

# COCAL IX International Conference

## Towards a united strategy in North America

August 13-15, 2010



## COCAL 2010

Coalition of Contingent Academic

Université Laval,  
Québec, (Québec)





## Friday 13 August

**9 am - 12 pm** Arrivals and registration  
Amphithéâtre Hydro-Québec, 2nd floor of Pavillon Alphonse-Desjardins

**12:30 pm - 2 pm** Free period for lunch

**2 pm – 2:30 pm** Welcoming address and speeches

**2:30 pm - 5 pm** Plenary—Amphithéâtre Hydro-Québec

### ***The current situation in North America and the future of post-secondary education***

*The recent financial and economic crisis has affected many of society's organizations, notably colleges and universities. Several institutions were already running deficits and public financing remains insufficient. What will be the effects of the crisis in such a context? Will the university's mission be called into question? Privatization is a real danger and accessibility to a university education may be hindered by an increase in tuition fees. What strategies may we adopt to counter these dangers?*

Moderator: Claude Vaillancourt, School and Society committee, FNEEQ-CSN

David Robinson, Associate Director, CAUT

Vinnie Tirelli, PSC-CUNY, City University of New York

Karen Hawley, National Representative, NUPGE

Agustín Rodríguez, President, STUNAM, Universidad Nacional Autónoma de México

Puma Freytag, President, SCCCUL, Université Laval

Reid Milburn, President, Student Senate for California Community Colleges

NOTE: You will find the list of acronyms and information about participants' organizations in the last section of this program.

## Friday 13 August

- 6 pm - 8 pm**      **Cocktail**  
Le Cercle, 4<sup>th</sup> floor, Pavillon Alphonse-Desjardins  
Special guest: Mr Denis Brière, rector, Laval University  
Music provided by contingent faculty, Faculty of music Laval University
- 8 pm**              **Visit and tour of Quebec's Old Town**  
Departure by bus from Pavillon Alphonse-Desjardins
- 9:30 pm**         ***The Image Mill* by Robert Lepage:** outdoor multimedia show
- 11 pm**             Return by bus to Pavillon Alphonse-Desjardins

## Saturday 14 August

**8 am - 9 am      Registration**  
**Amphithéâtre Hydro-Québec, 2nd floor**

Secrétariat: room 3352, 3th floor

Breakfast in the cafeteria, Pavillon Alphonse Desjardins  
(free of charge for participants who rent a room in residence)

**9 am - 10:30 am    Plenary—Amphithéâtre Hydro-Québec**  
2th floor, Pavillon Alphonse-Desjardins

**Welcoming address by Claudette Carbonneau, President, CSN**

### ***An assessment of the state of the profession (2008-2010)***

*Several organizations have gone through difficult times since the conference in San Diego in 2008. Others have since organized themselves in order to obtain recognition of their contribution to their respective institutions. How may we assess these struggles? What has been gained? Have we lost ground? What are the prospects for the future?*

Moderator: Flo Hatcher, ASC, AAUP

Joe Berry, University of Illinois

Cindy Oliver, President, FPSE, British Columbia

Marie Blais, Vice-President, FNEEQ-CSN

Arturo Ramos, STAUACH, Universidad Autónoma Chapingo

**10:30 - 10:45 am    Coffee break**

## Saturday 14 August

### WORKSHOP SCHEDULE FOR SATURDAY, 14 AUGUST

	<b>WORKSHOP 1</b> issues in Higher Education  Room: 2530	<b>WORKSHOP 2</b> issues for contingent  Room: 2320	<b>WORKSHOP 3</b> salary and social programs  Local: 2326	<b>WORKSHOP 4</b> developing solidarity  Local: 2244 (Grand salon)	<b>WORKSHOP 5</b> tools for unions  Local: 2470	<b>WORKSHOP 6</b> mobilization  Local: 2300
10:45 am	Distance learning and its expansion	Work force stabilization in post-secondary education	Salaries and equality: <i>Equal pay for work of equal value?</i>	Sharing the load: diversity and minority groups	Collective bargaining and new strategies	Mobilizing to improve working conditions
1:45 pm	Stretching tasks: supervision, parcelling out and research	Access to tenure	Social programs 1: health benefits, retirement	The larger struggle for graduate student rights	Communicating to the public and mobilization	New Faculty Majority: the National Coalition for Adjunct and Contingent Equity
3:30 pm	Recognition of adjunct faculty and the quality of education	Access to research	Social programs II access to unemployment program	Building Alliances campus and state level	Unionization: progress and prospects	

