

Newsbreak

Volume 22, Issue 4
April 2012

Salary gap continues to widen

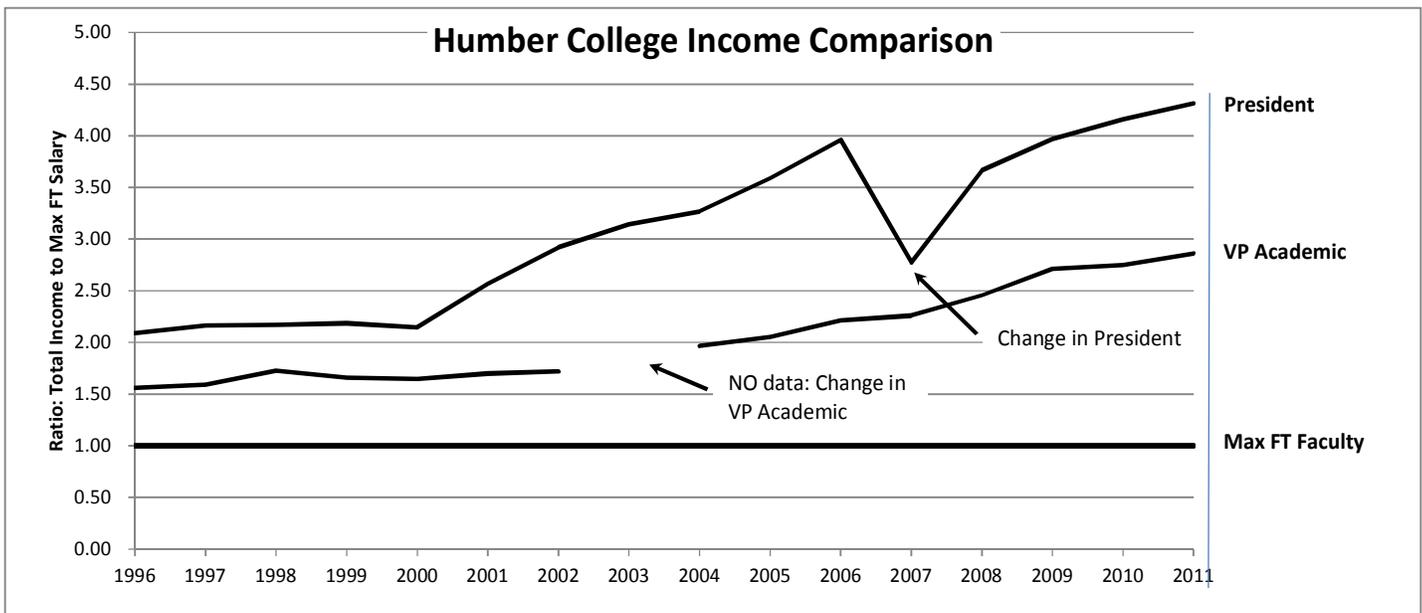
by Paul Michaud, OPSEU Local 562 1st Vice-President

Again spring brings us the annual Public Sector Salary Disclosure lists and again Humber's President, John Davies, topped the list as the highest paid president in the college system with an income of \$440,551.09 (salary and taxable benefits). This was closely followed by John Tibbits, President of Conestoga College, at \$412,450.53 and David Agnew, President of Seneca College, at \$411,844.63.

Humber College continues to increasingly value senior administrators more than faculty and support staff. The graph below shows how the Humber President's and Academic Vice-President's incomes compare to the maximum

salary for faculty at the top step. This year, the President received 4.31 times the maximum faculty salary, up from 4.19 last year, and the Academic Vice-President received 2.86 times the maximum full time faculty salary, up from 2.75 last year. By comparison in 1996 the President earned about 2 times the maximum academic salary and the Academic Vice-President income was from about 1.6 times the maximum academic salary.

