



Lori Stinson is long-time active member of the APTPUO (17 years) with a background in labour and organizing as staff for the Saskatchewan Federation of Labour. As a previous member of CUPE at the University of Regina she also served on the executive and the bargaining committee, as a teaching assistant and then as a contract instructor. She is currently on the bargaining committee for CUPE 4600 at Carleton University.

A Program for Renewal: We Can Do Better

Equal pay for equal work. We must be paid the same rate for teaching the same courses as tenured faculty.

Full compensation for unpaid overtime. We should be paid for all administrative work, including attending departmental and committee meetings, writing reference letters, providing student accommodations, and supervising theses. We should not have to beg for every crumb: such remuneration should be automatic.

Job security, promotion, and academic freedom for all. Seniority points make hiring equitable but do *not* guarantee job security. We need job security for *all*, including a **promotion** mechanism that makes us permanent employees after seven years. Queen's has this. Other unions have solutions. Why don't we?

Full benefits for all. We deserve the same benefits as our tenured colleagues, including dental, vision, counseling and drug coverage, *full* tuition credits for dependents, parental leave, disability and life insurance, and a robust pension plan.

Equal opportunity. We do research and provide service to the university community, sometimes more than our tenured colleagues, but we are neither paid nor have access to adequate resources and opportunities, including paid sabbatical, paid course releases, and research funds. Queen's and York offer such programs to their adjuncts. Why not uOttawa?

Strength in numbers. The precarity of contract workers is systemic. Yet the APTPUO is the *only* union of contract professors in Ontario unaffiliated with a national union (e.g. CUPE) or local faculty association. Isolated from our peers, we are falling behind gains

made by other unions that benefit from common strategizing and the strength in numbers and resources. Several unions, e.g. York (CUPE) and Queen's (faculty association) have won broad job security, promotion mechanisms, payment for service work, and extensive benefits. Let's examine whether affiliation may increase our bargaining leverage.

Effective communication. We need to increase our visibility by creating forums to share our struggles and showcase our achievements, whether via a newsletter, online forums, and listservs. Other adjunct unions do this. Externally, we need to hold the administration accountable, influence university donors, and a media strategy that communicates our critical role in providing students access to affordable, quality higher education.

Union democracy. Our 2,500 rank-and-file members want a greater say in decision making. Few opportunities exist outside the infrequent AGMs and Representatives Council meetings. Too much power is concentrated in a 7-person board that functions as an executive. The union is understaffed. We need term limits for board members to bring in new faces and fresh ideas. Let's explore "open" bargaining, as at York, which allows members to attend bargaining sessions and monitor developments. Elections, including electronic, require independent oversight. Board positions (president, VP etc.) should be elected *directly* by the membership, not internally appointed. All expenses, including staff salaries, should be transparent. Over the years, our union has become top-down. It's time to activate ourselves and rebuild from the ground up. We can do better!