# Saturday 14 August

## 10:45 - 12:15 pm WORKSHOPS

### 1. Distance learning and its expansion

*The growth of teaching using new technology brings in its wake new work practices. How should we handle this modification in the teaching profession? Several sides of the question must be addressed: professional autonomy, intellectual property, modification of the work load, student supervision, preservation of a quality education, working conditions. What is the role of union organizations in this context?*

Moderator: Mireille Boisvert, Vice-President, SCCCUL, Laval University

- Ernie Jacobson, Co-Chair, CUPE 3911, Athabasca University
- Sylvie Pelletier, President, STTTU, TELUQ
- Maria Peluso, President, CUPFA, Concordia University

### 2. Work force stabilization in post-secondary education

*Tenure has been called into question and will become more difficult to obtain for post-secondary professionals as employers demand greater flexibility on the part of their employees. Contracts for adjunct faculty are already of variable duration and are at times non renewable. Access to positions of professor is becoming increasingly difficult. Will this lead to a multiplication of contract types and job titles? Will the economic crisis provoke increased precariousness? What solutions must we bring forward to stabilize jobs and counter employer arbitrariness?*

Moderator: Jean-Sébastien Morin, chargé de cours, SCCCUL, Université Laval

- Mayra Besosa, Campus Lecturer Rep, Faculty Rights and Senate Faculty Affairs Committee for CFA, and for AAUP: exec member, Collective Bargaining Congress and Co-Chair Committee on contingent Faculty
- Marcia Newfield, Vice-President Part-Time Personnel, PSC, City University of New-York
- Bob Samuels, President of University Council, CFT, University of California

## Saturday 14 August

### 3. Salaries and equality: *Equal pay for work of equal value!*

Salary is one of the most important elements of working conditions. Typically, higher salaries reflect greater professional recognition. Thus, tenured professors earn much more than contingent faculty for similar teaching efforts. This is hard to quantify, because regular professors are also supposed to do research and assume administrative activities. It's important break out the contribution of each component to regular professors' salaries. How can we measure the gap between what regular and contingent academics are paid for teaching? What parameters do we need to include in our policies and strategies?

Moderator: Frédérique Gardye, Vice-President, SCCCUM, Université de Montréal

- Cathy Christie, President, QUFA, Queen's University
- Bonnie Halloran, President, Lecturer's Employee Organization, University of Michigan, AFT-Michigan
- Sócrates Galicia, President, STAUACH, Universidad Autónoma Chapingo

### 4. Sharing the load: diversity and minority groups

*Throughout North America, the most precarious workers trapped in low-wage and dangerous jobs are racialized new immigrants and visible minorities, especially women and youth of color. Progressive unions have historically been at the forefront of supporting anti-racist, feminist, queer, anti-imperialist and anti-globalization struggles nationally and internationally. The crucial work for union organizers representing the struggles of contingent academic labor today is create a strong analysis of the "economic apartheid" suffered disproportionately by minoritized members of society (low-income women, new immigrants and refugees, undocumented workers, visible minorities, LGBTT, differently abled, and criminalized youth of color) in order to create grassroots networks within and across the growing precarious labor force within and outside academic institutions. How can unions representing contingent labor more broadly unite around struggles for equity and socioeconomic justice? How can such a shared struggle actually strengthen union power within the broader precarious labor force?*

Moderator: Raymonde Simard, Sessionnal Representative, Women Committee, FNEEQ-CSN

- Derryn Moten, Faculty-Staff Alliance, Alabama State University
- Francis Lagacé, Vice President, Conseil central du Montréal Métropolitain



## Saturday 14 August

### 5. Collective bargaining and new strategies

*Collective bargaining is becoming increasingly difficult and union gains are under constant attack from employers. In some places, employers consult one another and establish common goals. Can we do the same? Even though our battles are local, our strategies and assets can be shared. Indeed, recent employer offensives require new strategies on the part of our organizations. Which new strategies must we adopt?*

