA
Faculty Association