In the last year, faculty salaries increased by 2 per cent while the President's income increased by 5.8 per cent. It will be interesting to see what the colleges offer when bargaining begins this summer. 🚀



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On-line teaching?

by Audrey Taves, OPSEU Local 562 Chief Steward

Are you teaching on-line courses?
Are any on-line courses taught by full-time faculty at Humber?

Reviewing the SWF certainly does not give us any information about on-line courses. So if you are teaching on-line courses are you getting the same preparation and evaluation time as for teaching in-class courses? If so, is this adequate time?

Are all on-line courses being taught by partial load faculty? If so how are you being compensated?

What about developing an on-line course? How much time is given for this? Is it adequate? How is this dealt with in other colleges?

Lots of questions about on-line courses!

Our local is very willing to host a meeting with interested faculty to discuss on-line courses at Humber. If you have an interest in this area, please email or call Audrey at ext 4007. If we get a good response, I will set up a meeting to discuss the challenges, problems and potential of this issue. 🏠

NewsBreak is a publication of the Humber College Faculty Union, OPSEU Local 562, intended to provide information and stimulate discussion. We invite your participation and welcome your contributions. All articles and letters should be signed, though in some circumstances the author's name will be withheld upon request. We encourage thoughtful discussion that respects human rights. We reserve the right to edit for libel, length, and clarity.

Articles reporting on union business will be signed and will include the author's position of responsibility in the local. Where an article has the author's name only, the views are those of the author. You may e-mail the editor: sylvia.ciuciura@humber.ca or drop materials at the Faculty Union office – H109, North Campus, ext. 4007.

OPSEU Local 562 Stewards and Officers

President - Orville Getz
1st Vice-President - Paul Michaud
2nd Vice-President - vacant
Chief Steward - Audrey Taves
Treasurer - Sylvia Ciuciura
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Allan Guttman
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President's notes

by Orville Getz, OPSEU Local 562 President

Call for Stewards

Do you have an hour each week to participate in local union work? The local is asking for your help to represent your fellow faculty members as a steward in your school. Elected stewards are on the Local Executive Committee of the faculty union. Full-time and partial load members are eligible to stand. All elected stewards are eligible to stand for the officer positions. Steward and officers are elected for two year terms. Now is the time to get involved in your union. Volunteer now for the next two academic years. Contact the local office at extension 4007 or drop by to talk with us. We are located at the North campus beside the Career Centre in H-109.

General Membership Meeting

A general membership meeting is being organized for Wednesday, May 23. There is an announcement with further information elsewhere in this newsletter. The meeting will begin with a hot lunch in the Humber Room. The agenda will include a presentation by Mansur Malik who is a researcher for OPSEU. There will also be a report on OPSEU Convention and a Trustees Report on the 2011 finances of the local, as well as a short presentation by J.P. Hornick from the Bargaining Team. The election of officers for the term 2012-2014 will also take place. An invitation to all members will be distributed at the end of April.

Professional Development

All full time faculty should now be planning for the use of their ten professional development days. May/June is a good time to use these days when you normally have a lighter teaching load. You must use your ten allotted days each year as they do not carry over from one year to the next. When you resume teaching in September, you will have ten new days allotted to you for use between September and the following June. Develop your plans in writing and discuss them with your Dean. Make a clear statement of what you are doing along with a suitable timeframe. Some schools have professional development money in their budgets which you may be able to access especially if you intend to upgrade your professional credentials. Develop your training plan and present it to your manager as soon as possible.

Your secure (that is non-Humber) email

As bargaining progresses, we need to continue to communicate with you. While most of this communication can be sent via First Class or through the mailboxes, there may come a time when it will be best to contact our members through a secure email address. In anticipation of this, we ask that you send your secure email address to the local office at opseu562@yahoo.ca or to our administrative assistant at michelle.albert@humber.ca 

Pre-bargaining membership survey - issues rising

by Audrey Taves, OPSEU Local 562 Chief Steward

A short time ago, I sent out the summary of our local survey results to all faculty via email. However, the summary cannot address the many concerns and questions that were raised through the comment sections on the survey. We will try to address these through this column and in future editions of Newsbreak and/or bargaining flyers sent to our members. Many of the comments do not relate directly to bargaining, but have implications for better college functioning and could be addressed through the Union College Committee (UCC), mandated by our collective agreement.