Moderator: Guy Dufresne, President, SCCUQ, Université du Québec à Montréal

- Jennie Smith, Faculty & Staff Federation, Community College of Philadelphia
- Diane Menna, Officer for Senior Colleges, PSC, City University of New-York
- Claire Tremblay, Coordinator, Regroupement université, FNEEQ-CSN
- William Lyne, United Faculty of Washington State, WEA/AFT-Washington/NEA/AFT
- Luis Bueno, SITUAM, Universidad Autónoma Metropolitana

### 6. Mobilizing to improve working conditions

*Employers often ignore one of our guiding principles, equality in working conditions. What mobilization strategies can preserve and extend our gains in this regard? What role should strikes play in our strategies?*

Moderator : David Lewis, Vice President External Affairs, SCCCUM, Université de Montréal

- Bernard Dansereau, Vice President, SCCUQ, Syndicat des chargées et chargés de cours de l'UQAM
- Lori Serb, Staff, Graduate employees organization, University of Illinois at Urbana-Champaign
- Phyllis Eckler, Chair, CFT Part-Time Committee, University of California

**12:15 - 1:45 pm** Free time for lunch (cafeteria or nearby restaurants)

# Saturday 14 August

## 1:45 - 3:15 pm Workshops

### 1. Stretching tasks: supervision, parcelling out and research

*The different tasks involved in teaching have become increasingly complex over the last few years. Employers are attempting to parcel out and divide up the components of teaching. Furthermore, student supervision has become more demanding with the use of new communication technology. How can we obtain recognition for these new tasks? Moreover, skills required to teach are becoming more demanding and sometimes involve research and publications. Is our expertise in research sufficiently acknowledged? What are our demands in the face of these new requirements?*

Moderator : Sylvie Pelletier, president, STTTU

- Weldon Cowan, Staff Representative, FPSE, British Columbia University
- Nicole Lavergne, President, SCCCUM, Université de Montréal
- Margaret Vaughan, Steward and member of the Collective bargaining committee, MATCPTTU, Madison Area Technical College

### 2. Access to tenure

Many sessionnals have the same academic credentials and aspirations as regular professors. Sessionnals often become temps precisely as a temporary measure, while waiting for a full-time position to appear. In the meantime, the need to accept a large teaching load works against them, making it hard or impossible to maintain a research profile. How to break out of this vicious circle? What ways exist for adjuncts to become full-time regular professors?

Moderator: Laval Rioux, School and Society committee, FNEEQ-CSN

- Don M Eron, Senior Instructor, Colorado University and Suzanne Hudson, Instructor, University of Colorado, Boulder
- Richard Moser, Staff Representative, Rutgers AAUP-AFT
- Robert Johnson, Professional Officer, CAUT
- Marc Ouellette, Vice President of CUPE local 3906 and vice-chair of the CUPE Ontario University Workers' Coordinating Committee, McMaster University.

## Saturday 14 August

### 3. Social programs I (health benefits, retirement)

For contingent academics, precariousness on the job creates precariousness elsewhere in their lives. Often, they literally cannot afford to retire or even to get sick! What is the situation today? What ways have been found to provide health and other social services to contract faculty? Can we demand equity with regular professors in this respect, and make it part of our negotiating strategies?

Moderator: Jonathan Karpf, Associate Vice President North, Lecturers, CFA, California State University

- Mary Ellen Goodwin, Governor for Part-Time, FACCC, California Community Colleges
- Marie Bouvier, treasurer, SCCUQ, Université du Québec à Montréal, and member of the Committee on the Retirement Program of contingent faculty of the University of Quebec system (Comité de régime de retraite des chargées et chargés de cours du Réseau de l'Université du Québec)
- Abe Walker, Adjunct liaison/organizer, PSC-CUNY, City University of New York
- Deborah Dahl-Shanks, Part-Time Officer, FACCC, California Community Colleges