Willingness to Take Job Action

Many members commented on which issues were or were not important enough to them that they would be willing to take job action to achieve. Please know that your local delegates ensured that this information was communicated to the bargaining team.

Evaluation of Management

Many faculty commented on the need for a better system of evaluation of managers at the college. Many of those commenting on the need for manager evaluation suggested the use of 360 degree evaluation. As I was not familiar with this process, I turned to Google for a quick update. Here is one description I found:

“360 degree feedback is a method and a tool that provides each employee the opportunity to receive performance feedback from his or her supervisor and four to eight peers, reporting staff members, coworkers and customers. Most 360 degree feedback tools are also responded to by each individual in a self assessment.

360 degree feedback allows each individual to understand how his effectiveness as an employee, coworker, or staff member is viewed by others. The most effective 360 degree feedback processes provide feedback that is based

on behaviors that other employees can see. The feedback provides insight about the skills and behaviors desired in the organization to accomplish the mission, vision, and goals and live the values. The feedback is firmly planted in behaviors needed to exceed customer expectations.”

<http://humanresources.about.com/od/360feedback/a/360feedback.htm>

This sounds like an excellent discussion topic for the UCC. We will begin the discussion at UCC and report on the discussion in the next issue of Newsbreak. (Of course, we would not be using the term customers to describe students).

Partial Load and EI During the Summer

Several partial load faculty expressed concerns about qualifying for EI benefits between semesters. When the college completes your Record of Employment for Employment Insurance at the end of your contract, the college uses a factor of 2.17 per teaching contact hour to estimate your total workload. Therefore if you are partial load and taught 12 hours/wk, your insurable hours for EI would be 26.04 hours/week. While we recognize that this number is still much lower than the hours you actually put in, it may be enough to make you eligible for EI.

Union Forbids Full-time Faculty from Developing and Teaching E-learning Courses

The Union has never forbidden the college to use full-time faculty for e-learning or development or teaching. In fact, our collective agreement requires the college to give preference to full-time positions except under limited conditions. If anyone has been told this, it is a lie. The union simply requires that all assigned work during the teaching term be recorded on the SWF.

By the way, another unfounded rumour about teaching hours is that the Union prevents partial load faculty from teaching up to their maximum of 12 hours/week. There is NO truth to this either.



Chief Steward's report

by Audrey Taves, OPSEU Local 562 Chief Steward



Faculty Advisor project

A trial project in The Business School at Lakeshore campus demonstrated that assigning groups of five students to a Faculty Advisor for a structured program of support resulted in a 5 per cent increase in student retention and a 5 per cent increase in GPA. (as reported at Academic Council, November 2011)

As student retention is identified as critical by the College, perhaps we will see this program spread through the different schools with a corresponding time allocation on the back of the SWFs for participating faculty.

Current Grievances

1. Probationary Overtime

This union grievance arose when the college allowed a probationary faculty member to enter into and remain in an overtime situation in violation of the collective agreement both for probationary and regular full-time faculty (i.e. beyond the limits even for full-time faculty). This grievance has gone to arbitration. We had our first date and are awaiting future dates.

Note: Another grievance on the same issue has been filed as additional probationary faculty have been placed in overtime situations. We are awaiting an arbitration date for this grievance.

2. Interference in CWMG/Union Activity Health Sciences

This personal grievance alleged retaliation by previous Health Science administrators on the faculty member for referring a concern regarding evaluation factors to the CWMG. This grievance was resolved just prior to arbitration. The resolution requires the college to distribute a memorandum to all Health Sciences faculty along with the Fall 2012 SWFs. This memo will outline the SWF planning process and the process for referring SWF concerns (from Article 11 in the collective agreement) and reiterates that the Dean and Associate Deans in Health Sciences fully support this process.

3. Benefits for Partial Load Faculty

This union grievance deals with the process by which partial load faculty are notified of their benefits and enrolled into the benefit programs. The arbitrator ruled against us, but we will continue to monitor this situation and are confident that we will be able to file a new grievance on this matter shortly.

4. Partial Load Faculty – Copies of the Collective Agreement

Partial load faculty do not routinely receive a hard copy of the collective agreement. This grievance was settled just prior to arbitration. Humber agreed that it would provide a paper copy of the collective agreement to every current, active partial load employee in the semester that the booklets are received by the college.

5. Probationary Dismissal – Bad Faith Probationary Dismissal – Harassment and Discrimination

These two grievances have been filed by a probationary faculty member. The arbitration date for both grievances is set for June 6, 2012.

6. Improper Denial of Sabbatical

This is a personal grievance filed by a faculty member related to the interpretation of Article 20 in the collective agreement. We have now referred the grievance to arbitration.

7. Staffing Grievances

1. The Business School
2. Liberal Arts and Sciences
3. School of Creative and Performing Arts
4. Student Services

We are grieving for additional full-time faculty/counsellors in each area. We are at Step 2 in the process.

Please call ext 4007 or drop by H109 to discuss any workload or SWF related issues. 📞

Consistency of course credits

by Audrey Taves, OPSEU Local 562 Chief Steward

Recently, many of you will have been involved in meetings to review and standardize the number of credits assigned to courses that you teach. This process was to be one aspect in a review of academic policies which was also to include a revision of the course numbering system and the grading structure used at Humber.

Why was this happening and why now?

The rationale given for this review was to ensure that Humber student records could be recognized nationally and internationally. The why now relates to making the changes in time for the implementation of the new student record system.

What changes were proposed?

Our understanding was that most courses would be represented as three credits, some six credits, and a few nine credits. These credits were not to be tied to the hours of contact, for example a three credit course could have three, four, or even five hours of contact. The goal was apparently to have most programs with a total of 18 credits, and some with 21 or 24 credits. There was a recognition by Pamela Hanft, Associate VP Instruction, that there would likely be some programs, such as certificate or one year courses, that would be anomalies and would not fit the 24 credit limit. What was clearly communicated to the union, was that there was NO intent to cut course

hours through this standardization process.

What has happened?

We have had reports from faculty in some schools that the process had occurred as described above, that is, programs/courses were reconfigured to adjust the numbers of credits, but overall course/program hours were not cut.

Unfortunately, we have had reports from other faculty in other schools that they had been advised to cut course credits **and course hours**. The rationale given for the course hour cuts was the standardization process. When this was raised by the union to Pam Hanft, her response was to confirm that there was NO intent to cut course hours as part of the standardization process; however, that course hour reduction could result due to curriculum review, budget, student workload, etc.

And the upshot is?

It appears that some schools acted in the spirit intended by the standardization review, whereas some managers took advantage of the review process to slash course hours ó cutting course content for students resulting in a graduate with fewer skills and less knowledge, and likely an increased course load for faculty. We hope this wasn't the real intent of the exercise. 🙄

Partial Load Faculty – Are you getting your benefits?

- Benefits ó 80% drug card, semiprivate coverage, up to \$1500/yr in paramedical services at no cost to you
- Sick Days
- Tuition subsidy ó \$20 per course for most courses offered by the college
- Pension plan access - access to the pension plan after 24 months of work (this is also open

Bargaining/negotiation update

by Audrey Taves, OPSEU Local 562 Chief Steward

By the time you are reading this, you will have received a document from our negotiating team identifying our priorities for bargaining, as approved at the provincial demand-setting meeting on March 31/April 1.

The process for arriving at demands was done very differently from past rounds, so I have summarized the process and our local's involvement in it.