### 4. Organizing the Lumpen Professoriate--Connecting to the Larger Struggle for Graduate Student Rights

*In tandem with the collapsing tenure system, graduate student workers and contingent faculty are being pitted against fully tenured and tenure-track faculty by management. How can unions of graduate student employees work to secure the rights of graduate students more generally in the face of increasingly hostile professors? For example, how can graduate student unions help students face the possible consequences of filing a grievance against their tenured advisors? Or protect students by helping define responsibilities for student workers? Or ensure that program requirements do not require TA or sessional work? Lastly, how can graduate student and contingent faculty unions build solidarity that can extend to building coalitions with tenured, fully-unionized faculty who are potential allies?*

Moderator: Lerona Lewis, president, AGSEM

- Lilian Radovac, Teaching assistant, AGSEM, McGill University
- Cary Nelson, President, AAUP
- Rana Jaleel, GSOC/UAW, New-York University

## Saturday 14 August

### 5. Communicating to the public and mobilization

*During negotiations, the media can play an important role in furthering demands. This role may be seen as supportive during talks with politicians and sympathisers. How can we make the most of public tribunes and new media technology? Are these means of communication efficient? What is the role of the union and its members during a public information campaign?*

Moderator: Gwendolyn Bradley, Senior Program Officer, AAUP

- Bob Samuels, president, University Council, University of California
- Nicole Blouin, vice-présidente aux communications, SCCCUL, Université Laval
- Carlos Galindo, Secretario del Exterior, STUNAM, Universidad Nacional Autónoma de México

### 6. New Faculty Majority: the National Coalition for Adjunct and Contingent Equity

*The New Faculty Majority (NFM) is the only incorporated membership association dedicated to advocacy for non-tenured faculty in the United States, with 800 members and growing. After an overview of NFM activities and projects, including its National Unemployment Compensation Initiative, the New Faculty Majority will unveil an in-process “Program for Change: 2010-2030” that includes goals and milestones which, as achieved over time, will lead to the correction of the current dysfunctional system with its discriminatory structure and restore normalcy to the faculty workplace.*

Moderators: Anne Wiegard, NFM Secretary, NFM Board of Directors; SUNY Cortland, New York  
Matt Williams, NFM Vice-President, NFM Board of Directors; University of Akron

- Frank Cosco, NFM Advisory Board, Vancouver Community College Faculty Association, Vancouver, Canada
- Jack Longmate, NFM Board of Directors, Olympic College, Bremerton, Washington

**3:15 - 3:30 pm** Coffee break

# Saturday 14 August

3:30 - 5 pm      WORKSHOPS

## 1.      Recognition of adjunct faculty and the quality of education

*Over the past few years, the proportion of teaching done by adjunct faculty has increased and has stabilized in some places. Some see this trend as a threat to the quality of teaching. But does the quality of teaching depend on the status of the teacher? How may we respond to this smear campaign? Furthermore, students have every right to demand a quality education based upon up-to-date professional standards. Can we satisfy such demands given our present working conditions? Does our recognition match our contribution? What kind of integration are we looking for?*

Moderator : Langis Madgin, agent de relations de travail, SCCUQ, Université du Québec à Montréal

- Jacques Thériault, vice-président, SCCCUQAR, Université du Québec à Rimouski
- David Rives, president, AFT-Oregon, Portland Community College
- Lykke de la Cour, CUPE 3903, York University
- Lorenza Manoatl, Universidad Nacional Autónoma de México

## 2.      Access to research

*Given that a lot of contract faculty are trying to maintain a research program, what are the institutional attitudes and obstacles to doing so? How can they maintain a research program, establishing reasonable expectations for research “productivity” within the context of heavy teaching load ?*

Moderator: Marc-André Delisle, chargé de cours, Université du Québec à Chicoutimi

- Rick Gooding, Sessional Faculty Committee, UBCFA, University of British Columbia
- Leslie Jermyn, President, CUPE 3902, University of Toronto
- Susan DiRaimo, Part-Time Personnel Officers, PSC, City University of New-York

## Saturday 14 August

### **3. Social programs II (access to unemployment program)**

Moderator: Mary Ellen Goodwin, FACCC

- Jonathan Karpf, Associate Vice President North, Lecturers, CFA, California State University
- Joe Berry, University of Illinois
- Jack Longmate, NFM Board of Directors, Olympic College, Bremerton, Washington
- Frank Brooks, Treasurer, Roosevelt Adjunct Faculty Organization, IEA/NEA

### **4. Building Alliances on campus and state level**

“Divide and conquer” is an ancient rule for rulers of all kinds. “Build coalitions” is the equally old antidote. A first step is to share information with other groups in the university community. That will help build bridges, strengthen solidarity and create common fronts on important issues and not only with other teachers’ unions, but also with the personnel and students, within and among campuses. How can we do this and maintain our autonomy? Is consensus building an impossible dream? Are there limits to such a strategy?