In the past, the bargaining team was not elected until the end of the provincial demand setting meeting, after the final demands were set. This meant that there was little overall guidance for the locals on the types of demands to set, resulting in hundreds of diverse demands being brought forward to the provincial demand-setting meeting. This bargaining round, we elected our negotiating team early on back in November- and identified general themes for bargaining at that time. The bargaining team then had several months to meet, research the themes, and develop information for the members related to these demand themes. With this information, a basic survey was designed for each local to use to get feedback from its own members.

Each college local then completed a version of the survey of bargaining issues and had a general membership meeting to identify and prioritize their demands. Our survey went out on January 24 and we had an excellent response rate. Our demand-setting membership meeting was held February 15 at the North Campus. JP Hornick from the Bargaining Team spoke to the members at the meeting, reviewing the process of collecting demands and encouraging faculty to participate in the process by keeping themselves informed as final demands are set and bargaining begins in June.

After our local demands were set, we sent out an email summarizing the results of both our local survey and the demand-setting meeting to all

faculty at Humber. These results were sent on to our provincial bargaining team. Each local across the province sent in their own survey results and demands to the provincial bargaining team as well. The bargaining team then collected all of the demands and survey results from the 24 college locals, sorted all of the demands into the main themes identified earlier, and using all of this data identified recommendations in each theme area.

On March 31 and April 1, four delegates from our local - Orville Getz, Robert Mills, Sylvia Ciuciura, and Audrey Taves - went to the provincial demand-setting meetings along with representatives from all 24 colleges to discuss and vote for our final list of demands for bargaining. Each delegate was given a copy of all the demands brought forward by all of the locals, sorted into the identified themes of workload, compensation, academic freedom, staffing, benefits, job security, partial load, grievances, health and safety, and miscellaneous. The bargaining team then led the discussion by presenting their identified recommendations.

The process worked very well - the delegates debated both the team's identified recommendations as well as any other demands from the locals that were raised by individual delegates. Our goal was to identify a relatively short list of reasonable demands that reflected the priorities identified by the membership. In past rounds, we have put forward over 300 demands for bargaining. This round, we identified 28 demands to put forward for bargaining - a much more focussed approach. Finally, each delegate voted on the 28 demands to establish the priorities for bargaining.

We feel that the priorities of Humber's faculty are well reflected in the final list of demands. Bargaining begins in early June and, so far, the bargaining teams have agreed on 20 dates for bargaining over the summer. 📅

Letters to the editor

Re: Part-time teaching

I have been teaching a course at a large community college for the past six years for five hours per week. I am a contract instructor and am, therefore, non-unionized. I came across your article in last year's issue of Newsbreak and would like to ask you some questions.

I asked my manager to explain why we had not at least gotten cost of living adjustments to our hourly wage in the past five years (there was a small increase in 2006 or 2007) which is now \$37.25 per hour and reportedly the highest available rate for continuing education (CE) instructors at this college. She said she didn't know; she and others keep bringing it up at meetings and nothing happens and that furthermore, she herself is in the same situation albeit paid by the day, not the hour.

I would like to know what CE instructors can do to at least get a one or two per cent increase in our hourly wage. Is there any employment law stipulating a cost of living allowance? We also obviously don't get any benefits or any concessions on parking. Typically, I spend at least 15 nonpaid hours per term managing the course (marking assignments, maintaining the e-learn page, communicating with students). As a contract worker, I have a higher ratio of gas and parking fees to hours worked than full

or part-time faculty.

It is a mushrooming economic problem. Soon, with thousands of college employees unable to work more than nine hours per week, and college administration doing their best to ensure that more and more instructors are non-unionized and on contract, Ontario's roads will be clogged with harried teachers zooming back and forth from one little job here and another tiny one there. I spend 90 minutes each Friday driving to and from this job and 90 minutes per day driving to and from another similar job; each of them are only five hours.

I wouldn't feel so bad if all faculty and staff were cutting costs to benefit students and taxpayers, but such is not the case. I know that senior faculty make \$100,000 per year and that the VP admin staff make more than that.

Full and part-time staff not only get a better wage and paid preparation time but also decreased expenses in the form of parking subsidies and other benefits.

Other questions:

Were the ballot boxes from the vote in 2009 ever opened?

How can I get involved to organize other disenfranchised faculty like myself?

Name withheld by request

Response

As President of the local, I have answers to some of your questions. You did not state which colleges you worked for so I will give you information based on Humber College policies and procedures. At Humber, rates for part time faculty do get a slight increase each year. I have just checked with our Human Resources Department and our part time C.E. rates are between \$39 and \$68. So, I don't know why your pay would be that low, but I assume it is

the policy at your particular college. There is no employment law stipulating a cost of living allowance. At Humber College, in the past, all part time faculty of six hours or less teaching had their parking paid by the college. I have heard that this is starting to change. If you come on campus to teach after 3 p.m., there is no charge for parking as all parking lots are open and free after that time and also on the weekend.

Continued on page 9

Letters to the editor

Continued from page 8

All partial load faculty can teach up to 12 hours a week, and many of our faculty do teach the maximum 12 hours.

Also, sessional faculty can teach 13 - 19 hours and we have faculty in that category. There is paid preparation time for full time faculty only as part of our workload agreement which came into effect in 1985. We have a Standard Workload Form or SWF which lays out all our work each week and totals 44 hours. In that 44 hours, we have credited time for preparation and evaluation and can teach up to 18 hours a week. We do not get parking subsidies here at Humber. All full time faculty pay \$960 a year for parking including the 9

weeks vacation time when we are not at the college. The ballots were never counted in the 2009 vote because the colleges have challenged the eligibility of every voter on the entire list and the legal fights are ongoing (see article on page 10). If you want to get involved in this campaign, contact OPSEU head office as there are still staff working on this issue. Hope I have been able to provide answers to your questions.

*Orville Getz,
President, Humber College Faculty Union,
Local 562*

Attention partial load faculty with benefits

If you are a current partial load employee with benefits, our collective agreement allows you to bridge your benefits for up to six months if you will be returning to the college's employ. As Humber generally does not notify you of your next contract for some time after your current contract ends, they generally allow all partial load faculty who are interested in bridging over the summer semester to do so.

This simply means that you can continue your current benefits at your own cost for the period between contracts. The cost depends on which benefits you wish to continue. To give you an idea of the costs to you, please see below:

- Extended health only - single benefits would be approx \$85/month
- Extended health only - family benefits would be approx \$195/month
- Dental - single benefits would be an additional approx \$50/month
- Dental - family benefits would be an additional approx \$142/month

You can give post-dated cheques for each month (May, June, July, August) if you wish.

As outlined in a recent College Communique, if you are interested in bridging benefits for this summer, you need to notify Sylvana Galati by email at sylvana.galati@humber.ca Post dated cheques are required by April 16, 2012. If you are not interested in bridging, your benefits for this contract will be suspended as of April 27, 2012. 📧

Where is the part-time campaign?

by Robert Mills, Secretary, OPSEU Local 562

Sessional and part-time teachers voted in 2008 whether to be represented by a union or not and the ballots were sent to the Ontario Labour Relations Board (LRB) for counting. If successful, it would have meant that over 7,000 teachers in the college system would have some representation and perhaps be able to bargain for some rights. However, the colleges along with their law firm Hicks-Morley immediately filed several protests and legal arguments to deny those teachers representation. The ballots still have not been counted.

Dalton McGuinty, not a big supporter of labour, had modified the Colleges Collective Bargaining Act (CCBA) in 2008 to allow part-time and sessional teachers and support staff the right to bargain collectively. This was after the International Labour Organization (ILO), a United Nations agency, had condemned the Ontario government for denying a basic right of association and collective bargaining to those workers. The previous version of the CCBA had denied them that right since it was enacted in 1966.