Moderator: Karine L’Écuyer, College Representative, Contingent and Union life committee, FNEEQ-CSN

- Judith Grad, Chair of Mobilization, CUPFA, Concordia University
- Louis-Charles Sirois, Président, SCCC-UQO, Université du Québec en Outaouais
- John Yudelson, Chapter President, Campus Lecturer’s Representative, CFA, California State University
- Anne Wiegard, Part-time Concerns Representative, UUP, State University of New York-Cortland,

## Saturday 14 August

### 5. Unionization: progress and prospects

*Unionization is increasingly difficult in many institutions and is sometimes even denied. Yet some groups are getting organized: teaching and research assistants among grad students, practical instructors, graders, etc. What is our strategy towards the unionization of these new groups? How may we avoid confrontation between groups and instead encourage dialogue in order to foster united action?*

Moderator: Lena Palascios, Vice-President internal, AGSEM, McGill University

- David Milroy, Secretary, CCA-CTA, California Community College
- Karen Hawley, National Representative, NUPGE
- Larry Gold, Director, AFT Higher Education
- Curtis Keyes, organizer, East-West University in Chicago

**5:30 pm** Departure by bus from the Pavillon Alphonse-Desjardins to the Port of Québec

**6 pm** Embarkation at Chouinard wharf

**7 pm – 10 pm** Supper and a cruise on the Saint Lawrence on board the Louis-Jolliet.  
Cruise from the old Quebec Bridge to the island of Orleans.

**10:30 pm** Return by bus from the Port of Québec to the Pavillon Alphonse-Desjardins

## Sunday 15 August

**7 pm – 8 h 30 pm** Breakfast in the cafeteria, Pavillon Desjardins  
(free of charge for participants who rent a room in residence)

**8 h 30-9 h 45** Regional Meetings  
Rooms : 2300, 2320, 2326, 2470  
Amphithéâtre Hydro-Québec (pavillon Alphonse Desjardins),  
Grand Salon (pavillon Maurice-Pollack)

**9 h 45-10 h** Coffee break

**10 h-12 h 30** **Plenary Assembly**  
Grand Salon (Pavillon Maurice-Pollack)

### ***Developing solidarity on all levels***

*Strengthening coalitions at the national, regional and local level is essential as is the reinforcement of alliances among all who work in education. But how shall we proceed? What is COCAL's role? How can we counter government's intention to more strictly control post-secondary education and the management of its institutions? We must be prepared to resist this offensive and put up a defence of education as a public service accessible to all. What are the strategies needed to combat these developments that lead to an increase in competition between institutions?*

Moderator: Marie Blais, Vice-President, FNEEQ-CSN

Sandra Schroeder, President of AFT Washington, and AFT Vice President and Chair of the AFT Higher Education Program and Policy Council