However, the provincial government does not seem to be involving itself in hastening a resolution to this impasse. The ILO has written several reports since on this situation (the latest in March, 2012) and has encouraged the government to get involved, but the government has refused saying that it would be inappropriate to get involved in LRB decisions. That's commendable; however, the government does not say that the Colleges Compensation and Appointments Council (in effect the colleges' old Council of

Regents) is a government agency that can be directed by the government to resolve the issue. It seems that it is alright for the government to allow a government agency to be involved in LRB decisions and delay the process but not for the government to give support to the college employees to hasten the process.

The upshot of this is that the issue is still before the Ontario Labour Relations Board. The colleges and their law firm continue to delay the count, and the government is doing nothing about it. The union tried to get representation for about 15,000 teachers and support staff at the colleges but to no avail. I guess McGuinty and certainly college management never bought into the old Liberal idea of a "Just Society".



TO ALL FACULTY UNION MEMBERS

Notice of Elections

for Stewards and Officers of OPSEU Local 562 - Faculty Union

Term of Office: June 1, 2012 to May 31, 2014

The term of office for all current stewards and officers of the faculty union expires on May 31, 2012. Elections will be conducted over the next few weeks, with the following guidelines:

- Stewards are nominated and elected by the members of their own school, division, campus location or occupational classification. Elected stewards are on the Local Executive Committee of the faculty union. Any member, including any partial load member, is eligible to stand.
- Nominations for steward shall be submitted in writing to the **Chief Returning Officer, Faculty Union Office, H109, North Campus**. Nominees must signify in writing to the Returning Officer that they accept the nomination.
Deadline for Nominations: Friday, May 4, 2012
- Steward Elections shall be conducted no later than Wednesday, May 9, 2012. All members in that location are eligible to vote. A majority of 50 per cent + 1 of ballots cast is required to be elected. Run-off ballots, if necessary, will be conducted no later than Wednesday, May 16, 2012.

<u>Constituency</u>	<u>Stewards</u>
Business – North Campus	3
Business – Lakeshore Campus	1
Health Sciences	3
Hospitality, Recreation and Tourism	2
Liberal Arts and Sciences – North Campus	4
Liberal Arts and Sciences – Lakeshore Campus	1
Applied Technology	4
Applied Technology – Trades & Apprenticeship	1
Media Studies – North Campus	2
Media Studies – Lakeshore Campus	1
Creative and Performing Arts	2
Social and Community Services	1
Counsellors	1
Librarians	1
North Campus Steward at Large	1
Lakeshore Campus Steward at Large	1
Guelph – Humber Steward at Large	1
TOTAL	30



Officers will be elected at a **General Membership Meeting on May 23, 2012** with details to be announced. Only duly-elected stewards are eligible to stand for the offices of President, First Vice-President, Second Vice-President, Chief Steward, Secretary, and Treasurer. To be elected, a candidate must obtain a majority, which is 50 per cent + 1 of the valid ballots cast.

- Written nominations for Officers shall be submitted in writing to the Chief Returning Officer at the Faculty Union Office (H-109, North Campus) prior to the May Membership Meeting. Nominations may also be made orally at the meeting itself. If the nomination is in writing, the nominee must signify acceptance in writing. If the nomination is made orally at the meeting, the nominee may accept in writing or orally at the meeting.
- Two Local Trustees shall also be elected at the **May General Membership Meeting**. They serve as the faculty union's audit committee. They are elected from among the membership-at-large, and may not hold any other local union office (such as steward) during their two year term. Nominations as per above.

In order to enhance inclusive participation in local union activities, OPSEU 562 has a Family and Attendant Care Policy. The policy provides reimbursement to cover additional costs resulting from attendance at a union function. Copies of the Family and Attendant Care Policy can be obtained from the union office, H109, ext. 4007.