Cary Nelson, President, AAUP

Penni Stuart, President, CAUT

Maria Teresa Lechuga, STUNAM

Jean Trudelle, President, FNEEQ-CSN

**12:30 – 2:30 pm** Lunch and general assembly  
Grand Salon (pavillon Maurice-Pollack)

**2:30 pm** Adjournments

**3 pm** COCAL committee  
Grand Salon



# List of Organizations

## LIST OF ORGANIZATIONS

### CONFEDERATIONS

- AAUP : The American Association of University Professors is a network of faculty and academic professionals, organized into campus-based chapters and state conferences. <http://www.aaup.org/aaup>
- ACPPU/CAUT: Founded in 1951, the Canadian Association of University Teachers represents more than 65,000 teachers, librarians, researchers and other academic professionals and general staff. <http://www.caut.ca/>
- AFL/CIO: The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) represents 11.5 million members: teachers and miners, firefighters and farm workers, bakers and engineers, pilots and public employees, doctors and nurses, painters and plumbers—and more. <http://www.aflcio.org/>
- AFT : Founded, in 1916, the American Federation Teachers represents more than 1.3 million workers: preK-12 teachers, paraprofessionals and school-related personnel, healthcare professionals, public employees and early childhood educators. In addition, the AFT represents over 175 000 faculty, professional staff and graduate employees in higher education. This Federation is affiliated with AFL-CIO. <http://www.aft.org/>
- CSN : Founded in 1921, the Confédération des syndicats nationaux represents nearly 300 000 members working in all sectors of the economy, including education (mainly higher education). <http://www.csn.qc.ca>
- NEA : Founded in 1857, the National Education Association represents 3.2 million members: public school teacher, faculty member, education support professional, retired educator, or a student preparing to become a teacher. NEA represents more than 200 000 college and university faculty and staff in US. <http://www.nea.org/>
- UAW : The United Automobile, Aerospace and Agricultural Workers of America (UAW) represents 390 000 employees in every sector of the economy. The UAW represents over 20 000 TAs and RAs at over 30 university campuses. <http://www.uaw.org/>

## List of Organizations

### FEDERATIONS

- AFT-Michigan: Founded in 1935, AFT-Michigan, a state federation of the AFT represents 35,000 members from PreK-12 and ISD teachers and support staff, community college and university faculty, lecturers, administrators and graduate employees, <http://aftmichigan.org/aboutus/history.html>
- AFT-Oregon: AFT-Oregon, a state affiliate of the AFT represents some 12,000 Oregon workers in K-12, community college and higher education in faculty and classified positions; and child care workers, in both public and private sectors. <http://or.aft.org/>
- AFT-Pennsylvania: The AFT Pennsylvania represents more than 36,000 members in 93 local affiliates, including teachers and school-related personnel, health care professionals, higher education faculty members and state employees. <http://pa.aft.org/>
- AFT-Wisconsin: Founded in 1933, AFT-Wisconsin represents 17,000 public and private employees in the state of Wisconsin. The AFT-Wisconsin is a chapter of the AFT. <http://www.aft-wisconsin.org>
- CFT : The California Federation of Teachers is the statewide organization of more than 140 local unions of the American Federation of Teachers. The CFT represents over 120 000 educational employees working from early childhood educators, through California university. The federation is divided into five councils, notably the Community College Council and the University Council. The CFT is affiliated with the national AFT and with the AFL-CIO. <http://www.cft.org/>
- CTA : Founded in 1863, the California Teachers Association includes 335 000 teachers, counselors, school librarians, social workers, psychologists, and nurses. The teachers are educators in K-12 school system, Community college faculty, California State University faculty, and education support professionals. The CTA is affiliated with NEA. <http://www.cta.org/About-CTA/>
- CUPE/SCFP: The Canadian Union of Public Employees represents 600 000 workers in health care, education, municipalities, libraries, universities, social services, public utilities, emergency services and airlines. <http://cupe.ca/about>
- FACCC: The Faculty Association of California Community Colleges is a policy and advocacy group defending California's community colleges. <http://www.faccc.org/>

## List of Organizations

- FNEEQ:** Founded in 1969, the National Federation of Teachers of Quebec (Fédération nationale des enseignantes et des enseignants du Québec) includes 89 unions and represents almost 27000 members at all levels of education, but mainly in secondary and post-secondary institutions. At the university level, FNEEQ member unions represent contract faculty members, tutors and graduate students. The FNEEQ is affiliated to the CSN. <http://www.fneeq.qc.ca/>
- FPSE;** Founded in 1980, the Federation of Post-Secondary Educators of BC represent over 10,000 faculty and staff in BC colleges, university colleges and institutes, and in private sector institutions. The Federation is a member of CAUT/ACPPU. <http://www.fpse.ca/about>
- IFT** Founded in 1936, The Illinois Federation of Teachers represents 95 000 members from early childhood educators, through university. The IFT is affiliated with the national AFT and the AFL-CIO. <http://www.ift-aft.org/>
- NUPGE:** The National Union of Public and General Employees (NUPGE) is composed by 11 unions representing 340,000 members to deliver public services of every kind to the citizens of their home provinces. We also have a large and growing number of members who work for private businesses. <http://www.nupge.ca/about>
- NYSUT:** NYSU represents more than 600 000 people who work in New York schools, colleges and healthcare facilities. A Federation of more than 1 200 local unions is affiliated with AFT, NEA and with AFL-CIO. <http://www.nysut.org/>

## List of Organizations

### UNIONS

- AGSEM: The Association of Graduate Students Employed at McGill) represents all graduate student teaching assistants (TAs) and demonstrators at McGill University. The union is affiliated with the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) and the Conseil central du Montréal métropolitain (CCMM). <http://agsem-aeedem.ca/about>
- CCA : The Community College Association represents the faculty of the California Community Colleges. This Association is affiliated to the CTA and NEA. <http://www.cca4me.org/>
- CFA : The California Faculty Association is a union of 23,000 professors, lecturers, librarians, counselors and coaches who teach in the 23-campus California State University system (CSU). CFA is affiliated with the Service Employees International Union, AAUP, NEA, and CTA. <http://www.calfac.org/>
- CUPE 3902: The Canadian Union of Public Employees, Local 3902, represents 6 000 sessionals, TAs, and other contract instructional staff at the University of Toronto. The union is organizing in three unit's contract faculty, teaching assistants, and graduate assistants. The Union is a member of the Canadian Union of Public Employees (CUPE). <http://www.cupe3902.org/>
- CUPE 3903: The Canadian Union of Public Employees (Local 3903) represents of more than 3200 contract faculty, teaching assistants, and graduate assistants at York University. The Union is a member of the Canadian Union of Public Employees (CUPE). <http://www.cupe3903.tao.ca/>
- CUPE 3906: The Canadian Union of Public Employees (Local 3906) represents almost 3 000 workers at McMaster. The union currently represent three units: Teaching Assistants (TAs) and Research Assistants (RAs), Sessional Lecturers and Music Instructors and Post-doctoral Fellows. The Union is a member of the Canadian Union of Public Employees (CUPE). <http://www.cupe3906.org/>
- CUPE 3911: The Canadian Union of Public Employees (Local 3911) represents tutors, academic experts, markers and lab instructors at Athabasca University. The union is affiliated with CUPE. <http://3911.cupe.ca/>
- CUPFA : Since 1989 the Concordia University Part-time Faculty Association has been an independent union representing 1200 part-time faculty members. <http://www.cupfa.org/>
- FSFCCP: The Faculty and Staff Federation of Community College of Philadelphia (AFT Local 2026) represents 1,500 faculty and staff members and is organized into three bargaining units: Classified Employees, Full-time Faculty and Part-time Faculty/Visiting Lecturers. This union is affiliated with the AFT, an AFL-CIO member, with AFT-Pennsylvania, and with the Pennsylvania AFL-CIO. <http://www.aft2026.org/>