The Faculty Union's democratic governing system, including election procedures, is governed by Article 28, By-Laws for Local Unions, of OPSEU's Constitution and Local 562 By-Laws.

I, _____, nominate _____

to serve as steward in _____, for term of

June 1, 2012 to May 31, 2014

Signature of Nominator: _____

I, _____, accept the nomination.

Signature of Nominee: _____

Up at the Board

by Franca Giacomelli,
Board of Governors Faculty Representative

The March 19 meeting was the first meeting since December. This article is a summary of that meeting.

New Chair of Board of Governors

The Governance and HR Committee recommended Joan Homer for the position of Chair, Board of Governors. Joan has been Vice-chair since September 2010. The Board unanimously supported the recommendation. Congratulations Joan!

Student Presentation – Winners of the Ontario Tire Stewardship Challenge

Gloria Perez and Jessica Gafic (4th year Interior Design students) were winners of the competition held in January. The judges were unanimous in their decision for the design of the landscaping of the Brick Workø site on the Don River Valley. Humber was the only college in the competition, beating out teams from U of T, Ryerson, Guelph, and Waterloo Universities.

Plumbing Techniques, Ontario College Certificate Approval

This program is similar to the Electrical Techniques Certificate approved in September 2011. The program fits into the existing Carrier Drive facility. It provides a post secondary avenue to get into the field.

University of Guelph-Humber Proposed Budget (2012-2013)

It was noted that Guelph-Humber has been extremely successful from an academic perspective and an extremely successful venture for both institutions. The net annual revenue is projected at \$10.1M. It will be divided equally between Humber and Guelph University.



2012-2013 Humber Business Plan and Financial Budget

The Business Plan projects growth with one new degree started in 2012, three new diplomas starting in Fall 2012, and five new post graduate programs starting Fall 2012. A topic that generated some discussion was retention. It was pointed out that the Fall 2011 retention rates exceeded targets with 87 per cent for years 1 to 2; 95.3 per cent for years 2 to 3; and 90 per cent for years 3 to 4. Guelph-Humber still grows and there is a place for both the Humber degrees and the Guelph-Humber degrees. Retention is included in the enrolment growth. Twenty new faculty will be hired in 2012-2013. Humber's KPIs show very high satisfaction rates in teaching and learning, but satisfaction in areas of space and facilities is not as good. A balanced budget was presented for 2012-2013.

Report from the Audit and Finance Committee (for the period ended December 31, 2011)

The committee presented three reports: Statements of Revenue and Expenditures for both Humber and the University of Guelph-Humber, and Humber's Major Capital Projects. Humber is forecasting \$25.6M and Guelph-Humber is forecasting \$15M revenue over expenses by year's end. Major capital projects are approximately \$3.16M under forecast.

I would be happy to discuss the details of any of the Board meetings. 📍

**OPSEU Local 562
General Membership Meeting
Wednesday, May 23, 2012
11:30 a.m. to 2:30 p.m.
Humber Room, North Campus**

Due to food order requirements, please RSVP by Wednesday, May 16. Email your reply to orville.getz@humber.ca or leave the office a message at ext. 4007.

1. Mix and Mingle at 11:30 a.m. (appetizers will be served)
2. Sit-Down Lunch at Noon
3. Guest Speaker: Mansur Malik, Research Officer, OPSEU
Mansur Malik has been with OPSEU as a Research Officer since January 2007. Prior to being an OPSEU member and subsequently on staff, he worked in various capacities within the labour movement as:
 - a Campaigns Co-ordinator (AFL-CIO affiliated Solidarity Centre in Bangladesh),
 - an elected Local President (CUPE 3903),
 - and an organizer (UNITE HERE).
4. Contract Negotiations Update
5. Elections of Officers for 2012 ó 2014 term
6. Financial Report
 - Current state of the Local's finances
 - Trustees' report for the calendar year 2011
 - Strike fund report
7. Other Business