## List of Organizations

- GEO: The Graduate Employees' organization represents graduate employees at the University of Illinois at Urban-Champaign. The union is affiliated with the Illinois Federation of teachers, AFT and AFL-CIO. <http://www.uigeo.org/faq/> - Goals
- GSOC/UAW The Graduate Student Organizing Committee represents teaching, research and graduate assistants at New York University. GSOC is part of UAW Local 2110, a technical, office and union professional local that includes 3 000 university, museum and publishing workers. <http://www.2110uaw.org/gsoc/>
- LEO: The Lecturers' Employee Organization (AFT Local 6244) represents 1 200 lecturers across all three campuses of the University of Michigan. This union is affiliated to AFT-Michigan and AFL-CIO. <http://www.leouion.org/>
- MATCPTTU : The Madison Area Technical College Campuses Part-Time Teachers' Union, (AFT Local 6100), represents 1 400 part-time faculty members of the 6 campuses of Madison Area Technical College in Wisconsin. The Union is affiliated with AFT-Wisconsin. <http://wi.aft.org/ptunion/>
- PSC/CUNY : The Professional Staff Congress (AFT Local 2334) represents 22 000 faculty and staff at the City University of New York (19 campus). This union is affiliated with New York State United Teachers (NYSUT), AFT, AAUP and AFL-CIO. <http://www.psc-cuny.org/>
- QUFA : The Queen's University Faculty Association represents approximately 1200 Faculty, Librarians, and Archivists. This Association is a member of CAUT. <http://www.qufa.ca/>
- SCCCUL: The Syndicat des chargées et chargés de cours de l'Université Laval represents of more than 1 800 contract faculty. The union is affiliated with the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) and the Conseil central Québec-Chaudière-Appalaches. [www.scccul.ulaval.ca](http://www.scccul.ulaval.ca)
- SCCCUM : The Syndicat des chargées et chargés de cours de l'Université de Montréal represents more than 2 500 contract faculty. The union is affiliated with the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) and the Conseil central du Montréal Métropolitain (CCMM). [www.scccum.umontreal.ca](http://www.scccum.umontreal.ca)
- SCCUQ : The Syndicat des chargés de cours de l'Université du Québec à Montréal represents more than 2 100 contract faculty. The union is affiliated with the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) and the Conseil central du Montréal métropolitain (CCMM). [www.sccuq.ugam.ca](http://www.sccuq.ugam.ca)
- SCCCUQAC : Founded in 1983, the Syndicat des chargées et chargés de cours de l'Université du Québec à Chicoutimi represents more than 500 contract faculty. The union is affiliated with the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) and the Conseil central du Saguenay Lac St-Jean.

## List of Organizations

- SCCCUQAR : The Syndicat des chargées et chargés de cours de l'Université du Québec à Rimouski represents more than 400 members. The union is affiliated with the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) and the Conseil central du Bas St-Laurent (CCBSL). [www.uqar.quebec.ca/scccuqar](http://www.uqar.quebec.ca/scccuqar)
- SCCC-UQO: The Syndicat des chargées et chargés de cours de l'Université du Québec en Outaouais represents 550 contract faculty. The union is affiliated with the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) and the Conseil central de l'Outaouais (CCO). <http://sccc-uqo.ca>
- STTTU: The Syndicat des tuteurs et tutrices de la Télé-université represents nearly 170 tutors at the Têluq. The union is affiliated with the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) and the Conseil central du Montréal métropolitain (CCMM).
- UBCFA : The Faculty Association of University of British Columbia represents more than 3,200 faculty staff. This union is a member association of CAUT. <http://www.facultyassoc.ubc.ca/>
- UUP: The United University Professions is the union representing more than 34,000 academic and professional faculty on 29 State University of New York campuses, plus System Administration, Empire State College, and the New York State Theatre Institute. UUP is affiliated with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT), the National Education Association (NEA) and the AFL-CIO. <http://www.uupinfo.org/>

## HOST UNION

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## OUR PARTNERS

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Confédération des syndicats nationaux (CSN)

Fédération nationale des enseignantes et des enseignants du Québec - FNEEQ-CSN

Syndicat des chargées et chargés de cours de l'Université Laval (SCCCUL)

American Federation of Teachers (AFT)

National Education Association

California Faculty Association (CFA)

Canadian Union of Public Employees (CUPE/ Syndicat Canadien de la fonction publique)

Conseil central de Québec Chaudière-Appalaches (CCQCA)

Concordia University Part-time Faculty Association (CUPFA)

Syndicat des chargé-e-s de cours à l'éducation aux adultes de l'Université Concordia (SCCEAUC)

## List of Organizations

Syndicat des chargées et chargés de cours de l'Université de Montréal (SCCCUM)

Syndicat des chargées et chargés de cours de l'Université du Québec à Chicoutimi (SCCCUQAC)

Syndicat des chargées et chargés de cours de l'Université du Québec à Rimouski (SCCCUQAR)

Syndicat des chargées et chargés de cours de l'Université du Québec en Abitibi-Témiscamingue (SCCCUQAT)

Syndicat des chargées et chargés de cours de l'Université du Québec en Outaouais (SCCC-UQO)

Syndicat des tuteurs et des tutrices de la Télé-Université – CSN

Caisse d'économie solidaire Desjardins - Centre de services Québec

Université Laval - Zone Université Laval et Pavillon des sciences de l'éducation